

# The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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# OUR YEAR-ROUND COMMITMENT TO MDA



—PAGES 20-25



## TELL NALC WHO YOU THINK IS THE BEST CANDIDATE FOR NALC MEMBERS?

USE THE PREFERENCE POSTCARD INSIDE

### 2020 PRESIDENTIAL POSTAL RECORD READER POLL

#### WHO'S THE BEST CANDIDATE FOR NALC MEMBERS?

Hear from the candidates who have responded to NALC's questions about their postal positions starting on page 6, then indicate the presidential candidate you prefer and mail this card to NALC Headquarters.

Please choose one:

- Joe Biden
- Bernie Sanders
- Rogue De La Fuente
- Donald Trump
- Tulsi Gabbard
- Bill Weld
- Write-in:



NALC wants to hear from you:

# WHO'S THE BEST CANDIDATE FOR NALC MEMBERS?

Guided by a variety of factors, NALC will soon make decisions regarding endorsement of a presidential candidate. These factors include the results of our *Postal Record* reader poll (see the postcard inserted in this issue), the results of a December 2019 Hart Research poll of NALC members nationwide and the quality of the candidates' responses to our presidential questionnaire. In addition, NALC's president and Executive Council will weigh experience, electability and each candidate's relationship with the union.

As has been the standard practice for NALC, any endorsement will be based on issues affecting our jobs and our benefits and not on social or political issues that, while important, can be divisive to many Americans, including our members.

To help NALC and its members assess the presidential contenders, NALC provided questionnaires focused on postal issues to all of the major candidates last year and requested their return by the end of February. While a

number of candidates returned questionnaires, some subsequently withdrew from the race and so their responses are not being published. Of the candidates remaining in the race, two returned our questionnaire as requested, meeting our deadline for print. Their answers appear starting on page 6.

All NALC members are urged to complete and return the enclosed postcard indicating which candidate best represents the interests of letter carriers and their families.



We ask that you return the completed postcard within 30 days

# Where the candidates stand on our issues



**Fredric V. Rolando**

**I**n this space in February, I outlined our approach to the 2020 general election. My column laid out our process for our endorsement of a presidential candidate this year, while noting that political activism raises a dilemma for us. On the one hand, no group of workers has more at stake in federal elections than federal and postal workers, so we must be involved in the democratic process—our jobs, our benefits and our standard of living depend on it. On the other hand, the diversity of political views in our membership fully reflects the diversity of political opinion in our country—from left to right and everywhere in between.

We solve that dilemma and stay united by focusing only on the issues that affect letter carriers at work and acknowledge that every member will make his or her own voting decisions. In other words, while we don't presume to tell any member how to vote, we aim to inform our members regarding the policies and positions of the candidates that affect our interests as postal workers. And we use the resources voluntarily donated by our members to the Letter Carrier Political Fund to elect the candidates, regardless of party, who support letter carriers and a strong U.S. Postal Service.

**As I promised in February, this month we are publishing the responses to our candidate questionnaires and asking you to weigh in with your presidential preferences by participating in our postcard poll.** I was expecting to publish a very large issue of our magazine this month, in terms of pages, but only two survey responses are published in this issue because so many candidates dropped out of the race over the first six weeks of the primary season.

The good news is that both former Vice President Joe Biden and Sen. Bernie Sanders passed our candidate survey test with flying colors. As you will see from their answers to our questionnaire on pages 6-17, both strongly support our interests on virtually every major issue—from repealing the pre-funding mandate and maintaining six-day and door delivery to preserving our collective-bargaining rights.

The bad news is that President Trump declined to answer our questionnaire. This is very disappointing, but not totally surprising given that his positions on our issues have been pretty atrocious. So in light of his refusal to respond, I will lay out President Trump's record on letter carrier issues and Postal Service policies. In 2018, his Office of Management and Budget (OMB) issued a

report calling for the privatization of the Postal Service—a policy that would destroy the most efficient and affordable universal postal system in the world. The president also created the Task Force on the United States Postal System that produced one of the sloppiest, most error-filled and misguided reports we've ever seen. Its legislative and administrative recommendations amounted to an all-out assault on the Postal Service and its employees. For our purposes, we can treat the task force report as President Trump's answer to our candidate questionnaire. Let's review his "answers" on the issues most important for our jobs.

First, he supports stripping us of our collective-bargaining rights. Yes, brothers and sisters, on the 50th anniversary of the Great Postal Strike of 1970, the president of the United States has called for taking away our right to negotiate our pay and terms and conditions with postal management. That is an insult to each of us and to the heroes of 1970. Second, the task force report called for giving the postmaster general the authority to discontinue Saturday and door delivery service—steps that would divert business from the Postal Service to private competitors and unnecessarily eliminate tens of thousands of letter carrier jobs. Third, rather than allow the Postal Service to offer new services and grow, the administration calls for more downsizing as well as outsourcing work from career employees to private contractors—i.e., low-wage, non-union workers. Fourth, the report advocates redefining the Postal Service's universal service obligation to cover only so-called "essential" mail—a small and ill-defined subset of current letter mail volume made up of personal communications, prescription drugs and transactions mail. This would exclude the "commercial mail" that makes up the bulk of what we deliver today, effectively deregulating mail delivery by shrinking the monopoly that makes affordable universal service possible. Taking into account this track record, the administration's relentless attacks on the U.S. labor movement, and its reflexive support of big business over workers on regulatory and judicial matters, we know as much about President Trump as we would have had he honestly completed our questionnaire.

For carriers who base voting decisions on workplace and postal issues, this is the information we have on the three remaining major candidates in the race.

**As I indicated in February, the results of our issues survey of the candidates and our member postcard poll will be just two of the factors that will guide our decision-making surrounding an endorsement in this year's election.** We also will consider their electability, experience and relationship with our union.

Our goals for the 2020 elections are to elect a pro-letter carrier majority in both houses of Congress and give them a partner in the White House who is a strong supporter of strengthening the Postal Service for the 21st Century—all while keeping our union united and strong.



## National Association of Letter Carriers, AFL-CIO

Since 1889, representing city letter carriers employed by the United States Postal Service.

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# History redux



**Philip  
Dine**

**L**ast month's letter from the editor—and the magazine in general—dealt with history, focusing on the 50th anniversary of the Great Postal Strike of March 1970.

Today, we'll discuss some additional matters related to history, interspersed with a couple of personal recollections.

**This month's *Postal Record* includes a feature story on retired letter carrier Tom Riley. In terms of historical knowledge over multiple fields, I've encountered few people like Riley.**

An orphan who would later serve with the Air Force in the Vietnam theater, and decades after that in the Coast Guard Auxiliary, he teaches a college course on the history of

postal services over the past 6,000 years; has instructed tens of thousands of youngsters in New York City's public libraries about stamp collecting and the value of stamps; and has written a dozen books, including one on the U.S. Postal Service and the contributions of letter carriers.

Delivering mail, he grew curious about the history of the craft and started doing research, which led him to take even "more pride in my job," because he understood the "importance of being a letter carrier and the historical context." That led him to write his first book, titled *We Deliver*.

**Meanwhile, Assistant Secretary-Treasurer Paul Barner has an intriguing column in this magazine—one with a twist—about "Rosie the Riveter," whose poster (and song) symbolize the World War II defense industry contributions of female civilian workers.**

**The response we received from experts for last month's story about the strike's broader significance to the U.S. labor movement was telling in several ways, including the caliber of those who commented. Some of the nation's top labor scholars, from schools like Yale University, Cornell University, Georgetown University and the Massachusetts Institute of Technology (MIT), weighed in.**

That they would take the time to do so suggests the significance of the postal strike. And that's before we even consider what they said regarding the strike's importance to the expansion of the fledgling public-sector union movement at the time, to today's activism by teachers or to the labor movement's ability to survive tough times in recent decades. Or how they said it; these were not pro forma statements, but rather fresh, original analyses offered in extended conversations.

This speaks volumes not only about the strike's impact, but

also about the respect accorded to NALC and letter carriers.

**One of the most welcome letter carrier responses to the March strike package was from Michael Murray, secretary-treasurer of Boston Branch 34, who shared some interesting strike-related excerpts from early 1970 meeting minutes, including contacts with New York Branch 36, which led the strike.**

In a nod to the notion that history foretells the future (or, as the French say, "The more things change, the more they stay the same"), Murray observed that the half-century-old minutes also "...talk about the same things we talk about today, like five-day delivery and various legislation."

**On a more somber note, speaking to an MIT labor professor for the strike package brought back some poignant times. Decades ago, I took graduate courses in comparative industrial relations there from a superb teacher named Ezio Tarantelli, who also was an Italian union official and a professor of political economy at the University of Rome.**

Armed with the curiosity he instilled in me, I embarked on two years of research on the French and German labor movements' respective responses to immigrant workers. The experience allowed me not only to apply his conceptual insights but also to get to know the union leaders on a personal level, including the role some French unionists had played in the Resistance during WWII.

Ezio's knowledge and enthusiasm about industrial relations would later spur me to focus on labor as a journalist, to write a book on unions that cited him in the acknowledgements, and, eventually, would lead me here to NALC.

A few years after I'd studied with him, on March 28, 1985—just shy of 35 years ago as I write this—the mild-mannered Tarantelli was assassinated in Rome by Italy's Red Brigades, a communist-affiliated terror group that objected—get this—to his thoughts on wage indexing. Two men shot him 12 times with machine guns in a university parking lot. He was 43 years old.

At the time, I was working at my first newspaper job, as a reporter and columnist in Quincy, MA, for *The Patriot Ledger*. Now, is this a small world, or what? Branch 34's Murray recently told me that he had worked as a newspaper boy while growing up in Quincy, and had delivered *The Ledger* during the very years I wrote for it.

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If any of these is not being provided or completed, please contact your branch officer or national business agent.

# Coronavirus precautions

**T**he coronavirus (also known as COVID-19) is a disease that was first identified in Wuhan, China but has since spread to locations throughout the world. Make sure you do your part to limit the spread of COVID-19 by taking necessary precautions. This information is based on guidelines issued by the Centers for Disease Control and Prevention (CDC).

## Mandatory stand-up talks and posters

The Postal Service has issued mandatory stand-up talks based on information from the CDC. These stand-up talks help disseminate vital information for employees to prevent and mitigate the spread of the coronavirus. Posters from the CDC also should be posted around the facility. These posters cover various topics, such as stopping the spread of germs, symptoms of the coronavirus and what to do if you are sick with the coronavirus.

## What can I do to prevent the spread?

- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose and mouth with unwashed hands.
- Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer that contains at least 60 percent alcohol if soap and water are not available.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.

## Cleaning on a daily basis

The Postal Service should be following MMO-031-20, Influenza and

Coronavirus Cleaning Contingency on a daily basis due to flu season.

- Surfaces that are frequently touched should be cleaned at least daily during disease outbreaks.
- Postal Service procedures for cleaning common areas will be upgraded to include use of an approved (registered) antimicrobial product.
- Employee and custodial procedures for cleaning their workspaces and surfaces will be updated to include use of a registered antimicrobial product.

## Social distancing

To reduce exposure you should practice social distancing. The following are recommendations by the CDC and the Postal Service:

- Maintaining a 3-foot to 6-foot separation between employees and between employees and customers, to the extent feasible.
- Maintaining a 3-foot distance between carriers and customers, to the extent feasible. Remain courteous; remember that accepting mail or parcels does not pose a substantial risk of transmission.
- Reducing face-to-face encounters for employees; try to avoid holding meetings in rooms where social distancing is not feasible.
- Consider avoiding travel and large gatherings where social distancing is not feasible.
- Avoiding hand shaking with business partners or among friends. If you do handshake or interact by touching, then do not touch your mouth, nose or eyes until you wash your hands as soon as possible afterwards.

## Personal protective equipment

The CDC does not recommend that people who are well wear a facemask to protect themselves from respiratory illnesses, including COVID-19. You should wear a mask only if a healthcare professional recommends it. A facemask should be used by people who are showing symptoms of COVID-19. This is to protect others from the risk of getting infected. The use of facemasks also is crucial for health workers and other people who are taking care of someone infected with COVID-19 in close settings (at home or in a health care facility).

Notwithstanding the CDC recommendation, the Postal Service has committed to providing surgical masks and nitrile gloves upon request to employees in accordance with Management Instruction EL-810-2009-4.

## The risk from handling mail

The CDC states that there is very low risk of transmission of coronaviruses on imported goods or mail due to its poor survivability on such surfaces. The CDC has further stated that, currently, there is no evidence to support transmission of COVID-19 associated with imported goods, and there have not been any reported cases of COVID-19 in the United States associated with imported goods.

## Exposure during delivery

If there is a delivery location that you feel exposes you to an increased risk, immediately report the delivery point to your supervisor, shop steward and/or branch officer.

The Postal Service has stated that it is committed to making temporary alternative delivery arrangements for delivery points that may reasonably pose an increased risk.

## What are the symptoms of COVID-19?

Patients with COVID-19 have had mild to severe respiratory illness with symptoms of fever, cough and/or shortness of breath.

## If you are sick

Stay home if you are sick, even if you do not have COVID-19 symptoms. Stay home if you are sick and have COVID-19 symptoms. Either way, get plenty of rest and consult your health care provider. Follow normal procedures to report that you are sick. COVID-19 symptoms include the following:

- Fever
- Cough
- Shortness of breath

The CDC states that you should not go to work if you are sick. This has been reinforced by the Postal Service Pandemic Influenza Plan as well as Mandatory Stand-Up Talk Feb. 11, 2020 Health Tips: Flu and respiratory diseases including novel (new) coronavirus.

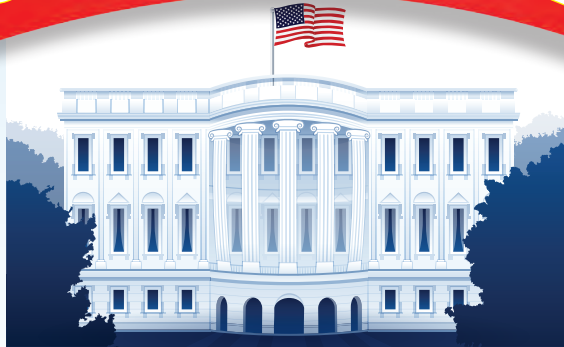
If you think you have been exposed to COVID-19 and develop a fever and symptoms of respiratory illness, such as a cough or difficulty breathing, call your healthcare provider immediately. The CDC recommends that you call ahead of a medical appointment to let the healthcare provider know that you may have COVID-19. This will help the healthcare provider's office take steps to keep other people from getting infected or exposed.

## Staying updated

A lot is still unknown about the coronavirus. As the situation is constantly evolving, it is important to stay updated. Follow the CDC website at [cdc.gov](https://www.cdc.gov) and at [nalc.org](https://www.nalc.org) under Safety and Health for more updates. **PR**

**If any of these is not being provided or completed, please contact your branch officer or national business agent.**

# NALC asked the candidates for their Postal Platforms



**I**t's impossible to turn on the television news or read a newspaper without being told about the race among candidates for the U.S. presidency. There seems to be more campaign coverage than ever, yet there's little focus on the issues important to letter carriers.

"You'll never hear a candidate in a debate or in a commercial say where they stand on the Postal Service and its workers," NALC President Fredric Rolando said, "but that information is vital to the pay, benefits and jobs of our members. We will need to work with the next president, and now is the time to start thinking about whom that should be."

Guided by a variety of factors, NALC will soon make decisions regarding endorsement of a presidential candidate. These factors include the results of our *Postal Record* reader poll (see the postcard inserted in this issue), the results of a December 2019 Hart Research poll of NALC members nationwide and the quality of the candidates' responses to our presidential questionnaire. In addition, NALC's president and Executive Council will weigh experience, electability and each candidate's relationship with the union.

As has been the standard practice for NALC, the endorsement will be

based on issues affecting our jobs and our benefits and not on social or political issues that, while important, can be divisive to many Americans, including our members.

"Letter carriers perfectly reflect the political diversity of the country," President Rolando said. "We come from all backgrounds, and we hold the whole range of political views, from the populist left to the Tea Party right. I see the diversity of opinion within our ranks wherever I travel, and I respect it. But the endorsement must be made based on the jobs, pay and benefits of letter carriers. Voters will make up their own minds on what's most important when they vote, but NALC's endorsement must be based on what is best for letter carrier issues."

To help NALC and its members assess the presidential contenders, NALC mailed questionnaires focused on postal issues to all of the major candidates last year. In a cover letter accompanying the questionnaires, President Rolando said, "We are asking that all candidates for president who seek the endorsement of the NALC provide us with detailed responses to this questionnaire so that our members can have a full picture of each candidate."

Additionally, "Completion of this candidate questionnaire does not guarantee an endorsement by the NALC; the responses will be used to guide NALC's campaign activities, as well as our deci-

sions about possible endorsement in both parties' primary elections and in the 2020 general election."

The union's Legislative and Political Affairs Department made follow-up contacts with each campaign to confirm that the questionnaires had been received. Five candidates answered the questionnaire in full: Joe Biden, Michael Bloomberg, Pete Buttigieg, Bernie Sanders and Elizabeth Warren. Biden's and Sanders' answers appear on the following pages (the other three had dropped out of the race as this magazine was going to press). The campaigns of Roque De La Fuente, Tulsi Gabbard, Donald Trump and Bill Weld have not responded so far. If any of these candidates or future candidates respond in the weeks and months to come, their responses may be printed in a future issue of *The Postal Record* and/or posted to the NALC website.

"As we have decided in the past," President Rolando said, "we will not endorse any candidate who fails to respond to our questionnaire or whose answers do not address letter carrier issues in a satisfactory manner."

All NALC members are urged to complete and return the enclosed postcard indicating which candidate best represents the interests of letter carriers and their families.

Read their answers to help you cast your vote



# Responses from the candidates

## 1. Please specifically state your goals in running for office. What are your priorities?



### Joe Biden

1. I'm running to rebuild the middle class, unify the country and restore the soul of our nation. I was always taught that there is no greater sin than the abuse of power—and that it's never enough to

just abhor that abuse; it's every single one of our duties to stand against it, wherever it's found. Today, our country is facing grave abuses of power: a war on organizing, collective bargaining, unions, and workers that's been raging for decades, and it's getting worse with Donald Trump in the White House. Tax giveaways to the rich and funding cuts for the poor. A rollback of voting rights, civil rights, and America's role as a beacon of hope to the world. Emboldened forces of hate that have slithered out from under their rocks to kill in Charlottesville, Brooklyn, Pittsburgh, Poway, and El Paso and the epidemic of violence against trans

women of color; and to terrorize daily in countless smaller, insidious ways. That is not who we are.

Rebuilding the middle class starts with one word: unions. Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family—the 40-hour work week, paid leave, health care protections, a voice in your workplace—is because of workers who organized unions and fought for worker protections. As president, I'll encourage union organizing and collective bargaining. And I'll make sure every American has a fair shot at the American Dream, regardless of race, gender, income, or ZIP code. I believe in our founders' ideals: "We hold these truths to be self-evident, that all men are created equal..." We've never fully lived up to them, but we've never quit trying. And I'm not about to let us quit trying now.

Our next president will inherit a country divided. He or she will face the enormous task of pulling the country together—and of delivering on things that matter in people's lives, like protecting and building on Obamacare; getting weapons of war out of our

communities; and addressing the climate emergency. I will unite our country to work together. Some people call that naive, but that's how democracy works. I've done it before: the Violence Against Women Act, the Recovery Act, Obamacare, an assault weapons ban, among other legislative wins for working families. I'll do it again as president.

The next president will also have to restore our nation's place in the world, and bring that world together. I know nearly every major world leader, and they know me. In a Biden administration, the American president will once more stand by their word.

Democrats share a lot of great ideas, but this election boils down to: who can beat Trump, who can bring along a Democratic Senate and grow our majority in the House of Representatives, and who can deliver on progress. I'm running because this is all in my wheelhouse. In 2018, I campaigned in 24 states for 65 candidates. As the Democratic nominee, I'll campaign with the most candidates. As president, I'll work with a new Congress to advance our agenda and restore our global standing.



### Bernie Sanders

1. I am running for president not only because I believe that I am the best candidate to defeat Donald Trump, the most dangerous president in modern American history,

but to create an economy and a government that works for all Americans, and not just the 1 percent.

When I am president, the underlying principles of our government will not be greed, kleptocracy, hatred and lies. It will not be racism, sexism, xenophobia, homophobia and religious bigotry. Those ugly anti-American sentiments will come to an end.

The principles of our government must be based on justice: economic justice, social justice, racial justice and environmental justice.

Donald Trump and his billionaire friends want to divide us up based on the color of our skin, our gender, where we were born, our religion or our sexual orientation. Well, we're going to do exactly the opposite. We're going to bring our people together:

black and white, Latino, Asian American and Native American, men and women, gay and straight, native born and immigrant.

Justice means that we will no longer stand idly by and allow this country to move toward an oligarchic form of government, with massive levels of wealth and income inequality, where a handful of billionaire families control our economic and political life.

Justice means that we will not allow three families in this country to own more wealth than the bottom half of America while, at the same time, more than 20 percent of our children live in poverty, veterans sleep out on the streets and 30 million Americans have no health insurance.

Justice means that we will no longer accept 49 percent of all new income going to the top 1 percent, while millions of Americans are forced to work two or three jobs just to survive and over half of our people live paycheck to paycheck, frightened to death about what happens to them financially if their car breaks down or their child becomes sick.

Justice means that we will no longer accept a situation in which the top 25 hedge fund managers on Wall Street make nearly double what all 140,000 kindergarten teachers in America earn—while millions of kids go to over-crowded and under-funded schools.

And when we are talking about injustice this country we are talking about racial injustice. It is not acceptable that black families own one-tenth the wealth than white families, that the infant mortality rate within the African-American community is two and a half times the white community, that redlining in housing continues to exist, that black businesses cannot get the loans they need at affordable rates, that black school districts are underfunded and that a great deal of racism exists within our criminal justice system. When we talk about justice we mean ending institutional racism in all its ugly forms.

And it also means doing everything we can to end the growing tribalism and religious bigotry we are seeing in this country and around the world. Since Trump has been in office we have seen a significant rise in hate crimes—against African Americans, against the Jewish community, against gays, against immigrants against Muslims.

Together, we are going to create a political system which is based on the democratic principles of one person—one vote—and end a corrupt system which allows billionaires to buy elections. Yes. We are going to overturn Citizens United, move to public funding of elections and end racist voter suppression. We will make it easier

# Postal Platforms

for people to vote, not harder.

In my view, we must guarantee everyone in our country basic economic rights—the right to quality health care, the right to as much education as one needs to succeed in our society, the right to a good job that pays a living wage, the right to affordable housing, the right to a secure retirement, and the right to live in a clean environment.

We must recognize that in the 21st

century, in the wealthiest country in the history of the world, economic rights are human rights.

We will expand, not cut, the Postal Service by ending the disastrous pre-funding mandate and allowing post offices all over this country to offer innovative new products and services that the American people want and need.

We will stand with our immigrant family and, together, build an immigration system

grounded in civil and human rights.

We will treat structural racism with the urgency it deserves.

Brothers and sisters: We're going to defeat Donald Trump not because I am a billionaire or because we have a super PAC funded by billionaires. We're going to win this election because we will put together the strongest grassroots coalition in the history of American politics.

## 2. Please provide any information (personal or professional) that demonstrates your commitment to the United States Postal Service and the men and women who are employed by the Postal Service.



### Joe Biden

2. I have long supported the U.S. Postal Service and its employees—the men and women who provide essential services to people across the country. As senator, I co-sponsored the Postmasters Equity

Act of 2003, which gave postmasters a voice in their pay and benefits, and the Mail Delivery Protection Act, which would have protected against USPS privatization by prohibiting it from contracting mail delivery out to private contractors. And, the Obama-

Biden Administration fought to change the federal employees pension funding formula to prevent the Postal Service from overpaying into the federal government's pension fund.

My commitment to fighting for workers and unions is longstanding. Labor brought me to the dance. I'm proud to have the reputation that labor votes for Biden, but more proud that Biden votes for labor. Over my 40-year career in public service, I have stood shoulder-to-shoulder in fights with my labor brothers and sisters. From my earliest days in public service in 1972, I fought with the Delaware State Labor Council and AFL-CIO to oppose right-to-work laws. In the 1990s, I again stood up with you and opposed Republican efforts to make it harder for workers to organize. In 2003, I supported

the Employee Free Choice Act, which would make it easier for workers to organize. In the Obama-Biden administration, we took steps to make it easier for workers to organize and allowed more workers to earn overtime.

I will continue to stand with you as president, including by working with Congress to secure passage of the Protect the Right to Organize Act, passing card check as an initial option for forming a union, and repealing the Taft-Hartley provisions that allow states to impose "right-to-work" laws.

I also recognize that the Postal Service is an independent agency with employees who are subject to anti-union attacks from the Trump administration. I will work with the NALC to protect the rights of letter carriers against any attempts to weaken their voice in the workplace.



### Bernie Sanders

2. Enshrined in the Constitution, the United States Postal Service is one of the most important institutions in this country. At a time when the middle class is collapsing,

we must expand, not cut back on the Postal Service. Together, we will make this a reality.

If I am elected, the Letter Carriers will have a champion of protecting and expanding the Postal Service, someone who has made it a top priority throughout my career, in the Oval office. Time after time, when the Postal Service has been under attack, I have stood by your side.

In 2011, I formed and led a coalition of more than two dozen senators in opposition to the disastrous plan that would have closed half of the mail processing plants,

shut down 15,000 post offices, eliminated six-day mail, moved to cluster boxes and curbside mail, and destroyed over 200,000 good paying jobs. These would have been horrendous cuts to the Postal Service. While we have not achieved everything we wanted, we have won some important victories: six-day delivery is still the law of the land, and door-to-door delivery is still being provided to millions of Americans. Although some hours have been reduced at post offices throughout the country, something that I strongly opposed, we were able to stop the Postal Service from shutting down 15,000 post offices. And while far too many mail processing plants have been closed, we have been able to keep about 100 of these plants open that would have otherwise been consolidated. In the process, we have saved tens of thousands of jobs.

In 2012, when one of the mail processing plants in my state of Vermont was on the chopping block, I held a town meeting with over 500 of my constituents to successfully convince the management of the Postal

Service to keep this facility open and protect over 200 good paying jobs. I am proud to say that the mail processing plant in White River Junction became one of the most productive in the country by 2015.

In 2013, I was proud to work with the letter carriers on the Postal Service Protection Act that I introduced in the Senate. This legislation advocated for protecting six-day delivery, reinstating overnight delivery standards for first class mail, stopping the closure of mail processing plants and post offices, rescinding the disastrous pre-funding mandate, and allowing the Postal Service to offer innovative products and services to increase revenue.

In 2014, I authored a letter with 50 other senators, including six Republicans, urging the Postal Service to impose a moratorium on mail processing plant closures and to prevent the slowing down of mail delivery. That same year, I was honored to address the National Association of Letter Carriers convention in Philadelphia and to be

recognized as an honorary letter carrier by President Rolando.

In 2015, as the ranking member of the Senate Budget Committee, I successfully passed an amendment by a vote of 85-12 that called on the Postal Service to reinstate overnight delivery standards and stop the closure of mail processing plants. That same year, I also urged the postmaster general to reinstate overnight delivery standards by noting how the closure of more than 140 mail processing plants a few years previously and the elimination of overnight

delivery standards in 2015 negatively impacted Americans all over this country.

Just last year, I opposed President Trump's absurd proposal to privatize the United States Postal Service in the Senate. I have consistently advocated for expanding the role of our post offices, which will raise new revenue and better provide the American people with innovative services.

As president, I will strengthen and expand the U.S. Postal Service by:

- Ending the disastrous pre-funding mandate.

- Providing the Postal Service with the flexibility to provide new consumer products and services—like basic banking services.
- Allowing the Postal Service to recover the overpayments it made to its retirement program.
- Reinstating overnight delivery, speeding up service standards, and protecting six-day delivery.
- Removing the artificial price cap on postage rate increases.

**3. Have you met with NALC leaders or attended events with NALC local branches or NALC state associations? If yes, please list branch number(s) and city or state where relevant.**



## Joe Biden

**3.** I am proud to have worked with the postal workers' unions and former NALC President Bill Young. My campaign has reached out to local NALC leadership and plans to continue to engage with NALC throughout my campaign. NALC leaders have been invited to and attended labor roundtables in Las Vegas, Nevada; Cedar Rapids, Iowa; Des Moines, Iowa; and Concord, New Hampshire.

Concord, New Hampshire.



## Bernie Sanders

**3.** Yes.

I am proud to have hosted several meetings and phone calls with President Rolando and with all of my friends at the Vermont Chapter of the National Association of Letter Carriers. Year after year, I have had several meetings, with the Vermont letter carriers. I was very proud to speak at the NALC convention in Philadelphia on July 25, 2014 and to be recognized as an honorary letter carrier. I look forward to continuing the close relationships I have with the letter carriers as president.

**4. The Postal Accountability and Enhancement Act (PAEA), enacted in 2006, included a grossly unfair mandate on the Postal Service to “pre-fund” future retiree health benefits decades in advance. As a result, the Postal Service was required to pay nearly \$5.6 billion annually per year over a 10-year period, a cost that will rise even higher in the future. No other company or government agency in America faces such a mandate. The annual payments have accounted for 89 percent of Postal Service losses since 2007, and 100 percent of losses since 2012. Please state whether you support or oppose the following ways to address this unfair mandate (please indicate the rationale for your position):**

**A. Eliminating the unique congressional mandate to pre-fund future retiree health care. (Support or Oppose) Explain why:**



## Joe Biden

**4A.** Support.

It is essential to remove the pre-funding mandate in order to successfully plan for the future of USPS. No other private entity or federal agency is required to pre-fund retiree benefits. This mandate is a clear attempt to kill a very valuable public service and open it up to privatization. I will work to immediately end this mandate and work

with the NALC to make USPS financially stable. At the same time, it is vital that we ensure USPS retirees get the full benefits their hard work has earned them. I will work with NALC and the other postal service unions, as well as Congress, to safeguard the USPS' important role in our economy and society and protect NALC members and retirees.



## Bernie Sanders

**4A.** Support.

I strongly support eliminating the disastrous Bush-era mandate to pre-fund future retiree health benefits. The major reason why the Postal Service is suffering financially is because of a mandate signed into law in December of 2006, during a lame duck session of Congress, which forces the Postal Service to pre-fund 75 years of future retiree health benefits for employees who have not even been born yet. No other government agency or business in America is burdened with this mandate, which has cost the Postal

Service over \$5.5 billion a year. Further, before this pre-funding mandate was signed into law, the Postal Service was profitable. From 2003 through 2006, the Postal Service made a combined profit of more than \$9 billion. As president, I will end the pre-funding mandate and allow the Postal Service to thrive and prosper into the future. I have previously introduced legislation to do just that. As president, I will implement that legislation into law.

# Postal Platforms

**B. In the absence of fully repealing the mandate to pre-fund retiree health benefits, basing payments on the ‘vested liability’—that is, only based on those employees who are retiree-eligible and who qualify for such benefits. (Support or Oppose) Explain why:**



## Joe Biden

**B. Support.**

I support fully repealing the pre-funding mandate for retiree health care. While this repeal is the best and fairest option for USPS, in the absence of repeal, I will support measures that put funding liabilities on equal footing with private-sector practices, including partially pre-funding benefits for those who are

eligible for retirement. While this would help reduce the Postal Service’s funding burden, my top priority will be to fully repeal the mandate.



## Bernie Sanders

**B. Support.**

Since the passage of PAEA, I have worked very closely with NALC to undo the damage caused by the law. Repealing the mandate to pre-fund health benefits is vitally needed for the Postal Service to flourish. I believe that together, we will build the coalition necessary to fully repeal the pre-funding mandate.

During my time in the Senate, I have listened to my friends at NALC as to what an acceptable compromise postal reform solution would look like given the poli-

climate we were in. That includes doing my part to pass bipartisan postal reform legislation that would have based pre-funding payments on vested liability, making sure retiree-eligible health benefits are protected while reducing the funding burden caused by the Bush-era mandate.

**C. Integrating postal employee health insurance coverage (under the Federal Employees Health Benefits Program) with Medicare Parts A, B, and D to decrease the unfunded liability on a prospective basis for those 55 and under. (Support or Oppose) Explain why:**



## Joe Biden

**C. Support.**

I support any option to address the health care liability for the Postal Service, including prospective enrollment for future retirees, as long as it does not

jeopardize the benefits of those currently participating in the program and protects those enrolled in Medicare from paying more in aggregate than they do now.



## Bernie Sanders

**C. Support.**

I support. I believe healthcare is a fundamental human right, not a privilege. No worker should have to negotiate with their employer for good health care. A Bernie Sanders administration will not cut health benefits for letter carriers. Instead, we will guarantee all workers health care as a human right through the Medicare for All, single-payer legislation I have introduced. Under Medicare For All, letter carriers will get high-quality health care including dental, mental health, vision coverage, and long-term home health care with no copays, no premiums, no deductibles and no surprise out-of-pocket bills. And, workers will be able to go to any doctor or hospital they want, instead

of being locked into restrictive provider networks. At the negotiating table, unions won’t have to sacrifice wages and other benefits ever again. And I will require that the health care savings that are achieved get turned into wage increases and additional benefits for workers.

I was proud to work with Senator Tester, NALC and all of the stakeholders on Medicare integration. I agree with President Rolando that this change to a postal-only system fully integrated with Medicare would be a good way to vastly improve the financial condition of the Postal Service without the need to cut vital services.

**D. Allowing the Postal Service to invest its trust funds for retiree health and pensions (CSRS and FERS) in private stocks and bonds to more closely align with private sector best practices. (Support or Oppose) Explain why:**



## Joe Biden

**D. Support.**

I support trust fund investment in private stocks and bonds as long as the funds remain protected and are getting the best possible value.



## Bernie Sanders

**D. Support**

For years, the Postal Service has had financial burdens placed on it by people who seek to dismantle USPS. In addition to allowing USPS to invest its trust funds in private stocks and bonds, we will end the disastrous pre-funding mandate, provide the Postal Service with the flexibility to provide new consumer products and services—like basic banking services, allow the Postal Service to recover the overpayments it made to its retirement program, reinstate overnight delivery, speed up service standards, protect six-day delivery, and remove the artificial price cap on postage rate increases.

**5. As one of the few government agencies explicitly authorized by the U.S. Constitution, the U.S. Postal Service has succeeded in its role as a non-taxpayer funded government agency by providing low-cost, reliable services to its customers. Accordingly, USPS consistently earns the highest approval ratings of any government entity, most recently at 90 percent approval from the American public. Will you oppose any and all attempts to privatize or dismantle the Postal Service?**



## Joe Biden

**5. Yes.**  
USPS workers are the eyes and ears of the community and are often on the first line of defense for rural and disenfranchised communities. Postal service

provided to everyone and every house, regardless of geography, income, race, religion, or sexual orientation and we must honor and defend the USPS's universal service obligation as a core belief of our great nation. As a valuable public service that does not use taxpayer dollars for operating expenses, USPS will be defended from all attempts at privatization when I am president.



