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Rural Letter Carriers' Association

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PAC Gary Thompson

"We work for Congress" They decide the fate of the Post Office. Not Mr. Potter.

Your PAC dollars have stopped 5 day delivery before. It got relief from unfair charges to Post Office last year for health benefits; allows carriers to add saved sick time on retirement time; stopped the closing of post offices in the past.

Changes are coming, again. Your PAC dollars give us access to our congress member—to give them the real facts. Doesn't sound right but we have to play the game. PMG Potter, UPS, FedEx, etc are also trying to get their attention.

"One" can only see cutting services and hours as the only way to save the Post Office. The others see a way to increase their business. Think their PAC money supports the "One".

Stopping route consolidations, reducing benefits, transferring retirement benefits to other programs, losing reliefs as hours cut: all negatives for our craft.

Please help your jobs, the union, and its members. Don't want to use one of the forms sent out by National? Guess what—board members will take donations at your unit meeting. You can mail them to me. Be at State and I'll try to find a way to get something out of you.

Please write your Congressmen over this change to a five day delivery week. We have to get and keep Congress' attention. Your PAC money makes that happen.

NDRLCA State Convention June 4-6, 2010

Doublewood Inn & Conference Center
3333 13th Ave S., Fargo, ND
(701) 235-3333

Book your reservations now to guarantee your room. Say you are with the Rural Letter Carriers Convention. Questions: Contact Vicki Berglund, Rhonda Wyum, Convention Chairs

Saturday, June 5th

- 7:30am Registration
- 8:30 Joint Session Meeting
- 12:00 Lunch – Dakota Grill
(Armed Forces Meeting)
- 1:00 Delegate Session Meeting
- 6:00 Social Hour
- 6:30 Banquet and Entertainment

Friday, June 4th

- 8:00 – 12:00 State Board Meeting
- 1:00 – 6:00 Local Steward Training
- 5:00 – 7:00 Registration
- 7:00 – 10:00 Social / Get Together

Sunday, June 6th

- 8:00am Memorial Service &
Non-Denominational Service
- 9:00 Meeting
Elections

President Ida Volesky

What is Common Sense? A quote from Harriet Beecher Stowe states, "Common sense is the knack of seeing things as they are, and doing things as they ought to be done". Something most carriers do everyday. Why is it then, that when mail count comes around that the first casualty is Common Sense. Why do managers feel they have to cut - time, distance, or action? Most carriers do their jobs very efficiently by using common sense. They need gratitude not criticism to perform their jobs. The Postal Service needs to change their attitude towards their employees if we are to have a future. There is no **Postal Service** without the carrier to give that service. So fellow carriers, know your rights and stick to them. Call a steward, read your contract, read the 603, and be prepared to defend your rights. Present the facts in a calm and knowledgeable way and you will have the upper hand. After all: Knowledge is Power. There are other areas we as carriers also need to keep informed on. So here are a few of them.

Legislative: Are you keeping informed as to what can affect your job? We need to keep contacting our Senators and Representative to let them know how legislation is affecting our jobs. I put the grassroots sample letter and background information for you to use to write letters to stop legislation for 5-day delivery on the website. If you do not have a computer, please let me know and I will send it to you. Gary Thompson and I will be in Washington, D.C. in May to talk to our Congressmen on this and other issues that concern the rural carriers. Please help us out by donating to PAC and/or contacting our Congressmen by letter or email. You will make a difference.

National Delegates: Be sure to fill out your ballot for the Delegates to the National Convention. The delegates represent you the members of North Dakota. They vote on issues that concern all the carriers nation wide. If there is an issue you care about, bring it up at the State Convention so the delegates elected know how to vote when the topic comes up. Be involved, vote.

Constitution: Have you looked at the constitution? It is on the website. Think something needs to be changed? Submit the change through your local unit so it can be voted on at the State Convention. This goes for National Constitution changes also.

Units: This year we are having a state wide audit of all units and the state books. The board felt it would be wise to have everything checked out so we have no surprises in case the Department of Labor wants to have a look. Some of the units have been having low attendance at their meetings and have asked to combine with another unit. This would be wonderful, because it would bring more carriers together to talk and cut down on the amount of paperwork the state needs to keep track of.

The Secretary of each unit has received a letter telling them how to combine the units and that we need for records for the audit. All records must be sent to Dorene by May 15th. Contact Dorene if you have any questions on the audit.