## Bernie Sanders

**5. Yes.**  
Yes. For decades, the Postal Service has been under attack by the extreme right wing who have been fighting to privatize it, slash hundreds of thousands of jobs, close thousands of post offices, end Saturday mail and substantially slow down mail delivery. We cannot let that happen—we must save and strengthen the Postal Service, not dismantle it. We must protect the more than 600,000 Americans who currently work for the Postal Service—one of the largest employers of veterans.

In the Senate, I have led the effort to protect and expand the U.S. Postal Service. As the ranking member of the Senate Budget Committee, I successfully passed an amendment by a vote of 85-12 that called on the Postal Service to reinstate overnight delivery standards and stop the closure of mail processing plants.

In 2011, I formed a coalition of more than two dozen senators to oppose the horrendous cuts to the Postal Service that the postmaster general was calling for.

While we did not achieve everything we wanted, we won some important victories. Six-day delivery is still the law of the land. Door-to-door delivery is still being provided to millions of Americans. While hours have been reduced at post offices throughout the country, something that I strongly opposed, we were able to stop the Postal Service from shutting down 15,000 post offices. While far too many mail processing plants have been closed, we have been able to keep about 100 of these plants open that would have otherwise been consolidated. And, in the process, we have saved tens of thousands of jobs.

The Postal Service is the most popular agency, by far, in the federal government. It provides universal service to all people in every part of America six days a week, no matter how small or remote. And the cost Americans pay for this service is far less than anywhere else in the industrialized world.

As president, I will save and expand the U.S. Postal Service by:

- Ending the disastrous pre-funding mandate.
- Providing the Postal Service with the flexibility to provide new consumer products and services—like basic banking services.
- Allowing the Postal Service to recover the overpayments it made to its retirement program.
- Reinstating overnight delivery, speeding up service standards, and protecting six-day delivery.
- Removing the artificial price cap on postage rate increases..

**6. The U.S. Postal Service serves the needs of 152 million business and residential customers six days a week using its affordable and universal networks service. Please indicate whether you support or oppose the following policies (please provide your rationale):**

**A. Maintaining six-day mail delivery to every American household and business. (Support or Oppose) Explain why:**



## Joe Biden

**6A. Support.**  
Ensuring the six-day mail delivery that allows USPS to stay competitive and honor its universal service obligation is a critical national priority in 2020 and the future. Rural communities

disproportionately benefit from Saturday delivery—not only as a result of the USPS jobs that are created, but also because remote areas are disproportionately reliant upon frequent delivery in order to access goods, and private providers do not have incentive to deliver to these communities. This is particularly important for the delivery of sensitive packages such as prescription drugs and infant formula that need to be received in a timely manner.

The country has evolved since the initial idea of moving away from six-day mail deliv-

ery. Years ago, the idea of reducing delivery days was discussed as an option to support USPS as it faced uncertainty in managing its mandate to pre-fund retiree health care. Since then, the rise of e-commerce has fueled customer reliance on six-day delivery, and USPS should be able to deliver on that expectation. Without six-day delivery, customers who have the option of shifting to private delivery services may do so, hurting the ability of USPS to stay competitive as it attempts to stabilize its fiscal status. As president, I will protect six-day delivery.

# Postal Platforms



## Bernie Sanders

### 6A. Support.

I strongly support. The beauty of the Postal Service is that it provides universal service six days a week to every corner

of America, no matter how small or how remote. Whether you are a low-income elderly woman living at the end of a dirt road in a rural area or a wealthy CEO living on Park Avenue, you get your mail six days a week. And the American people pay for this service at a cost far less than anywhere else in the industrialized world. I am proud to have authored legislation to prohibit the Postal Service from eliminating six-day delivery. In my view, the Postal Service cannot be saved by ending one of its major

competitive advantages. Cutting six-day delivery is not a viable plan for the future. It will lead to a death spiral that will harm rural America while doing nothing to improve the financial condition of the Postal Service. Providing fewer services and less quality will cause more customers to seek other options. Rural Americans, urban Americans, suburban Americans, businesses, senior citizens and veterans will be hurt by ending Saturday mail.

**B. Continuing door delivery service to all current residential and business customers (35 million addresses) that receive such service to ensure that packages, letters, bills and medications are delivered straight to a customer's door. (Support or Oppose) Explain why:**



## Joe Biden

### B. Support.

The Postal Service is explicitly authorized by the U.S. Constitution, and today remains at the heart of the country's economy as it fulfills its congressional mandate to deliver service to all Americans, no matter where they live. As president, I will support the Postal Service's door-to-door service—if you currently receive mail at the door, you should continue to receive mail at the door. And, I will expand postal services once the pre-funding mandate

has been removed, to give greater access to services for our rural communities. As president, with input from stakeholders—including the federal employee unions impacted by these decisions, I will explore avenues to increase revenue into this valuable public service.



## Bernie Sanders

### B. Support.

In the Senate, I have fought against the recent move away from door delivery under the Trump administration and was proud to support the Schumer amendment in 2011 to protect door delivery service. As a senator from Vermont, I understand how important this service is, especially to senior citizens and persons with disabilities who live in climates where freezing cold

and snow occur. Further, ending door delivery would not only be a bad thing for businesses that depend on this service, it would also cause the Postal Service to lose revenue. If businesses lose this convenience, many of them will seek other alternatives.

**C. Maintaining the Postal Service's limited and regulated public service monopoly on the delivery of letter mail that allows for universal service at affordable postage rates, including rural Americans and low-income urban areas that would not be served in a deregulated postal market. (Support or Oppose) Explain why:**



## Joe Biden

### C. Support.

Unlike private shippers, USPS has a universal service obligation to provide services to 150 million delivery points. If the Postal Service's regulated monopoly on letter mail delivery were to be eliminated, it would not have the revenue necessary to fulfill its universal service obligation to deliver mail to all Americans,

especially those in rural and low-income communities, in a reliable and accessible manner. I will ensure that this well-regulated monopoly continues and that the Postal Service can generate the revenue necessary to serve rural and disenfranchised communities that private services would not and so it can continue to operate without taxpayer funding. For these reasons, I oppose attempts to open up the mailbox to private companies.



## Bernie Sanders

### C. Support.

The Postal Service is one of our most popular and important government agencies. It provides universal service six days a week to every corner of America, no matter how small or how remote. It supports millions of jobs in virtually every other sector of our economy. It provides decent-paying union jobs to some 600,000 Americans, and it is one of the largest employers of veterans. Yet, the Postal Service is under constant and vicious attack. Why is that? The answer is simple. There

are very powerful and wealthy special interests who want to privatize or dismember virtually every function that government now performs, whether it is Social Security, Medicare, public education or the Postal Service. They see an opportunity for Wall Street and corporate America to make billions in profits out of these services, and couldn't care less how privatization or a degradation of services affects ordinary Americans. For over 240 years, and enshrined in our constitution, the Postal Service has played an enormously important role for the people of our country and for our entire economy.

**D. Maintaining the Postal Service's exclusive access to household/business mailboxes in order to secure the privacy and sanctity of the mail. (Support or Oppose) Explain why:**



## Joe Biden

**D. Support.**  
Maintaining USPS' exclusive access to household and business delivery services is critical to protecting its revenue and empowering it to maintain its universal service obligation to all Americans.



## Bernie Sanders

**D. Support.**  
In my view, it makes absolutely no sense to give companies access to the private mailboxes of the American people. The Postal Service has exclusive access to mailboxes for a good reason. It is required to provide universal service to every home and business in America six days a week. According to the RAND Corporation, "relaxing the Mailbox Rule will have a negative effect on public safety and mail security," because it would increase the risk of for mail theft, identity theft, and explosive attacks. We cannot allow that to happen.

**7. There are currently four vacancies on the nine-member Postal Service Board of Governors (the agency's board of directors). In the past, appointments have been driven by political factors instead of business factors and candidate qualifications resulting in Senate "holds" in the 114th Congress. If elected, will you:**

- A. Seek to appoint board members who are committed to the public service mission of the Postal Service, based on their qualifications, free of partisan considerations. (Yes or No)**
- B. Seek to appoint board members who possess a proven track record of promoting business growth and innovation. (Yes or No)**
- C. Seek to appoint board members who possess a proven track record of working well with unionized employees. (Yes or No)**



## Joe Biden

- 7A. Yes.**
- B. Yes.**
- C. Yes.**



## Bernie Sanders

**7A. Yes.** We will appoint people to the Postal Service Board of Governors with a deep commitment to the public service mission of the Postal Service. We need a Postal Service Board of Governors that is

committed to expanding, not cutting services or privatizing the Postal Service.  
For decades, the Postal Service has been under attack by the extreme right wing who have been fighting to privatize it, slash hundreds of thousands of jobs, close thousands of post offices, end Saturday mail and substantially slow down mail delivery. We cannot let that happen—

we must save and strengthen the Postal Service, not dismantle it. We appoint members of the board who will fight to strengthen USPS, including allowing post offices to provide basic banking services to millions of Americans and protect the more than 600,000 Americans who currently work for the Postal Service—one of the largest employers of veterans.

**B. Yes.** We need board members committed to growing and protecting USPS. They must be committed to allowing post offices all over this country to offer innovative, revenue-raising products and services that the American people want and need. We need a board who will help USPS succeed and thrive in the 21st century.

**C. Yes.** We need a government that represents the needs of working people, not billionaires and large multinational corporations. Every single appointment I make will be deeply committed to rebuilding, strengthening and expanding the

trade union movement in America. A Bernie Sanders will fight for letter carriers. Period.  
We will appoint people with a strong background in and deep commitment to workers' rights and who have a history of successfully collaborating with a wide range of stakeholders to yield positive outcomes for workers. Over the last several years, I have been deeply troubled by the selection of high level federal officials who have had a history of hostile confrontation with workers, only to continue that hostility once they take office.

We need political appointments who have a profound respect for workers. As president, all of my political appointments will be committed to workers' rights.  
That includes appointing board members who support letter carriers in their fight against the Consolidated Casing Initiative, who will prioritize the safety of letter carriers, and who will ensure that USPS is synonymous with good-paying union jobs in addition to excellent service.

# Postal Platforms

8. With its unmatched networks and infrastructure and its ability to reach to every residential and commercial address in America at least six days a week, the USPS is well positioned to explore new ways of responding to the evolving needs of American households and businesses. Please indicate your level of support with regards to the services and products that could be offered by the Postal Service in the following areas:

A. Allowing registered voters to receive and cast their ballots through the mail (i.e., Vote-By-Mail). (Support or Oppose) Explain why:



## Joe Biden

8A. Support.

Voting is the purest, most fundamental act of citizenship. We must strengthen our democracy by guaranteeing that every American's vote is protected. We've got to make it easier—not harder—for Americans to exercise their right to vote, regardless of their ZIP code or the color of their skin, and make sure we count every voter's voice equally.



## Bernie Sanders

8A. Support.

I strongly support. Voting is an inalienable right. What cowardly Republican governors and the current administration are doing to suppress the vote across the country is undemocratic and unacceptable. In my view, we have got to do everything we can to make it easier, not more difficult, to vote. That includes allowing voters to receive and cast their ballots through the mail.

B. Shipping of beer, wine, and spirits through the mail (which is currently prohibited). (Support or Oppose) Explain why:



## Joe Biden

B. Support.

I support permitting USPS to ship beer, wine, and spirits as long as it abides by state law and protects against their delivery to minors. Prohibiting USPS from shipping items private companies are legally allowed to ship only hinders the Postal Service's ability to compete and collect revenue.



## Bernie Sanders

B. Support.

I strongly support the shipping of beer, wine and spirits through the mail. Not only would this be popular with the American people and good for microbreweries in my state and across the country, it would also generate new revenue for the Postal Service.

C. Serving the unmet needs of 68 million Americans in rural and low-income urban communities that the FDIC says are "unbanked" or "underbanked" and therefore lack access to affordable financial services. (Support or Oppose) Explain why:



## Joe Biden

C. Support.

USPS doesn't just perform the integral task of offering mailing and shipping services in accordance with its universal service obligation, it is also often the social and economic lifeline to rural and lower-income communities across the nation. As president, after the pre-funding mandate is repealed, I am open to diversifying USPS' portfolio to explore any revenue-generating services, includ-

ing banking services to better serve marginalized communities, as long as it is right for USPS' business.



## Bernie Sanders

C. Support.

I strongly support. 63 million adults in this country are unbanked or underbanked, meaning they lack access to basic financial services like checking and savings accounts. Nearly half of African-American households were unbanked or underbanked in 2017, along with more than 40 percent of Latino households. On top of this, people of color often face discrimination in lending—everything from mortgages to credit cards

to auto loans. We must ensure all Americans have access to basic financial services. We will utilize the 31,000 post offices across the country to provide basic banking services. This isn't radical, or even unusual. In fact, our country used to do it. From 1911 to 1967, you could bank at your local post office in the United States. In the middle of the 20th century, our postal banks serviced 4 million customers. USPS guarantees to deliver your mail in snow and rain, in heat and in gloom of night. It delivers your mail whether you live in a city skyscraper or down a long country road. It can do the same for banking.



**9. The NALC is the exclusive bargaining representative for 210,000 city letter carriers; more than 92 percent of these workers have voluntarily chosen to join our union. If elected, will you support the right of the employees of the United States Postal Service to maintain their existing rights to organize and collectively bargain with the Postal Service over wages and benefits? (Yes or No)**



**Joe Biden**

**9.** Yes. Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family—the 40 hour work week, paid leave, health care protections, a voice in

your workplace—is because of workers who organized unions and fought for worker protections. Because of organizing and collective bargaining, there used to be a basic bargain between workers and their employers in this country that when you work hard, you share in the prosperity your work created. As one of the oldest unions in our nation and with over 93 percent membership density in an open shop environment. NALC has been at the forefront of these fights and wins.

Today, however, there’s a war on organizing, collective bargaining, unions, and workers. It’s been raging for decades, and it’s getting worse

with Donald Trump in the White House. He has proposed eliminating the ability for postal employees to bargain over pay. You went on strike for the ability to negotiate wages in 1970 and I will defend that right today.

As president, I will encourage union organizing and collective bargaining for all workers. This includes signing into law the Protecting the Right to Organize (PRO) Act and going further by support “card check” to make it easier for workers to form unions from the start, not only after an employer has illegally interfered with organizing efforts.



**Bernie Sanders**

**9.** Yes. I will always support the fundamental right of workers to collectively bargain for better wages and benefits.

The Trump administration, the extreme right

wing justices on the Supreme Court, and the billionaire class are engaged in class warfare against the workers of this country, especially public service workers. If there is going to be class warfare in America it is about time that the working class of America won that war, not the billionaire class.

I am proud to have spent my entire career fighting for workers and the right to organize and bargain collectively in the workplace. When I am in the White House,

we will reverse every damn thing the Trump administration has done to weaken the rights of public-sector workers.

Under current law, federal employees are not guaranteed the same labor rights as workers in the private sector. While they have the ability to unionize, they are prohibited from going on strike. As president, I will enact the Workplace Democracy plan that will give all federal workers the right to strike.

My plan would also make sure every public-sector union in America has the freedom to negotiate. When I am president, I will sign the Public Service Freedom to Negotiate Act of 2019 to guarantee the right of public employees to organize and bargain collectively for better wages, benefits and working conditions in states that currently do not offer these fundamental protections.

As president, I will protect the benefits of federal employees. No more cuts. No more broken promises. Period. In the wealthiest country on the face of the earth, it is an outrage to cut the earned benefits of any American

worker. These promises should never be reneged upon. Hard-working retirees should never have to doubt their retirement security.

Federal retirement benefits are a promise made to workers and paid for by workers that cannot be nullified if people are to have any faith in our system.

If Congress can bail out Wall Street and foreign banks, we can continue to provide every retirement benefit to every hardworking federal worker who earned their benefits.

We have got to make it easier, not harder, for workers to join unions. And, the last thing we should do is to take away the rights workers have already won. In my view, the most significant reason that the middle class is disappearing is that the rights of workers to join together and collectively bargain for better wages, benefits, and working conditions have been severely undermined.

When I am president, we will set a goal as a nation to double union membership in America. Today, over 60 percent of the American people support unions, but less than 11 percent belong to one. That must change.

**10. Since 2011, federal and postal employees have suffered over \$200 billion in cuts to pay and benefits. These workers have been singled out to reduce the deficit and to offset for other unrelated spending priorities.**

**A. Will you oppose proposals that threaten the pensions and health benefits of this country’s federal and postal employees? (Yes or No)**

**B. Will you oppose legislation that seeks to require new and current federal employees to make higher bi-weekly contributions for the same pension benefits? (Yes or No)**



**Joe Biden**

**10A.** Yes.

I have long supported the U.S. Postal Service and its employees—the men and women who provide essential services to people across the country. I will oppose any legislative proposals that undercut the deserved compensation earned by these hardworking employees.

**B.** Yes.

Career federal employees—those in Washington and in federal offices all across the country—are dedicated public servants who do the jobs essential to keep our country running. These are some of the most talented, hard-working and inspiring people you will ever meet, including the 25 percent of postal workers who are veter-

# Postal Platforms

ans. Some Republican leaders use federal employees as scapegoats for any problems in the government as part of their strategy

to reduce the size of the government. As president, I will value the contributions of federal employees and make sure they are

protected and rewarded for their hard work. They should absolutely not have to pay more for the same pension benefits.



## Bernie Sanders

**10A.** Yes.

The fact of the matter is that no other workers have been asked to sacrifice more on the altar of deficit reduction than our postal and federal workers.

For years, postal and federal workers' wages were frozen, and today wages are still not even close to keeping up with inflation.

Arbitrary budget cuts are causing enormous pain not just to postal and federal workers, but to the elderly, the children, the sick, and the most vulnerable people in this country.

We will give our postal and federal workforce the pay raise they deserve to at the very least keep up with cost-of-living increases. It is long past time we will repeal the cost-shifting of FERS.

The time has come to fairly compensate public servants for the enormously important work that they do each and every day. That is exactly what I will do as president. And we will protect the benefits and pensions of postal and federal workers.

**B.** Yes. It is unacceptable that federal workers hired since 2013 are paying substantially more for their retirement

benefits than they created. This emergency policy is undermining the recruitment of the new federal workers that we need to protect and serve the public.

**11. Do you support repealing or reforming the Government Pension Offset and Windfall Elimination provisions of the Social Security law that reduce the Social Security benefits of public employees who have earned pension benefits from public employee pension plans like the Civil Service Retirement System. (Yes or No)**



## Joe Biden

**11.** Yes.

I support full repeal of the WEP and GPO offsets. Current rules penalize public-sector workers who either switch jobs or who have earned retirement benefits from various sources. I will get rid of the benefit cuts for workers and surviving beneficiaries who happen to be covered by both Social Security and another pension. These workers deserve the benefits they earned.



## Bernie Sanders

**11.** Yes.

We must and we will eliminate the Government Pension Offset and the Windfall Elimination Provision. When we are in the White House we will sign the Social Security Fairness Act into law to repeal the Government Pension Offset and the Windfall Elimination Provision. The GPO and WEP are unfair—they deprive public employees of Social Security benefits they have earned and deserve.

**12. Wages for American workers have stagnated, despite significant productivity growth since the 1970s, and the share of national income going to workers has declined despite significant economic growth. Most economists agree that the decline in union membership over this period is a major factor driving these trends. Do you support reforming federal labor law to make it easier for workers to freely choose whether to create unions and to bargain collectively without interference from their employers? (Support or Oppose) Explain why:**



## Joe Biden

**12.** Support.

Strong unions built the great American middle class. Everything that defines what it means to live a good life and know you can take care of your family—the 40-hour work week, paid leave, health care protections, a voice

in your workplace—is because of workers who organized unions and fought for worker protections. Because of organizing and collective bargaining, there used to be a basic bargain between workers and their employers in this country that when you work hard, you share in the prosperity your work created. Today, however, there's a war on organizing, collective bargaining, unions, and workers. It's been raging for decades, and it's getting worse with Donald Trump in the White House. And the results have been predictable: rising income inequality, stagnant real wages, the loss of pensions,

exploitation of workers, and a weakening of workers' voices in our society. As president, I will not only defend workers' rights to organize, but encourage collective bargaining. This includes signing into law the Protecting the Right to Organize (PRO) Act, passing card check as an initial option for forming a union, and repealing the Taft-Hartley provisions that allow states to impose "right to work" laws. Please read more about my plan for encouraging union organizing and collective bargaining at [joebiden.com/empowerworkers](http://joebiden.com/empowerworkers).



## Bernie Sanders

12. Yes.

If we are serious about rebuilding the middle class in America, we have got to rebuild, strengthen and expand the trade-union movement in America.

That is why I have introduced the strongest pro-union plan of any presidential candidate in the history of America.

When I am president, we will set a goal as a nation to double union membership in America. Today, over 60 percent of the American people support unions, but less than 11 percent belong to one. That must change.

Under my Workplace Democracy plan, when a majority of workers in a bargaining unit sign cards to join a union, they will have a union. Period.

And if employers refuse to negotiate in good faith, we will impose strong penalties on those companies.

Under my plan, we will end “Right to Work” laws in 27 states by repealing section 14(b) of the Taft-Hartley Act.

Under my plan, we will make sure that all public employees in America have the right to organize and bargain collectively—not only

for decent wages, but for decent benefits, safe working conditions and reliable schedules.

Under this plan, companies will no longer be able to ruthlessly exploit workers by misclassifying them as independent contractors or deny them overtime by falsely calling them a “supervisor.”

Under this plan, every union worker in America will have the right to strike—including those working for the federal government—and we will ban the replacement of striking workers once and for all.

When I am president, I will sign an executive order to prevent large, profitable corporations that engage in union busting, outsource jobs overseas or pay workers less than \$15 an hour from receiving federal contracts.

If companies want to shut down factories in America and move abroad, pay workers starvation wages and refuse to respect the constitutional rights of their workers to form unions, they cannot expect to get a lucrative federal contract from a Bernie Sanders Administration.

Under my plan, we will protect and expand pensions. Because of a 2014 change in law instituted in the dead of night and against my strong opposition, it is now legal to cut the earned pension benefits of more than 1.5 million workers and retirees in multi-employer pension plans.

As president, I will sign an executive order to impose a moratorium on future pension cuts, reverse the cuts to retirement benefits

that have already been made and pass my bill to protect the pensions of 10 million Americans in multi-employer pension plans.

Further, we will:

Require companies that merge to honor existing union contracts.

Create a sectoral collective-bargaining system with wage boards comprised of workers, unions and management to set minimum standards across industries like they do in many European countries.

Guarantee the right to unionize for all workers—including farm workers and domestic workers.

Stop corporations from forcing workers to attend mandatory anti-union meetings as a condition of continued employment.

Establish a fair transition for union workers. When Medicare for All is signed into law, companies with union-negotiated health care plans will be required to enter into new contract negotiations overseen by the National Labor Relations Board. Under this plan, all company savings that result from reduced health care contributions from Medicare for All will be converted into increased wages or other benefits for union workers. Further, this plan will ensure that union-sponsored clinics and other providers are integrated within the Medicare for All system, and kept available for members. And unions will still be able to negotiate for and provide wrap-around services and other coverage not duplicative of the benefits established under Medicare for All.

**13. Is your campaign available to meet with representatives of the NALC to work with us to develop policies and proposals to strengthen the Postal Service and address the legitimate concerns of letter carriers and other postal employees? (Yes or No)**

**14. Is your campaign interested in holding campaign events with members of the NALC in states holding primaries and caucuses? (Yes or No)**



## Joe Biden

13. Yes. I value a strong working relationship with labor representatives in order to develop solutions for all working families. I will ensure NALC representatives will be part of any policy proposal development that impacts their work, families, and communities.

14. Yes, connecting with union members and working families is a cornerstone of my campaign.



## Bernie Sanders

13. Yes.

14. Yes.

The following candidates were sent questionnaires but have not responded:

• Roque De La Fuente

• Tulsi Gabbard

• Donald Trump

• Bill Weld

# Food Drive Day is May 9

**I**t's almost here; the 28th annual Letter Carriers' "Stamp Out Hunger"® Food Drive is Saturday, May 9. As the big day approaches, branch food drive coordinators are finalizing preparations for the event.

"We look forward to the day when no one in the country worries about feeding themselves or their families," NALC President Fredric Rolando said, "but until then, letter carriers will lend a hand to bring food to their tables. We have done this every year since 1993 because we see the hungry people when we deliver the mail to every address in the country, six days a week."

Each day, one in eight Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. To serve that need, letter carriers collect food left out by postal patrons each May.

The timing is crucial: food pantries can face shortages in spring and summer because holiday donations have been depleted. And by summer, when most school meal programs are not available, pressure on food banks grows even more.

Last year, active and retired letter carriers, with the help of thousands of volunteers and NALC's partners, collected 75.7 million pounds of food, bringing the 27-year total to 1.75 billion pounds.

## Partnerships make it happen

Part of our food drive's success is owed to our national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union (UFCW), the National Rural Letter Carriers' Association, Valpak, United Way Worldwide, the AFL-CIO, Valassis, the Kellogg Co. and CVS Health.

The event would not be possible without the support of USPS. "We are proud of the history we have shared in conducting the nation's largest, single-day food drive, and we look forward to supporting this worthy cause this year," Postmaster General Megan Brennan said.

The partners help in many ways, including sponsoring bags, gathering volunteers and getting out the message about the food drive. Kellogg provides a bonus to food pantries by giving matching donations of food in several communities.

## Bags make a difference

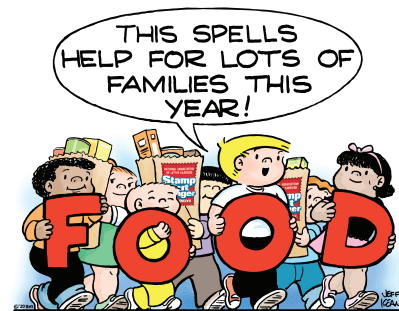
Postal customers who receive specially-marked bags for food donation in the weeks leading up to food drive day are much more likely to participate. Most branches depend on the generosity of local or regional sponsors to help provide bags. Branches are encouraged to search for local sponsors to ensure that every postal patron gets a bag. Look for opportunities to show local businesses how they can get involved and sponsor bags; if not this year, then next year.

"As soon as this year's drive ends, we all start planning for next year's—that's part of our success," President Rolando said. "This year's food drive is a great demonstration to potential sponsors of what they could achieve if they come on board next year."

## Getting the word out matters

Beyond bags, NALC Headquarters, branch food drive coordinators and volunteers rely on various means of communication to publicize the food drive.

The digital communications team at Headquarters floods social media with news and reminders. Check out the



## LETTER CARRIERS' FOOD DRIVE

**SECOND SATURDAY IN MAY**

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners



UNITED STATES POSTAL SERVICE



food drive's official social media accounts on Facebook at [facebook.com/StampOutHunger](https://facebook.com/StampOutHunger) and on Twitter at @StampOutHunger. Use #StampOutHunger to find or send messages about the food drive on either platform.

The food drive's public website, [stampouthungerfooddrive.us](https://stampouthungerfooddrive.us), provides tools to help food donors, including a post office locator, downloadable files, contact information and answers to frequently asked questions.

NALC continues to make use of newspapers, television and radio to get the word out about the food drive to the public with distribution of news releases as well as individual outreach to media outlets. Those efforts yield news stories leading up to the event—and follow-up coverage afterwards, which helps with future food drives. The Department of Communications and Media Relations at Headquarters stands ready to help branches that wish to publicize the food drive in their communities.

Of course, the NALC food drive website for branch coordinators, [nalc.org/food](https://nalc.org/food), has all the resources that branches need, including promotional artwork, forms, thank-you cards and even city proclamation templates. The site also may provide new ideas or inspiration for promoting the food drive in your community.

Letter carriers who have questions about the food drive or who need help should contact their branch or regional food drive coordinator. The contact list is available at [nalc.org/food](https://nalc.org/food). **PR**

# Workers Memorial Day a reminder to fight for workers' rights and safety

**O**n Workers Memorial Day, Tuesday, April 28, the world will remember workers who have been killed or injured on the job. This year's commemoration marks the 50th anniversary of the enactment of the Occupational Safety and Health Act. Signed into law by President Richard M. Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthful workplaces for their employees. Workers' Memorial Day is held on April 28 in observance of the day the Act took effect in 1971 and the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

The day is a time to mourn and reflect, of course, but also to renew our call for safety in the workplace.

One way to ensure that letter carriers remain safe on the job is to uphold our right to be treated with dignity and

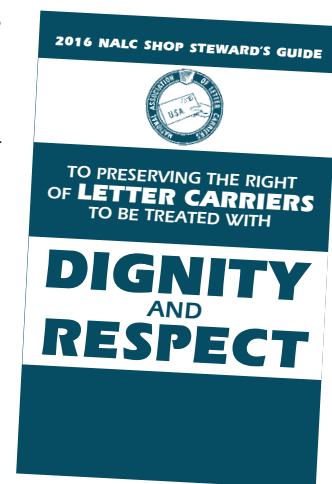
respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment or violence.

The *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect* brings together tools, documents and guidance on these matters. The booklet is available to all members at [nalc.org](http://nalc.org) through the "Members Only" portal.

The guidebook contains the Joint Statement on Violence and the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom floor that may later be used to support grievances. It also walks stewards through the five key elements in handling grievances successfully. It is a valuable resource for branch

representatives who need to deal with any number of workplace situations.

"Unfortunately, there are too many instances of mistreatment of letter carriers," NALC President Fredric Rolando said. "It was the parties' intent that all postal employees be able to work in a safe environment where they would receive the respect they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment." **PR**



## NALC Veterans Guide is available online

**A**lmost a quarter of the active and retired members of the National Association of Letter Carriers are military veterans. The NALC Veterans Group was established in 2015 to provide access to information and tools specific to veterans' rights and benefits within the Postal Service.

It seeks to provide all NALC veterans with resources, information and a sense of camaraderie.

As part of that effort, NALC developed this new *Veterans Guide* as a quick reference for valuable information relating to military service and the Postal Service.

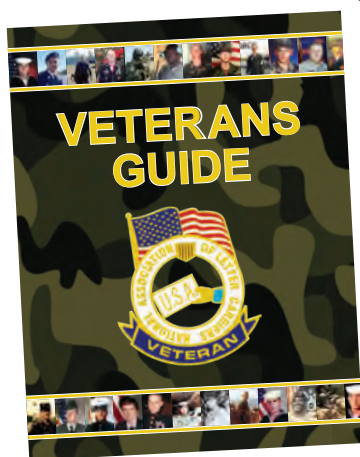
This guide contains various topics of interest to veterans, including the Uniformed Services Employment and Reemployment Rights Act (USERRA), Wounded Warriors Leave (WWL), the Veterans' Preference Act of 1944 and retirement credit for military service. The guide also discusses several National Agreement provisions and memorandums of understanding (MOUs) that apply specifically to mili-

tary veterans.

The *NALC Veterans Guide* is available electronically on [nalc.org](http://nalc.org). The online version contains links throughout the guide that will connect you directly to additional relevant information.

A hardcopy version of the guide is being printed. All current members of the NALC Veterans Group will be mailed a printed copy of the guide as soon as it is available. New members of the NALC Veterans Group will be mailed a copy of the guide upon enrollment.

More information regarding the NALC Veterans Group is available on the NALC website at [nalc.org/veterans](http://nalc.org/veterans). **PR**



# OUR YEAR-ROUND COMMITMENT TO MDA<sup>®</sup>



An MDA summer camper enjoys the closing dance sponsored by Indiana State Association of Letter Carriers.

**L**etter carriers have raised tens of millions of dollars for our union's official charity, the Muscular Dystrophy Association (MDA), since the charity's founding in 1950, and our commitment is only growing.

NALC declared MDA its official charity in 1952 and became its first national sponsor.

Branches hold fundraising events of many kinds—bowlathons, golf and poker tournaments, raffles and more—and each year, branch MDA coordinators dream up new events. These efforts have produced major assistance for MDA's medical research and support programs for people living with neuromuscular diseases and for their families.

The union's commitment to MDA isn't limited to financial support. Letter carriers frequently volunteer to participate in MDA camps and other activities to provide personal support for affected children and their families. As MDA volunteers, we get to see firsthand the people we serve and the results of our efforts and help MDA fulfill its mission.

"Though we've worked with MDA for almost 70 years, our efforts as a union to support this worthy cause keep growing," NALC President Fredric Rolando said. "And



Members of Boston Branch 34 fill the satchel for MDA.

we can see the results: people with neuromuscular diseases are living longer and more fulfilling lives thanks to MDA's medical research and family support.”

In this issue of *The Postal Record*, you will find the annual MDA Honor Roll recognizing the branches that, in 10 categories by size, raised the most funds for MDA, as well as the totals from every branch. We also bring you some examples of how a few branches, large and small, raised money or volunteered for MDA.

The top fundraisers by branch size category were: New Jersey Merged Branch 38 (2,000-plus members), \$69,049; Portland, OR Branch 82 (1,500-1,999 members), \$38,081; Arizona Merged Branch 1902 (1,000-1,499 members), \$16,184; Northeastern New York Branch 358 (700-999 members), \$26,714; Grand Rapids, MI Branch 56 (500-699 members), \$13,580; Mid-Michigan Branch 256 (350-499 members), \$16,776; Naples, FL Branch 4716 (200-349 members), \$14,422; Fargo-West Fargo, ND Branch 205 (100-199 members), \$19,027; Walla Walla, WA Branch 736 (50-99 members), \$14,901; and New City, NY Branch 5229 (1-49 members) \$2,690.

While these branches put forth exemplary efforts, every dollar from every branch counts. Branches of all sizes have a role to play by pitching in. Some use tried-and-true events; others experiment with new ideas. Some hold many small fundraisers; others have one large annual event. However they support MDA, it is the overall, national effort that has made our support for our official charity so successful.

Here are some stories about how branches have helped MDA with fundraising and volunteerism year-round.

### Meeting again for the holidays

Cherry Hill-Haddonfield, NJ Branch 769 has come to know its local MDA chapter and the youngsters it serves.

“We have a pretty good relationship with them,” Branch President **Bill Phillips** said, noting that after Phillips and other branch members had helped with the 2018 MDA Christmas party for local children with muscular dystrophy, MDA asked them to participate again in 2019.

“They liked what we did the year before,” Phillips said.

As with the previous holiday event, Branch 769 letter carriers set up a table to

help the children, who numbered about 30, write letters to Santa Claus for the carriers to deliver. The volunteers also provided treats, such as stuffed animals and cupcakes, to the delighted kids.

The growing relationship between MDA and his branch not only helped letter carriers meet the needs of the local MDA chapter, Phillips said, it also helped build rapport with the children.

“We actually recognized some of the kids from the year before and they knew us,” he said, “so they were more comfortable coming up to us.”

### Filling the satchel adds up

The carriers at Dorchester Station in Boston, members of Boston Branch 34, have held two fill-the-satchel events for MDA each year since 2012. The commitment to this fundraising event has netted them a total of \$7,500 for MDA so far, said Branch 34 Secretary-Treasurer **Mike Murray**.

Several carriers arrive with their satchels each time, providing plenty of space for the ample donations from people passing by in their cars. The last satchel drive yielded \$1,228—not bad for three hours’ work.

**Right: The “warsher” tournament held by St. Louis, MO, Branch 343  
Below: Greeley, CO Branch 324’s car show fundraiser**



Growing participation is key to their growing success, Murray said.

“It was only a few of us at the beginning, but now we get four to seven people each time,” he said. “Now we get \$1,000, give or take, every time we’re out there.”

The Dorchester Station satchel drive backs up the branch’s fundraising for MDA with annual bowling and golf events, yielding an overall branch total last year of \$29,765.

### Love of cars turns to cash for MDA

Greeley, CO Branch 324 Vice President **Gaylan Olander** turned his affinity for hot rods into a successful fundraiser for MDA.

“I go to car shows as often as I can,” Olander said. He also builds and restores his own cars. After pondering for a few years the idea of holding a branch-sponsored car show to benefit MDA, Olander took the plunge last July. “I’ve never put on a car show before, so it was a real learning experience.”

For a small entry fee, proud car owners showed off their vehicles to the public at a local event center, hoping to earn trophies. The branch found local

businesses, many car-related, to sponsor prizes, giveaways and other event needs. The show had its own placard for each car—created by a local artist—that incorporated the MDA logo with the rear wheel of a car and declared “This is how we roll for MDA.” Olander relied on letter carriers and local car enthusiasts to pitch in, including some who have done other charity car shows.

Participation in the event exceeded expectations, according to Branch 324 President **Richard Byrne**. “We had hot rods all the way around the square,” he said. “We were just hoping to at least get 20 cars out there, but we ended up with 65 entries.”

The event netted \$2,000 for MDA, prompting the branch to schedule another MDA car show for this August.

Byrne said the event owed part of its success to being held on a Sunday—a natural day for letter carriers who often work on Saturday, but an unusual day for a car show. Holding the show on a Sunday opened the day up for car show competitors and enthusiasts, who had no conflicts with other shows, and for letter carrier volunteers, who had the day off work. Car show fans also appreciated the event’s charitable

cause, he added. “People were very impressed, and they said, ‘I’m coming back next year; let me know when.’”

### Turning out volunteers and donors alike

As in Greeley, the letter carriers of St. Louis, MO, Branch 343 have found success by tapping

branch members to organize events centered on activities they enjoy and by relying on other enthusiasts to participate for a good cause.

“We do several different events,” Branch 343 MDA Coordinator **Mike Weir** said, “and the events are generally created by someone who likes that sort of thing or does that sort of thing.”

Whether it’s the branch’s golf tournament, bass fishing tournament, trivia night, poker tournament or bow-lathon, each event began with a letter carrier who transformed a favorite activity into a fundraiser for MDA.

Branch 343’s annual Run, Ride and Roll event, for instance, turned a passion for exercise into a fundraiser that nets \$1,000 to \$1,500 a year for MDA.

“The Run, Ride and Roll started off as just a bicycle thing,” Weir said, “and the person who did it was a cyclist.” When that carrier died, the event lived on and the new organizer added running and roller-blading to the mix. Participants who gather sponsors travel eight miles along Grant’s Trail, a multi-use recreation path in nearby St. Louis County.

A barbecue-loving carrier started a barbecue cook-off. With games, entertainment and a silent auction, the most recent barbecue event raised about \$2,500.

A carrier who enjoyed washer toss—a pastime similar to horse shoes or corn-hole—started a “Warsher Tournament.”

“You’ve got to say the St. Louis pronunciation: w-a-r-s-h-e-r,” Weir explained. “One guy started it who, again, used to like to play that game.” The annual tournament raises about \$1,500 to \$1,800, he said.

All these events and the efforts of letter carriers who turned fun activities





The Alton, IL Branch 309 carriers who agreed to shave their beards to raise money for MDA



into fundraisers helped Branch 343 raise \$27,959 for MDA last year.

### A clean shave for a good cause

With the right outlook, just about any everyday activity can make a good MDA fundraising event—even something as simple as shaving.

On a cold winter morning early last year, “we were just standing around the post office getting ready to clock in,” said Alton, IL Branch 309 Sergeant-at-Arms Wayne Able. “I looked around and saw these rugged looking faces—we all had these beards growing, trying to keep warm. I said, ‘Let’s not shave these until March and we’ll raise money for MDA,’ ” he recalled.

“People paid us to shave our faces to make us look pretty again,” Able said. Stylists from a local salon donated their time to shear the bearded carriers.

Able and a dozen other carriers sacrificed their facial hair that April as part of an event that raised \$1,000 for MDA, on top of several thousand dollars raised through the branch’s other efforts, including basketball and softball games pitting branch members against local Teamsters Union members who deliver for UPS.

For the shaving party, the branch collected donations from businesses to sponsor the event and raffled door prizes to boost the yield. The proceeds supported the MDA camp at Pine Crest Campgrounds in nearby Farmington, MO.

They even found a way to include a child with a neuromuscular disease who is the son of a branch member. The son donned a fake beard, which he wore in the “before” photos and took off for the “after” photos.

Having a family that benefits from MDA in their branch has given their efforts extra meaning, Able said.

“At our branch, we’ve been really involved having one in our group,” he said. “We put a little more oomph into it.”

### MDA gets results

The money that letter carriers raise for MDA is put to good use. It supports medical research on dozens of neuromuscular diseases to develop medications and treatments that ease symptoms and extend life spans. For instance, most children with Duchenne muscular dystrophy once died in their teens, but there now are some 40-year-olds living with the disease.

The donations also help improve the quality of life for children living with these diseases and for their families.

MDA is the nation’s largest nonprofit supporter of research on neuromuscular diseases, funding hundreds of physicians and scientists in the struggle to free children, and the families who love them, from the harm caused by muscular dystrophy and by more than 40 related muscle-debilitating diseases. MDA’s efforts have contributed to numerous major advances in muscle biology and therapy development.

MDA has been involved in research into basic muscle and nerve biology since its inception, when little was known about how muscles were formed or how they functioned. Since then, thousands of published scientific papers have explained how the tissues work and what goes wrong in neuromuscular diseases, building a knowledge base for finding treatments. MDA

funding supported the research that led to the identification of the genetic causes of dozens of genetic diseases, starting with the discovery of the dystrophin gene in 1986. This research is paying dividends as new medications and therapies are being developed.

### MDA Honor Roll

Each year, *The Postal Record* publishes the MDA fundraising results of each branch from the previous year, as reported to us by MDA. The branches listed on the following pages have joined the shared vision NALC set out to realize in 1952 and beyond.

The combined efforts of letter carriers resulted in a grand total of \$1,363,608 raised for MDA in 2019.

If your branch is missing from this list, perhaps it is time to contact your branch leadership and volunteer as an MDA coordinator. If you do not see your branch’s donations listed, or the amount is inaccurate, please contact NALC Director of Community Relations Christina Vela Davidson at [mda@nalc.org](mailto:mda@nalc.org) or 202-662-2489 as soon as possible.

“We would like to thank every letter carrier who has worked on fundraising events, donated and volunteered at MDA camps,” President Rolando said. “You are a vital part of MDA’s success, and you make a difference in the lives of children and families who are living with these diseases.”

# 2019 MDA Honor Roll

## Category 1 (2,000+ members)

New Jersey Mgd. Br. 38	\$69,048.62
Long Island Mgd., NY Br. 6000	\$30,481.00
Boston, MA Br. 34	\$29,765.00

## Category 2 (1500-1999)

Portland, OR Br. 82	\$38,081.21
Las Vegas, NV Br. 2502	\$12,682.00
Hartford, CT Br. 86	\$12,004.11

## Category 3 (1000-1499)

Arizona Mgd. Br. 1902	\$16,184.15
Western Wayne Co., MI Br. 2184	\$15,711.77
Harrisburg, PA Br. 500	\$12,000.00

## Category 4 (700-999)

Northeastern New York Br. 358	\$26,713.62
Syracuse, NY Br. 134	\$13,870.00
Royal Oak, MI Br. 3126	\$13,547.00

## Category 5 (500-699)

Grand Rapids, MI Br. 56	\$13,580.00
Colorado Springs, CO Br. 204	\$10,612.00
Bergen Co., NJ Mgd. Br. 425	\$6,060.00

## Category 6 (350-499)

Mid-Michigan Br. 256	\$16,776.29
Belleville, IL Br. 155	\$15,078.14
Yonkers, NY Br. 387	\$13,396.00

## Category 7 (200-349)

Naples, FL Br. 4716	\$14,422.36
Green Bay, WI Br. 619	\$13,414.50
Mount Clemens, MI Br. 654	\$9,779.00

## Category 8 (100-199)

Fargo-West Fargo, ND Br. 205	\$19,026.52
Waterloo, IA Br. 512	\$7,507.87
South Central Indiana Br. 828	\$7,319.19

## Category 9 (50-99)

Walla Walla, WA Br. 736	\$14,901.46
Manitowoc, WI Br. 490	\$8,803.00
Zanesville, OH Br. 63	\$7,696.00

## Category 10 (1-49)

New City, NY Br. 5229	\$2,690.00
Sheridan, WY Br. 1006	\$2,498.10
Vicksburg, MS Br. 94	\$2,345.00

## Alabama

Montgomery Br. 106	\$2,062.00
Huntsville Br. 462	\$6,343.33
Mobile Br. 469	\$5,179.00
Birmingham Br. 530	\$8,130.00
Florence Br. 892	\$1,130.00
Tuscaloosa Br. 1096	\$565.00
Decatur Br. 1314	\$270.00
Dothan Br. 1630	\$1,600.00
Jasper Br. 3099	\$100.00

## Alaska

Anchorage Br. 4319	\$833.00
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## Arkansas

Fort Smith Br. 399	\$500.00
Helena Br. 1094	\$595.00
Jonesboro Br. 1131	\$898.00
Conway Br. 1592	\$25.00

## Arizona

Phoenix Br. 576	\$5,491.93
Tucson Br. 704	\$90.00
Yuma Br. 1642	\$250.00
Arizona Mgd. Br. 1902	\$16,184.15
Arizona River Cities Br. 5850	\$200.00
Sun City Br. 6156	\$2,529.50

## California

Los Angeles Br. 24	\$10,550.00
Central California Coast Br. 52	\$5,565.76
San Diego Br. 70	\$23,072.50
Sacramento Br. 133	\$1,573.84
Santa Rosa Br. 183	\$4,855.39
San Jose Br. 193	\$6,207.23
Stockton Br. 213	\$5,309.77
San Francisco Br. 214	\$1,000.00
Central California Br. 231	\$5,953.56
San Bernardino Br. 411	\$571.50
Bakersfield Br. 782	\$4,309.80
Garden Grove Br. 1100	\$3,539.30
Greater East Bay Br. 1111	\$10,971.80
Modesto Br. 1291	\$50.00
Santa Clara Br. 1427	\$1,310.00
Porterville Br. 1469	\$250.00
Hayward Br. 1707	\$581.00
Burbank Br. 2086	\$1,547.50
Upland Br. 2168	\$665.00
Pasadena Br. 2200	\$1,272.67
Van Nuys Br. 2462	\$7,689.00
Tri-Valley Br. 2902	\$561.00
Canoga Park Br. 4006	\$50.00

## Colorado

Denver Br. 47	\$835.00
Colorado Springs Br. 204	\$10,612.00
Greeley Br. 324	\$2,018.00
Boulder Br. 642	\$500.00
Ft. Collins Br. 849	\$1,606.50
Centennial Br. 5996	\$741.00

## Connecticut

Connecticut Mgd. Br. 20	\$5,060.00
Bridgeport Br. 32	\$1,515.00
Stamford Br. 60	\$60.00
Hartford Br. 86	\$12,004.11
Derby Br. 109	\$160.00
Norwalk Br. 147	\$1,500.00

## Delaware

Newark Br. 1977	\$4,644.00
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## District of Columbia

Washington Br. 142	\$3,206.00
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## Florida

Northeast Florida Br. 53	\$2,020.00
Pensacola Br. 321	\$62.00
Tampa Br. 599	\$11,805.71
South Florida Br. 1071	\$3,618.50
Central Florida Br. 1091	\$25.00
Ocala Br. 1103	\$39.00
Tallahassee Br. 1172	\$100.00
West Coast Florida Br. 1477	\$11,000.00
West Palm Beach Br. 1690	\$1,103.41
Bradenton Br. 1753	\$1,103.41
Fort Myers Br. 2072	\$2,100.00
Sarasota Br. 2148	\$1,300.00
Ft. Lauderdale, Florida Br. 2550	\$2,150.50
Deland Br. 2591	\$583.00
Spacecoast Br. 2689	\$1,157.25
Emerald Coast Florida Br. 4559	\$850.00
Naples Br. 4716	\$14,422.36
Apopka Br. 5192	\$225.00

## Georgia

Atlanta Br. 73	\$6,745.00
Augusta Br. 263	\$173.00
Columbus Br. 546	\$3,565.73
Valdosta Br. 998	\$405.02
Marietta Br. 1119	\$50.00
Roswell Br. 4862	\$689.00

## Hawaii

Honolulu Br. 860	\$2,488.00
Waipahu Br. 4683	\$1,020.00
Wahiawa Br. 4837	\$1,797.00
Waianae Br. 5579	\$200.00

## Idaho

Boise Br. 331	\$305.00
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## Illinois

Chicago Br. 11	\$9,483.72
Peoria Br. 31	\$1,377.00
Springfield Br. 80	\$3,010.00
Belleville Br. 155	\$15,078.14
Aurora Br. 219	\$2,610.00
Rockford Br. 245	\$7,317.60
Rock Island Br. 292	\$950.00
Joliet Br. 305	\$3,903.00
Alton Br. 309	\$378.00

Ottawa Br. 316	\$50.00
Moline Br. 318	\$6,100.00
E. St. Louis Br. 319	\$620.00
Oak Park Br. 608	\$125.00
De Kalb Br. 706	\$595.00
Urbana Br. 784	\$4,157.00
Elmhurst Br. 825	\$9,986.00
Granite City Br. 1132	\$6,130.00
Naperville Br. 1151	\$1,458.00
Southern IL Mgd. Br. 1197	\$4,050.00
Downers Grove Br. 1870	\$171.00
Des Plaines Br. 2076	\$3,605.50
Melrose Park Br. 2183	\$315.00
Arlington Hgts. Br. 2810	\$442.00
South Suburban Mgd. Br. 4016	\$5,622.00
Mount Prospect Br. 4099	\$1,602.50

## Indiana

Indianapolis Br. 39	\$2,475.00
Muncie Br. 98	\$1,505.55
Fort Wayne Br. 116	\$756.50
South Bend Br. 330	\$1,549.16
Michigan City Br. 455	\$406.66
Lafayette Br. 466	\$85.00
Anderson Br. 489	\$3,191.00
Kokomo Br. 533	\$500.00
Hammond Br. 580	\$31.00
South Central Indiana Br. 828	\$7,319.19
Carmel Br. 888	\$1,370.00

## Iowa

Clinton Br. 126	\$200.00
Council Bluffs Br. 314	\$407.00
Central Iowa Mgd. Br. 352	\$865.00
Davenport Br. 506	\$100.00
Waterloo Br. 512	\$7,507.87
Fort Dodge Br. 645	\$39.00

## Kansas

Lawrence Br. 104	\$1,000.00
Wichita Br. 201	\$501.50
Hutchinson Br. 485	\$20.00
Kansas City Br. 499	\$1,550.00
Ottawa Br. 582	\$583.00
Shawnee Mission Br. 5521	\$25.00

## Kentucky

Louisville Br. 14	\$11,906.28
Owensboro Br. 234	\$358.00
Central Kentucky Br. 361	\$2,171.85

## Louisiana

New Orleans Br. 124	\$6,804.50
Baton Rouge Br. 129	\$647.00
Houma-Thibodaux-Lockport Br. 2464	\$2,630.00
Kenner/Norco Br. 4342	\$3,500.00

## Maine

Maine Mgd. Br. 92	\$5,812.00
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## Maryland

Baltimore Br. 176	\$4,118.00	<b>New York</b>		Knoxville Br. 419	\$50.00
Hagerstown Br. 443	\$3,670.00	Buffalo-Western New York Br. 3	\$10,733.18	<b>Texas</b>	
Annapolis Br. 651	\$50.00	Elmira Br. 21	\$1,025.00	Dallas Br. 132	\$2,550.00
Silver Spring Br. 2611	\$116.00	New York Br. 36	\$11,435.00	Fort Worth Br. 226	\$25.00
Rockville Br. 3825	\$140.00	Brooklyn Br. 41	\$4,560.00	Houston Br. 283	\$1,406.00
<b>Massachusetts</b>		Staten Island Br. 99	\$350.00	Waco Br. 404	\$3,300.00
Lynn Br. 7	\$3,314.00	Syracuse Br. 134	\$13,870.00	San Antonio Br. 421	\$903.00
Worcester Br. 12	\$1,600.00	Hudson Valley Mgd. Br. 137	\$4,788.00	Tyler Br. 493	\$500.00
Southeast MA Mgd. Br. 18	\$4,541.35	Rochester Br. 210	\$7,888.80	El Paso Br. 505	\$2,864.00
Mass. Northeast Mgd. Br. 25	\$1,351.44	Flushing Br. 294	\$9,109.00	Beaumont Br. 842	\$837.00
Boston Br. 34	\$29,765.00	Binghamton Br. 333	\$5,090.00	Amarillo Br. 1037	\$25.00
Springfield Br. 46	\$5,168.11	Long Island City Br. 357	\$1,680.00	Burkburnett Br. 1227	\$150.00
Fall River Br. 51	\$3,344.00	Northeastern New York Br. 358	\$26,713.62	Pasadena Br. 3867	\$30.00
<b>Michigan</b>		Yonkers Br. 387	\$13,396.00	Garland Br. 3993	\$301.00
Detroit Br. 1	\$7,610.00	Jamaica Br. 562	\$60.00	<b>Utah</b>	
Grand Rapids Br. 56	\$13,580.00	Westchester Mgd. Br. 693	\$3,517.00	Ogden Br. 68	\$1,106.80
Saginaw Br. 74	\$8,368.07	Valley Stream Br. 2189	\$1,200.00	Salt Lake City Br. 111	\$8,353.93
Lansing Br. 122	\$7,681.00	New City Br. 5229	\$2,690.00	<b>Vermont</b>	
Kalamazoo Br. 246	\$100.00	Long Island Mgd. Br. 6000	\$30,481.00	Rutland Br. 495	\$100.00
Mid-Michigan Br. 256	\$16,776.29	<b>North Carolina</b>		<b>Virginia</b>	
North Oakland Co. Br. 320	\$5,700.00	Asheville Br. 248	\$588.00	Tidewater Br. 247	\$75.00
Ann Arbor Br. 434	\$417.00	Durham Br. 382	\$1,086.00	Lynchburg Br. 325	\$350.00
Port Huron Br. 529	\$227.50	Raleigh Br. 459	\$4,105.00	Norfolk Br. 456	\$5.00
Adrian Br. 579	\$3,795.00	Winston-Salem Br. 461	\$600.00	Charlottesville Br. 518	\$100.00
Mount Clemens Br. 654	\$9,779.00	Wilmington Br. 464	\$7,048.00	Roanoke Br. 524	\$300.00
Western Wayne Co. Br. 2184	\$15,711.77	Charlotte Br. 545	\$3,378.73	Danville Br. 595	\$50.00
Midland Br. 2317	\$3,150.00	High Point Br. 936	\$303.00	Newport News Br. 609	\$899.25
Royal Oak Br. 3126	\$13,547.00	Hickory Br. 1250	\$100.00	Fredericksburg Br. 685	\$1,394.00
Utica Br. 4374	\$8,324.00	Roanoke Rapids Br. 3331	\$50.00	Virginia Beach Br. 2819	\$796.00
Allen Park Br. 4779	\$60.00	Jacksonville Br. 3984	\$1,000.00	Northern Virginia Br. 3520	\$8,625.00
<b>Minnesota</b>		<b>North Dakota</b>		Woodbridge Br. 5921	\$100.00
Minneapolis Br. 9	\$19,486.35	Fargo Br. 205	\$19,026.52	Chesapeake Br. 6066	\$146.00
St. Cloud Br. 388	\$2,260.00	Grand Forks Br. 517	\$3,700.00	<b>Washington</b>	
Rochester Br. 440	\$5,645.00	Bismarck Br. 957	\$1,950.00	Seattle Br. 79	\$445.60
Albert Lea Br. 718	\$2,122.00	Minot Br. 1152	\$50.00	Tacoma Br. 130	\$3,830.11
<b>Mississippi</b>		<b>Ohio</b>		Olympia Br. 351	\$100.00
Vicksburg Br. 94	\$2,345.00	Cleveland Br. 40	\$1,052.00	Spokane Br. 442	\$3,240.00
Jackson Br. 217	\$3,753.27	Cincinnati Br. 43	\$7,644.63	Walla Walla Br. 736	\$14,901.46
Natchez Br. 476	\$225.00	Springfield Br. 45	\$100.00	Snohomish Co. Br. 791	\$607.00
Hattiesburg Br. 938	\$200.00	Zanesville Br. 63	\$7,696.00	Vancouver Br. 1104	\$1,105.76
Gulf Coast Mgd. Br. 1374	\$3025.00	Columbus Br. 78	\$3,776.16	Kitsap Peninsula Br. 1414	\$155.00
<b>Missouri</b>		Toledo Br. 100	\$8,350.00	Longview Br. 2214	\$100.00
Kansas City Br. 30	\$150.00	Lima Br. 105	\$500.00	<b>West Virginia</b>	
Jefferson City Br. 127	\$3,592.00	Mansfield Br. 118	\$2,210.00	Charleston Br. 531	\$50.00
Springfield Br. 203	\$1,234.00	Dayton Br. 182	\$6,234.25	Morgantown Br. 783	\$100.00
St. Louis Br. 343	\$27,959.15	Elyria Br. 196	\$2,500.00	<b>Wisconsin</b>	
Columbia Br. 763	\$200.00	Youngstown Br. 385	\$12,643.00	Milwaukee Br. 2	\$9,429.18
Ballwin Br. 5050	\$4,458.00	Hamilton Br. 426	\$261.00	Stevens Point Br. 381	\$100.00
Hazelwood Br. 5847	\$1,527.00	Lorain Br. 583	\$100.00	Waukesha Br. 397	\$4,758.74
<b>Nebraska</b>		<b>Oklahoma</b>		Racine Br. 436	\$2,180.00
Omaha Br. 5	\$1,681.72	Oklahoma City Br. 458	\$530.00	Manitowoc Br. 490	\$8,803.00
Lincoln Br. 8	\$6,159.00	Tulsa Br. 1358	\$2,140.00	Madison Br. 507	\$3,708.14
Fremont Br. 89	\$250.00	Norman Br. 1491	\$1,070.00	Janesville Br. 572	\$804.00
Kearney Br. 312	\$305.00	<b>Oregon</b>		Kenosha Br. 574	\$1,585.00
Grand Island Br. 390	\$1,750.00	Portland Br. 82	\$38,081.21	Green Bay Br. 619	\$13,414.50
Columbus Br. 1043	\$200.00	Astoria-Seaside Br. 295	\$100.00	Beloit Br. 715	\$85.00
<b>Nevada</b>		Eugene Br. 916	\$625.00	Eau Claire Br. 728	\$1,072.00
Reno Br. 709	\$50.00	Albany Br. 959	\$2,058.63	Appleton Br. 822	\$7,318.10
Las Vegas Br. 2502	\$12,682.00	<b>Pennsylvania</b>		Brookfield Br. 4811	\$15.00
<b>New Hampshire</b>		Scranton Br. 17	\$75.00	<b>Wyoming</b>	
New Hampshire Mgd. Br. 44	\$4,469.00	New Castle Br. 22	\$200.00	Sheridan Br. 1006	\$2,498.10
Concord Br. 72	\$150.00	Pittsburgh Br. 84	\$14,266.00	Wheatland Br. 4387	\$100.00
Portsmouth Br. 161	\$500.00	Wilkes Barre Br. 115	\$3,699.00	<b>Other</b>	
Nashua Br. 230	\$5,767.24	Philadelphia Br. 157	\$7,566.16	NALC Headquarters	\$16,514.00
Keene Br. 590	\$362.00	Reading Br. 258	\$3,916.00	NALC Health Benefit Plan	\$3,926.00
<b>New Jersey</b>		Lancaster Br. 273	\$471.00	Nalcrest	\$2,600.00
New Jersey Mgd. Br. 38	\$69,048.62	Erie Br. 284	\$569.00	NALC Aux. 2621	\$955.00
Jersey City Br. 42	\$2,509.00	Mon-Yough Br. 332	\$7,509.69	NALC Aux. 233	\$25.00
Elizabeth Br. 67	\$890.00	Johnstown Br. 451	\$1,000.00	Motorcycle Club	\$105.00
Trenton Br. 380	\$1,076.29	Harrisburg Br. 500	\$12,000.00	Region 15	\$2,905.00
Plainfield Br. 396	\$1,010.00	Uniontown Br. 520	\$5,200.00	<b>State Associations</b>	
Bergen Co. Mgd. Br. 425	\$6,060.00	Norristown Br. 542	\$6,480.00	California	\$2,000.00
Camden Mgd. Br. 540	\$2,605.00	Southeast Pennsylvania Mgd. Br. 725	\$55.00	Colorado	\$7,827.29
Cranford Br. 754	\$60.00	Bux-Mont Br. 920	\$350.00	Georgia	\$3,950.00
Cherry Hill/Haddonfield Br. 769	\$1,951.00	Morrisville Br. 2572	\$50.00	Hawaii	\$528.63
South Jersey Br. 908	\$228.00	Great Valley Mgd. Br. 4317	\$575.00	Indiana	\$2,548.00
Freehold Br. 924	\$2,100.00	<b>Rhode Island</b>		Maryland	\$4,220.50
Lakewood Br. 1089	\$2,105.00	Providence Br. 15	\$1,081.30	Michigan	\$20.00
Westfield Br. 1492	\$3,602.27	<b>South Carolina</b>		Minnesota	\$10,001.54
Toms River Br. 2128	\$707.00	Greenville Br. 439	\$671.00	Missouri	\$3,648.00
Linden Br. 2876	\$205.00	Orangeburg Br. 1782	\$100.00	Mississippi	\$225.00
Scotch Plains Br. 4102	\$150.00	<b>South Dakota</b>		Montana	\$3,898.71
Brick Town Br. 5420	\$2,937.00	Sioux Falls Br. 491	\$3,709.51	South Carolina	\$345.00
Willingboro Br. 5801	\$3,001.00	<b>Tennessee</b>		South Dakota	\$110.00
<b>New Mexico</b>		Nashville Br. 4	\$1,222.00	Wisconsin	\$5,118.00
Albuquerque Br. 504	\$50.00	Memphis Br. 27	\$9584.00	<b>Grand Total</b>	<b>\$1,363,608.10</b>
Las Cruces Br. 2905	\$250.00	Chattanooga Br. 62	\$1,688.53		



Tom Riley in Westchester County, NY

# A life of letters

**F**rom rather bleak beginnings, Tom Riley has built a life replete with meaning and accomplishments, one that has touched thousands around him. While his journey has been a constantly evolving one that has taken him across multiple disciplines and great distances, much of it centers around a single activity he cherished—delivering the mail.

Riley, a member of Hudson Valley, NY Merged Branch 137, has written more than a dozen books, including one titled *We Deliver: A Chronicle of the Deeds Performed by the Men and Women of the U.S. Postal Service*.

At age 78, he is an adjunct college professor, teaching five courses on postal issues, history and writing/photography, including “The history of postal services from 6,000 years ago to the present.” It explains how the invention of the adhesive postal stamp “changed the world.”

For a dozen years, Riley would finish his route in Rockland County, a suburb 30 miles north of New York City, and drive one night a week to a public library in the city to teach stamp collecting and the value of stamps—both literal and figurative—to inner-city youngsters.

Riley’s journey began in an orphanage. His father had left; his mother faced challenges and was unable to care for the nine boys and three girls—“We were all starving, ages of 7 to 17,” as he puts it—so five were sent to an orphanage and four to foster homes (three already were in the military).

Riley and four siblings landed in Happy Valley School, which was a home for neglected and dependent

children in Rockland County. From age 12 on, his schoolwork was accompanied by hard work “on a road gang, repairing roads, picking apples, pruning trees, working as a ball boy for the gym”—for the princely sum of \$1.62 a month, which allowed him to buy chocolate bars at the school’s commissary.

On weekends he’d mow lawns, shovel snow or dig ditches for folks in town to earn a little extra.

“When I finished high school, the director of the home called me in,” Riley recalls. “He said, ‘Tom, you were good. Here’s \$20; have a good life.’”

With nowhere to go and no job prospects, he signed up in 1959 at age 17 with the Air Force. “I was used to living in a barracks, so it was a natural evolution to join the service,” he says. After stints at bases in Texas, Colorado and California, working on subjects as diverse as nuclear weapons, hypersonic rockets and mechanical photography, “They said: ‘You’re going to the Far East.’ I knew where I was going. I was scared.”

Riley, who was among the initial 5,000 troops deployed to support U.S. policy in Vietnam, was sent to an Air Force base in the Philippines. There, he was given Top Secret clearance and worked as a photo analyst, developing and enlarging strategic photographs to help pilots and commanders understand the Ho Chi Minh trail in Vietnam and other key locations. He was ordered not to tell anyone where he was but instead to “just say ‘overseas.’”

Not that he had anyone in particular to tell. “You’ve got to realize, when I ran into problems I couldn’t call

Some of Riley's books



anybody,” he says. “Not my father, he wasn’t there; not my mother, she was overwhelmed. I could call guys in the institution, but I didn’t know where they were.”

After serving until 1963, he left as a disabled veteran.

A series of episodic education and jobs ensued, including stints working at an orphanage for boys in Brooklyn and a home for the deaf in Queens; he eventually earned a degree in behavioral psychology at Iona College, using GI benefits. As a YMCA director, his team won the New York City championship in basketball. Riley, who hoped to be a physical education teacher, enjoyed the job, but his wife informed him about a test for letter carriers, adding: “They get benefits.”

Indeed, as a letter carrier, he found a steady job, beginning in 1982, that offered stability; yes, good benefits; and wonderful customers—he was struck by “how kind the patrons often were,” especially when carriers faced inclement weather. He also took joy in organizing softball games with carriers from other post offices.

To provide for his wife and their two daughters, Riley buttressed his earnings by writing obituaries until midnight for a local newspaper after finishing his route. And once a week for 12 years, after delivering the mail he’d drive to one of New York City’s 75 public libraries to teach the youngsters about stamps and postal history. Even though some of the branches were located in dangerous areas, he proudly notes that he visited every one of them over the years—some as many as five times—aiming to show the children

that there was another world out there. “I figure I taught over 35,000 inner-city kids stamp collecting and the history of mail,” he says.

Riley also began writing books. His volume on USPS, which took two years to research, explores “what happens when misinformed governments privatize their postal system,” as he puts it, and also discusses the many lives saved by letter carriers on the route. Another book is on stamp collecting for children.

Four others, fittingly, are about orphans, stemming from a “treasure trove” of material Riley chanced upon while researching the home he grew up in. Told to go to a hayloft to find some material, he found 26 boxes of documents containing about 32,000 names of children who had been placed in industrial schools in New York City by the American Female Guardian Society, to help them learn a trade.

“I was really impacted by it,” Riley says, “because I could identify with what these kids were going through.” Many of the youngsters had been liv-

ing in sewer pipes, alleys or cardboard boxes.

He later learned that a total of “273,000 kids, some as young as 6 months, had been shipped out of Grand Central Station in New York City by the Children’s Aid Society or the Foundling Hospital” to places across the nation—“the largest migration of children in American history.”

One story Riley tells is about Theodore Roosevelt Sr., a philanthropist, father of the future president and co-founder of the Children’s Aid Society, leaving a building in New York City one day and being greeted by a desperate youngster saying his friend was dying.

Roosevelt helped pull the boy out of a sewer pipe he’d been sleeping in. The youngster, John Green Brady, recovered from pneumonia, was sent at age 11 on an orphan train to Indiana, attended Yale University, trekked to Alaska to seek his fortune, and ended up becoming a three-term territorial governor of Alaska from 1893 to 1907.

So many orphans were sent to Iowa, Riley says, that “it is estimated that



**Above: Riley with his wife, Crucy, daughter Dr. Bernadette Riley and grandson Ben**  
**Right: Riley at Lowry Air Force Base in Colorado in 1959**



one in four Iowans are descendants of orphan train riders.”

Riley’s research on the orphan trains has led to speaking engagements throughout the Northeast. About 35,000 of the youngsters on the trains from New York had fled famine in Ireland (which, naturally, is another topic Riley both wrote and teaches about).

On the topic of orphans, but on a more personal level, somewhere around age 56 Riley had a realization that surprised him.

“Even though we were orphans and the family disintegrated, I said to myself: ‘Wow, we gave a lot to this country.’ Eight of the nine boys served the country in the Army, Navy, Marines, Air Force or Coast Guard. Two were in the Korean War, another was a Vietnam vet, one was in the squad that arrested [Panamanian dictator Manuel] Noriega. That was the beginning of me being

really proud of my family.”

Riley delivered mail until his “retirement” in 2005; shortly afterwards he put on yet another uniform, serving six years in the Coast Guard Auxiliary. In 2007, after he had helped rescue a husband and wife whose sailboat had capsized in New York City’s Hudson River, the Coast Guard commended him for having “demonstrated exceptional devotion to duty and the ability to problem-solve under pressure.”

He also started writing and taking photos for *Rivertown Magazine*, and has been with it for 14 of its 20 years. The recently retired editor, Phil Burton, calls Riley “one of the finest reporters/writers I’ve ever worked with. He

was my star reporter for more than 10 years.”

Much of Riley’s time now is spent at Westchester Community College, where his courses include one on the history of the Orphan Train Era, 1853-1929.

Sarah Fowler-Rogers, director of community education at the college, calls Riley “a remarkable man,” noting his “talent for educating.” She adds that his students say he “has a wealth of information to share and does so in an informative and enjoyable way.”

She notes that Riley’s “experiences as a letter carrier were the inspiration to develop a course on the history of the Postal Service and the rewarding hobby of stamp collecting.”