Retirement: Planning to retire soon? Start planning at least 5 years before you plan to retire. Contact the U.S. Office of Personnel Management at www.opm.gov/retire/ or www.liteblue.usps.gov and click on My Life, or (888- 767-6738). The period before retirement is important because you must have insurance coverage for 5 years immediately before retirement to keep it after retirement. You may also need to make decisions on when you can retire based on your annuity. We work hard on our jobs. Make sure you get all that is coming to you.

Outstanding Member Award: Do you know an exceptional carrier? One that has helped you and others to do their jobs better or gone the extra, extra mile for their customers? Nominate them for the Outstanding Member award. Contact me and I will get you the application.



State Convention: Plan to attend the State Convention. This is the best way for you to be informed and get to know your fellow carriers throughout the state. Get elected to be a delegate from your unit so you can vote on the changes and elect the officers of your state board. Our State Convention is June 5 & 6, 2010. Friday, June 4th there will be steward training in the afternoon and social in the evening. See the Convention article for more details. Be careful out there. See you at the Convention.

Provident Guild is a death benefit fund for carriers and their spouses. If you are under 56 years of age you can become a member. Dues range from \$10-50 (annually) depending on your age when you apply. You are guaranteed at least 30 times your annual dues. For more information contact Mary Wertz.

Vice President Gary Thompson

I can't believe how fast two years have gone since you elected me. Thank you for allowing me to represent my fellow Rural Carriers at the state level. I appreciate your trust and hope to continue to serve you. I hope to see many of you at Fargo June 5th and 6th for the state convention.

As the year goes forward I'm sure you've heard or seen the PMG trying to get rid of Saturday delivery. This is just another example of management trying to save money by getting rid of SERVICE. Management can't seem to get it. Cut more and more service, you lose more and more customers. I think most of you see this. Customer complaints, disapproval of flood and/or storm detours, denying storm days when state shut down. Or how about Mail Counts. Cost a penny get rid of it. No matter how it affects our customer base.

Hopefully "our" representatives or their delegates will be at the state convention so we can explain our feelings over Postal Cuts that retain management positions and bonuses at our loss. In case they are not there, please contact our Congress members over the proposed 5-day delivery plan of PMG Potter. You should have received a letter from national or seen it on line how to get their attention. Please send a message. If you think that it would be great to have the weekend off..guess again. NO relief (why work if no hours), harder work days (Mon-Tue), no time off. (RCA'S get involved you lose those hours). Future: cut hours here, let's consolidate routes. Guess what, that PM you all heard about...(not in a good way)... that's the office that will be the head out office.

RCA'S: Remember you do have access to a health care program thru the union. Also a dental/vision plan is offered. It is available online or contact me and I'll mail the info to you.

FOOD DRIVE: New to some old news to others. Thank you to all of you that have helped out in the past. NRLCA is now part of the Food Drive 2nd Saturday of May. I know many have not seen or been part of, but please support. Just come in to help on your route or other rural carriers in your town. A couple hours to help will not hurt. Also we are on rural routes and our people will leave a lot.

Remember you have a board to represent you. If you have a question call them. All of us will do the best to get you a answer.

New Members, Retirements & Deaths

New Members

Pam M Baird
Michael B Kistler
Shawnee Bassett
Diane Barke
Tyler Grondahl
Dorothy Jo Selzler

Post Office

Buxton
Mandan
Wishek
Grandin
Minot
Velva

Deaths

Claud R Oppen
338 6th St SE
Rugby ND 58368-2312

Leo J Zorn
207 W 10th St
Bottineau ND 58318

Calvin C Spravzoff
1217 6th Ave SE
Jamestown ND 58401-5614

Kenneth A Larson
250 4th St NE
Valley City ND 58072-3005

Retired

Micheal Deplazes
Jacob Jacobson
Gary Lien
Peggy Schettler
Donna Whetham
George Fried
Larry Zimmerman
Kenneth Allard
James Bower

Charles Keller
Denis Boisjolie

Post Office

Devils Lake
Finley
Milnor
Golden Valley
Wilton
Mandan
Minot
Fessenden
Menoken/
Bismarck
Scranton
Binford

From the desk of
District III Committeeman Mary Wertz

The following offices will be up for election at the State Convention in Fargo. If any of you are interested please contact me.

President—one year term
Vice President—one year term
Secretary/Treasurer—one year term
District II Committeeman—three year term
(must be from District II)

Hello fellow carriers of North Dakota. The snow is melting, the water is rising and running, the PO managers are all in their silly mode with mail count. All signs saying it must be spring or close to it. Although March isn't over yet the chances of a big storm grow less each day and the forecast sounds good so maybe we got off lucky this winter, for the most part, with snow blocked roads. Well high water is the next hurdle we will be encountering in parts of the state. And it seems there are more 'parts of the state' affected each year. Reports have already been coming in from some areas with water over roads, or on bridges. If you are being affected by this inform your PM of the detour and log the miles in the remarks section of your 4240. Refer to Art 312.1 through 312.4 in the PO 603.

312.1 Emergencies and Adverse Weather Conditions

During emergencies and adverse weather conditions, you may make deviations from the route using alternate roads and reversing the line of travel, where necessary. Advise your postmaster or supervisor whenever a deviation was made in the line of travel.

312.2 Additional Mileage

When you are required to travel additional mileage because of road construction, flooding, or other conditions, record the additional travel each day in the *Remarks* section on Form 4240, *Rural Carrier Trip Report*.

312.3 Detours

Where it is necessary to make an extensive detour to effect delivery, when practical, you may ask customers to:

- a. Temporarily relocate their mailbox.
- b. Arrange to receive their mail through another customer's mailbox.
- c. Make some other arrangement for receiving their mail until regular service can be resumed.

Now most of these detours will be 'short term' detours. If the road washes out or the bridge takes a ride downstream then it will obviously be a long term deviation, until it is repaired or replaced.

EL-902 Art 2.C.13. Temporary Route Deviations

Any temporary route deviations of more than thirty (30) calendar days duration shall be added to the evaluation and the salary shall be adjusted accordingly. Upon termination of the deviation, the route evaluation shall be adjusted to its former status. No special count shall be made either at the beginning or ending of the deviation. All salary changes will become effective at the beginning of the first pay period following completion of the first thirty (30) days of the detour and at the beginning of the first pay period after the deviation is terminated.

If you have any issues with compensation for detours/deviations call a steward immediately.

Another issue that has had a lot of attention lately involves managements obsession or mind set of disciplining carriers for minor offenses or no reason at all by placing them on emergency placement, a 14 day suspensions, or removals. It appears they have a two fold system or approach to this madness. One is to get rid of an employee to make a name for them selves by solving the Postal services financial crisis one employee at a time. Only thing is someone forgot to tell these people that the job is still there and has to be filled with someone. The second reason, if you will, is they seem to be using it as a punitive measure. You know 'teach them a lesson'. With this form of thinking it has me worried that this will hasten the demise of the postal service. That and the ever increasing tendency to decrease customer service any way they can. Every day I hear or see some instance where a customer has been denied some sort of service. Be it forcing them to move their box, rent a PO box instead of rural delivery, or forced to buy a computer if they don't have one and use click and ship instead of bringing the items into the PO to buy the postage. The list could go on and on. For a service industry we sure aren't providing service. I shouldn't say 'we' because I don't know of any rural carriers that would treat their customers like management treats them.

Five day delivery is on the minds of every carrier now after PMG Potters plea to congress. I have had a lot of people ask me 'do you think it will happen' 'when will it happen' what will it do to my route'? Well the answer I always give is who knows. First off I don't think it will happen anytime soon, or as soon as PMG would like it to. Remember it does take literally 'AN ACT OF CONGRESS' to change it. And they seem to have their hands full right now with the health care issue. I don't think they will want to tackle another personal issue affecting the people. Especially peoples mail. Ida and Gary will probably have more insight into this after their legislative seminar trip to DC in May. What will it do to my route is a question that has had a lot of speculation. Unfortunately postal headquarters hasn't given our national office any answers either. At least as of last fall at the regional steward seminar our national reps hadn't gotten anything from headquarters. Times are changing and who knows we might see this change in the future but I personally don't think it will happen as quick as some of the stories circulating out there.

Local steward enhancement training will be Friday, June 4th 2010 starting at 1:00 PM til 6:00PM at the Doublewood Inn, Fargo prior to the state convention. All local stewards **must** attend to keep their certification. All stewards will be contacted by letter with details of the training. Please check convention info elsewhere in the newsletter for specifics on the convention.