Riley is proud of his wife of 48 years

and their two daughters—the family he never really had growing up. “I’ve had some real rough times; that’s why family to me is everything,” he says.

The pride is evident when he talks about one daughter having earned a doctorate in education, working as a professor at Hunter College, and now finishing a book on education; and about the other having become a physician and director of a clinic on Long Island, NY.

Speaking with Riley is like taking a trip back into history. He may start talking about how carriers often play a key role in disasters and suddenly take you back to the 1890s and the work letter carriers did delivering medicine for diphtheria in Alaska—covering 980 miles with a dog sled over a month and saving about 100,000 lives because people had access to the medicine.

The way his life has turned out surprises him. “I was raised in an orphanage. I had met with so much failure growing up,” Riley says. “I somehow thought I never could achieve so much.”

At the same time, he says, “I really believed in the American dream, that you could achieve anything if you put your mind to it.”

He attributes much of what has subsequently taken place to his work as a letter carrier.

“I got to really love my job in the Postal Service,” Riley says. “I’m so happy that I stayed, so happy I was a letter carrier as long as I was. I tell carriers, ‘Stick it out, it’s worth it.’ No matter how hard it is, it’s worth it. It’s a steady job, through thick and thin.

“And, you have a union behind you. Most of all, you have a union behind you.” **PR**

# EAP offers help when you need it most

**T**he Employee Assistance Program (EAP) is a free, voluntary and confidential program that offers assessment, consultation, counseling, life coaching or training for any postal employee who needs help with life's many challenges. Family members of employees are eligible as well, and EAP can also advise a concerned employee on how to help a co-worker.

"EAP is an amazing resource," NALC President Fredric Rolando said. "The people at EAP, who are independent contractors hired by USPS, are there to provide or find help with a wide variety of problems—confidentially and at no charge."

EAP is jointly administered by NALC, the American Postal Workers Union (APWU) and the U.S. Postal Service. All EAP counselors have at least a master's degree in counseling or social work, as well as experience in dealing with a wide range of personal and workplace concerns.

Reasons a postal employee might seek help from EAP include difficulties with family, children, marriage, divorce, care of an elderly person, child care, depression or anxiety, grief or loss, substance abuse, job performance problems or personal or work relationship problems. Discussions with EAP are confidential, even when they relate to work. EAP services are provided by an independent contractor—letter carrier's discussions are never shared with postal management.

One NALC member, who asked to remain anonymous, told *The Postal Record* that he has turned to EAP to get help for himself and his family.

He learned about the resources when an EAP representative visited his station. When his wife was diagnosed with cancer, he said, "it was just a mat-

ter of calling the 1-800 EAP number and then talking with someone."

He called for assistance several times when he needed to talk. Each time, the EAP representative referred him to a nearby counselor. EAP even has counselors available in postal stations, with measures to ensure privacy. "They would either refer me to a therapist in my area or I would go to one of the ones in a postal facility," he said. Visiting an on-site counselor is optional.

"The EAP counselor helped me see positive aspects of my wife's treatment, and as she worked through chemotherapy and surgery and more chemotherapy, the EAP counselor was available to me," he said. His wife has since recovered.

His wife also turned to EAP by calling the toll-free number when changes at her workplace brought stress. "She became disillusioned and somewhat depressed," he explained. "The EAP counselor helped her find alternative strategies to do her job and feel appreciated."

His teenage daughter also called EAP for help. "She was feeling depressed and unhappy with the way things were going socially with friendships and school," he said. He added that his daughter was old enough to call on her own and discuss her problems confidentially.

"It always has to be on the person's own terms to make the phone call," he said. "She had to be ready to make the call."

The guidance that counselors provided to him involved both face-to-face meetings and talks on the phone. "With my wife and my daughter, since it was somebody in our own area, close to our house," he said, "it was one-on-one."

In addition to helping a postal employee or family members, EAP also can help postal employees support each other or deal with the repercussions of other people's challenges. If you notice



a co-worker who appears to need help, you can contact EAP for assistance. An EAP counselor will help you size up the problem and help you decide how to approach that person to offer help, including the option of referring the co-workers or family member to EAP.

Communications with EAP are confidential—your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethics standards for counselors.

Through technology, EAP has enhanced the way it serves postal employees and their families. In addition to person-to-person or phone communication, employees or family may use video counseling, counseling, messaging through a phone or tablet using its Talkspace tool; use the many online tools offered through the myStrength portal; or find articles, locators, assessments, trainings, webinars, calculators, advice, videos and recipes in the health resource library—all through the EAP's website, [eap4you.com](http://eap4you.com).

"As a union steward, I suggest to the members I represent EAP whenever they are threatened with discipline or feel they can't handle situations management are throwing at them," the anonymous EAP user added. "Use EAP!"

Letter carriers seeking EAP services can call 800-EAP-4YOU (800-327-4968), TTY 877-492-7341 or visit [eap4you.com](http://eap4you.com). **PR**

# Background checks



**Brian  
Renfro**

**F**ollowing the 2013 interest-arbitration award issued by the panel chaired by Arbitrator Shyam Das, which created the non-career city carrier assistant (CCA) position, newly hired CCA letter carriers were required to submit to a background check called the “special agency check with inquiries” (SACI). This is consistent with the requirements outlined in *Handbook EL-312, Employment and Placement*; the Postal Service’s resource regarding employment, placement, and assignment of career and non-career bargaining employees. The SACI consists of checks of employment history for the past five years, criminal background and other clearance and suitability

investigations. Passing the SACI was necessary to secure initial employment with the Postal Service as a non-career employee.

Upon conversion to career status, employees who had already passed the SACI background check were then required to pass yet another background check called the “national agency check with inquiries” (NACI). This too is outlined in *Handbook EL-312*. The NACI is similar to the SACI. It consists of employment history, criminal background, other clearance and suitability investigations and residence verifications. Although both the SACI and the NACI involve many of the same checks, the NACI is more restrictive.

The requirement to pass a SACI background check upon initial hiring and then being required to pass the NACI background check upon conversion to career unfortunately resulted in a few instances where letter carriers initially passed the SACI but subsequently failed the NACI when they converted to career. After the failed NACI, the Postal Service took steps to separate these individuals from employment; however, NALC was able to resolve these issues on a case-by-case basis and keep those individuals employed.

**Another issue with requiring employees to obtain a second background check** occurred when the Postal Service forced some individuals to have fingerprinting completed off the clock, and at times incur an expense to complete the NACI. Of course, NALC filed a national-level grievance over this issue. In early 2015, the parties resolved the case by agreeing that time spent by CCAs to obtain fingerprints necessary to complete the additional background investigation is to be done on the clock and the Postal Service would be responsible for any costs.

**In late 2015, the Postal Service notified NALC of its intent** to begin a phased elimination of the use of the SACI for non-career applicants, and begin requiring those individuals to complete a NACI instead. With this change, those who initially passed the NACI when first hired they would not need to pass another background check upon their conversion to career status. By August 2016, the SACI had been phased out for the entire country.

Phasing out the SACI didn’t solve all of the problems, however. The results of a NACI can take quite some time to be provided to the Postal Service. In some instances, new letter carriers completed the NACI paperwork, finished all of their training and were working in their assigned office before the results of the background check came back. For those who did not pass, the Postal Service separated them from employment, even after they already had been working for several weeks.

**Also, the Postal Service has not updated *Handbook EL-312*** to reflect its new requirement for non-career applicants to pass the NACI, rather than the SACI, to gain employment. This outdated manual has created some confusion in the field when carriers have been separated for failing the NACI. Since the manual still incorrectly states that newly selected non-career applicants are subject to passing the SACI rather than the NACI, when carriers are separated for unfavorable NACI results, local branches file grievances based on the outdated *Handbook EL-312* language.

**Recently, the Postal Service notified NALC that all new bargaining-unit applicants** would be fingerprinted and be issued either a favorable interim NACI or a favorable complete NACI prior to their PS Form 50, Notification of Personnel Action being processed. Once a conditional job offer is provided to a prospective employee, he or she will receive an email link to initiate the background investigation process. The background investigation will provide an interim NACI result. If the result is favorable, the prospective employee will be able to conditionally onboard and begin working pending a full NACI result, provided all other eligibility and suitability conditions are met. If an interim NACI is not favorable, the candidate will not onboard unless and until the NACI is finalized with a favorable result. Hopefully this will help reduce or eliminate situations in which a new employee ultimately fails the NACI after already onboarding.

Branches should be aware of the above information and understanding that the NACI is the appropriate background check for career and non-career employees alike. It is yet to be determined how the pre-screening will pan out, but if you see problems in your installation, please inform your national business agent.



# Coming out of extinction, part 1



**Lew  
Drass**

**W**hen the city carrier assistant (CCA) classification of letter carriers was created in January of 2013, we had close to 13,000 part-time flexibles (PTFs) in our craft. Along with the creation of CCAs came a real path to convert to career status. However, that bridge could not be crossed until all the PTFs in a given installation were converted from PTF to full-time status. We were down to about 450 PTFs around the country by 2016.

The 2016-2019 National Agreement created some new PTFs through the Memorandum of Understanding (MOU) Re: CCA Conversion to Career Status. Additional PTFs have been created through CCA conversions to career status as a result of four national settlements/agreements. The end result is that we currently have 4,348 PTFs in our craft. It is now time to go back to the business of aggressively pursuing PTF conversions to full-time status, so we can then get additional CCAs converted to career.

**The easiest way to obtain a PTF conversion is when you have a vacant assignment that goes up for bid and comes down as a “no bid” job. This is known as a residual vacancy. When you have this situation, you should use the MOU Re: Full-time Regular Opportunities—City Letter Carrier Craft which states in relevant part:**

Full-time regular opportunities in the city letter carrier craft covered by this memorandum (which are not subject to a proper withholding order pursuant to Article 12 of the collective bargaining agreement) that become available on and after the ratification date of the 2016 collective bargaining agreement will be filled as follows:

1. Full-time regular opportunities defined above will be filled within 28 days of becoming available in the following order:
  - a. if the opportunity is a residual vacancy(s), assignment of an unassigned full-time regular or full-time flexible city letter carrier in the same installation
  - b. conversion to full-time regular status of a part-time flexible city letter carrier in the same installation pursuant to Article 41.2.B.6(b) of the collective bargaining agreement

There are two things to keep your eye on here:

1. Make sure postings are made timely. If this does not happen, this issue should be addressed through the grievance procedure.

2. Remember that the time frame for conversion is different from the CCA conversions you are used to. PTFs must be converted to full-time status within 28 days from the date the residual vacancy forms. If this does not happen, same answer as above.

**There are other ways to achieve PTF conversions to full-time status.** However, they all require a PTF to work 40 hours per week for six months straight. That does not mean the PTF cannot take leave during this period, but we have to make sure management makes every effort to work a PTF 40 hours of straight time work each week. We can use the plain language in the contract to do this.

Article 7, Section 3.C is located on page 17 of the National Agreement, and states:

- C. A part-time flexible employee working eight (8) hours within ten (10), on the same five (5) days each week and the same assignment over a six month period will demonstrate the need for converting the assignment to a full-time position.

This provision applies to all offices, regardless of size. It requires the establishment of an additional full-time position if the qualifying conditions are met.

Article 7.3.C conversion opportunities usually are a result of a PTF working on an opt/hold-down for an extended period of time. Additionally, Article 25 applies to PTFs. This means that PTFs have a contractual right to bid on temporarily vacant carrier technician positions that become available in their immediate work area.

**There are several rules to keep in mind regarding Article 7.C.3** that have been established through national settlements over the years, such as:

1. A PTF must work full-time (40 hours over five days each week) on the same assignment for six continuous months (M-01069).
2. Time spent on approved paid leave does not constitute an interruption of the six-month period, except where the leave is used solely for purposes of rounding out the workweek when the PTF otherwise would not have worked (M-00913).
3. A PTF not working all or part of a holiday or observed holiday (as defined in Article 11) does not constitute an interruption in the six-month period.
4. Time spent working on an opt/hold-down counts toward qualification for a PTF to be converted to full-time status. However, the provisions of Article 7.3.C will be applied to an uninterrupted temporary vacant duty assignment only once (M-01398).
5. If your office is under withholding and a PTF works a vacant duty assignment for six months, a full-time position will be created pursuant to Article 7.3.C and the resulting residual vacancy will be withheld. This can be an effective way to achieve a PTF conversion, but can be used only once for each such vacant duty assignment (M-01837).

To be continued...

# Branch audits: A guide for trustees



**Nicole  
Rhine**

**A**rticle 6, Section 9 of the *Constitution for the Government of Subordinate and Federal Branches* states, in part, that: “The Trustees shall examine and report to the Branch the condition of the books of the officers at least once every six months, compare the vouchers and records and see that they correspond with the collections and disbursements.”

To assist trustees of small local unions, the Office of Labor-Management Standards prepared a guide called *Conducting Audits in Small Unions—A Guide for Trustees to a 10-Step Audit*. This guide is available on the Department of Labor’s website at [dol.gov](http://dol.gov), as well as the NALC website ([nalc.org](http://nalc.org)) on the Secretary-

market accounts, or certificates of deposit were used for legitimate union purposes, as approved by the membership. Trustees may need to refer back to the branch’s minutes to confirm expenditures and transfers.

Step 6: Inventory fixed assets such as computers, photocopiers, filing cabinets, etc. If a list does not exist, create one—either indicating their original cost, estimated current value or value as carried in the branch’s books (if a list exists); and the asset’s location.

Step 7: Confirm that the annual LM report for the latest completed fiscal year was filed on time.

Step 8: Determine whether financial records were properly maintained. (For length of retaining records, see Chapter 6 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information. This guide also can be found on the NALC website on the Secretary-Treasurer’s page under resources.)

Step 9: Ensure that all officers and employees who handle funds are adequately bonded. (Fiduciary officers may consult Chapter 5 of the *NALC Branch Officers Guide to Finance and Administration* for more information.)

Step 10: Confirm that no officers or employees were loaned more than \$2,000 by the branch. Loans exceeding \$2,000 are prohibited by the Labor Management Reporting and Disclosure Act of 1959.

Treasurer’s page.

I recommend that all trustees, as well as other branch officers, review and consult the DOL’s guide for assistance before, during and after an audit to ensure that the branch’s funds and other assets are safeguarded and appropriately expended for the benefit of the branch and its members.

The planning phase of the audit involves meeting with the other trustees to discuss responsibilities and assign duties. A letter or other communication should be sent to the president and secretary/treasurer of the branch to advise them of when the audit will be held and which items (checkbooks, canceled checks, vouchers/warrants, journals, minutes, etc.) the trustees will need in order to complete the audit. Trustees should review financial forms such as 990s and LM reports as well as the *NALC Constitution*, the branch’s bylaws, and the branch’s most recent audit report before starting.

**The following is an abbreviated checklist of the 10 steps to be performed during the audit as listed in the DOL’s guide:**

Step 1: Trace cancelled checks to the bank statements and disbursements journal.

Step 2: Scan the disbursements journal and record unusual entries.

Step 3: Trace the branch roster’s total dues deposited by NALC Headquarters on behalf of the branch to the receipts journal and bank statements.

Step 4: Confirm that receipts from all other sources (interest, rent, raffles, etc.) have been properly recorded and deposited. Trustees may need to refer to the branch’s minutes to determine if raffle money was deposited.

Step 5: Identify all bank accounts, verify their ending balances, and review withdrawals and transfers. Verify that all withdrawals during the audit period from savings, money

**After the audit has been completed, the trustees should review their findings, resolve any loose ends, document their work and report their findings. This will include determining whether any changes are needed to comply with DOL requirements and making a list of any internal financial-control weaknesses or problem areas. Unless the trustees have found significant discrepancies in the branch’s records and need outside assistance, they should meet with the principal financial officers of the branch and discuss their findings and resolve any concerns. The audit findings should then be reported to the branch.**

Please review the entire guide for conducting audits to gain a better understanding of every aspect concerning a branch audit. The guide includes sample letters, checklists, common problems and indicators of possible misuse of funds.

Thanks to all branch trustees who are diligent and thorough in performing their duties.

**Convention deadlines—As announced previously, all amendments to be considered during the 72nd Biennial Convention Aug. 17-21 must arrive in my office by June 17. In addition, only resolutions received in my office by June 17 will be printed in the resolutions and amendments book. Resolutions properly submitted after that date may still be presented to the delegates at the convention. Delegate registration closes on June 18 as well. Branches wishing to sell items in the designated branch sales area during the convention must contact my office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 18.**

# Remembering ‘Rosie the Riveter’



**Paul  
Barner**

**S**ince 1995, U.S. presidents have issued proclamations declaring the month of March as Women’s History Month. Every year, including this past month, March becomes a month-long observance and remembrance of the vital role women have played in American history. During this year’s celebration came the announcement of the passing of Rosalind P. Walter, the woman credited with inspiring the 1943 “Rosie the Riveter” song, which depicted civilian women employed in manufacturing jobs to assist the war effort during World War II.

**As more men were going off to war in Europe and the Pacific in the early 1940s, manufacturing companies, aided by the U.S. government, propagated a concerted marketing campaign aimed at drawing women into a much-decimated workforce. The iconic “Rosie the Riveter” was one such campaign. Accompanying the song was a poster, which illustrated a strong, proud woman, donning a red and white bandana and wearing a blue work shirt. The slogan “We Can Do It!” was inscribed on the poster. Some accounts suggest that the poster was commissioned by the Westinghouse Electric Corporation and was based in corporate greed as a means to pressure women to work harder on the job. A later version of the poster was adopted by the U.S. government as a propaganda tool to entice women out of the role of homemaker and into the role of laborer on behalf of the war effort. Whatever the original intent, the imagery was clearly a patronization of the women’s place in the workforce.**

With WWII raging on, many women abandoned their traditional role of housewife and took up jobs in the airplane, munitions and other manufacturing industries. However, the plan was that, as the men returned from war, they would once again resume their roles in the workplace, resulting in the women being cast aside. And it goes without saying that the wages paid to the women was a mere pittance of the wages paid to their male counterparts. As WWII ended, so did the need for this type of patronizing propaganda campaigns.

**Years later, the same imagery used to entice women into the workplace became a guidon of sorts, displaying solidarity, strength and determination to combat chauvinism. The iconic poster was dusted off and once again used to motivate women, but for a different reason. Women sought social liberation and were driven by the pursuit of equality in the workplace. The imagery of the poster was transposed into a symbol of unification in women’s pursuit of empowerment.**

So, as history would have it, Rosie the Riveter was born of a time in which a marginalizing attitude existed with regards to the contributions and rights of women in the workplace. Her rebirth helped galvanize a movement, the roots of which embodied the ideals of dignity, personal freedom and equality for women in society. The “We Can Do It!” slogan, initially coined as part of a patronizing propaganda campaign, became a rallying cry for social and workplace justice for women.



**The iconic poster that inspired a feminist movement**

**“The ‘We Can Do It!’ slogan, initially coined as part of a patronizing propaganda campaign, became a rallying cry for social and workplace justice for women.”**

**In 1999, the United States Postal Service created a stamp depicting Rosie the Riveter. That iconic poster, which displayed Rosie the Riveter with the “We Can Do It!” slogan, played a pivotal role in our nation’s history and lives on today as a tribute to and reminder of the tenacity of the female spirit.**

# USPS consolidated casing: The good, the bad and the ugly, part 2



**Christopher  
Jackson**

**I**n recent months, I have written several articles related to the unilateral USPS consolidated casing test. In November, my article gave the membership a taste of what I felt was good, bad and ugly relating to this initiative. Testing began in the initial site of Annandale, VA on May 18, 2019. Subsequent test sites were initiated in August, September, and October. To date, there are 62 active test sites nationwide, with sites in every USPS area.

It has been nearly a year since the beginning of testing in Annandale and I want to take this opportunity to provide additional information and insight on what I feel is good, bad and ugly about consolidated casing.

**The good**—On Jan. 18, USPS notified NALC of its intent to expand testing of consolidated casing to 35 additional locations across the country. While this seems to be a bad thing, I am happy to report that USPS has placed implementation of these additional sites on hold until further notice. The original list USPS provided contained 241 anticipated test sites; currently, testing has been initiated in 25 percent of the offices on the original list.

As many of you may be aware, on April 24, 2019, NALC filed a national-level grievance challenging this USPS unilateral initiative. Two days of hearings before a national arbitrator were conducted in November and December of 2019, in which both parties offered substantial witness testimony and evidentiary documents. Closing briefs were submitted to the arbitrator on March 9. The arbitrator is now considering all the evidence, witness testimony and the closing briefs provided.

**The bad**—The tables on the following two pages represent some comparative statistics in the consolidated casing test sites for November and December. This information is based on data received from the Postal Service, although we are still waiting for USPS to provide the documentation for some of the test sites.

The “Monthly Total Work Hours—Projected” column illustrates the city delivery hours USPS projected to use for the month. The “Monthly Total City Delivery Hours Used” contains the actual hours used for the month. The last column illustrates how many hours on the average are being used over projection daily.

The number of actual work hours in the test sites are considerably higher on average than the USPS projections. For the month of November, USPS used a cumulative total of more than 75,000 hours over projection, which equates to

an additional 9,375 full-time assignments in the test sites for which we have data. In December, the cumulative total was more than 102,000 hours over projection or approximately 12,750 full-time assignments.

**The ugly**—For letter carriers, the detrimental effects of this initiative continue unabated. Reports of very long days, some in excess of 14 hours, are creating many negative consequences. My opinion is that extended hours in the office casing mail may create repetitive motion injuries for office caser/carriers. Likewise, extended hours on the street (as much as 12 hours/day in some places) for street carriers may cause additional wear and tear on knees, hips and feet resulting in potential injuries. Many carriers are reporting personal harm as they struggle to maintain a good work-life balance and experience increased feelings of anxiety, stress and frustration. Some carriers relay stories in which they have lost childcare providers, missed out on important family functions and suffered from sleep deprivation due to the long hours. Carrier technicians in some locations have reported working beyond 9 p.m., then having to report at 5 a.m. the next day for an office caser/carrier assignment.

Carriers are not the only people suffering from the USPS consolidated casing test; postal customers are suffering as well. News articles reported around the country have customer concerns and frustrations with late delivery in test locations.

Adding to carrier frustration, the test process has created an abundance of contractual violations nationwide involving various articles of the National Agreement and many provisions of USPS handbooks and manuals. I have written about these violations in previous articles on this topic, and I am dejected to report that these violations continue. NALC representatives located in the test sites report a staggering amount of grievance activity. Of course, the level of grievance activity varies by site based on how the test is being administered, the level of staffing and local management’s commitment to contractual compliance. Currently, Step B reports indicate a significant increase in the number of grievances awaiting adjudication.

**For more specific information about the USPS consolidated casing initiative and the national-level grievance, please see my articles in the May, July and November 2019 editions of *The Postal Record*. Hopefully, a resolution to the national-level grievance will be coming soon.**

In closing, despite all the negative effects of this test process, I am still encouraged to hear letter carriers are doing everything within their control to provide the best customer experience possible. As letter carriers, we take pride in our work and the role we play in making the Postal Service the most trusted U.S. government agency. We care about our customers and the communities we serve.

Consolidated Casing Work Hour Statistics - November 2019						
NALC Region	NALC Branch	Consolidated Casing Test Site Location	Monthly Total City Delivery Hours - Projected	Monthly Total City Delivery Hours Used	Monthly Total Hours Over the Projected Hours	Daily Average Total Hours Over the Projected Total
1	193	Campbell, CA	6680:52	8401:21	1720:29	66:10
1	348	Eureka, CA	7121:58	8457:43	1335:45	51:22
1	2200	Glendale Grand Central Station, CA	5529:56	6135:07	605:11	23:16
1	1100	Laguna Niguel, CA	7915:56	9024:09	1108:13	42:37
1	24	Los Angeles Sunset, CA	8106:09	11183:26	3077:17	118:21
1	1100	Riverside, CA 92504	5138:59	6686:07	1547:08	59:30
1	1100	Riverside, CA 92506	6175:15	7870:49	1695:34	65:12
1	1100	Riverside, CA 92507	6770:30	8319:39	1549:09	59:34
1	133	Roseville, CA 95661	4427:57	5895:43	1467:46	56:27
1	133	Roseville, CA 95678	4804:31	7076:38	2272:07	87:23
1	2462	Van Nuys Sherman Oaks, CA 91403	4780:21	5259:52	479:31	18:26
1	2462	Van Nuys Sherman Oaks, CA 91423	5429:53	5901:37	471:44	18:08
2	68	Ogden Mount, UT	4905:14	5305:44	400:30	15:24
2	82	Portland Kenton, OR	6041:41	7943:11	1901:30	73:08
2	79	Seattle Columbia, WA	6339:51	8673:45	2333:54	89:45
3	11	Otis Grant Collin, IL	6542:39	7667:08	1124:29	43:14
3	31	Peoria Persimmon Annex, IL	5531:26	6734:37	1203:11	46:16
4	47	Denver Westwood Station, CO	7358:43	9036:31	1677:48	64:31
4	6156	Goodyear, AZ	6016:11	7234:43	1218:32	46:52
4	35	Little Rock Asher Station, AR	6489:41	7452:15	962:34	37:01
4	240	Pine Bluff, AR	5358:14	6184:37	826:23	31:47
4	458	Westside - OKC, OK	8302:50	9282:11	979:21	37:40
5	222	Burlington, IA	4825:41	6440:01	1614:20	62:05
5	343	St Louis Jennings, MO	7136:56	8707:46	1570:50	60:25
5	30	Waldo, MO	5769:54	6175:24	405:30	15:35
5	201	Wichita Chisholm, KS	7241:35	8232:12	990:37	38:06
6	1	Detroit Strathmoor, MI	7559:36	8554:32	994:56	38:16
6	56	Grand Rapids, WY 49509	3446:46	3773:39	326:53	12:34
6	56	Grand Rapids, WY 49519	3347:53	3774:21	426:28	16:24
6	14	Louisville, MLK, KY	5574:24	6481:56	907:32	34:54
6	479	Terre Haute, IN	5254:44	6543:11	1288:27	49:33
7	517	Grand Forks, ND	8146:21	8556:37	410:16	15:46
7	2	Milwaukee Hampton, WI	6511:20	7101:06	589:46	22:41
7	28	St Paul Industrial, MN	8642:47	9918:24	1275:37	49:03
8	129	Baton Rouge Istrouma Station, LA	5301:18	6080:21	779:03	29:57
8	1047	Gadsden, AL	4706:02	6246:39	1540:37	59:15
8	1374	Gullport East, MS	5046:34	6013:44	967:10	37:11
8	1999	Kingsport, TN	8930:35	10502:05	1571:30	60:26
9	1871	Anderson, SC 29621	3818:12	4392:01	573:49	22:04
9	1871	Anderson, SC 29624	3451:41	3677:11	225:30	8:40
9	5561	Casselberry, FL	4763:50	6035:59	1272:09	48:55
9	545	Charlotte-Oakdale, NC 28214	1462:30	1721:34	259:04	9:57
9	545	Charlotte-Oakdale, NC 28216	5291:10	6416:45	1125:35	43:17
9	1071	County Line Annex Hallandale Beach, FL	4515:27	5497:41	982:14	37:46
9	630	Greensboro, NC 27403	3485:52	3902:54	417:02	16:02
9	53	Jacksonville Gateway Annex, FL	4778:13	5044:08	265:55	10:13
9	73	Old National, GA	5784:33	7683:21	1898:48	73:01
10	1037	Amarillo, TX	8607:10	10500	1893:16	72:49
10	132	Dallas Beverly Hills, TX	7607:44	10615:07	3007:23	115:40
11	40	Cleveland Station A, OH	6133:59	6567:01	433:02	16:39
11	78	Gahanna, OH	6310:44	7541:13	1230:29	47:19
11	358	Niskayuna, NY	6512:29	8699:45	2187:16	84:07
11	210	Webster, NY	4683:48	5859:26	1175:38	45:13
12	84	Cannonsburg, PA	4855:47	5004:43	148:56	5:43
12	157	Fort Washington, PA	5421:24	5678:33	257:09	9:53
12	908	Vorhees Marlton, NJ	4400:24	4747:08	346:44	13:20
12	50	Williamsport, PA	7738:02	9051:48	1313:46	50:31
13	3520	Annandale, VA	7974:10	8751:51	777:41	29:54
13	3520	North Arlington, VA	6429:20	8365:11	1935:51	74:27
13	481	Parkersburg, WV	7442:09	8635:44	1193:35	45:54
13	2819	Seapines - Virginia Beach, VA	7303:16	8385:57	1082:41	41:38
14	12	Fitchburg, MA	5945:31	6671:01	725:30	27:54
14	51	Taunton, MA	6968:06	8498:47	1530:41	58:52
15	6000	Great Neck, NY	6530:50	8478:27	1947:37	74:54
15	6000	Patchogue, NY	6581:10	8337:16	1756:06	67:32
Total - All Sites			388008:44	463589:49		

\* Some test sites are not listed as data has not been received or was incomplete.

# Director of City Delivery

Consolidated Casing Work Hour Statistics - December 2019						
NALC Region	NALC Branch	Consolidated Casing Test Site Location	Monthly Total City Delivery Hours - Projected	Monthly Total City Delivery Hours Used	Monthly Total Hours Over the Projected Hours	Daily Average Total Hours Over the Projected Total
1	193	Campbell, CA	7793:45	9395:47	1602:02	61:37
1	348	Eureka, CA	7252:29	9414:25	2161:56	83:09
1	2200	Glendale Grand Central Station, CA	6253:21	7182:12	928:51	35:43
1	1100	Laguna Niguel, CA	8978:05	10376:01	1397:56	53:46
1	24	Los Angeles Sunset, CA	8717:03	11750:51	3033:48	116:41
1	1100	Riverside, CA 92504	5645:42	7751:33	2105:51	80:59
1	1100	Riverside, CA 92506	6841:46	9103:11	2261:25	86:58
1	1100	Riverside, CA 92507	7560:01	9918:57	2358:56	90:43
1	133	Roseville, CA 95661	5220:59	7845:26	2624:27	100:56
1	133	Roseville, CA 95678	5342:06	8428:51	3086:45	118:43
1	2462	Van Nuys Sherman Oaks, CA 91403	5243:34	5634:31	390:57	15:02
1	2462	Van Nuys Sherman Oaks, CA 91423	6046:11	6853:46	807:35	31:03
2	68	Ogden Mount, UT	5169:22	5664:03	494:41	19:01
2	82	Portland Kenton, OR	6472:38	8598:47	2126:09	81:46
2	79	Seattle Columbia, WA	6750:10	8902:20	2152:10	82:46
3	11	Otis Grant Collin, IL	6881:28	7935:15	1053:47	40:31
3	31	Peoria Persimmon Annex, IL	5860:36	6997:27	1136:51	43:43
4	47	Denver Westwood Station, CO	7795:02	9610:47	1815:45	69:50
4	6156	Goodyear, AZ	6479:56	7757:43	1277:47	49:08
4	35	Little Rock Asher Station, AR	6678:30	7792:22	1113:52	42:50
4	240	Pine Bluff, AR	5430:45	6164:38	733:53	28:13
4	458	Westside - OKC, OK	8910:32	10362:49	1452:17	55:51
5	222	Burlington, IA	5176:18	7225:34	2049:16	78:49
5	343	St Louis Jennings, MO	7349:05	9218:21	1869:16	71:53
5	30	Waldo, MO	6057:49	6796:13	738:24	28:24
5	201	Wichita Chisholm, KS	7855:01	9131:57	1276:56	49:06
6	1	Detroit Strathmoor, MI	8180:47	9021:56	841:09	32:21
6	56	Grand Rapids, WY 49509	3715:22	4092:55	377:33	14:31
6	56	Grand Rapids, WY 49519	3589:19	4214:17	624:58	24:02
6	14	Louisville, MLK, KY	5601:40	6672:28	1070:48	41:11
6	479	Terre Haute, IN	5660:31	7369:08	1708:37	65:42
7	517	Grand Forks, ND	6657:33	8962:17	2304:44	88:38
7	2	Milwaukee Hampton, WI	6981:09	7298:00	316:51	12:11
7	28	St Paul Industrial, MN	8990:45	10734:25	1743:40	67:03
8	129	Baton Rouge Istrouma Station, LA	5459:55	5963:09	503:14	19:21
8	1047	Gadsden, AL	6133:00	8992:13	2859:13	109:58
8	1374	Gullport East, MS	5419:57	6488:07	1068:10	41:05
8	1999	Kingsport, TN	9494:42	11316:25	1821:43	70:03
9	1871	Anderson, SC 29621	3899:54	5951:06	2051:12	78:53
9	1871	Anderson, SC 29624	3628:16	3723:49	95:33	3:40
9	5561	Casselberry, FL	5272:51	6833:52	1561:01	60:02
9	545	Charlotte Oakdale, NC 28214	1549:54	2389:03	839:09	32:16
9	545	Charlotte Oakdale, NC 28216	5570:37	7011:17	1440:40	55:24
9	1071	County Line Annex Hallandale Beach, FL	5033:13	5964:23	931:10	35:48
9	630	Greensboro, NC 27403	3834:17	4338:20	504:03	19:23
9	53	Jacksonville Gateway Annex, FL	4923:01	5208:34	285:33	10:58
9	73	Old National, GA	5997:06	8641:34	2644:28	101:42
10	1037	Amarillo, TX	7564:18	8669	1105:10	42:30
10	132	Dallas Beverly Hills, TX	7784:24	10525:24	2741:00	105:25
10	2983	Harlingen, TX	5826:08	5952:56	126:48	4:52
11	40	Cleveland Station A, OH	6281:56	6521:19	239:23	9:12
11	78	Gahanna, OH	7016:21	9596:37	2580:16	99:14
11	358	Niskayuna, NY	6810:06	10018:41	3208:35	123:24
11	210	Webster, NY	5359:56	7199:38	1839:42	70:45
12	84	Cannonsburg, PA	5287:22	6124:06	836:44	32:10
12	908	Vorhees Marlton, NJ	4370:41	4823:51	453:10	17:25
12	50	Williamsport, PA	8296:21	10306:25	2010:04	77:18
13	3520	Annapolis, VA	9184:52	11734:47	2549:55	98:04
13	3520	North Arlington, VA	7138:45	10571:21	3432:36	132:01
13	481	Parkersburg, WV	7978:24	9937:32	1959:08	75:21
13	2819	Seapines - Virginia Beach, VA	7993:45	9710:00	1716:15	66:00
14	12	Fitchburg, MA	6342:25	7357:33	1015:08	39:02
14	51	Taunton, MA	7517:10	9474:19	1957:09	75:16
15	6000	Great Neck, NY	7079:48	9020:30	1940:42	74:38
15	6000	Patchogue, NY	7378:14	10306:38	2928:24	112:37
15	137	Port Chester, NY	5594:15	8132:17	3432:07	132:00
Totals			420161:14	522984:27		

\* Some test sites are not listed as data has not been received or was incomplete.