I hope to see you at the convention this year. Last year there were the same faces we've seen in past years and it was refreshing to see several new faces. If you are planning on attending and know someone that hasn't come before or you think should come please, urge them to attend. Remember knowledge is power. Come, listen, ask, and learn. It is your paycheck that could be affected by something you may pickup at a convention.

In closing I wish everyone a save spring, a happy and fun filled summer. Stay alert and be safe. And above all enjoy the best job in the postal service. RURAL CARRIER.

District I Committeeman Jerry Fossum

Greetings from District 1 where it is finally Mar 16 and we see sun for the 1st time in Mar. Another challenging winter is hopefully behind us. I think we've all had our share of bad weather and roads. Now instead of snow, we fight water, mud, and detours. Remember that we're not to drive through water across roadways. Dangerous hidden washouts can occur very fast in these scenarios so be vigilant, cautious, and keep safety first.

I enjoy one aspect of the winter and that is the sports. We've said good bye to the Winter Olympics and can only be amazed at the level of dedication it must have taken to achieve their superior talents. But close to home, our Oakes wrestlers ran away from their competition. The Beach girls' basketball had a great season and deserve their championship as do the Bismarck boys. Sorry I've forgotten who won the volleyball titles. Now this weekend we watch the boys basketball B tournament, always a great finale and of course college B.B. March Madness. As a parent or former athletes, and one now coaching, I admire what it takes to be successful but also the agony of defeat. The sportsmanship and teamwork I see, I feel is top notch. We, as postal workers, have to work as a team. The frustrating thing to me, is that it seems we carriers are having to play a game against management. And they like to change the rules as they see fit. It was with great pleasure to read that arbitrator Block shot down the unilateral changes the postal service made in the 603 concerning DPS standards. Now during the mail count pallets of flats seem to be forgotten. Every year they pull stunts like this, yet we work by standards and a stop watch. We still have to follow the rules, and if we don't keep up with all the information available we are the ones that lose and more often than not it's translated to the size of your paycheck.

Attending our state convention in Fargo, June 4-6 will give you access to state and national officers and ask questions on a personal note, and also interact with fellow carriers to see how other offices operate. Let this be part of our educational experience, so we will never have to say "I didn't realize that" or "I wish I had known of that before!" Our union needs everyone to be informed and involved. Start by being involved in your post office and then your local units.

After attending my 2nd national convention and the frustration of having the resolution for bi-annual convention defeated, I will be bringing this resolution to our state convention to submit once again to Nationals. Plans are made five years out and I feel it is time to get more conservative in its planning. I will have more on this in Fargo and would ask you for support on this issue.

I would be honored to attend the National Convention in Seattle this summer, and if you would feel comfortable as having me as one of your delegates I would appreciate your vote when you receive your ballot. There are several other issues that could be addressed, but I think the other officers will cover them. I will close by having you refer to the enclosed photo as to how much some customers have to go through to keep getting their mail. Don't you wish all of our customers were that considerate? Drive safely and hope to see you in Fargo.

Statement of Activities July 1, 2009-March 20, 2010

Income

APCU Checking Interest \$30.42
 APCU Savings Interest \$356.26
 GMAC \$1,923.07
 Membership Dues \$58,959.01
 Miscellaneous Income \$55.16
 Steward Training Dues \$1.00 per
 \$933.00
 NRLCA \$4 per route \$1,248.00
Total \$63,504.92

Expenses

Newsletter \$583.17
 Website \$173.77
 Local Steward Training \$252.42
 Miscellaneous Expenses \$5.00
 National Convention \$8,619.20
 NRLCA Operating Account \$30.00
 Office Expenses Officers \$993.23
 Office Expenses Stewards \$1,309.06
 Payroll Taxes \$1,557.68
 Per Capita Dues \$1,718.00

Expenses (continued)

Postage \$612.69
 Printing \$74.42
 Rent Steward Officers \$3,200.00
 State Meetings \$337.06
 Travel Expenses Officers \$4,929.77
 Travel Expenses Stewards \$6,427.04
 Wages Officers \$6757.64
 Wages Stewards \$13,603.96
Total \$51,184.11

Net Income \$12,320.81

District II Committeeman Jerry Axtman

Greetings from the Central Plains. Another mail count has come and gone. I went into the count thinking "it is what it is". I thought it would help ease the stress and lessen confrontation with the postmaster.

It seems like the only training management gives on mail count training to postmasters is to cut our evaluated time any way possible. If you feel that management has initiated an action that has adversely affected your wages, hours or conditions of your employment, documentation is very important in your discussion with management in settling the dispute.

Times are changing in Step 1 hearing with local stewards. Local management can not make a decision without direction from above not to settle if it's to their disadvantage. Therefore it is very important to stay informed by mail count training, local steward training and your NRLC magazine. These tools are provided by your union. Encourage your fellow workers to take an active role to keep our union strong and our jobs safe. Participation in local and state meetings will make a difference on the future of our local units, and not the possibility of disbanding of a local unit.

Question: How do we get involved and stay informed?

Attend the state convention June 4-6 at the Doublewood Inn, Fargo

Susan T. Knapp, Executive Committeeman

Susan Knapp was born in Syracuse New York. One of 7 children, she is the only girl. Susan has been married to Gerald Knapp since 1976; they have three children and 8 grandchildren. Susan and Gerald live in Middletown NY.

Originally hired by the USPS as an RCR, Susan was appointed to the position of regular rural letter carrier at the Middletown NY Post Office in 1985 where she was first elected as a local steward. She transferred to the New Hampton Post Office in 1988.

Susan has served as a steward for over 20 years and was State Steward for the New York RLCA for 11 of those years.

In 2003, Susan was appointed by the National Rural Letter Carriers' Association as a Grievance Specialist, handling Step 3 appeals for the Northeast and New York Metro Areas as well as portions of the Eastern and Great Lake Areas. In that position Susan handled grievances at the Step 3 level of the grievance process and participated in arbitrations as a technical assistance under the direction of the National Director of Labor Relations.

Susan was elected to the National Board of the Rural Letter Carrier Association as Executive Committeeman on August 8, 2008. Since her election, Susan has been assigned to the Northeast Area as well as part of the Eastern Area.

Susan will be attending the State Convention in Fargo this June.



GMAC Insurance Jerry Axtman

GMAC Insurance has started this year by taking rate decreases in many states and plan to continue to do so specifically for RLC. If a Rural Letter Carrier has a government provided vehicle, GMAC Insurance will give them a Route Car Discount on one of their other vehicles.

If in need of service, you can go to the body shop of your choice, and no aftermarket parts. Most minor claims are handled right over the phone.

Their Emergency Roadside Service is around the clock service (24/7)! Just call their 800 number to report your claim and they will take care of your needs, whether it is to dispatch a tow truck, obtain a can of gas, jumpstart your car or unlock your doors.

Call 1-800-325-7727 for a free quote to determine the best possible premium savings.

Willard Reichenberger Past State President, Retired

Fellow Carriers,

Soon we will receive a ballot to vote for the delegates to the National Convention. The current North Dakota membership numbers allow us to send eight delegates. We have seven state officers who give their time and energy to answer your questions and assist you with any problem you may have with job or work environment. They attend the State Convention and Unit meetings to bring you the latest information.

When you cast your ballot for delegates to the National Convention, please remember your state officers and vote to send them to the National Convention. They are the ones who bring information to your Unit meetings, attend the State Convention, and listen to your problems. How much better to send them to get the latest information first hand rather than getting it from someone who is not an officer or off the internet.

Weingarten Rights The Postal Inspectors and You

If questioned by a U.S. Postal Inspector about your conduct, even if you believe you are not guilty of any wrong-doing. It is suggested you do the following:

Remain calm;

Correctly identify yourself, if requested to do so;

Do not physically resist an arrest or a search of your person or property;

Read aloud to the Postal Inspector(s) the following statement:

I request the presence of my union representative. If I am a suspect in a criminal matter, please so advise me. If so I wish to contact my attorney.

(His/Her) name is _____ telephone number _____

If I am under arrest, I request you to so advise me and to inform me of the reason or reasons. I will not resist an arrest.

I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a warrant, I request to see it at this time.

I will cooperate with you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, or admit or deny any allegations, nor make any written or oral statement unless my attorney and/or union representative are personally present and so advise me.

Relief Day Work List Gary Thompson

Carriers have asked why they should bother signing up for the Relief Day Work List when management can make them work anyway. Two of the more common reasons are being the only route in an office or having an H route. The reason it matters is choice. Yes, you can be forced to work if they need you but so can all the other crafts. Unlike the other crafts, though, the only choice they have is overtime.