# Coronavirus Q-and-A



**Manuel L.  
Peralta Jr.**

**I**n late 2019, the coronavirus disease 2019 (COVID-19) surfaced as a news item. In January, the Centers for Disease Control and Prevention (CDC) established a COVID-19 incident management system and activated its emergency operations system to better provide ongoing support to the COVID-19 response. Their initial information was very limited and as such, the initial information shared by USPS at the Headquarters level also was very limited. Since then, the CDC has ramped up.

In March, I joined a web conference hosted by the National Safety Council (NSC) working with the CDC. The keynote speaker was Ian Williams, Ph.D., who was identified as a deputy incident manager for the

(transmission). In that section you will find:

## **How COVID 19 Spreads**

### **Person to person spread**

The virus is thought to spread mainly from person to person—between people who are in close contact with one another (within about 6 feet); through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.

### **Can someone spread the virus without being sick?**

People are thought to be most contagious when they are most symptomatic (the sickest). Some spread might be possible before people show symptoms; there have been reports of this occurring with this new coronavirus, but this is not thought to be the main way the virus spreads.

### **Spread from contact with contaminated surfaces or objects**

It may be possible that a person can get COVID 19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the main way the virus spreads.

### **How easily the virus spreads**

How easily a virus spreads from person to person can vary. Some viruses are highly contagious (spread easily), like measles, while other viruses do not spread as easily. Another factor is whether the spread is sustained, spreading continually without stopping.

The virus that causes COVID 19 seems to be spreading easily and sustainably in the community (“community spread”) in some affected geographic areas.

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## **“Go to cdc.gov and read the information for yourself.”**

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The third section identifies the symptoms to watch for:

Reported illnesses have ranged from mild symptoms to severe illness and death for confirmed coronavirus disease 2019 (COVID 19) cases.

The following symptoms may appear 2-14 days after exposure: fever; cough; shortness of breath.

*(continued on next page)*

CDC.

As of that briefing, Williams indicated that 650 cases had been identified in 36 states, resulting in 25 deaths. He highlighted a higher risk area in the North Bay area in California and in Seattle, WA.

Williams went on to address a number of topics and then drew our attention to the information posted by the CDC. The majority of what follows comes directly from the CDC.gov website, and is intended to provide many of our non-computer-using members with that information.

For those of you who are computer users, get on your computer or smartphone and go to the CDC’s main page (cdc.gov). You will note that COVID-19 is highlighted as a key item in the “Outbreaks” section. Click on COVID-19, which will take you to the main page for this disease.

The first section identifies the higher risk categories as:

Older adults; people who have serious chronic medical conditions like heart disease; diabetes; and lung disease.

If a COVID 19 outbreak happens in your community, it could last for a long time. (An outbreak is when a large number of people suddenly get sick.) Depending on how severe the outbreak is, public health officials may recommend community actions to reduce people’s risk of being exposed to COVID 19. These actions can slow the spread and reduce the impact of disease.

If you are at higher risk for serious illness from COVID 19 because of your age or because you have a serious long term health problem, it is extra important for you to take actions to reduce your risk of getting sick with the disease.

The second section identifies how the disease is spread

# Coronavirus Q-and-A (continued)

Call your doctor if you develop symptoms, and have been in close contact with a person known to have COVID 19 OR have recently traveled from an area with widespread or ongoing community spread of COVID 19.

The fourth section links you to “Prevention and Treatment,” which includes the following:

## **Take steps to protect yourself**

Clean your hands often. Wash your hands often with soap and water for at least 20 seconds especially after you have been in a public place, or after blowing your nose, coughing, or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry. Avoid touching your eyes, nose, and mouth with unwashed hands.

## **Avoid close contact**

Avoid close contact with people who are sick. Put distance between yourself and other people if COVID 19 is spreading in your community. This is especially important for people who are at higher risk of getting very sick.

## **Take steps to protect others**

### **Stay home if you're sick**

Stay home if you are sick, except to get medical care. Cover coughs and sneezes. Cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow. Throw used tissues in the trash.

Immediately wash your hands with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with a hand sanitizer that contains at least 60% alcohol.

### **Wear a facemask if you are sick**

If you are sick: You should wear a facemask when you are around other people (e.g., sharing a room or vehicle) and before you enter a healthcare provider's office. If you are not able to wear a facemask (for example, because it causes trouble breathing), then you should do your best to cover your coughs and sneezes, and people who are caring for you should wear a facemask if they enter your room.

If you are NOT sick: You do not need to wear a facemask unless you are caring for someone who is sick (and they are not able to wear a facemask). Facemasks may be in short supply and they should be saved for caregivers.

## **Clean and disinfect**

Clean AND disinfect frequently touched surfaces daily. This includes tables, doorknobs, light switches, countertops,

handles, desks, phones, keyboards, toilets, faucets, and sinks. If surfaces are dirty, clean them: use detergent or soap and water prior to disinfection.

The above information is a limited glimpse of what the CDC has posted; if you go to their website, you will find much more than what is on this page.

After the web conference with the CDC, I went to the Liteblue page, logged in and watched Postmaster General Megan Brennan's video on COVID-19. The message is more comprehensive than what follows, and I encourage you to watch it if your supervisor has not yet shown it to you. But the following is worth repeating:

“The Postal Service is taking this health threat seriously, but we also intend to act calmly and consistently based upon the advice of medical and public health professionals,” Brennan says.

USPS is regularly sharing guidance from the Centers for Disease Control and Prevention (CDC), including listing the actions that people can take to reduce the chances of getting the virus or spreading it.

These actions include washing your hands; avoiding touching your eyes, nose and mouth; and seeking medical care when you feel sick.

“This is something that I particularly want to emphasize — if you are sick, stay home and get well,” Brennan says.

The Postmaster General also says USPS is aware of one employee who has tested positive for COVID 19.

This individual works at the Seattle Network Distribution Center and is believed to have contracted the virus during overseas travel. The employee is recuperating at home, and the Postal Service is working closely with local health authorities, who have told USPS that the current risk to other employees in the same workplace is low.

“This is great news and reflects how the response process should work,” Brennan says.

Additionally, she says the Postal Service will continue to update employees often. She encourages them to pay attention to these communications and to follow CDC's guidance. “We want you to be safe and healthy,” Brennan says.

We wish to thank Postmaster General Brennan for encouraging employees to stay home and get well if they are sick. By doing so, she supports the recommendations of the CDC and does the right thing. Her video can be found on the “Safety and Health” page at [nalc.org](http://nalc.org).

Keep an eye on each other.



# Computation of your special annuity supplement



**Dan Toth**

**T**his month's article will focus on how your Special Annuity Supplement (SAS) is computed for FERS employees. Letter carriers often ask about the discrepancies between the estimate provided by the Postal Service and the actual calculation by the Office of Personnel Management (OPM) after you retire. I don't ever want anyone to be surprised that the estimate was not as accurate as they expected.

An easy way to estimate the supplement is with the following formula (and/or request an estimate from the Postal Service):

1. Determine your Social Security projected estimate at age 62 (ssa.gov or if you receive a yearly update in the mail).
2. Multiply by years of FERS coverage rounded to nearest whole number (do not use banked sick leave, military leave, etc.).
3. Divide by 40.

The formula that OPM uses to perform the actual calculation is much more complicated. This formula can be found in Chapter 51 of the *CSRS-FERS Handbook*, in which most of the 46 pages are used to describe the calculation.

The formula used to compute the supplement is quite different from the formulas used to compute other benefits paid by OPM, because it is an adaptation of the Social Security benefits formula. Key differences between Social Security rules and the annuity computation formulas generally used by OPM are that Social Security uses earnings during a worker's full career, updates these earnings for inflation, and applies a very different computation formula that uses these updated earnings from a full career.

OPM describes the process as follows: Consequently, to compute an annuity supplement, you must go through the following steps. First, create a "full career" earnings history using the employee's basic pay during civilian service that is creditable under FERS and deemed wages for years after the employee turned 21 and before the first full year of FERS service. Second, update the earnings history for inflation. Third, compute the supplement, using the same formula that would be used by the Social Security Administration to compute a Social Security benefit, including the maximum reduction for early retirement under Social Security. Fourth, multiply the result of the third step by a fraction to approximate the proportion of a full career Social Security benefit earned under FERS.

The actual calculation has many moving parts, such as deemed pay, actual pay, earnings in year of separation, indexed earnings, selection of benefit computation years, av-

eraged indexed monthly earnings, determination of the primary insurance amount and finally determination of the final amount of the supplement based on the total FERS credit. You can start to see why using the simple estimate is useful.

But it's important to understand that the estimate will get you in the ballpark, but not to your seat. Routinely, the estimate is higher than the SAS that you will receive from OPM. This is of course because the estimate is a simplified version of the real calculation, but also because the actual formula uses only base pay. So any overtime you've worked during your career will be reflected in your Social Security age 62 estimate, but will not come through in your supplement.

The takeaway? The estimate is just a tool to help you plan and prepare for retirement. You won't find out your exact supplement until after you've retired and OPM performs the complex calculation.

The supplement, like Social Security benefits, may be reduced if a retiree has excess outside income. OPM must reduce the amount paid when outside earnings exceed the maximum permissible amount. The 2020 earnings limit is \$18,240. And remember that the supplement is unique to FERS—there is no comparable provision for CSRS employees.

## Snake oil salesman, continued

As I was writing this article, I received a call from a retired member of my branch sharing his horror story involving a financial planner. According to this retiree, approximately five years ago a financial planner was granted access to the workroom floor to sell a retirement plan. It appears that the financial planner was a family friend of the supervisor.

Approximately 25 employees attended this presentation. The financial planner was selling lies to this group of unsuspecting federal employees. His first lie was telling the group that if they left their money in the TSP upon their death the balance of the TSP would be forfeited. The second lie involved the G-Fund. According to the retiree, the financial planner stated that the G-Fund is run by the government and, at any time, the government can withdraw your funds without your permission.

It gets worse. The cost of this plan was 1.7 percent compared to TSP administrative costs of 0.042 percent. That means for every \$100,000 dollars in your account the financial planner's administrative cost would be \$1,700 and TSP would be \$42.

This horror story doesn't end there. This retiree has been fighting the past two months to close this account and invest what is left with a more reputable firm. All he gets is the runaround in his attempts to rid himself of this snake oil salesman and his lies.

It can be advantageous to hire somebody to take care of your money if you would rather spend your time and energy on other endeavors. But always be sure to do your homework so another unfortunate situation doesn't wind up in my next column.

# New term life insurance policies



**James W.  
“Jim” Yates**

**I am pleased to announce that the** U.S. Letter Carriers Mutual Benefit Association (MBA) is introducing three new insurance plans to be offered to the NALC membership. The insurance plans are term life insurance policies, which offer affordable insurance protection over a certain period of time.

The new term life insurance policies include: 20-Year Term Life, Term to Age 65, and 5-Year Renewable and Convertible Term Life. Each plan of insurance provides the protection and convenience of having life insurance at a reasonable cost. The plans are available for NALC members, their spouses, children, stepchildren, grandchildren, step-grandchildren, great-grandchildren, step-great-grandchildren, and even parents of NALC members. The proposed insured individual must be between the ages of 17 and 60. The face value (death benefit) for each insured may be any amount from \$10,000 to \$100,000.

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**“Each plan of insurance provides the protection and convenience of having life insurance at a reasonable cost.”**

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**The 20-Year Term Life plan offers insurance protection** for a period of 20 years. The premium rate is based on the current age of the proposed insured individual and the amount of life insurance coverage. The premium rate will never increase over the entire 20-year period. As long as the premiums are paid on the policy, the insured is guaranteed life insurance for a period of 20 years. A 28-year-old letter carrier could take out a \$100,000 life insurance policy and pay the same affordable biweekly payroll deduction of \$8 for the entire life of the policy.

**The Term to Age 65 plan offers insurance protection until** the insured reaches age 65. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65, as long as the premiums are paid on the policy. Like the 20-Year Term, the premium rate is based on the current age of the proposed insured and the amount of insurance desired.

The premium rate will never increase during the lifetime of the policy. This plan of term insurance is especially valuable to those individuals who will not need additional insurance during their retirement years. An affordable biweekly payroll deduction of \$12 can provide a 31-year-old letter carrier \$100,000 life insurance policy until age 65.

**The 5-Year Renewable and Convertible Term Life plan** provides insurance protection for a period of five years. After each five-year period, the policy owner may choose to renew the term policy for an additional five-year period or convert the policy to a whole life insurance policy. The insured may choose either option without providing evidence of insurability or taking a medical exam. The premium rate at the time of renewal or conversion will be at the insured's current age (generally the premiums will increase). The policy is convertible until age 65 and renewable until age 80. A 36-year-old letter carrier could take out a \$100,000 life insurance policy and pay the same low biweekly premium rate of \$9 for a five-year period.

**These new low-cost term life insurance plans are especially** attractive to city carrier assistants (CCAs), who are not eligible to obtain Federal Employees Group Life Insurance (FEGLI). The plans allow CCAs to provide life insurance protection for themselves and their families at a reasonable cost now and well into the future.

The term life insurance plans also benefit career carriers with additional insurance protection, because the FEGLI Standard Benefits decrease approximately 5 percent a year between the ages of 36 and 45.

The premiums for all of these life insurance plans may be paid directly to the MBA Executive Office once per year, 12 times per year, or through the convenience of biweekly payroll deduction.

**For more information about the new term policies offered** by the MBA, including rates and an application, please see the insert in this edition of *The Postal Record*. To apply for a policy, simply complete and sign the application, making sure that you circle the type of policy that you want, then return it to the MBA Executive Office in the postage-paid envelope provided. Residents of Florida, South Dakota and California should contact the MBA office for a state-specific application.

If you would like additional information about any products offered by the MBA, please visit the website at [nalc.org/mba](http://nalc.org/mba); call our executive office toll-free at 800-424-5184, Tuesdays and Thursdays from 8 a.m. to 3:30 p.m. Eastern Time; or call 202-638-4318 Monday through Friday, 8 a.m. to 3:30 p.m. Eastern Time.

# Plan your vacation with the Plan



**Stephanie  
Stewart**

**T**he countdown has begun. School will be out soon, sunshine and warm spring days will top the horizon, and most important, that long-awaited vacation will arrive. Will you be traveling? If so, there are a few things to remember, as sometimes we need extra assistance when everything doesn't go as anticipated. We are here to help, no matter your destination.

Let's take a moment to go over some key benefits the Plan offers.

## 24-hour nurse helpline

Get help in the middle of the night, wherever you may be.

CareAllies Health Information Line uses healthcare clinicians to

provide appropriate level-of-care information to members who call with symptom-based questions or concerns. The information provided by the caller guides the clinician, who references guidelines to help determine the recommended level of care. The clinician can help you determine when to call emergency services, help you locate a doctor or hospital, or assist you in dealing with minor health issues yourself. Based on the symptoms and responses, the clinician can help members select a course of action and a timeline for seeking the recommended care. They also provide self-care techniques and suggest how to increase member comfort levels until additional medical help is received. Call 877-220-NALC (ext. 6252) to speak with these trained professionals 24 hours a day, seven days a week.

## Telehealth virtual visits

Can't get to a doctor? Just grab that electronic device.

Receive high-quality, affordable care for minor or acute conditions wherever you are! A virtual visit with a physician or nurse practitioner for things such as sinus problems, allergies, abrasions and/or minor wounds can save you time and money. If appropriate, prescriptions for medications can even be ordered. All for a low \$10 copayment per visit. Download the mobile app, visit [nalchbptelehealth.org](http://nalchbptelehealth.org) or call 888-541-7706 to access this service.

## Foreign claims

For covered services you receive from providers and hospitals outside the United States and Puerto Rico, send the itemized bills to the following addresses. For High Option members, you will send them to NALC Health Benefit Plan, 20547 Waverly Court Ashburn, VA 20149. If enrolled in the CDHP or Value Option Plans, you can mail them to P.O. Box 188050 Chattanooga, TN 37422-8050. Claims for prescrip-

tion drugs and supplies purchased outside the United States and Puerto Rico must include receipts that show the patient's name, prescription number, name of drug or supply, prescribing provider's name, date of fill, total charge, metric quantity, days' supply, name of pharmacy and if available, the currency used and country where purchased. Complete the short-term prescription claim form, attach the drug receipts and mail to the NALC Prescription Drug Program at P.O. Box 52192 Phoenix, AZ 85072-2192

Claims for overseas (foreign) services must include an English translation. Charges will be converted to U.S. dollars using the exchange rate at the time the expenses were incurred.

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**“Get help in the middle of the night,  
wherever you may be.”**

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## Cigna Healthcare Open Access Plus (OAP) Network

We encourage you to use the OAP Network to obtain the Plan's network benefits, because it results in the best value for your health care dollars. When you select an OAP provider not only will you receive deeper discounts, you can rest assured that you are able to see quality healthcare providers who meet all of Cigna's rigorous credentialing standards, and are a part of a network that has received accreditation from the National Committee for Quality Assurance (NCQA).

You can locate an OAP provider or hospital, or verify that your provider participates in the Cigna HealthCare OAP network, by calling 877-220-NALC (6252) or visiting our website at [nalchpb.org](http://nalchpb.org).

## Out of network

We understand that there may be certain times when our out-of-network benefit may be needed. If an OAP provider is not available, or if you choose not to use an OAP provider, the standard non-network benefits apply.

In this case, non-network facilities and providers do not have special agreements with us. Our payment is based on our allowance, which is the amount we use to determine our payment and your coinsurance for covered services. Billed amounts can be much higher than the allowance on which our benefit percentage is based. As a result, excessive amounts could be billed to the member.

Please keep in mind that no matter which provider you choose, it is not guaranteed that services rendered will be covered by the Plan. For benefit coverage information, please refer to the official 2020 brochure.

As I said at the start, we are here to help, and I hope that these programs and benefits will assist as you move forward with your summer plans.

## Contract Administration Unit

Brian Renfroe, Executive Vice President  
Lew Drass, Vice President  
Christopher Jackson, Director of City Delivery  
Manuel L. Peralta Jr., Director of Safety and Health  
Dan Toth, Director of Retired Members  
Jim Yates, Director of Life Insurance

# From CCA to PTF: Q-and-A

**D**ue to the recent settlement of national-level grievance Q16N-4Q-C-19225551, M-01906 in NALC's Materials Reference System (MRS), which concerned the Postal Service hiring city carrier assistants (CCA) above the contractual caps, many former CCAs have now been converted to career status. This settlement provided all CCAs with at least 30 months of relative standing on Feb. 15 to be converted to career status. Select postal districts identified on the attachment to M-01906 were to make conversions to career status using a lower number of months of relative standing as identified on the attachment. In accordance with the settlement, qualifying letter carriers were to be converted to career status within 60 days of the signing of the agreement on Jan. 22. It is NALC's understanding that these conversions took place on March 14.

CCAs who were employed in offices below 200 work-years, and who otherwise met the criteria above, were converted to part-time flexible (PTF) career status. This article will explain the contractual differences between PTFs and CCAs related to certain articles of the National Agreement.

PTF is a career classification that entitles letter carriers to additional compensation and benefits. These benefits include paid sick leave; annual leave carryover; employer contributions to retirement; increased employer contributions to health insurance through the Federal Employees Health Benefits Program (FEHBP); and seniority privileges.

## Q. What are PTFs?

A. PTFs are career carriers who are a part of the regular work force and have flexible work hours rather than a fixed schedule. PTFs are identified by USPS designation-activity code 43-4 on their PS Form 50, Notification of Personnel Action and in the Time and Attendance Collection System (TACS).

Article 7 of the National Agreement defines the different classifications of employees, including PTFs:

### ARTICLE 7 EMPLOYEE CLASSIFICATIONS

A. Regular Work Force. The regular work force shall be comprised of two categories of employees which are as follows:

1. Full-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week.

2. Part-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules of less than forty (40) hours in a service week, or shall be available to work flexible hours as assigned by the Employer during the course of a service week.

## Q. Do PTFs have a work hour guarantee?

A. While PTFs have no weekly work hour guarantees, they maintain the daily work hour guarantees that apply to CCAs. Article 8.8.C provides the same work hour guarantees to PTFs as Article 8.8.D provides for CCAs:

C. The Employer will guarantee all employees at least four (4) hours work or pay on any day they are requested or scheduled to work in a post office or facility with 200 or more workyears of employment per year. All employees at other post offices and facilities will be guaranteed two (2) hours work or pay when requested or scheduled to work.

D. Any CCA employee who is scheduled to work and who reports to work in a post office or facility with 200 or more workyears of employment shall be guaranteed four (4) hours of work or pay. CCAs at other post offices and facilities will be guaranteed two (2) hours work or pay.

## Q. As a PTF, can I be laid off?

A. Members of the regular work force are protected from layoffs or reductions in force once they reach six years of continuous service, as provided in Article 6 of the National Agreement:

### ARTICLE 6 NO LAYOFFS OR REDUCTION IN FORCE

(1) Each employee who is employed in the regular work force as of the date of the Award of Arbitrator James J. Healy, September 15, 1978, shall be protected henceforth against any involuntary layoff or force reduction.

(2) Employees who become members of the regular work force after the date of this Award, September 15, 1978, shall be provided the same protection afforded under (1) above on completion of six years of continuous service and having worked in at least 20 pay periods during each of the six years.

The intent of this provision is to provide security to each career employee during his or her work lifetime. Career employees achieve protected status upon completion of six years of continuous service, which begins upon conversion to career status. To receive credit, employees must work at least one hour in at least 20 of the 26 pay periods for six consecutive years following their conversion date. Absences from duty while on paid leave, military leave, leave without pay for union business or leave due to a compensable on-the-job injury are considered work for application of this provision.

## Q. What hours/schedule will I be expected to work as a PTF?

A. Article 8 of the National Agreement describes the work week, work hours and work schedule for letter carriers.

PTFs work a flexible schedule and most of scheduling/work hour guidelines for PTFs are similar to CCAs; however, there is one important difference, found in Section 6:

ARTICLE 8 HOURS OF WORK

Section 6. Sunday Premium Payment

Each employee whose regular work schedule includes a period of service, any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday, shall be paid extra compensation at the rate of 25 percent of the employee's base hourly rate of compensation for each hour of work performed during that period of service.

An employee's regularly scheduled reporting time shall not be changed on Saturday or Sunday solely to avoid the payment of Sunday premium payment.

While PTFs may be required to work on Sunday, they will receive an additional 25 percent of the base hourly rate for each hour worked.

**Q. My supervisor has instructed me to come back to work later in the day. Is that proper under the National Agreement?**

A. PTFs may be required to work a split shift under certain conditions. The following rules, found on page 8-26 of the 2014 USPS-NALC Joint Contract Administration Manual (JCAM), determine the work or pay guarantees the employee is due:

Split Shifts: When PTF employees work a split shift or are called back, the following rules apply (Step 4, H8N-1N-C23559, Jan. 27, 1982, M-00224):

1) When a part-time flexible employee is notified prior to clocking out that he or she should return within two hours, this will be considered as a split shift and no new guarantee applies.

2) When a part-time flexible employee, prior to clocking out, is told to return after two hours:

- The employee must receive the applicable guarantee of two or four hours work or pay for the first shift, and;

- The employee must be given another minimum guarantee of two hours work or pay for the second shift. This guarantee is applicable to any size office.

3) All part-time flexible employees who complete their assignment, clock out and leave the premises regardless of intervals between shifts, are guaranteed four hours of pay if called back to work. This guarantee is applicable to any

size office.

**Q. Will my pay be different as a PTF?**

A. Upon conversion to career status, PTFs will see changes in their pay structure and new entries on their pay stub. Article 9 of the National Agreement identifies the pay structure for all city letter carriers:

ARTICLE 9 SALARIES AND WAGES

Section 1. Salary and Wage Schedules

Employees with career appointments before January 12, 2013 shall be paid and earn step increases according to the rates and waiting periods outlined in Table One. Employees appointed to career positions on or after January 12, 2013 shall be paid and earn step increases according to the rates and waiting periods outlined in Table Two.

Wages: PTFs are paid on an hourly basis and have no guaranteed annual salaries, so contractual wage increases are reflected in their hourly rates.

Step Increases: PTFs will be paid and earn step increases according to the rates and waiting periods in Table 2 of the current pay chart. The current pay chart is found on the NALC website at [nalc.org/paychart](http://nalc.org/paychart).

Cost-of-living adjustments (COLAs): Once converted to career status, PTFs become eligible for periodic COLAs as calculated in Article 9.3.D of the National Agreement.

**Q. As a PTF, what types and amounts of leave am I entitled to?**

A. Article 10 of the National Agreement outlines the leave program the parties have negotiated. These leave provisions are contained in Chapter 5 of the *Employee and Labor Relations Manual (ELM)*.

ARTICLE 10 LEAVE

Section 2. Leave Regulations

The leave regulations in Subchapter 510 of the *Employee and Labor Relations Manual*, insofar as such regulations establish wages, hours and working conditions of employees covered by this Agreement, shall remain in effect for the life of this Agreement.

The *ELM* defines which employee classifications are eligible for paid leave and the different types of leave they earn. Upon conversion to PTF, letter carriers earn sick leave and receive access to added leave categories above the leave benefits CCAs receive. When a CCA is converted, any annual leave earned will be paid out.

Annual Leave: Career letter carriers earn annual leave based on their years of career service and the number of

## CCA to PTF (continued)

hours in which they are in a pay status. Annual leave accrues as follows:

- Less than three years = one hour for each unit of 20 hours in pay status
- Three years but less than 15 years = one hour for each unit of 13 hours in pay status
- 15 years or more = one hour for each unit of 10 hours in a pay status

Military veterans may submit their DD Form 214, Certificate of Release or Discharge from Active Duty to receive credit toward their years of service for earning annual leave.

PTFs need to be aware that there is a 90-day “qualifying period” when new career employees may not use paid annual leave. Even though you may have earned annual leave during your qualifying period, USPS will not authorize any paid annual leave, according to the guidelines in Section 512.313 of the *ELM*, which state:

Ninety-Day Qualifying Period.

- 1) Requirement. New employees are not credited with and may not take annual leave until they complete 90 days of continuous employment under one or more appointments without a break in service.

PTFs may accumulate and carry over unused annual leave from year to year (instead of the terminal payout at the end of a CCA appointment) up to a maximum of 55 days or 440 hours.

Sick leave: PTFs earn one hour of sick leave for each unit of 20 hours in a pay status up to 104 hours per 26 pay-period leave year. Sick leave for PTFs is not subject to the qualifying period, may be carried over from year to year, and has no maximum accumulation limit.

Court leave: PTFs who have completed their probationary period (CCAs converted to career who have completed one 360-day term as a CCA do not have a probationary period) are eligible for court leave if the employee would otherwise have been in a work status or annual leave status. The amount of court leave for PTFs shall not exceed eight hours in a service day or 40 hours in a service week.

Military leave: PTFs who are members of the National Guard or reserve components of the armed forces are granted paid military leave. Paid military leave is authorized absence from postal duties for hours the employee would have worked during his or her regular schedule, without loss of pay, time or performance rating, granted to eligible employees. Eligible PTFs receive one hour of military leave for each 26 hours in pay status. Employee must have a minimum of 1,040 hours in the preceding fiscal year and paid military leave cannot exceed 80 hours annually.

### **Q. Do PTFs receive holiday pay?**

A. While PTFs do not receive holiday pay per se, Article 11

of the National Agreement explains how PTFs are compensated for holidays:

#### ARTICLE 11 HOLIDAYS

##### Section 7. Holiday Part-Time Employee

A part-time flexible schedule employee shall not receive holiday pay as such. The employee shall be compensated for the ten (10) holidays by basing the employee’s regular straight time hourly rate on the employee’s annual rate divided by 2,000 hours. For work performed on December 25, a part-time flexible schedule employee shall be paid in addition to the employee’s regular straight time hourly rate, one-half (1/2) times the employee’s regular straight time hourly rate for each hour worked up to eight (8) hours.

Rather than basing a PTF’s hourly pay rate on a 2,080-hour work year as is the case with full-time employees, the hourly pay rate for PTFs is based on a 2,000-hour work year. The result is a higher hourly straight time rate for PTFs, which offsets the lack of holiday pay. The additional holiday portion of a PTF’s hourly straight time rate is not used when calculating overtime or Sunday premium.

### **Q. How and when will I be converted to full-time regular status?**

A. Most PTFs are converted to full-time regular status in accordance with Memorandum of Understanding Re: Full-time Regular Opportunities—City Letter Carrier Craft found on pages 159-162 of the 2016-2019 National Agreement. (See Vice President Lew Drass’ article for other ways PTFs may be converted.)

### **Q. How is “seniority” different from “relative standing”? How does it benefit me?**

A. Seniority applies to all regular work force letter carrier craft employees. It is computed from your career appointment date in the letter carrier craft and continues to accrue so long as service is uninterrupted in the same installation. CCAs converted to career status on the same day in the same installation will be in the same seniority order as their relative standing order. Seniority determines the “pecking order” for many of your contractual rights, including annual leave scheduling, opting under Article 41, and filling temporarily vacant higher-level assignments within the city letter carrier craft under Article 25.

### **Q. As a PTF, may I be involuntarily reassigned to another installation? What are my rights if I am?**

A. Article 12 of the National Agreement contains the provisions regarding the reassignment of career employees.

Article 12.5.B.5 provides that full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another shall be given not less than 60 days advance notice, if possible.

ARTICLE 12 PRINCIPLES OF SENIORITY, POSTING AND REASSIGNMENTS

12.5.B.5 Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another shall be given not less than 60 days advance notice, if possible. They shall receive moving, mileage, per diem and reimbursement for movement of household goods, as appropriate, if legally payable, as governed by the standardized Government travel regulations as set forth in the applicable Handbook.

If a PTF is required to involuntarily relocate due to an involuntary reassignment, USPS is obligated to reimburse certain expenses under the policies contained in the F-15, Travel and Relocation handbook. The provisions for paying mileage in these circumstances are the same as for a CCA.

**Q. As a PTF, may I voluntarily transfer to another installation?**

A. Career employees wishing to transfer to another installation must serve a lock-in period in their current installation before being eligible to transfer. Local transfers (within the district to which the employee is currently assigned or to an adjacent district) require an 18-month lock-in period while all other transfer requests require a 12-month lock-in period.

Whether a CCA must serve a “lock in” when he or she is converted to career status is addressed by the parties’ joint Questions and Answers 2011 USPS/NALC National Agreement, dated March 16, 2016 (M-01870 in NALC’s Materials Reference System).

QUESTIONS AND ANSWERS

2011 USPS/NALC NATIONAL AGREEMENT

29. After a CCA becomes a career employee does he/she serve a lock-in period for transfers as defined by the Memorandum of Understanding, Re: Transfers?

Yes.

There are specific factors that management must consider fairly when evaluating transfer requests. These factors are referred to as “normal considerations.” These normal considerations and other requirements governing voluntary transfers are contained in the Memorandum of Understanding Re: Transfers on pages 184-188 of the 2016-2019 National Agreement.

The MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft allows letter carriers who were PTFs on Aug. 7, 2017, the ratification date of the 2016-2019 National Agreement, to transfer without being subject to normal transfer considerations. This provision does not apply to

PTFs achieving career status after Aug. 7, 2017.

**Q. I am having surgery and may not be able to carry my route until I recover. As a PTF, can I request a light-duty assignment?**

A. Article 13 of the National Agreement includes PTFs among the employees who may submit a written request, accompanied by a medical statement from a licensed physician, for light duty following an off-duty illness or injury from which the carrier has not yet fully recovered.

ARTICLE 13 ASSIGNMENT OF ILL OR INJURED REGULAR WORK-FORCE EMPLOYEES

Section 2. Employee’s Request for Reassignment

A. Temporary Reassignment

Any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

B. Permanent Reassignment

1. Any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any full-time regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties.

Career employees must have five years of career service to be eligible to apply for permanent reassignment due to a non-job-related injury or illness.

**Q. What about my health insurance? What are the changes? What are my options?**

A. As a career PTF letter carrier, you now are entitled to participate in the Federal Employees Health Benefits Program (FEHBP). From the date you were converted, you have 60 days to enroll in a FEHBP plan. You should have received a package of information in the mail that included a brochure listing the available plans and their cost. Your right to these benefits, and to have a large portion of their cost

## CCA to PTF (continued)

paid for by the Postal Service, are covered by Article 21 of the National Agreement:

### ARTICLE 21 BENEFIT PLANS Section 1. Health Benefits

B. The bi-weekly Employer contribution for self only, self plus one, and self and family plans is adjusted to an amount equal to 76% in 2017, 74% in 2018, and 73% in 2019, of the weighted average bi-weekly premiums under the FEHBP as determined by the Office of Personnel Management. The adjustment begins on the effective date determined by the Office of Personnel Management in January 2017, January 2018, and January 2019.

If as a CCA you were enrolled in the USPS Non-Career Employee Health Benefits Plan, your enrollment in that plan is terminated either: (1) on the last day of the month that is 28 days after you are converted to a career position, or (2) if you choose to enroll in a FEHB plan the date your FEHB coverage begins, whichever is earlier. It is recommended that you enroll in the FEHBP as soon as possible to avoid any gap in coverage or to start receiving health benefits.

### Q. Do I receive dental and vision insurance?

A. The Federal Employees Dental and Vision Insurance Program (FEDVIP) is a voluntary program designed to provide supplemental dental and vision benefits, which are available on an enrollee-pay-all basis (no government contribution toward premiums) to federal civilian and U.S. Postal Service employees, retirees and their family members. Letter carriers are eligible to enroll in FEDVIP upon conversion to career status. For more information on available plans and their associated costs, visit [benefeds.com](http://benefeds.com).

### Q. Are there any other programs that will help me save money on my health care costs?

A. As a career employee, you are automatically eligible to contribute to a flexible spending account (FSA) on a pre-tax basis. An FSA allows you to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. By using pre-tax dollars to pay for eligible health care and dependent care expenses, an FSA gives you an immediate discount on these expenses that equals the taxes you would otherwise pay on that money. For plan information and enrollment options, go to [fsafeds.com](http://fsafeds.com).

### Q. Do I now receive life insurance?

A. Employees converted to career status are automatically enrolled in Federal Employee Group Life Insurance (FEGLI) for basic life insurance coverage, unless this coverage is waived. Basic coverage begins the first day in a pay and duty status after conversion. USPS pays the entire cost of the basic coverage. The coverage is the annual rate of base

pay rounded up to the next \$1,000 plus \$2,000.

You may choose to increase the amount of life insurance coverage up to five times your annual salary, or to provide optional coverage for your spouse and eligible dependent children; however, these additional premiums are paid entirely by the employee. To enroll, you must submit a completed Life Insurance Election form (SF 2817) to your local personnel office within 60 days of your conversion to career. Eligibility to enroll in optional insurance after your first 60 days is limited. Open season for FEGLI is rare, and the most recent FEGLI open seasons were held in 2016, 2004 and 1999. Outside of an open season, eligible employees can enroll or increase their coverage by taking a physical exam or with a qualifying life event (QLE). For more information on FEGLI and a list of QLEs, visit [opm.gov/health-care-insurance/life-insurance](http://opm.gov/health-care-insurance/life-insurance).

### Q. What about retirement? Do I start earning it? How does it work?

A. Upon conversion to career, employees are enrolled in the Federal Employees Retirement System (FERS). FERS comprises three components: FERS Basic Benefit Plan, Social Security and Thrift Savings Plan (TSP). The basic benefit plan and Social Security portion of your retirement are defined benefits, while the TSP is similar to a 401(k) retirement plan.

Career employees have control over their TSP. The Postal Service automatically contributes 1 percent of your base pay and will match employee contributions up to 5 percent of base pay. Although participation in TSP is voluntary, letter carriers are automatically enrolled, and 3 percent of base pay will be deducted each pay period and deposited into your TSP account, unless you elect to change or stop contributions. For more information on retirement, please visit the NALC website or contact the NALC Retirement Department at 202-393-4695.

### Q. Can I opt on a carrier technician assignment? If so, do I receive carrier technician pay?

A. Temporarily vacant carrier technician positions are higher-level assignments and thus are not subject to opting under the provision of Article 41.2.B. Rather, temporarily vacant carrier technician positions must be filled in accordance with Article 25, and, as a career letter carrier, you now are entitled to the provisions outlined in this article. Employees who are detailed to carrier technician positions under the provisions of Article 25.4 are entitled to higher-level pay as if promoted to the position. These provisions are outlined below:

ARTICLE 25 HIGHER LEVEL ASSIGNMENTS Section 1. Definitions



Higher level work is defined as an assignment to a ranked higher level position, whether or not such position has been authorized at the installation.

#### Section 2. Higher Level Pay

An employee who is detailed to higher level work shall be paid at the higher level for time actually spent on such job. An employee's higher level rate shall be determined as if promoted to the position.

#### Section 4. Higher Level Details

Detailing of employees to higher level bargaining unit work in each craft shall be from those eligible, qualified and available employees in each craft in the immediate work area in which the temporarily vacant higher level position exists. However, for details of an anticipated duration of one week (five working days within seven calendar days) or longer to those higher level craft positions enumerated in the craft Article of this Agreement as being permanently filled on the basis of promotion of the senior qualified employee, the senior, qualified, eligible, available employee in the immediate work area in which the temporarily vacant higher level position exists shall be selected.

#### **Q. Is my uniform allowance now different as a PTF?**

A. PTFs are provided a uniform allowance under Article 26 of the National Agreement. You will retain the same uniform anniversary date that you established as a CCA (90 work days or 120 calendar days, whichever came first, after your hire date). This uniform anniversary date will remain the same, provided you maintain continuous employment.

#### ARTICLE 26 UNIFORMS AND WORK CLOTHES Section 2. Annual Allowance

A. Effective May 21, 2018 the annual allowance for all eligible employees shall be increased from \$441.00 per annum to \$452.00 per annum. The increase shall become effective on the employee's anniversary date. Effective May 21, 2019 the annual allowance for all eligible employees shall be increased from \$452.00 per annum to \$464.00 per annum. The increase shall become effective on the employee's anniversary date.

B. A newly eligible employee entering the reimbursable uniform program will receive an additional credit to the employee's allowance as follows:

Effective May 21, 2017 - \$102.00 if entitled to \$441.00 per annum.

Effective May 21, 2018 - \$104.00 if entitled to \$452.00 per annum.

Effective May 21, 2019 - \$107.00 if entitled to \$464.00 per annum.

Effective May 21, 2019, the annual allowance is \$464. Those letter carriers who reach their first uniform allowance as a career employee with an anniversary date after May 21, 2019, will receive an additional \$107.

As a career employee, you will now use a USPS-issued uniform allowance purchase card (UAPC) to purchase your uniform items. The UAPC is a prepaid declining balance purchase card from Citibank. The card is funded each year on your uniform anniversary date with the proper uniform allowance for that year, and as you purchase your uniform items, the amounts are deducted from the value of the card.

#### **Q. An unassigned regular (UAR), PTF, and CCA all have requested to opt (hold down) on the same vacant route for the same time period. Who gets the hold-down?**

A. Full-time reserve, unassigned regulars and PTFs have first preference, by use of their seniority, to be awarded a hold-down assignment prior to a CCA. This is outlined in Article 41, Section 2.B of the National Agreement as follows:

#### ARTICLE 41 LETTER CARRIER CRAFT

#### Section 2.B Seniority

3. Full-time reserve letter carriers, and any unassigned full-time letter carriers whose duty assignment has been eliminated in the particular delivery unit, may exercise their preference by use of their seniority for available craft duty assignments of anticipated duration of five (5) days or more in the delivery unit within their bid assignment areas, except where the local past practice provides for a shorter period.

4. Part-time flexible letter carriers may exercise their preference by use of their seniority for vacation scheduling and for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned. City carrier assistants may exercise their preference (by use of their relative standing as defined in Section 1.f of the General Principles for the Non-Career Complement in the Das Award) for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned. City carrier assistants may exercise their preference (by use of their relative standing as defined in Section 1.f of the *General Principles for the Non-Career Complement* in the Das Award) for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned that are not selected by eligible career employees.

## CCA to PTF (continued)

### **Q. I have opted on a temporary vacancy. Can management move me to another assignment?**

A. Article 41, Section 2.B.5 of the National Agreement requires management to honor opts for the duration of the vacancy. These rules apply to all carriers properly awarded a hold-down assignment.

#### ARTICLE 41 LETTER CARRIER CRAFT

##### Section 2.B Seniority

5. A letter carrier who, pursuant to subsections 3 and 4 above, has selected a craft duty assignment by exercise of seniority shall work that duty assignment for its duration.

The opting carrier awarded the hold-down works the assignment until the regular carrier returns, a new regular carrier is assigned, or as outlined below. Opting carriers are entitled to work the regular schedule/hours of the assignment, but are not automatically entitled to the scheduled day off of the assignment. A carrier may be removed from the hold-down only to provide work for a full-time carrier who does not have sufficient work for a full-time assignment.

When a CCA or PTF letter carrier on a hold-down is converted to full-time regular and assigned to a residual vacancy pursuant to Article 41.1.A.7, the employee may voluntarily choose to end the hold-down and assume the new assignment. This is in accordance with the MOU Re: Opting Duration found on pages 222-223 of the 2016-2019 National Agreement.

### **Q. I wasn't converted to PTF, but I think I qualify. What happened? Is my relative standing date wrong?**

A. Under M-01906, CCAs in offices below 200 work-years with 30 months or more of relative standing on Feb. 15, 2020, will be converted to PTF career status in their installation. (Select postal districts, identified on the attachment to M-01906 will make conversions to career status using the applicable number of months of relative standing identified on the attachment.) Relative standing is determined by the original CCA hire date in an installation. Additionally, for those CCAs who were city letter carrier transitional employees (TEs) any time after Sept. 29, 2007, the time served as a TE less any breaks in service is added to their relative standing.

Paragraph F of the CCA General Principles found in Appendix B of the National Agreement addresses this:

f. When hired, a CCAs relative standing in an installation is determined by his/her original CCA appointment date to the installation, using Article 41.2.B.6.(a) where applicable, and adding the time served as a city letter carrier transitional employee for appointments made after September 29,

2007 in any installation.

CCA relative standing issues are further explained by the jointly developed Questions and Answers 2011 USPS/NALC National Agreement, dated March 16, 2016 (M-01870):

60. How is time credited for transitional employee employment when determining relative standing for CCAs?

All time spent on the rolls as a city letter carrier transitional employee after September 29, 2007 will be added to CCA time in an installation to determine relative standing. Breaks in transitional employee service are not included in the relative standing period.

63. For time spent as a city letter carrier transitional employee, does it matter where an individual was employed when determining relative standing?

No. All time on the rolls as a transitional employee after September 29, 2007 counts toward relative standing regardless of the installation(s) in which the transitional employee was employed.

64. Does time credited toward relative standing for time worked as a transitional employee after September 29, 2007 transfer from one installation to another once hired as a CCA?

Yes.

65. Does relative standing earned as a CCA in one installation move with a CCA who is separated and is later employed in another installation?

No.

66. How is relative standing determined for a CCA who is employed in an installation, then permanently moves to a different installation and then is subsequently reemployed in the original installation?

Relative standing in this situation is based on the date the employee is reemployed in the original installation and is augmented by time served as a city letter carrier transitional employee for appointments made after September 29, 2007 (in any installation).

If you believe that you qualify based on your relative standing and have not received notification regarding your conversion, please contact a local NALC union representative for further investigation. Local NALC union representatives who think they have members who qualify but have not been converted should contact their national business agent.

Converting to a career letter carrier position is an exciting time. Although PTFs deliver mail in the same manner as they did when they were CCAs, there are increased benefits and different rules. We hope that this Q-and-A has answered some of the questions you may have had. For further information on benefits and rights for all letter carriers, see NALC's recently revised *Letter Carrier Resource Guide* on the NALC website at [nalc.org/workplace-issues/resources](http://nalc.org/workplace-issues/resources).

# The CA-16



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**I**f you suffer a traumatic on-the-job injury, paying the medical bills should be the last thing you need to worry about. Unfortunately, many letter carriers are unclear as to how the federal workers' compensation system works and are hesitant to file claims, fearing a mountain of debt from medical bills. This should never happen.

In traumatic injury cases, the Postal Service is required by federal law and postal regulations to provide a CA-16, Authorization for Examination and/or Treatment, within four hours

of a worker reporting a traumatic injury and seeking medical treatment.

Yet most letter carriers have never heard of a CA-16. When a CA-16 is issued, the injured worker's medical bills will be paid for up to 60 days, even if the claim is denied. The Postal Service avoids those costs when an injured worker never gets a CA-16 in the first place, so CA-16s are tightly controlled.

**CA-16s can be approved and provided only by a postal supervisor.** A properly issued CA-16 must have the name, title and signature of the authorizing official. CA-16s are not available online—for a very good reason. Only the authorizing agency has the authority to provide the CA-16. Letter carriers never should attempt to fill out a CA-16 that has not been properly provided by, and filled out by, the appropriate postal official.

Letter carriers can now file claims using the ECOMP web portal. When a claim is filed using ECOMP, the letter carrier's supervisor is required to complete the claim form electronically. At the end of the supervisor's section, there is an icon that allows the supervisor to complete and print a CA-16.

Letter carriers who suffer traumatic injuries should immediately request a CA-16 from their supervisor.

The CA-16 is not only a payment voucher; page 2 is a medical report where the attending physician provides initial diagnoses, descriptions of treatments and work restrictions. The completed CA-16 is sent directly to the Office of Workers' Compensation Programs (OWCP), not to the Postal Service Injury Compensation Office.

Ensuring that the injured worker gets the proper claim forms, especially the CA-16, can prevent major claim problems in the future.

**The Postal Service is required to tell injured workers that they have the right to choose their doctor.** Some postal districts have contracts with medical clinics to provide initial evaluations of injured workers. As only one CA-16 is issued per claim, a CA-16 should not be issued to a postal con-

tract doctor. If the Postal Service sends you to a contract doctor for your initial evaluation, you should request a CA-16 to see your own doctor.

While an injured worker must allow the contract doctor to evaluate him or her, the contract doctor is not allowed to treat the injured worker without the injured worker's approval.

It is very important to understand that OWCP will consider a doctor to be the injured worker's doctor of record after two appointments. There is no obligation to return to the contract doctor after the initial visit. Injured workers usually receive better treatment when they see their own doctor for job-related injuries.

Once a claim has been accepted, doctors need to submit all medical bills and requests for medical authorization through OWCP's web portal. The portal has been administered by a private contractor, Conduent. A new contractor, CNSI, will be processing medical authorization and bills later this year.

If your doctor is not enrolled with the OWCP contractor, he or she must be prior to submitting any bills. Enrollment is accessed at [owcp.dol.acs-inc.com](http://owcp.dol.acs-inc.com). In registering, your doctor agrees to OWCP's fee schedule and is prohibited by federal law from billing you for any difference between the charges and what OWCP pays the doctor.

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**“When a CA-16 is issued, the injured worker's medical bills will be paid for up to 60 days, even if the claim is denied. The Postal Service avoids those costs when an injured worker never gets a CA-16 in the first place, so CA-16s are tightly controlled.”**

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**To be reimbursed, bills must be received within the calendar year following the year in which the medical service was rendered or the claim was accepted, whichever occurs later.** OWCP will pay bills only for the injured workers' accepted conditions. Most problems with getting bills paid are due to the doctor's office billing under the wrong injury code.

If you receive a bill for medical treatment, prescriptions or a doctor's appointment, immediately refer the billing agent to OWCP. Federal regulations require all medical providers to register with OWCP's contractor. Failure to do so prohibits medical providers from directly billing the injured worker or sending the bills to a collection agency. If you receive a bill from a collection agency, call your national business agent's office and request a referral to a regional worker's compensation assistant.

## Tough Mudder registration



Christina Vela Davidson



**W**ow, this year has recently started but it is already moving along. Trying new things isn't that bad; sometimes, you may have fun and meet new people. But when Branch 38 invited me to join them in their annual MDA Tough Mudder fundraiser last October, I was initially skeptical.

1. Run/walk a 5K...
2. Get all muddy...
3. Get wet and cold... me!?

I know I was in the Army, but that was 21 years ago. Just joking; I still love getting out into nature every once in a while.

**But after I went to Englishtown, NJ, and ran/walked my first Tough Mudder 5K, I felt awesome.** Not only did I have a great time, I couldn't believe it when I conquered all the obstacles. I told Branch 38 member Roy Jancio that I would find one around the DC/Virginia area to host Team NALC Rolando and raise money for MDA.

Next month, on May 31, Team NALC Rolando will be conquering the Tough Mudder 5K for MDA at Camp Snyder in Haymarket, VA. I want our NALC team to be large. I want our yellow shirts to be seen for miles. The entry fee is just \$69.63. This is the only money that will not go to MDA; the rest of the money raised will go to the charity.



**How do you join the team? Well, to be on Team NALC Rolando, you must officially register through me.** You can print out the entry form and mail it in. Once I call Tough Mudder and register you, I will shred the form with your sensitive credit card information. For copies of all these forms, please call me at 202-662-2489 or email [mda@nalc.org](mailto:mda@nalc.org).

With your entry fee, you will receive the following:



- NALC/MDA yellow shirt
- Tough Mudder Finisher T-shirt
- Tough Mudder headband
- Finisher beer
- One extra beer/drink for everyone on the team
- Lunch voucher for everyone on the team
- Bag drop voucher for everyone on the team (secure space for phone, wallet, keys, etc.)

**With this event, our goal is to raise \$20,000. I am asking all who participate to raise at least \$200.** Again, all money raised will be credited to your branch.

To help you keep up with your donations, I have created a Tough Mudder 5K MDA sponsor form. This form can help you keep track of all those who have donated money to the cause on your behalf. All monies are to be sent to: National Association of Letter Carriers, Attn: MDA - Christina Vela Davidson, 100 Indiana Ave., NW Washington, DC 20001.

That said, I also have created a donation form for everyone to use (at right). These monies are due to me by June 5; this should give you enough time to collect all donated money, but feel free to send in your donations earlier.

Thanks again for all you do; without you, sisters and brothers, raising money for MDA would not be possible.

**Support Team NALC/MDA Run 2020 and President Rolando in his 5K Tough Mudder MDA Fundraiser:**  
**May 31, 2020 - Camp Snyder, 6100 Antioch Rd Haymarket, VA, 20169**  
**Make checks or money orders out to MDA.**  
**Mail this completed form and your donation to address below:**

Name: \_\_\_\_\_

Branch # \_\_\_\_\_ Amount \$ \_\_\_\_\_

**National Association of Letter Carriers**  
**Attn: MDA - Christina Vela Davidson**  
**100 Indiana Ave., NW**  
**Washington, DC 20001**

For copies of all these forms, please contact Christina Vela Davidson at 202-662-2489 or [mda@nalc.org](mailto:mda@nalc.org), or go to [nalc.org/community-service/deliver-for-the-cure-mda](http://nalc.org/community-service/deliver-for-the-cure-mda) to print out the forms.

## In Memoriam

### NALC offers deepest sympathies to the families and friends of departed brothers and sisters

James D. Rabren	Br. 1630	Dothan, AL	Naomi Ferris	Br. 201	Wichita, KS	Thieu Truong	Br. 36	New York, NY
Bruce E. Romano	Br. 530	Birmingham, AL	Lila D. Morris	Br. 201	Wichita, KS	Richard Niemiec	Br. 375	Utica, NY
Carlos Guerra	Br. 576	Phoenix, AZ	Kevin J. Cozart	Br. 14	Louisville, KY	Anthony J. Scalise Jr.	Br. 375	Utica, NY
Anthony R. Carano	Br. 704	Tucson, AZ	Joyce M. Milligan	Br. 14	Louisville, KY	Anthony T. Lagrutta	Br. 2189	Valley Stream, NY
Joseph A. Lowndes	Br. 1642	Yuma, AZ	Daniel A. Rudolph	Br. 14	Louisville, KY	Theodore R. Decent	Br. 302	Watertown, NY
Efren L. Catedrilla	Br. 1111	Greater E. Bay, CA	Carl E. Slinker	Br. 14	Louisville, KY	Robert W. Carter	Br. 248	Asheville, NC
Jo A. Wasay	Br. 1100	Garden Grove, CA	Neil W. Travis	Br. 14	Louisville, KY	Franklin R. Ganoe	Br. 148	Akron, OH
James R. Crow	Br. 24	Los Angeles, CA	Jack L. Winburn	Br. 14	Louisville, KY	Manuel M. Nieto	Br. 238	Canton, OH
Leverne C. Stallworth	Br. 133	Sacramento, CA	Gilbert J. Radovich	Br. 6119	Metairie, LA	Thomas M. Daiuto	Br. 40	Cleveland, OH
Kevin C. Wilson	Br. 70	San Diego, CA	Leon F. Bradford	Br. 124	New Orleans, LA	Charles E. Jones	Br. 40	Cleveland, OH
Charles F. Bernauer	Br. 214	San Francisco, CA	Clifford H. Dorr	Br. 176	Baltimore, MD	Glenn E. Walters	Br. 40	Cleveland, OH
Maryann O. Perreira	Br. 214	San Francisco, CA	Lawrence J. Flannery	Br. 176	Baltimore, MD	Kenneth A. Wroblewski	Br. 40	Cleveland, OH
Jerry R. Bonnell	Br. 1427	Santa Clara, CA	Donald F. Shaw	Br. 176	Baltimore, MD	Dennis W. Ranke	Br. 78	Columbus, OH
Skip C. Russie	Br. 1427	Santa Clara, CA	Michael J. Mangiacotti	Br. 34	Boston, MA	Harold Hilderbran	Br. 182	Dayton, OH
William A. Scharfenberg	Br. 1427	Santa Clara, CA	Louis F. Rousseau	Br. 18	Southeast MA Mgd.	Loren E. Buzzard	Br. 118	Mansfield, OH
Alfonse Lucero	Br. 5996	Centennial, CO	Orville A. White	Br. 286	Pittsfield, MA	Edward J. Sagan	Br. 100	Toledo, OH
William Ridolfi	Br. 32	Bridgeport, CT	Robert D. Young	Br. 12	Worcester, MA	Jason A. Wentz	Br. 284	Erie, PA
Darrien C. Graham	Br. 759	Greenwich, CT	George Y. Kashian	Br. 1	Detroit, MI	Charles H. Brown	Br. 157	Philadelphia, PA
John W. Schaffer	Br. 86	Hartford, CT	Brent C. Kyker	Br. 1	Detroit, MI	William J. Cobbs	Br. 157	Philadelphia, PA
Arthur M. Hubbard Jr.	Br. 19	New Haven, CT	Arnold Mitchell Jr.	Br. 1	Detroit, MI	Michael J. Minanno	Br. 157	Philadelphia, PA
Maurice P. Lapre	Br. 19	New Haven, CT	Nick C. Plasha	Br. 1	Detroit, MI	William E. Nagle	Br. 157	Philadelphia, PA
Guy R. Milone	Br. 19	New Haven, CT	William M. Miley	Br. 256	Mid-Michigan	Edward P. Waters	Br. 157	Philadelphia, PA
Gary J. Kennedy	Br. 1091	Central Florida	Paul O. Thiem	Br. 56	Grand Rapids, MI	Stanley J. Wojciechowski	Br. 157	Philadelphia, PA
Charles L. Zane	Br. 1690	W. Palm Beach, FL	Donald R. Thrackwray	Br. 95	Marquette, MI	John E. Anderson	Br. 84	Pittsburgh, PA
Ralph L. Patterson	Br. 522	Bloomington, IL	Peter C. Webster	Br. 3126	Royal Oak, MI	Aubrey L. Kitchens	Br. 181	Austin, TX
David F. Glover I	Br. 11	Chicago, IL	Dustin W. Newton	Br. 114	Duluth, MN	Payton J. Greer	Br. 132	Dallas, TX
Valeria Gratten	Br. 11	Chicago, IL	Frank D. Lisitano	Br. 343	St. Louis, MO	William O. Blaylock Jr.	Br. 226	Fort Worth, TX
Robert G. Stanley	Br. 11	Chicago, IL	John C. Machian	Br. 5	Omaha, NE	Lawrence A. Bowser	Br. 226	Fort Worth, TX
John I. Ware	Br. 11	Chicago, IL	Gerard A. Migneault	Br. 230	Nashua, NH	Joseph G. Howell	Br. 226	Fort Worth, TX
Salvatore P. Ventura	Br. 305	Joliet, IL XX	Kevin P. Moran	Br. 38	New Jersey Mgd.	Ray E. Stone	Br. 226	Fort Worth, TX
Kelcey S. Acuff	Br. 828	S. Central Indiana	Julius Schwartz	Br. 41	Brooklyn, NY	James H. Calliway	Br. 2130	McAllen, TX
Myra S. Stewart	Br. 553	Jeffersonville, IN	Max H. Brenzel Jr.	Br. 3	Buffalo/Western NY	Manuel Deleon Jr.	Br. 2130	McAllen, TX
Vern L. Thompson	Br. 820	Mishawaka, IN	Donald L. Carlson	Br. 3	Buffalo/Western NY	Noe Perez	Br. 2130	McAllen, TX
Joseph M. Cox	Br. 271	Richmond, IN	Jerry A. Isaman	Br. 3	Buffalo/Western NY	Darryl S. Morton	Br. 807	Bristol, VA
Jimmy B. Williamson	Br. 719	Cedar Falls, IA	Jon E. Tallman	Br. 21	Elmira, NY	John H. Hinshaw	Br. 79	Seattle, WA
Charles C. Brewer	Br. 201	Wichita, KS	Jack Y. Chak	Br. 36	New York, NY	Thomas W. Anderson	Br. 2	Milwaukee, WI

## California

Recently at a Fox News town hall, a moderator asked President Trump if he was open to cutting Social Security, and here was the reply: “Oh, we’ll be cutting, but we’re also going to have growth like you’ve never had before.” Wait a minute, didn’t he promise not to cut Social Security? And what’s the growth rate now, around two percent? Another broken promise.

I hope by now you as letter carriers realize that the Donald is not your friend. If he had his way, active employees under the Federal Employees Retirement System would pay more toward their pensions, at least \$3,600 a year more. And what would they get in return? No special retirement supplement, which means \$61,000 less in your pocket if you retire at age 57. No cost-of-living adjustment for retirees, which means if your pension upon retiring is \$1,500 a month, guess what it will be 30 years later? \$1,500 a month!

And the administration also proposes cutting mail-delivery frequency to fewer than six days a week and giving others access to mailboxes, as well as allowing the private sector to sort mail. There’s a word for all this: privatization! And that’s not good for any of us. What does Article 43 say again? Any part of our contract, or all of it, can be wiped away with a stroke of a pen! And the current president would take the aforementioned actions in a heartbeat, without losing a fake hair off his orange head!

Elections have consequences, folks. We just passed H.R. 2382 by an overwhelming margin in the House, just to have Mitch “Grim Reaper” McConnell state that nothing that is not to his liking will see the light of day. So retaking the Senate and the White House needs to be everyone’s focus.

*Eric Ellis*

## Kentucky

As promised in the March *Postal Record*, there is a “photo finish” of our KYALC district meeting in February. The weekend started with LCCL training on Friday with NALC LPO Anna Mudd. She also presented legislative/political information and how it affects USPS, our jobs and benefits on Saturday and Sunday. We also had federal candidates for the Senate and House. NBA Clark gave updates on the contract and other issues. Earlier on Saturday, he led a Kentucky Committee of Presidents meeting hosted by Branch 361 at their union hall on Red Mile Road. Anna Mudd emphasized how we must lobby our senators, McConnell and Paul, to vote for S. 2965, the Postal Fairness Act, the companion to S. 2382 in the House. Active carriers should lobby off the clock and out of uniform. LCCLs who get a response from a senator’s office should send a lobby report to Anna Mudd. If it was easy, more letter carriers would be doing it. We are persistent.

While our district meeting in Lexington was a success with much camaraderie, it was not that easy. The branch and state officers and volunteers made it work. Thanks to all the branches and members who attended. Concerning the NALC app, use it, or [nalc.org](http://nalc.org), for accurate information, or call NALC at local, K-I-M or Headquar-

ters. Reading *The Postal Record* is better than going to the reading room at the public library. Yes, they still exist!

*Bob McNulty*

## Louisiana

Greetings, spring has sprung in Louisiana; we had a mild winter and short sleeves are in order from now until November. Many of our branches throughout the state had elections last fall, and there are a few new presidents. I was invited to install the new officers of several branches. First was Monroe Branch 136, where Elizabeth Osborn is taking over the helm from Pam Blackman. Branch 914 in Lake Charles has a new president, Alonzo Matthews, who is taking over from A.J. Breaux. In New Iberia Branch 988, President Dwight DeRouen was re-elected to his second term. Kenner Branch 4342 re-elected their branch president, Sterling Caston, to his third term. To all the aforementioned branches, thanks for the invitation, and I am looking forward to working with you this term.

On the political front, as you may already know, H.R. 2382 passed in the House of Representatives; now we’re working with the senators to get a companion bill passed and signed by the President. Your efforts, phone calls and letters led to this victory in the House.

Our state executive board has been busy as well. 5th Congressional CDL Ivory Brown visited with his congressional office; we didn’t get the congressman’s support, explaining it would be a taxpayer bailout. Donna Sterner, our 4th district LCCL, has visited both senators’ offices, and her House member office as well. Sadly, he didn’t support the bill, but it’s a worthwhile effort to ask. Brand Donald Jones was introduced to the local congressional staff of Garret Graves office; New Orleans 2nd district LCCL Harold John has made several visits and phone calls to his congressional office. His congressman, Cedric Richmond, did vote yes for 2382. We thank him for his support on this long-overdue bill.

*Troy Scott*

## Michigan

Greetings from the brothers and sisters! It seems that spring is in the air and warm weather is approaching... well, for most of us. Our brothers and sisters in the U.P. are still struggling with the snow. As I write this, the Michigan primary is upon us and I encourage everyone to vote. When deciding who to vote for, please look carefully at candidates that will support letter carrier issues. Our jobs are under attack and we need to have that support! Since the last time I wrote, Congress voted on and passed H.R. 2382, the USPS Fairness Act. This bill, if passed into law, would repeal the onerous prefunding mandate that has been dragging us down for years. I am happy to report that 10 of our 14 congressional delegates voted in favor of this bill. We will have to work on the other four. Other legislative updates: H. Res. 23, which preserves six-day delivery, has six cosponsors from Michigan. H. Res. 33, which prevents privatization of the postal service has

seven co-sponsors. H. Res. 54, which maintains six-day delivery has seven co-sponsors. H. Res. 60, which restores service standards to 2012 has six co-sponsors. As you can see, we still have a ways to go on these bills. I know some of you are tired of hearing this, but we simply must strive to get our representatives to sign on to these bills—our future depends on it. Please contact your district representative and encourage them to sign on to each one of these bills. Remember, they work for us, so let’s make them work for us!

*Tom Minshall*

## New Jersey

The NJSALC Congressional Conference, scheduled for March 12, was cancelled due to the increasing number of reported outbreaks of the coronavirus. State President O’Connell Jr. cancelled the conference to protect the health and welfare of the delegates scheduled to attend. When the conference is rescheduled, information will be supplied.

The election cycle for 2020 has several important elections. There are elections for the U.S. President, U.S. senators, U.S. representatives and members of the New Jersey state senate 25th legislative district. There are primary elections on June 2. Being a registered voter is crucial in order to have your voice heard in the upcoming primaries and elections. To be able to vote in the New Jersey primaries, you must register by May 12. To vote on Nov. 3, you must be registered by Oct. 12. Both cut off dates are 21 days prior to the primary/election.

Are you a registered voter? If you are unsure, visit [voter.svrs.nj.gov/registration-check](http://voter.svrs.nj.gov/registration-check) to check. You will be prompted to enter your entire name and date of birth. If you are registered, the website will display your name, date of birth, the registration effective date, the city you reside in and the county you are registered to vote in. If you are not a registered voter, there is still time to visit [nj.gov/state/elections](http://nj.gov/state/elections) to register. Once on the NJ state election site, click register to vote and the instructions.

As I write this article, NALC has not made a decision on supporting a presidential candidate. NALC has, this year and in prior election years, sent a questionnaire to each candidate to complete and return to NALC so that we can evaluate who supports our positions. I am positive that the elected officers of our great union will pick a candidate who supports postal reform.

*Christine A. Strasser*

## Texas

Spring is upon us and soon that Texas heat will be too. But first, let me thank all of you that participated in the letter carrier congressional liaison class held at the Region 10 NBA Spring school held in Grapevine. There were approximately 50 participants from Texas and New Mexico. Big shout out to Brent Fjerestad, legislative political organizer (LPO). The class was super productive and an educational experience for the seasoned vet and the newcomer

to enjoy the time and have fun with our break out sessions. Texas State Vice President Wyllie was acting as an elected representative. Was he a good one or a bad one? Hmm, I guess you had to be there. Speaking to our congressional representatives brings us full circle to elections.

More than four million Texans voted in the primary elections held on March 3. That is awesome, but that is about one quarter of the registered voters in Texas. If Texans were allowed to vote by mail, at home, there would be a huge boost to voter participation. Let us bring the change and expand opportunities for involvement.

Let's thank your Texas district board members, who worked together on our first joint district meeting. District 1's Gerald W. Hall, District 2's Rita Wilder and District 3's Jack Rutledge brought a different part to the team and this meeting was well attended. Districts 3, 4 and 5 will meet in Houston at the Fall School, details to follow.

Hope to see y'all soon.

*Carlos Rodriguez Jr.*

## Wisconsin

**W**hat do you want? Is it the same as what you actually need? If it is, how do you expect to get it? Do you have an advocate that will help you get what you want and need?

The questions above are ones that are not easily answered, because they depend on people asking them of themselves. Without asking those questions, your goals will never be considered in the greater scheme of things.

We are all members of the same union, but it seems that the members don't always feel compelled to pull in the same direction. Solidarity can help with the advocacy issues we all face if we're willing to get involved.

Are you going to your branch meetings and functions? Sitting on the sidelines doesn't get you anywhere. Our branch officers and stewards

have tough jobs, so attending meetings will give you insight into why they make the decisions they do and what the obstacles to positive outcomes really are within the system we navigate at USPS.

Do you advocate for yourself at the ballot box? I turned 18 in 1972 and have not missed an election at any level since. I really have no excuse these days, since I sign up for an absentee ballot every year. Sitting out elections or being unaware of the candidates and issues means your future is decided by someone else.

No one will advocate for us in DC unless we let him or her know we're in their corner. That's why the Letter Carrier Political Fund is essential to getting what we want and need. To that end, we want and need you. If you haven't given to LCPF because no one has asked, I am asking you right now with a grateful please and thank you.

*Scott A. Van Derven*

## Retiree Reports

### Hartford, Connecticut

**W**e will have our annual retirees' dinner on April 4 at the Aqua Turf Club in Southington. We will honor Naugatuck carrier Sandy Kurtz and numerous other retirees from Branch 86. We have a golf tournament fundraiser for MDA at the Lyman Meadows golf course upcoming as well.

NARFE and NALC have expressed concerns over administration proposals to gut the COLA retiree increases for FEHRS employees and reduce them for civil service retirees. Plus, proposals allowing bosses to fire federal employees for no just cause is of grave concern as well.

Again, our union officers have repeatedly urged future retirees to buy back their military service time as soon as possible. Obviously, this will increase your pension from the Post Office if your years of military service are figured into your P.O. pension. Failure to do this in a timely manner could delay your retirement being processed and/or have your pension lower than it should be. Please get the credit you deserve for the years of service you spent in the military included in your Post Office pensions.

Clocks sprang ahead one hour on March 8. With greater sunlight, it means letter carriers face more dogs being outside by mailboxes. Remember to wear your postal bag satchel and take along your dog repellent spray for your own protection.

I hope the Post Office will replace the aging LLV fleet, which after 25 plus years of service is increasingly prone to vehicle and engine fires.

Sincerely,

*Ed Mulrenan, Branch 86*

### Paterson, New Jersey

**W**ith the election primaries nearing, it may be an important time to talk about the elections. We do know that priorities take place in protecting our rights and benefits when electing an individual to Washington. Although these articles do not allow me to endorse a political candidate or party at this time, it is important to remember that too many times this union has led an uphill battle when speaking to elected officials who either would like to change our postal system or make it more difficult to deliver our nation's mail. Although we do have friends that belong to both political parties, some elected officials are more inclined to save our postal service than others.

This election day, please make sure that, whomever you attempt to elect, your families, livelihood and benefits are either protected or expanded to make the working lives of postal letter carriers easier to accomplish. Too many times we see new letter carriers becoming disillusioned with what they think delivering our nations is and, once they become employees, what it actually becomes. Vote for a candidate that has your best interest in mind and always remember to protect your employment.

*Joseph Murone, Branch 120*

### New Orleans, Louisiana

**T**he most important four-letter word you can use to make yourself heard?  
Vote!

In the history of unions and organizations that advocate for economic/social justice, there are foot soldiers who do that work, but they are

sometimes lost to history.

One such individual was William Lewis Moore, a postal worker who was assassinated on April 23, 1963. Moore believed in democracy and the right of everyone to vote, and he died for that belief. Having been able to vote myself since the passage of the 26th amendment in March of 1971, I don't take this right lightly. So this month, we should honor and be aware that the right to vote has been acquired through the blood and toil of many who gone before us. I encourage everyone to research the sacrifice of our fellow postal workers: William Moore; W. W. Law of Savannah, GA; and Branch 124's own Clarence Acox.