The rural craft has a choice: "Only regular rural carriers whose name is on the relief work list 'will be' provided one of the three compensation options described below." Notice that there is no choice if you don't sign up.

1. Needing a day off (your choice of which day in the future) provides an X day (the only option before).
2. Short cash: take 150% of your pay and see how many times you're asked to work after Sioux Falls calls. This option also helps pay for Christmas or vacations (DACA code 5).
3. Trust your postmaster or supervisor and work the day, getting 50% pay, plus you trust them to give you an additional day off. This additional day is at management's discretion, though. Option 3 is the only thing you can legally get if you do not sign up for the Relief Day Work List.

Yes, they can still make you work on your day off. You have to get paid, too, but how that happens is dependent upon the option you choose. Those of you who are H routes: if you are consolidated or get a higher route from bidding in the office will have to wait until the next time to join. It never hurts to sign the list.

The next sign up for the Relief Day Work List is April 24 through May 7. P.S. - For me, I like the choice because it's fun to watch the look on management's face as YOU decide.

NDRLCA
1707 Bonn Blvd
Bismarck, ND 58504
RETURN SERVICE REQUESTED

How To Request Unscheduled Leave

To request (non-job related) unscheduled leave ALWAYS wait for and write down the confirmation number Dial: 1-877-477-3273 (for TTY 1-866-833-8777) Select (4) for unscheduled leave.

Use voice or use number pad to enter your choice (see number in parentheses or example).

Say help for automated assistance

Say your 8-digit Employee Identification Number, one digit at a time.

Say (or press digit after choice) if absence is due to:

Illness (1) go to A.1

Personal Emergency (2) go to B.1

Community Disaster (3) go to B.2

A.1 – Illness – FMLA determinations

a. Say yes (1) if you have FMLA case number.

Say no (2) if you don't have FMLA case number.

If yes, enter FMLA case number go to A.2.d

If no (or invalid) go to A.1.b

b. Listen to FMLA-covered conditions. Is your leave related to one of these conditions? Say yes (1) or no (2).

If yes, say new (1) or existing (2) condition.

If new, go to A.2

If existing with one certificate go to A.2.d

If existing with multiple or no certificates go to A.2

If no, go to A.2

A.2 – Illness – leave request (non-job related)

a. Say illness (1), injury (2), medical appointment (3).

b. Say my condition (1) go to d, or family member (2) go to c.

c. Say child under 18 (1), adult child with a disability (2), spouse (3), or parent (4).

d. Say sick (1), annual (2), or leave without pay (3).

e. Say (total number of hours and or minutes) for this leave type.

If leave is two 8 hour days, say (16) hours.

If leave is 4 hours and 30 minutes, then say (4 hours 30

minutes).

f. Say date leave is to begin (ex 10-04-2005 or 10-04-05)

Say today if leave starts today.

g. Say time leave is to begin (ex 0700) – say AM (1) or PM (2).

h. Say date leave is to end (ex 10-05-2005 or 10-05-05). Say tomorrow if leave ends tomorrow.

i. Would you like to request another type of leave? Say yes (1) or no (2).

j. (starts again at) "Is your absence due to ...?" Say yes (1) or no (2).

B.1 – Personal Emergency

a. Say transportation problems (1), household emergency (2), death in the family (3) or other (4).

b. Say emergency annual (1), or emergency leave with out pay (2).

c. Say total number of hours and/or minutes for this leave type.

If leave is two 8 hour days say 16 hours.

If leave is 4 hours and 30 minutes; say 4 hours 30 minutes.

d. Say date leave is to begin (ex. 10-05-2005 or 10-05-05).

Say today if leave starts today.

e. Say time leave is to begin (ex. 0700) – say AM (1) or PM (2).

f. Say date leave is to end (ex. 10-05-2005 or 10-05-05).

g. Would you like to request another type of leave? Say yes (1) or no (2).

h. (starts again at) "Is your absence due to ...?" Say yes (1) or no (2).

B.2 – Community Disaster

You have indicated that your absence is for a community disaster, such as snow, fire, flood, or a civil disorder. You must exercise reasonable diligence to report to work.

If Administrative Leave is not approved, and you are unable to report for work, what leave type do you want? go to B.1.a