Branch 124 Retirees' Seafood Boil will be held on May 13 at 12 p.m. I encourage any retiree who is not a current member of the Branch 124 Retirees' Association to come out for fellowship and get involved, given the current political climate. For those who have reached Medicare/Social Security age, be aware that your hard-earned benefits are being considered for reductions. Stay involved and informed.

There are individuals and organizations that are hell-bent on suppressing voting and gerrymandering segments of our great country of that right to vote.

Currently, the branch retirees' association is trying to get a Social Security representative and AARP Spokesperson to a Q-and-A in the near future; stay tuned for updates.

Service to others is of the highest calling. Contribute what you can to the Letter Carrier Political Fund; it's insurance for your benefits.

Make America better—vote!

*Stanley Taylor, Branch 124*

# Honor Roll

## NALC recognizes its brothers and sisters for their long-term membership

NALC members who have completed 50 years of membership in NALC are awarded a Life Membership Gold Card that entitles them to all privileges of membership in NALC without payment of dues. To receive a gold card and 50-year lapel pin, the branch secretary must write to the NALC secretary-treasurer and request the award for the member. This is in accordance with Article 2, Section 5 (a) of the *NALC Constitution*.



Additionally, the national secretary-treasurer's office handles

branch requests for lapel pins. Accordingly, the secretary-treasurer's office can only provide suitable lapel pins "when receiving proper notification by the Branch Secretary" in the year when a member is to complete the following number of years as a member: 25 years, 30 years, 35 years, 40 years, 45 years, 50 years, 55 years, 60 years and 65 years. Special plaques are available for members who complete 70 years and 75 years. This is also per Article 2 of the *NALC Constitution*.



**All requests must come from the branch secretary.** Longtime members are encouraged to inform their branches when they reach a longevity benchmark.

## Below is a list of those NALC members who have received an award in the past month:

### 70-year pins

Daniel Kritic	Cleveland, OH	Br. 40
Al L. Olsen	Cleveland, OH	Br. 40
Robert C. Strong	Shawnee, OK	Br. 883
Leon C. Robinson	Philadelphia, PA	Br. 157
Albert J. Salinardi	Philadelphia, PA	Br. 157

### 65-year pins

Denio I. Sanchez	Tampa, FL	Br. 599
Harry H. Gouger	Elizabeth, NJ	Br. 67
Albert Cheraskin	New York, NY	Br. 36
Harry J. Kireakedes	Peekskill, NY	Br. 693
Alvin K. Robinson	Gastonia, NC	Br. 1512
William R. Spargo	Gastonia, NC	Br. 1512
Robert C. Strong	Shawnee, OK	Br. 883
Arthur N. Brooks Jr.	Philadelphia, PA	Br. 157
Jesse W. Burdelle	Philadelphia, PA	Br. 157
Carmen A. Cancelliere	Philadelphia, PA	Br. 157
Robert L. Cohen	Philadelphia, PA	Br. 157
Donald Collins	Philadelphia, PA	Br. 157
Fred C. Crenshaw Jr.	Philadelphia, PA	Br. 157
Herman N. Drayton	Philadelphia, PA	Br. 157
Ormond A. Fernandez	Philadelphia, PA	Br. 157
Manuel M. Goodman	Philadelphia, PA	Br. 157
Ronald L. Heise	Philadelphia, PA	Br. 157
William J. Lees	Philadelphia, PA	Br. 157
James C. Long	Philadelphia, PA	Br. 157
Lawrence C. Mascio	Philadelphia, PA	Br. 157
William J. McFadden	Philadelphia, PA	Br. 157
John E. McNicholas	Philadelphia, PA	Br. 157
Anthony Sabatino	Philadelphia, PA	Br. 157
William E. Satchell	Philadelphia, PA	Br. 157
Robert D. Sholette	Philadelphia, PA	Br. 157
Elvy T. Williams Jr.	Philadelphia, PA	Br. 157
Lawrence E. Kessler	Neenah, WI	Br. 700

### 60-year pins

James M. Hartsuck	Tucson, AZ	Br. 704
Joseph D. Copelin	Escondido, CA	Br. 2525
George A. Marabotto	Escondido, CA	Br. 2525
Mack Mata Jr.	Escondido, CA	Br. 2525
Curtis J. Dachtler	N. Highlands, CA	Br. 133
Bernard B. Ledenbach	N. Highlands, CA	Br. 133
Robert T. Mederios	N. Highlands, CA	Br. 133
Fred H. Sloan	N. Highlands, CA	Br. 133
John A. Johnson	Denver, CO	Br. 47
Virgil L. McCune	Denver, CO	Br. 47
Martin Perlman	Denver, CO	Br. 47
Kenneth L. Summerall Sr.	Fort Myers, FL	Br. 2072
Wilbert L. Kapfer	Rockford, IL	Br. 245
Ronald A. Lester	Rockford, IL	Br. 245
Richard C. Oakley	Rockford, IL	Br. 245
Ronald R. Sassaman	Rockford, IL	Br. 245
Edwin Zarnowski	S. Suburban Mgd., IL	Br. 4016

Robert J. Cawley	Lawrence, KS	Br. 104
Galen H. White	Lawrence, KS	Br. 104
Calvin F. Bickford Jr.	Maine Merged	Br. 92
Donald T. Brawn	Maine Merged	Br. 92
Rudolph S. Moski	Maine Merged	Br. 92
Gerald L. Ouellette	Maine Merged	Br. 92
Robert F. Perry	Maine Merged	Br. 92
Tom J. Sweet	Muskegon, MI	Br. 13
Walter E. Weber	Muskegon, MI	Br. 13
John D. Gallagher	St. Joseph, MO	Br. 195
Leo G. Brackney	CherryHill/Haddonfield	Br. 769
Paul L. Roberts	CherryHill/Haddonfield	Br. 769
Ralph L. Auriemma	Elizabeth, NJ	Br. 67
Harry H. Gouger	Elizabeth, NJ	Br. 67
Edward J. McLaughlin II	Elizabeth, NJ	Br. 67
Anthony J. Moskwa	Elizabeth, NJ	Br. 67
Frank J. Stachowicz	Elizabeth, NJ	Br. 67
Richard H. Farber	Canton, OH	Br. 238
William Messaros Jr.	Elyria, OH	Br. 196
Philip N. Bagley	Philadelphia, PA	Br. 157
William J. Gibbons	Philadelphia, PA	Br. 157
John J. Gresko	Philadelphia, PA	Br. 157
George T. Hanagan	Philadelphia, PA	Br. 157
Livingston T. Johnson	Philadelphia, PA	Br. 157
Raymond A. Lahmann Jr.	Philadelphia, PA	Br. 157
Ronald M. Maxymuik	Philadelphia, PA	Br. 157
Michael J. Minanno	Philadelphia, PA	Br. 157
James B. Murphy Jr.	Philadelphia, PA	Br. 157
Jerome J. Ostro	Philadelphia, PA	Br. 157
William R. Rennix	Philadelphia, PA	Br. 157
Titus J. Thomas	Philadelphia, PA	Br. 157
Frederick J. Weiler	Philadelphia, PA	Br. 157
Charles J. Yuskavage	Philadelphia, PA	Br. 157
Richard H. Hartman	Reading, PA	Br. 258
Eugene C. Harden	Richmond, VA	Br. 496
Angelo E. Parker	Richmond, VA	Br. 496
Orlando C. Woodson	Richmond, VA	Br. 496
Alvie Fullerton	Tacoma, WA	Br. 130
George W. Michael	Yakima, WA	Br. 852
Philip R. St George	Yakima, WA	Br. 852
Lawrence E. Kessler	Neenah, WI	Br. 700

### 55-year pins and gold cards

James W. Adams	Escondido, CA	Br. 2525
Curtis J. Dachtler	N. Highlands, CA	Br. 133
Robert T. Mederios	N. Highlands, CA	Br. 133
Walter L. Shaner	N. Highlands, CA	Br. 133
Israel E. Turner	N. Highlands, CA	Br. 133
Stuart M. Aven	Denver, CO	Br. 47
Lowell E. Byers	Denver, CO	Br. 47
Larry L. Caldwell	Denver, CO	Br. 47
Donald L. Keuter	Denver, CO	Br. 47
Leo J. Korsick	Denver, CO	Br. 47
Bob Mayorga	Denver, CO	Br. 47
Manuel D. Salazar	Denver, CO	Br. 47
Fred Torres Jr.	Denver, CO	Br. 47

Thomas J. Torrez	Denver, CO	Br. 47
Kenneth L. Summerall Sr.	Fort Myers, FL	Br. 2072
Robert E. Gibson	E. St. Louis, IL	Br. 319
John E. Donahue	Dubuque, IA	Br. 257
Raymond Williams	Baton Rouge, LA	Br. 129
Robert B. Williams Jr.	Baton Rouge, LA	Br. 129
Warren G. Wales	Frammingham, MA	Br. 334
Ronald G. Brown	Royal Oak, MI	Br. 3126
David W. Hebert	Royal Oak, MI	Br. 3126
Darryl E. Parker	Royal Oak, MI	Br. 3126
John D. Gallagher	St. Joseph, MO	Br. 195
Woodrow P. Brown	St. Louis, MO	Br. 343
Maurice E. Ravenelle	Nashua, NH	Br. 230
Ralph L. Auriemma	Elizabeth, NJ	Br. 67
Donald M. Humenanski	Elizabeth, NJ	Br. 67
John A. McDonough	Elizabeth, NJ	Br. 67
Frank J. Stachowicz	Elizabeth, NJ	Br. 67
Mike J. Steffan	Elizabeth, NJ	Br. 67
Frank W. Maas	Bergen County Mgd.	Br. 425
F. J. Dorry	Somerville, NJ	Br. 768
Danny M. Somlock	Somerville, NJ	Br. 768
Leo G. Brackney	CherryHill/Haddonfield	Br. 769
Bernard B. Brady	CherryHill/Haddonfield	Br. 769
Michael T. Depierr	CherryHill/Haddonfield	Br. 769
William E. Meister	CherryHill/Haddonfield	Br. 769
George F. Rader	CherryHill/Haddonfield	Br. 769
Paul L. Roberts	CherryHill/Haddonfield	Br. 769
Frank Ballas	Peekskill, NY	Br. 693
John B. Consorti	Peekskill, NY	Br. 693
Joseph P. Maloney	Peekskill, NY	Br. 693
Albert V. Nealy	Peekskill, NY	Br. 693
Robert C. Trembone	Peekskill, NY	Br. 693
Donald A. Aiken	Durham, NC	Br. 382
William C. Aycok	Goldsboro, NC	Br. 876
Wayne E. White	Goldsboro, NC	Br. 876
Donald R. Costner	Gastonia, NC	Br. 1512
James B. Joye	Gastonia, NC	Br. 1512
Billy G. Tolbert	Gastonia, NC	Br. 1512
Joyce M. Miller	Elyria, OH	Br. 196
James E. Bohr	Philadelphia, PA	Br. 157
Angelo J. Defeo	Philadelphia, PA	Br. 157
Thomas J. Doherty	Philadelphia, PA	Br. 157
Lawrence A. McErlain Jr.	Philadelphia, PA	Br. 157
J. R. Parker	Philadelphia, PA	Br. 157
Herman E. Richardson	Philadelphia, PA	Br. 157
John J. Sudyka	Philadelphia, PA	Br. 157
Joseph J. Unicki Jr.	Philadelphia, PA	Br. 157
Leroy A. Williams	Philadelphia, PA	Br. 157
Richard H. Hartman	Reading, PA	Br. 258
William L. Kollmann	Mitchell, SD	Br. 498
George J. Picha	Waco, TX	Br. 404
Herbert L. Purczinsky	Waco, TX	Br. 404
M. D. Cronk	Tacoma, WA	Br. 130
Alvie Fullerton	Tacoma, WA	Br. 130
Robert J. Paden	Huntington, WV	Br. 359
Anthony A. Dabel	New Berlin, WI	Br. 397



## Below is a list of those NALC members who have received an award in the past month:

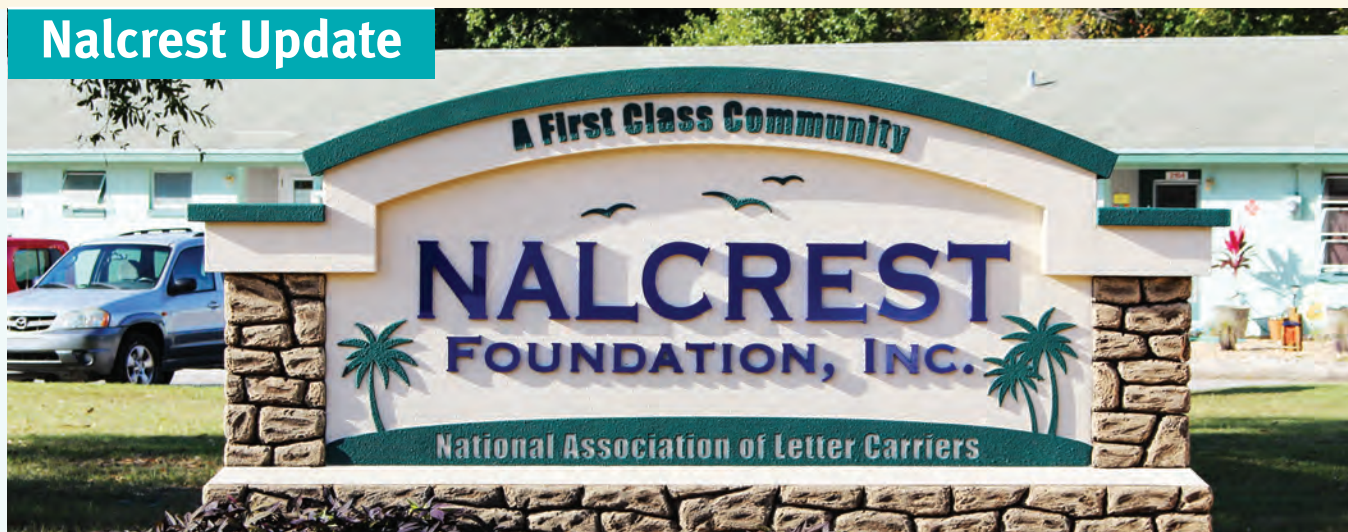
Lawrence E. Kessler	Neenah, WI	Br. 700	Raymond T. McCormack	Hartford, CT	Br. 86	Theodore F. Meisten	Springfield, NJ	Br. 38
Robert J. Lemke	Neenah, WI	Br. 700	Dennis M. Meany	Hartford, CT	Br. 86	Henry F. Fitzgerald Jr.	Jersey City, NJ	Br. 42
Clarence J. Loehning	Neenah, WI	Br. 700	Gregory E. Menard	Hartford, CT	Br. 86	W. H. Smith	Jersey City, NJ	Br. 42
<b>50-year pins and gold cards</b>			Howard T. Nelson	Hartford, CT	Br. 86	Henry Sills	Camden, NJ Mgd.	Br. 540
Jerry D. Johnson	Anniston, AL	Br. 448	Raymond D. Pape	Hartford, CT	Br. 86	Dean S. Curran	Cheny-Hill/Haddonfield	Br. 769
Thomas J. Parrott	Anniston, AL	Br. 448	Richard Pawlich-Pagliccio	Hartford, CT	Br. 86	Felipe J. Roibal	Santa Fe, NM	Br. 989
Thomas A. Kempster	Tucson, AZ	Br. 704	Dale S. Rowland	Hartford, CT	Br. 86	George C. Reade	Las Vegas, NV	Br. 2502
Michael C. Hughes	San Diego, CA	Br. 70	Claude J. Soucy	Hartford, CT	Br. 86	Raymond Alleyne	New York, NY	Br. 36
Donald F. Harmon	N. Highlands, CA	Br. 133	Harold I. Starr	Hartford, CT	Br. 86	Michael P. D'Angelo	New York, NY	Br. 36
William E. Kollman Jr.	N. Highlands, CA	Br. 133	John P. Stephenson	Hartford, CT	Br. 86	Carlos A. Diaz	New York, NY	Br. 36
Richard L. Randall	N. Highlands, CA	Br. 133	James W. Tracy	Hartford, CT	Br. 86	Robert M. Donoghue	New York, NY	Br. 36
Everett J. Rich	N. Highlands, CA	Br. 133	Robert C. Wirag	Hartford, CT	Br. 86	Gilberto Felix	New York, NY	Br. 36
David W. Sterling	N. Highlands, CA	Br. 133	Edward L. Kaminski	Fairfield, CT	Br. 2313	Harold Hillard	New York, NY	Br. 36
John D. Wentzel	N. Highlands, CA	Br. 133	Robert T. McMahon	Fairfield, CT	Br. 2313	Bennie L. Kelly	New York, NY	Br. 36
Robert M. Bishop	Greater E. Bay, CA	Br. 1111	John A. Muska	Fairfield, CT	Br. 2313	Gary A. Morra	New York, NY	Br. 36
Ezekiel Z. Bradley III	Greater E. Bay, CA	Br. 1111	James M. Noroko	Fairfield, CT	Br. 2313	Jose L. Ramos	New York, NY	Br. 36
Vessie Brown	Greater E. Bay, CA	Br. 1111	Eddie Reyes	Fairfield, CT	Br. 2313	Nelson Santana	New York, NY	Br. 36
Shirley J. Colon	Greater E. Bay, CA	Br. 1111	Francis P. Murto	Fort Myers, FL	Br. 2072	Kenneth A. Smith	New York, NY	Br. 36
Lois S. Elkins	Greater E. Bay, CA	Br. 1111	Kenneth L. Summerall Sr.	Fort Myers, FL	Br. 2072	John F. Westcott	New York, NY	Br. 36
Samuel Green	Greater E. Bay, CA	Br. 1111	Spencer E. Vigneau	Fort Myers, FL	Br. 2072	Michael A. Castaldo	Flushing, NY	Br. 294
Mary Minnieweather	Greater E. Bay, CA	Br. 1111	Sharon L. Laceywell	Peoria, IL	Br. 31	Robert J. Moretin	Binghamton, NY	Br. 333
Roger L. Reinhardt	Greater E. Bay, CA	Br. 1111	Joel D. Summers	Peoria, IL	Br. 31	Bartholomej.GrovengerIII	Northeastern NY	Br. 358
Gilbert Ruiz	Greater E. Bay, CA	Br. 1111	Steven J. Birkett	Rockford, IL	Br. 245	Robert R. Riley Jr.	Northeastern NY	Br. 358
Sadie M. Washington	Greater E. Bay, CA	Br. 1111	Charles G. Kniess	Rockford, IL	Br. 245	George Williams	Jamaica, NY	Br. 562
Gary S. Harmon	Burlingame, CA	Br. 1280	John D. Buffer	S.Suburban Mgd.,IL	Br. 4016	Walter F. Milliken	Peekskill, NY	Br. 693
Daniel A. Carbone	Denver, CO	Br. 47	James R. Badger	Dubuque, IA	Br. 257	Mike Birbiglia	Long Island, NY Mgd.	Br. 6000
Gilbert J. Dominguez	Denver, CO	Br. 47	John F. Ley	Dubuque, IA	Br. 257	Salvatore Colascione Jr.	Long Island, NY Mgd.	Br. 6000
Thomas L. Duncan	Denver, CO	Br. 47	George W. Chapman Jr.	Wichita, KS	Br. 201	Fred S. Farmer	Charlotte, NC	Br. 545
Robert J. Ertle	Denver, CO	Br. 47	Jay D. Cook	Wichita, KS	Br. 201	Larry D. Howard	Salisbury, NC	Br. 934
Vernon H. Evenson	Denver, CO	Br. 47	Ronald E. Gilchrist	Wichita, KS	Br. 201	James W. Childers	Lenoir, NC	Br. 1852
David A. Kolenc	Denver, CO	Br. 47	Larry W. Gunkel	Wichita, KS	Br. 201	Steven M. Podojil	Cleveland, OH	Br. 40
Edward J. Laurson	Denver, CO	Br. 47	William E. Rouse	Wichita, KS	Br. 201	John Rich	Cleveland, OH	Br. 40
Tom J. Lehnerz	Denver, CO	Br. 47	Rudolph I. Sweet Sr.	Wichita, KS	Br. 201	Odell Rodgers	Cleveland, OH	Br. 40
Jerry W. Lofdahl	Denver, CO	Br. 47	Billy D. Waymire	Wichita, KS	Br. 201	Norman W. Rood III	Cleveland, OH	Br. 40
Albert L. Manzanares	Denver, CO	Br. 47	Dennis M. White	Wichita, KS	Br. 201	Thomas Rucker	Cleveland, OH	Br. 40
Miguel A. Romero	Denver, CO	Br. 47	Carroll A. Banks	Baton Rouge, LA	Br. 129	Louis G. Ignatz	Elyria, OH	Br. 196
Ralph Ruiz	Denver, CO	Br. 47	Lionel M. Bazile Jr.	Baton Rouge, LA	Br. 129	Donald E. Arnold	Lawton, OK	Br. 1123
Margreto D. Sanchez	Denver, CO	Br. 47	Charles F. Cantu	Baton Rouge, LA	Br. 129	Paul R. Bevan	Lawton, OK	Br. 1123
Castullo M. Santistevan	Denver, CO	Br. 47	Harold J. Christopher	Baton Rouge, LA	Br. 129	Jon M. Bower	Lawton, OK	Br. 1123
Frank J. Schafer	Denver, CO	Br. 47	Eugene M. Copley	Baton Rouge, LA	Br. 129	Donald W. Chapman	Lawton, OK	Br. 1123
Donald A. Snyder	Denver, CO	Br. 47	Alex Domino Jr.	Baton Rouge, LA	Br. 129	Clarence D. Dalrymple	Lawton, OK	Br. 1123
Edwardo I. Trujillo	Denver, CO	Br. 47	Clarence Ellis	Baton Rouge, LA	Br. 129	J. W. Hunter Jr.	Lawton, OK	Br. 1123
Lawence J. Benes	Hartford, CT	Br. 86	Paul L. Fontenot	Baton Rouge, LA	Br. 129	James D. James	Lawton, OK	Br. 1123
Charles J. Blouin	Hartford, CT	Br. 86	Bill Galloway Jr.	Baton Rouge, LA	Br. 129	Billy F. Landis	Lawton, OK	Br. 1123
Lawrence V. Busnardo	Hartford, CT	Br. 86	David A. Grace	Baton Rouge, LA	Br. 129	Raymond L. Morris	Lawton, OK	Br. 1123
John E. Cannon	Hartford, CT	Br. 86	Raymond D. Hunt	Baton Rouge, LA	Br. 129	Michael R. Plumbtree	Lawton, OK	Br. 1123
David B. Carlson	Hartford, CT	Br. 86	David N. Jarreau	Baton Rouge, LA	Br. 129	Ira O. Riddles	Lawton, OK	Br. 1123
Richard L. Cochefski	Hartford, CT	Br. 86	Sidney E. Johnson	Baton Rouge, LA	Br. 129	Denzil D. Corn	Miami, OK	Br. 1958
Robert F. Connelly Jr.	Hartford, CT	Br. 86	Ernest Lee Jr.	Baton Rouge, LA	Br. 129	Arthur A. Morgan	Miami, OK	Br. 1958
Jack A. Cuvier	Hartford, CT	Br. 86	John D. Marquez	Baton Rouge, LA	Br. 129	Tommy J. Rupert	Miami, OK	Br. 1958
Donald J. Desrosiers	Hartford, CT	Br. 86	Admon R. Mccastle	Baton Rouge, LA	Br. 129	Ronald B. Pafford	Pittsburgh, PA	Br. 84
John B. Enright	Hartford, CT	Br. 86	Kenneth J. Ortis	Baton Rouge, LA	Br. 129	Louis P. Altomari	Philadelphia, PA	Br. 157
Gary R. Fleming	Hartford, CT	Br. 86	Carl E. Robinson	Baton Rouge, LA	Br. 129	Edward C. Arrington	Philadelphia, PA	Br. 157
Donald A. Gagliardi	Hartford, CT	Br. 86	Donald A. Savoy	Baton Rouge, LA	Br. 129	Edward A. Atz	Philadelphia, PA	Br. 157
Robert J. Galante	Hartford, CT	Br. 86	Albert J. Sheppard Jr.	Baton Rouge, LA	Br. 129	Harry L. Bell	Philadelphia, PA	Br. 157
Joseph Garofalo	Hartford, CT	Br. 86	Alfred S. Venseret	Baton Rouge, LA	Br. 129	Timothy M. Bennett	Philadelphia, PA	Br. 157
Thomas Gorski	Hartford, CT	Br. 86	Robert C. Williams	Baton Rouge, LA	Br. 129	Walter E. Bethea	Philadelphia, PA	Br. 157
Robert J. Goulette	Hartford, CT	Br. 86	Johnny L. Wilson	Baton Rouge, LA	Br. 129	Joseph J. Bloomfield	Philadelphia, PA	Br. 157
Joseph B. Hannigan Jr.	Hartford, CT	Br. 86	Roger A. Roberts	Maine Merged	Br. 92	Frank C. Borgesi	Philadelphia, PA	Br. 157
Henry J. Henaire Jr.	Hartford, CT	Br. 86	George E. Anderson	Boston, MA	Br. 34	Lonnie Bristol	Philadelphia, PA	Br. 157
Arthur B. Hines	Hartford, CT	Br. 86	Patricia D. Hortien	Detroit, MI	Br. 1	David B. Butler	Philadelphia, PA	Br. 157
David J. Huria	Hartford, CT	Br. 86	Mark B. Kwiatkowski	Detroit, MI	Br. 1	Alfred F. Capocci	Philadelphia, PA	Br. 157
Donald W. Johnson Sr.	Hartford, CT	Br. 86	Pierre V. Manley	Detroit, MI	Br. 1	Vincent J. Carpenter	Philadelphia, PA	Br. 157
Robert E. Johnson Jr.	Hartford, CT	Br. 86	Timothy A. Martin	Detroit, MI	Br. 1	Willie J. Carter	Philadelphia, PA	Br. 157
David P. Krinjak	Hartford, CT	Br. 86	Daniel A. Nowak	Detroit, MI	Br. 1	Larry G. Charleston	Philadelphia, PA	Br. 157
Terry T. Kuhnly	Hartford, CT	Br. 86	Richard L. Johnson	Clouet, MN	Br. 1243	Barry Cohen	Philadelphia, PA	Br. 157
James E. Lajoy	Hartford, CT	Br. 86	William L. Caldwell	St. Joseph, MO	Br. 195	Riccardo R. D'Illario	Philadelphia, PA	Br. 157
Walter F. Lange	Hartford, CT	Br. 86	John D. Gallagher	St. Joseph, MO	Br. 195	Gregory M. Davis	Philadelphia, PA	Br. 157
John J. Leahy	Hartford, CT	Br. 86	Gary J. Warner	Missoula, MT	Br. 701	Richard L. Deloatch	Philadelphia, PA	Br. 157
Roland J. Leduc	Hartford, CT	Br. 86	Richard Bilz	Springfield, NJ	Br. 38	Emelio A. Diacovo	Philadelphia, PA	Br. 157
Ronald M. Mailhot	Hartford, CT	Br. 86	Carmen J. DeCarlo	Springfield, NJ	Br. 38	Ronald C. Durst	Philadelphia, PA	Br. 157
			Johnny L. George	Springfield, NJ	Br. 38	John E. Fioravanti	Philadelphia, PA	Br. 157
			F. Hoeffner Jr.	Springfield, NJ	Br. 38	Jeffrey C. Fowlkes	Philadelphia, PA	Br. 157

# Honor Roll

Below is a list of those NALC members who have received an award in the past month:

James W. Hemple	Philadelphia, PA	Br. 157	Edward J. Moore Jr.	Philadelphia, PA	Br. 157	Richard T. Smith	Philadelphia, PA	Br. 157
David C. Howells	Philadelphia, PA	Br. 157	Jerome Moses	Philadelphia, PA	Br. 157	Frank R. Stranieri	Philadelphia, PA	Br. 157
Edward E. Hueber	Philadelphia, PA	Br. 157	Ephis Nesmith Jr.	Philadelphia, PA	Br. 157	Charles T. Stride	Philadelphia, PA	Br. 157
Edward D. Jankauskas	Philadelphia, PA	Br. 157	Timothy C. O'Malley	Philadelphia, PA	Br. 157	Emil Wenzel	Philadelphia, PA	Br. 157
Michael F. Keough	Philadelphia, PA	Br. 157	Lawrence C. Pannell	Philadelphia, PA	Br. 157	William L. Kollmann	Mitchell, SD	Br. 498
Raymond J. Lees	Philadelphia, PA	Br. 157	Harriet Phillips	Philadelphia, PA	Br. 157	Ellsworth L. Scales Jr.	Galveston, TX	Br. 23
Roger J. Marucci	Philadelphia, PA	Br. 157	Thomas W. Powers	Philadelphia, PA	Br. 157	R. H. McDonald	Waco, TX	Br. 404
Allan Mason	Philadelphia, PA	Br. 157	Martin L. Pugh	Philadelphia, PA	Br. 157	Donald E. Ostrom	Waco, TX	Br. 404
James F. McCloskey	Philadelphia, PA	Br. 157	Arthur Quarles	Philadelphia, PA	Br. 157	Herbert L. Purczynsky	Waco, TX	Br. 404
Louis J. Miletto	Philadelphia, PA	Br. 157	James L. Reilly	Philadelphia, PA	Br. 157	William H. Carter	Richmond, VA	Br. 496
James B. Moody	Philadelphia, PA	Br. 157	Alexander A. Santino Jr.	Philadelphia, PA	Br. 157	Philip L. Volland	Yakima, WA	Br. 852
James J. Mooney	Philadelphia, PA	Br. 157	Thomas A. Sharp	Philadelphia, PA	Br. 157	Thomas W. Wilks	Huntington, WV	Br. 359
						Rudy J. Painter	Oak Hill, WV	Br. 2420

## Nalcrest Update



### From the Trustees

More than 140 union letter carriers are awaiting the call to invite them to make the move to Nalcrest. That means if you are contemplating making Florida your retirement home and Nalcrest fits your needs, now is a great time to place your name on the waiting list. We estimate the waiting period is nearly two years, so be forewarned.

Retirement takes a lot of planning and when you get into that two-year window before that last time clock ring, where to live may be a consideration.

Consideration could/should include giving Nalcrest a good look, because it is a wonderful place to live.

Take a look at us on the NALC website and on our Facebook site. Better yet, come for a tour and get the feel of what it would be like to really enjoy your retirement in a quiet, yet very active community. Our residents have found a "resort" at a bargain basement price.

On March 29th, we had our second annual MDA 5K run, walk (stroll), bike ride fundraiser.

Thanks to all who participated and contributed... well done!

I would invite you to give our office a call, ask for a brochure and come on down.

*Tom Young*

### Nalcrest Trustees

**NALC President Fredric Rolando**  
**NALC Secretary-Treasurer Nicole Rhine**  
**NALC Director of Retired Members Dan Toth**  
**NALC Trustee Mike Gill**  
**Nalcrest Trustees President Matty Rose**  
**Nalcrest Trustees Vice President Tom Young**  
**Nalcrest Trustees Vice President Don Southern**



Available for free in  
**the Apple App Store and the  
 Google Play Store**



**The retirement community  
 created by letter carriers,  
 for letter carriers**





Crystal Bragg  
Secretary

## National Auxiliary Board

News and updates from the officers



Cythensis Lang  
President



Cynthia Martinez  
Vice President



Linda Davis  
Asst. Secretary



Pam Fore  
Treasurer

### From the Secretary

**H**ello to all our fellow auxiliaries! We welcomed Gerome Gnome to our great city of Baltimore, MD, also known as “Charm City.” Gerome traveled to Fort McHenry National Monument and Historic Shrine, where our national anthem was written (photo 1) and the American jazz singer, Billie Holiday’s statue (photo 2). Gerome also visited the union hall where he met Auxiliary 47 and Branch 176 Executive Board members (front row l-r): Janice Hence, Maria Kemer, Evelyn Jones, Mamie foster, Darleen Smith, Marva Williams, Rose Starke, and (back row l-r) Fred Conti, Norman Yingling, JR, Felipe DeJesus, Mike Smith, Ronnie Jackson, Cheryl Thornton,

Mike Thomas and Doreen Carter (photo 3). While visiting, Gerome met retired letter carrier and veteran Jerome Jones (photo 4) and past auxiliary president and 48-year member Mamie Foster (photo 5). Gerome said his goodbyes and headed to his next adventure.

Reminder for the Family Fun Day registration, your name must appear the same as on your ID.

Restaurant 604 tour menu (please select one of the following choices for your lunch): Kalua Pork (slow cooked shredded pork served with rice and mac salad); 604 burger (1lb. patty, lettuce, tomato, onion and cheddar with French fries); fish and chips (furikake crusted catch served with thick cut fries, Hawaiian pineapple slaw and house-made tartar sauce); chicken caesar salad (fresh cut romaine, parmesan and croutons); vegetarian garden burger (lettuce, tomato, avocado served with French fries); vegetarian/vegan/gluten free meal (half salad with oil/vinegar, half hummus). Meal

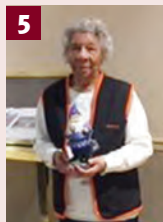
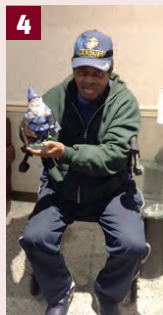
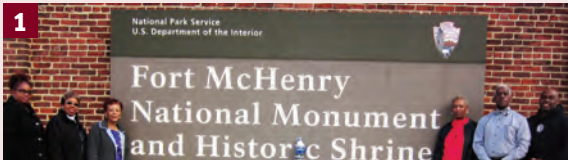
includes one non-alcoholic beverage.

Due dates for convention registration and Family Fun Day is May 15. Mail registrations to: NALCA Secretary Crystal Bragg, 835 Westland Dr., Mt. Zion, IL 62549.

The U.S. Department of the Interior has strict security measures for visits to USS Missouri and Arizona Memorial: 1) Each person attending “Family Fun Day” must complete a registration form; names must appear the same as on your official ID (ex: drivers licenses, birth certificate, passport, etc.). 2) Please bring vital items in a manner that they can be placed in your pocket. No purses, handbags, backpacks, camera bags, diaper bags or any other items that offer concealment are allowed, although clear, transparent bags may be allowed with security approval. 3) Do not leave anything of value on the bus.

The due dates for convention registration and Family Fun Day are both on May 15. Mail registrations to NALCA Secretary Crystal Bragg at 835 Westland Dr., Mt. Zion, IL 62549.

*Crystal Bragg*



### Join NALCA for FAMILY FUN DAY

Wed., Aug. 19, 2020 8:30 a.m.–5:30 p.m.

Tickets are \$125 per person and must be received by May 15. Reminder: each person must complete a form and your name must appear the same as your ID. Also, choose your lunch from the above menu. (Space is limited to 50 people.) Send form and payment to NALCA Secretary Crystal Bragg at 835 Westland Dr., Mt. Zion, IL 62549. **Make check payable to “NALC Auxiliary” or “NALCA.”**

Name \_\_\_\_\_ Auxiliary/Branch No. \_\_\_\_\_

Lunch choice: \_\_\_\_\_



### Registration for the NALCA 72nd Biennial Convention

Honolulu, HI—Aug. 17-21, 2020

Name \_\_\_\_\_ Auxiliary No. \_\_\_\_\_

Amount paid: \_\_\_\_\_

Registration fee before May 15 is \$30; after May 15 is \$35.

Send registration form and payment to NALCA Secretary Crystal Bragg at 835 Westland Dr., Mt. Zion, IL 62549. **Make check payable to “NALC Auxiliary” or “NALCA.”**

# Branch Items

## Albany, New York

Congratulations to our newest career letter carrier in Branch 29, Sampson Dikeman.

Sampson converted on Feb. 15 at the Delmar Installation.

The branch sends our congratulations to Jim Fournier, who retired on Feb. 28. Jim retired with about 32 years of service from the Delmar Installation. We wish you a long and healthy retirement.

The branch sends our condolences to the families of our departed brothers, Ron Brusio and Bob Stewart. May you rest in peace.

*Jay Jackson, Branch 29*

## Anchorage, Alaska

The branch installation of officers/retiree recognition banquet was a success. We sold out of tickets and filled the room. It was a great night of union solidarity.

This winter has been one of the coldest in more than four decades. And we have also received more snow than in recent memory. And as any letter carrier knows, when you have these conditions, it takes longer to deliver the mail. But trying telling that to the supervisors who only know what DOIS tells them. I seriously believe that the DOIS program tells management when to go to the bathroom, because they don't do anything unless DOIS tells them to. And now we have the Anchorage postmaster putting out instructions to the supervisors that they are *not* to approve overtime that is not "earned." So if a carrier requests two hours of OT, but only "earns" 45 minutes, they only approve the 45 minutes. Any overtime over that would be unauthorized. And who makes the decision what and how the overtime is "earned?"

There will be some carriers who don't know better and will run to only work the "earned" OT, but the professional carrier will know that management is way smarter than all of us. The professional knows that management must have a plan for that extra hour and 15 minutes of OT they requested. And the professional carrier will not want to disappoint the brainiacs, so they will do as they are told and bring back what they didn't "earn." Can you imagine what the workroom floor would look like at the end of the day if all of the carriers conducted themselves as professionals and brought back what they didn't "earn?" Can you imagine what management's paycheck would look like if they only got paid for what they "earned?"

*Jim Raymond, Branch 4319*

## Boston, Massachusetts

Still no local update on consolidated casing, and in this case, "no news is definitely good news." Our spring route inspection schedule has changed six times so far. I now type "subject to change" at the bottom of each retype. Yes, our spring route inspections are in full bloom, with 12 on/off again offices scheduled right up to May 22. Our current route inspection team, consisting of Michael Gorham, Richard Galvin, Keith Meredith, Dan Kelly, Lucy Warren and Roshon Butts, are doing an excellent job in preparing these offices for their inspections.

Our branch bylaw rewrite is nearing conclusion and will be sent out to the membership for approval. The current bylaws have been in effect since 1999 and needed an overhaul.

Congratulations to the five CCAs who were converted on March 14; 30 months is way too long to have to wait for the conversion to regular.

I would like to congratulate Branch 34's recent retirees: Robert Solano, Judy Barrett, Laura Lamb, Richard Fay, Joseph Barry, Steve Ahearn and Andrea Kennedy.

Condolences to the families of retired brothers Michael Mangiacotti and Clint Chadsey. Rest in peace, my brothers.

*Jerry McCarthy, Branch 34*

## Camden, New Jersey Merged

Normally I would be writing about our branch's (along with the rest of the New Jersey State Association) pending trip to Washington, DC. I may even have been bragging how all of representatives from New Jersey are signed on as co-sponsors to all of the bills in our union's legislative agenda. The trip has been canceled due to concern surrounding the coronavirus.

I feel like we are all in a holding pattern. After learning our state association's annual lobbying trip had been canceled, we heard the dinner celebrating the 50th anniversary of the Great Postal Strike was postponed. There are still other local, regional and national events scheduled for the near future. Branch 540's annual retiree brunch is among them. With all the growing attention, concern and actual threat this virus brings, President Rolando made the right decision. While we need to take this threat seriously and use all the normal precautions we would during any threat of infectious disease, we should still keep calm and go on with our normal lives. Stores are running out of hand sanitizer because of people buying it up in bulk.

I didn't want to write about the coronavirus, but everyone is asking about it and talking about it. I would much rather be writing about management's latest attempt to reinterpret Article 8, or the last big grievance our branch filed. Please be safe, wash your hands, and no matter what you do, don't sneeze on anybody.

*Chuck Goushian, Branch 540*

## Carmel, Indiana

Just found out our wonderful and amazing postmaster in Noblesville has been promoted to a CSOM position in the great state of Texas. Well, what can I say? Indiana's loss is the Texans' gain. I am sure going to miss her because she was like the gift that kept on giving. I assume she was promoted because of her perfect record against the NALC. She was a perfect 0-50 versus Branch 888 in the grievance process. And most of the wonderful steward work was done by our vice president, Jeremy Tomlinson. On the bright side, she didn't lose them all, because one has been declared an impasse at Step B.

I am sitting here writing this article and am blown away at how the Postal Service can promote someone who was caught editing carrier

clock rings and taking time and money from her employees. I will never understand how this is acceptable and these people still get promoted when they should have been fired. Even worse, the Postal Service is probably paying for her moving expenses and providing her with paid time off to move.

This is the same postmaster who, among many other things, unsuccessfully tried to take away our long-standing past practice of taking a one-tick lunch, as well as instructing carriers on 3999's that if they took a comfort stop, then it had to be one of their breaks. I almost forgot—she tried implementing a no-smoking policy in our LLVs even after we showed her the MOU in the contract. It was shocking when she lost that one at Step B. It is evident to me how she was the "best qualified" for that big ol' job in Texas. I am super happy to see her go, but enjoyed all the wins at her expense.

Knowledge is power.

*Ronnie Roush, Branch 888*

## Cleveland, Ohio

I am writing to you in early March 2020, and despite the uncertainty of the future, I have faith in the NALC Leadership and our members to do the right thing. Which thing am I talking about? When am I talking about? Take your pick. This is going to be an amazing year!

The national headlines are full of coronavirus, stock market plunges and political debates. As letter carriers, this news, and so much more, enters our daily lives. How will we manager all these issues? *Together*. That is what union membership does.

Nobody said it would be easy. But we have too much to lose if we do not act to protect our careers, our health and our environment, not to mention our wages and retirements. We have to look at the big picture. How do you "act?" You vote.

It's amazing to look back at the photo album of our lives and the last 50 years, back to "The Strike." Hard to believe—50 years! But that is history, and now we have to shape the future. Good luck? No, it takes more than luck. We need solidarity and voting power to shape our future. Make sure to use your vote to support our careers, our country and NALC.

Close to home, we want to again extend all the best to retired Executive Vice President Jim Hopkins. It always sad to see a friend go, but Jim will be enjoying much deserved time with his family. At the same time, Branch 40 welcomes Erick Poston to the position of executive vice president and wishes him well in the new job. A good pick by President Bill Barnes.

As I say, "A lot of stuff happening." Do the best you can, and be part of the team!

*Bob Murphy, Branch 40*

## Duluth, Minnesota

Branch 114 has had two losses over the last month. CCA Dustin Newton passed away on Jan. 18. Also, Gaynelle Johnson, who was working in retirement as an Ames Uniform representative, passed away on Feb. 9. Gaynelle was our former branch president. In addition, Gaynelle

was once a Region 7 RAA. Our thoughts and prayers are with the family, friends and coworkers of both Gaynelle and Dustin.

*Dave Mayou, Branch 114*

## East Lansing, Michigan

**M**arch 18, 2020 marked the 50th anniversary of the 1970 postal strike. I'm proud to say that East Lansing Branch 2555 was the first to go out in Michigan thanks to the leadership of our local president, Jack Sebolt. For those Branch 2555 carriers still with us—Wilbur Sears, Will Sinn, John Metro, Dick Boelke, Fred Kane, Jeff Peterman, Kris Tompkins, Larry Kelley and Jerry Arnold—a resounding *thank you* for risking it all 50 years ago.” —David Caszatt

Even though I'm old, I wasn't working at the post office at the time of the strike. However, I've often wondered at the courage it took then and indeed, still takes now today to have the moral fiber to defy a heartless bully of a president who was threatening to throw strikers in prison. Some people have it in them to stand up and others bow down. Some have an inner strength that others lack. I asked that question of a carrier who was there during the 1970 strike and here's what he told me. “Well, you know, Mark, many carriers at that time were ex-military and I always thought that had something to do with it. We had guys from WWII, Korea, and Vietnam, proud *loyal* guys, used to sticking together, not ones to back down from a fight, you see? After I survived the war, I figured that everything else was cake, what do I have to worry about? But the real problem came when Nixon tried to bring in the National Guard to sort and carry mail, he should have known better being an ex-Navy man himself. You see, as soon as the Guard boys found out those carriers were almost all veterans,” and then he winked and added in a stage whisper, “they were on our side.”

*Mark Woodbury, Branch 2555*

## Emerald Coast, Florida

**F**ind it interesting how management invents new programs that they think will help in decreasing the carriers' time in the office and on the street. It's just that management must learn that these programs are just tools and only that. I have seen managers and supervisors going up the carriers waving a sheet of paper in the carriers faces and saying, according to DOIS, “You should be out,” or “You should be done by,” not wanting the carrier input on how his days is going to be. The carrier is the one who knows the route and, based on the mail volume, how long it's going to take them to complete the route for that day. We as the union believe if you put garbage in, then you will get garbage out; in other words, if you put bad data in, your results will be the same.

It's the same way with their pivot plan. I had a manager come to me and tell me that they had a great tool that dealt with tracking the overtime. I told him that we would review it. I guess he didn't hear the last part of my conversation. After reviewing the equitability sheet with the stewards, I asked this brilliant manager “If you

are given a two-hour leg and complete it in one hour, what happens to the other hour? His answer was, “You get charged for two hours,” so I asked if you get a hour's leg and it takes you more than that hour, what happens? His answer was all over that hour is unauthorized overtime. As I said, garbage in means garbage out. See you at Formal A.

*Percy Smith Jr., Branch 4559*

## Evansville, Indiana

**A**n Evansville letter carrier with a half century of federal service was honored at the Diamond Valley Station recently. Larry Herron was presented with a 50-year pin and a proclamation by Kentuckiana District Manager of Human Resources Mark Hulme on the workroom floor,



**Evansville, IN Br. 377 honored Larry Herron with a 50-year gold card. Pictured are Herron and family members.**

to the applause of his many fellow letter carriers.

Evansville Postmaster Steve Risewick was also in attendance to congratulate this long-serving letter carrier who has devoted most of his life to serving the people of America. Postal management arranged for Larry's wife, daughter, and grandchildren to be on the workroom floor to witness the ceremony, along with several news outlets and television station reporters.

A beautifully decorated cake, cookies, and punch (non-alcoholic) were provided for everyone to help celebrate the occasion, on the clock.

Kudos to management for helping to make this happen for a very deserving, loyal and hard-working professional letter carrier.

We haven't asked Larry how old he is, but he served four years in the Navy, then had nine years of postal service down in Jacksonville, FL, before finally winding up here in Evansville as a letter carrier for the past 38 years—and still going strong, with no retirement in his immediate future. And the guy is still on his route—the same route that he has carried for the past nine years.

Congratulations is an understatement.

*Al Griffin, Branch 377*

## Fargo-West Fargo, North Dakota

**I**f it is not safe to deliver the mail, just concentrate on delivering the packages.” This was a head-scratching statement we heard during a daily job talk this winter. It isn't clear to me how it would be safe to deliver a package when it's unsafe to deliver a letter. Hmm?

Each year, union members who contributed to the Letter Carrier Political Fund during the year are recognized nationwide. The carriers that do the leg work to push House and Senate candidates to protect us, promote our issues and deliver our message to Washington should get recognition. Our branch and state are lucky to have someone as passionate as Rachel Freehauf. Rachel is serving a second term as ND state president, is a steward at the Prairiewood station and handles political issues for the union. Many carriers who don't attend meetings do not understand the passion she has for the future of our job and the drive to bring legislatures onto our side. On behalf of our entire branch, thank you, Rachel. Your efforts do not go unnoticed.

Great job to Trollwood carrier Mike Sorum who acted quickly to help an elderly woman who was disoriented outside on a brutally cold day with blizzard conditions. Look for the article in the “Proud to Serve” section soon.

Our thoughts go out to the family and friends of Bill Johnson, who recently passed away. For those of us that did not work with Bill at the Trollwood station, you should remember him from our union picnics and holiday parties, as he was a regular at those events.

Congratulations to Adam Sperle on getting converted to regular in March after three years as a CCA.

*Brian Prisinzano, Branch 205*

## Fresno, California

**A**t the very least, U.S. postage rates would go up, or mail delivery service would be reduced. Maybe both. That is if the Postal Service is privatized, even partially. Our president is craving to do just that. It's hidden inside his plan to reorganize our federal government. It would have already started if not for congressional support. NALC and APWU always have to be on guard for these attacks on the Postal Service, our jobs, rights and benefits and our futures. It's a case of private gain vs. what is needed and publicly wanted. Postal banking, notarizing, and voting by mail would all generate much-needed revenue. Twenty-five European countries have privatized their postal services to some degree. But they have created more problems than they have solved. Heavy job losses and pay cuts have been a sure thing.

In 2001, I still remember a Republican congressman telling us, “Screw them.”

He was referring to people living in rural areas who wanted mail delivery service. He also told us, “If they want to communicate, they can use a phone.” Even if it led to a public outcry. If given a chance, the President would privatize. Anything to union bust.

There goes your rights and benefits under our National Agreement. More than 600,000 postal workers would be adversely affected. So much for wanting to represent working people. We need a new president and a Democratic-controlled Senate. Keep that in mind when you vote in November.

*Jesse Dominguez, Branch 231*

## Branch Items

### Greensboro, North Carolina

At our March branch meeting, our members viewed a brief NALC video of the 1970 Postal Strike. This marked the 50th anniversary of the historic event that transformed the NALC into a full-fledged union and led to the consolidation of a half dozen smaller unions into the American Postal Workers Union. The 200,000 participants, mostly in the Northeastern United States, the West Coast and the industrial Midwest, achieved victory (against the Nixon government in wartime!) on the basis of their courage, determination and solidarity.

Fittingly, we watched the video on the television recently given to our branch in solidarity by Winston-Salem Branch 461. Under their president, Wayne Green, our neighboring NALC brothers and sisters also gave us five laptop computers. Certainly, in part, this reflects the respect that President Green and Branch 630 President Debbie Matyga have for each other and for the membership.

But solidarity has been an important feature of Branch 461 for a long time. About 30 years ago, new Region 9 NBA Matty Rose assigned then-Branch 461 President Ted Sink as my advocate upon my request as a fired Branch 630 letter carrier. Through three full days of hearings over four months, Ted proved our case alleging management's labor frame-up. Thus postal management was unsuccessful in its attempt to prevent me from becoming Branch 630 president.

Moreover, Ted mentored Mike Maley and Reggie Gentle, two outstanding Branch 461 presidents. Reggie remains a solid union presence to this day and helped mentor Dexter Lester, now Region 9 RAA. Today, Brother Wayne Green is continuing Branch 461's fine traditions.

One feature of all these Branch 461 administrations is seen at every North Carolina State Association convention: awards for MDA contributions, food drive totals, etc.

For working people, it is those who believe in solidarity who carry the day.

*Richard A. Koritz, Branch 630*

### Hagerstown, Maryland

In a recent poll done by the research firm Morning Consult, USPS was ranked first in most trusted brands in America. When asked "How much do you trust each brand to do what is right?" more than 42 percent of respondents said they trusted the USPS "a lot." When Morning Consult asked people why they trust the USPS, the most common responses said the Postal Service is "reliable" and "they always deliver the mail no matter the weather." This poll was conducted with an average of 16,700 interviews per brand for nearly 2,000 brands, and ranked the top 25 brands. Also in the top 25 were Amazon (second), UPS (seventh), and FedEx (15th).

It is important to remember that we are the face of the Postal Service. We (along with the clerk craft) are who the public encounters when they interact with the Postal Service. Every interaction we have with the public is an opportunity to impress and gain trust. It is vital to our long-term prospects to remember that we are

first and foremost a service. Please make time for your customers and let good service dictate what it takes to get the job done.



**Above: Region 7 NBA Troy Fredenburg presented a 50-year gold card to Kenosha, WI Br. 574 member Liz Mosier. Below: Branch Director of Retirees Jim Kirby presented 50-year gold cards to Diane Tutlewski-Fanelli and a 60-year pin to Dick Schnuck (inset).**



The Hagerstown region will be losing Amazon parcel delivery in about July. Amazon recently gained approval for a delivery facility in nearby Williamsport. Although losing a big shipper like Amazon will hurt, make this an opportunity to show our customers what they lost. Amazon couriers have a reputation for speed above all else. We can show the American public what real service looks like.

*Larry Wellborn, Branch 443*

### Hartford, Connecticut

Branch 86 officer elections for the 2020-2023 term of office have concluded, and the following members will be installed at our retirement dinner in April: president, Michael L. Willadsen; executive vice president, George G. Laham; vice president, Ronald B. Niederwerfer; vice president (Western Area), Louis A. Sklenarik; secretary-treasurer, Michael F. Mezzanotte; director of city delivery, David F. Rooks; OWCP director, Steven D. Benoit; HBP director, Joel H. Cooper; MBA/NSBA director, Curtis J. Roessler; assistant OWCP director, Susan E. Ugone; director of retired members, Donald F. Raymond; sergeant-at-arms, Joseph Martinelli; head trustee,

Angela Williams; and trustees Ricardo Corredor and Timothy C. Brown.

Branch 86 will hold its 63rd annual retirement dinner and installation of officers on April 18 at the Aqua Turf Club in Plantsville. More than 30 members have retired over the past year and have been invited to be guests of honor. More than 30 additional members will be awarded their gold cards, and three will receive their 60-year pins. President Rolando has assigned Vice President Lew Drass to attend and participate. We also hope to have our NBA, Richard DiCecca, in attendance. There is much to do in today's unsettled Postal Service. Despite being short-handed, our NBA's office has met the challenge with more training offerings in the last 18 months than we had in the prior 20 years. Route inspection, OWCP, retirement, and steward training seminars are ongoing all over Region 14. Pretty soon, we will be gearing up for another round of local negotiations. All of the above on top of anxiously waiting for the "casser-streeter" arbitration award and the settlement of our national contract arbitration.

In closing, we wish our friend, Minneapolis, MN Branch 9 President Michael Zagaros, every best wish for a very healthy, happy and long retirement! Your successful struggle is our prayer.

*Michael L. Willadsen, Branch 86*

### Jackson, Michigan

Congrats, Pat Searing, for joining the Last Punch Bunch. Enjoy life; you earned it.

Recently, I ran into a string of bad luck. Three ER visits via ambulance, all in seven weeks. I am so happy I have the NALC Health Plan Family High Option. My bad luck is powerful; why, if I were an undertaker, no one would die.

A card went around the workroom floor and many carriers signed it. This touched me. I so appreciate it when someone takes the time to write something to me.

In August of 1991, Daddy ("Read my lips") Bush and House Speaker Fig Gingrich attacked the unions with promises of legislation that would hurt unions. AFL-CIO didn't take too kindly to Gingrich and his "Contract ON America." It was decided that every union of the AFL-CIO would march on Washington in August of 1991, "Solidarity Day."

My wife and two daughters wanted in on the action. The New York AFL rented an entire train to transport marchers to DC. City officials warned of the upcoming demonstration and suggested to stay away. We walked to the train station and board for our trip to grounds. No fares were charged. It was a hot and humid day.

A mass of humanity, we were angry and we came here to express it. Letter carriers were last because of the three full bands to lead us. As we started the crowd went crazy. "Our letter carriers!" The fire department hosed everyone down, as it was h-o-t.

The three bands together were rockin', putting the teeth back in the alligator—people ran back to see what was going on. We were in the tens of thousands and we didn't look happy. Afterward, we got on the train to our hotel went to the local choke and puke, had dinner, slept and homeward bound.

I think we need another round to help deter the administration of even thinking about messing with organized labor. Well, Fred, wanna do it?

Cut and roll.

*Bob Czartoryski, Branch 232*

## Kansas City, Missouri

Having recently attended the Region 5 rap session, hosted by Shawnee Mission, KS Branch 5521, with NALC President Frederic Rolando present, I came away with the following observations and conclusion:

That Region 5 NBA Micheal Birkett, RAAs David Teegarden and Charles Sexton, along with RWCA Larrissa Parde, not only provide an informative and pertinent seminar, they also throw a pretty good social shindig.

That way back in the 1700s, letter carriers earned two cents per letter delivered. No SSA, COLA, TSP, collective bargaining—and your health care plan was Dr. Job. Today's letter carriers have all the above plus the potential to gross 50 large, and we have attendance issues.

That postal management doesn't take the negotiated contract seriously. Letter carriers don't cancel meetings. Violating Articles 17, 31 and 34 notices through sheer non-compliance shouts, "do as I say, not as I do."

That OWCP is both complicated and requires the letter carrier to provide accurate and complete documentation, especially medical reports, for OWCP to work.

That UPS, Fedex and Amazon have political action committees (PACs) pushing for Congress to de-fang the Postal Service so that they can increase their profits as the current USPS ceases to exist.

That during the last congressional election cycle, about 10 percent of the 300,000 NALC members provided \$6.2 million through the Letter Carrier Political Fund (LCPF).

Let's be clear on this—what happens to us will be because of us.

NALC is the only entity proposing postal reform legislation because the fight is in the legislation. I sacrificed two of my beloved Monster Burger's a month to LCPF. Can't say I miss them, but I tell myself I'm lowering my cholesterol. What are you willing to sacrifice now (\$5 per pay period) to save what you have?

In unionism—

*Calvin Davis, Branch 30*

## Knoxville, Tennessee

Hello, brothers and sisters.

A definition of "blitz" is "to overwhelm the quarterback." A military definition is "to overwhelm and destroy the target." It seems like management is hot on their version of a blitz in terms of safety. Their safety blitzes are street observations of carriers on their routes have been the norm at stations and associate offices. "Proper dismount procedures" are being scrutinized by management, such as backing the vehicle into a parking spot. Please remember that the Section 134 of the *M-39 Handbook* prohibits management from conducting "covert" street supervision. Remember if management con-

ducts a street observation, then it is required to provide you with a copy of PS Form 4584, normally the same day as the observation was conducted. If you are on the street delivering mail and you see someone following you who you don't recognize, call your supervisor. Whenever managers from other places are conducting street supervision in your station, they must let local management know.

*Tony Rodriguez, Branch 419*

## Las Vegas, Nevada

We're lucky to work with some amazing fellow letter carriers. A quiet and humorous guy I work with was honored recently with a surprise visit from a local radio station. Derryl Hubbard was not excited about getting out of bed on the morning of Feb. 28. One of his daughters told him urgently that he "must" get up and get dressed. Grumbling, he obliged. Then the



**Las Vegas, NV Br. 2502 member Derryl Hubbard was honored in a local radio station broadcast. Pictured is Hubbard with wife Laura (l) and daughter Aimee.**

phone rang. There was a knock at the door. His wife and daughters appeared with cell phones ready to record what happened next.

The hosts of "Jeff and Aimee in the Morning" on Las Vegas radio station 102.7 the Coyote were there to honor Derryl as the result of a letter his wife had written to the station. Host Aimee presented Derryl with a bouquet of flowers while Host Jeff read—live on the air—the letter Derryl's wife, Laura, had sent the station. Derryl and the radio audience listened as the words his wife had written honored him and the young people he's helped. It was pretty hard not to cry.

It seems that Derryl has a gift for mentoring kids. The letter described that his reason for being here was to "raise other people's children—to guide them, to be a positive influence on them, to give them purpose, and yes, to raise some of them." As a combat veteran of Desert Storm, a Boy Scouts of America scoutmaster and an all-around loving dad, Laura's letter described the influence Derryl had on many young people whose lives were nurtured and improved beneficially as a result of his efforts. As a Letter Carrier OJL, Derryl has trained numerous carriers who have gone on to have successful careers. It was a loving tribute to just another remarkable letter carrier hero in Las Vegas.

*Leslie Hammett, Branch 2502*

## Minneapolis, Minnesota

It's April and spring is in the air. Trees begin to bud, and lawns start to turn green. While it's not unusual to have a snowstorm this month, summer planning is in full swing. We're taking inventory in preparation for warm-weather projects.

Spring is also the time we clean out our closets, pack away the winter clothes and take unneeded items to charities. But do you include your uniforms in this ritual? How many of us have two or three different sizes of shirts, pants and coats hanging in the closet, just in case?

It's time to take inventory. Do your uniforms have worn pockets or satchel stains? Are they extremely faded from multitudes of washing and exposure to the elements? Have you used your uniform allowance lately?

We are the face of the Postal Service. We are firmly embedded in the fabric of America. As such, our appearance to the public matters. When we wear uniforms that are clean and in good shape, we are reinforcing a positive image of our craft. It is an outward showing that we take care and pride in doing a good job.

As you clean out your closets this year please assess what needs to be "retired from service." Take a reality check; will you be able to fit into the size you wore three years ago? Unused uniforms that are in good condition can be donated to the branch. We make them available to new CCAs to get them started before their uniform allowance is available.

The result is room in our closets and improved appearance. Our CCAs will benefit by looking professional. Let's take a step to bridge the gap between regulars and CCAs. We're in this together.

In solidarity—

*JoAnn Gilbaugh, Branch 9*

## Norristown, Pennsylvania

Well, I just got back from my first rap session in Atlantic City. It was a very informative and enlightening, I thank all the branches that ran the classes to help their fellow carriers.

One of the most important things that I learned is about the Letter Carrier Political Fund (LCPF). Some carriers don't give because they think that we support one certain party. They are mistaken—we support who ever supports us, whether it be Republican, Democrat or independent. I know some of you don't like the fact that we have to give money to politicians, and I understand that. We as taxpayers should not have to pay for their support...but when it comes to our job survival, this is one of the necessary evils.

We make a very good living doing what we do, and personally, I don't want to lose it. Our POTUS is trying to privatize some or all of our livelihood. He'll try to break our union and use minimum-wage workers (\$7.25 an hour... can you survive on that?). He wants to open up our mailbox to our competitors for a fee. The security of the mail would be gone, and we would be fighting to fit in our mail. He wants to get rid of our collective bargaining and push us back to collective begging. I wouldn't want the carriers (heroes) who walked out on strike and fought

## Branch Items

for what we have now to think that we don't care.

So really think about this, for \$2.50 a pay or whatever, you want to give can help secure your job is an investment in your future. Come to a union meeting and sign up. It's the last Wednesday of the month at our union office at 1 West Mt. Kirk Ave.

*Joel Stimmler, Branch 542*

### Northeastern New York

It has been almost six months since the consolidated casing test was initiated in the Niskayuna office in Branch 358. Our branch has had monitors at this site since its rollout. I look at the workload reports, and observe the office is using more hours than its projection. I do not see a saving on space, and the office is woefully short on equipment for the parcels. Operation support is not in favor of the test in this office due to the large amount of flat volume.

I salute the casers and streeters in this office for their vigilance during this time. Their lives have been affected due to the 4:30 a.m. starting time. There are many questions, and not enough answers. There are more than 600 grievance filed over this test—Article 8, 41 and numerous safety violations. Hopefully a resolution can be found, either through a favorable arbitration ruling or management discontinuing this test.

On a positive note, our branch has had multiple conversions to career for CCAs. Congratulations to Amanda Bapp in Glens Falls; Tim Bowe, Carlos Solis and Edward Busse in Saratoga Springs; and Peter Santana, Kyle Rodgers, Nestor Morales, Joseph Graham and Nicole Thomas in Schenectady. It has been a long journey for these carriers, but they have a path toward a career.

*Frank P. Maresca, Branch 358*

### Philadelphia, Pennsylvania

These are unprecedented and challenging times for all of us. The world is being exposed to Covid-19, a virus that is sure to have a major impact on our daily lives to an extent never experienced in our lifetime. The only thing we can do is follow the advice of medical and scientific professionals who are telling us to avoid close contact with people who are sick, avoid touching your eyes, nose, and mouth with unwashed hands. Wash your hands with soap and water for 20 seconds. Use an alcohol-based sanitizer that contains at least 60 percent alcohol if soap and water are not available. Finally, if you are sick, please stay home.

Update: It appears letter carriers in our city are experiencing an increased number of physical assaults while delivering their mail. If not directly assaulted, there are just too many instances where shootings on our public streets are jeopardizing our members as they deliver their mail.

The Philadelphia District safety team met and discussed measures letter carriers can employ to enhance their safety, and what procedures to follow should they be assaulted or experience dangerous situations. Aside from the obvious,

we will engage in future talks with law enforcement authorities from the Postal Inspection Service seeking guidance when these events



**Flushing, NY Br. 294 awarded a 70-year plaque to Peter Quagliata. Pictured (l to r) are Region 15 RAA Tony Perconte, Quagliata, Branch President Tony Paolillo and Branch Director of Retirees Clara Sarmiento.**

occur. I promise to share this information with all of you as we move forward. In the meantime, stay attentive of your surroundings, get out of the immediate area when possible and contact law enforcement.

In closing, the AFL-CIO District Council voted unanimously to sponsor the costs of 40,000 bags for our May 9 Stamp Out Hunger Food Drive. I want to thank all the affiliates who donated \$200 each in support of America's great day of giving. On behalf of all the members of Branch 157, we thank you. Happy Easter, everyone.

*Joe Rodgers, Branch 157*

### Pittsburgh, Pennsylvania

One word has defined recent days: coronavirus. It's affecting stock markets, local economies, public events and just about every facet of day-to-day life. The biggest problem with this particular topic is the sheer volume of misinformation floating in the ethos. Do you know who to listen to? Neither do I. Sometimes, we must depend on common sense.

In a lot of ways, our jobs are no different. It can be just as difficult for new hires to discern the difference between fact and urban legend as it is for veterans. If you're serious about staying with the Service for the long haul, then you're going to need to cut through the noise. The best way to accomplish this is to read your manual, the *M-41*.

A close second is to read management's manual, the *M-39*. You are contractually bound to follow direct orders, but these practices would help you discern things such as say, being told that you don't need to submit a 3996. And as always, if something doesn't smell right, consult your steward. You can also call your branch hall. Get the most of your dues.

Staying "occupationally healthy" is just as important as practicing good hygiene and safety practices. Common sense, right? The more facts you learn about any particular topic, the better you should fare. Hopefully, you will end up better than the bare toilet paper section of the grocery store.

*John Conger II, Branch 84*

### Racine, Wisconsin

"I have the right to do whatever I want." Sound familiar?

Rules establish law and order in what otherwise would be a lawless, O.K. Corral society. Not that the Earps didn't have it covered—like Clanton and his gang just pushed the envelope. Branches are awarded thousands of dollars in grievance settlements including escalating remedies, suggesting management's not following the rules. It's not that management isn't following the rules, they've chosen to ignore them. I know my bosses "enjoy" reading my articles. So my disclaimer will read, "not necessarily local."

So why does management sometimes operate with a sense of entitlement managing with impunity, free from accountability? Carriers operate within the confines of handbooks and manuals. The contract is our Holy Grail. Local branches coax management to follow the contract, a vexing issue with limited success. Management, and yes, local management, is making this job more difficult than need be. It's collapsing from within and getting a little testy around here. Carriers are frustrated and irritated. A gentle reminder from the craft to our bosses, you cashed in your uniform years ago for a climate-controlled environment. Give carriers enough respect and space to do our jobs safely and correctly. Our clerks are taking a beating by the suits. Show support, unity and patience in their struggle.

"Urinalgate" has again reared its ugly head. No money in the budget for urinal cakes. Cleaning is accomplished on a universal, one-size-fits-all method. Management can pay out stupid money for not following the rules, with our bathrooms being collateral damage. Once again reaching out to my brothers and sisters, if you have any spare urinal cakes, please feel free to send them our way. C/O Postmaster, West Racine Post Office, 1300 Perry Ave. Racine, WI 53406.

*Chris Paige, Branch 436*

### Seattle, Washington

"The best laid schemes o' mice an' men," they say, often go awry, but that consolidated casing (CC) gig, whew. That rat's nest those spitballers keep trying to construct has given catastrophe a bad name. Even though they know it's failing everywhere, they insist on disassembling the casing units, piece by piece, until there's really little left. King Canute had a better plan when he tried to stop the rising tide. These idea guys keep giving any new craze a fling as they attempt to noodle their way through, chucking bad idea after bad idea up against the wall, trying to see what's going to stick, as they literally pull every unit they place CC in apart. They're dismantling the infrastructure the carriers need to systematically deliver the mail in a safe and sane manner.

It's like a horrible game of Jenga. The carriers try to keep the mail together, keep their jobs and their sanity, while the management teams keep snatching the equipment away. For the carriers, it's as if they were attempting to screw in a light bulb while the guy who's supposed to be help-



ing and steadying the ladder is busy yanking it out from underneath them. “You don’t need this! It’s just getting in the way. It’s taking up space and slowing you down. This is not rocket science, just do it.” What the hell, by the time the USPS gets done with this “test,” there’ll be next to nothing left. Unless they’re storing these wings and things that they’re pulling off these casing units somewhere, which I doubt, there is going to be little to nowhere to turn, or return to, when carriers attempt to get a reprieve from this insanity. Maybe therapy will help, but without the physical casing units needed to reconstruct mail delivery, there’s really little hope.

*Don Nokes, Branch 79*

## Silver Spring, Maryland

It often feels like I’m watching sand eroding from beach property when I look at the ever-disappearing reality of union rights. At this point, nothing should come as a surprise, because labor has been almost completely castrated in a slow painful process instigated shortly after the tremendous success of the New Deal. Presently, very few individuals have actual knowledge of labor history and its vital ties to socialism (actually two American Socialist parties) and communism. Corporate capitalists have succeeded in demonizing the words (socialism, communism) to such an extent that regular people are afraid to investigate the inconvenient truth behind the most invigorating growth period in American (and labor) history.

Any unchecked system, like we have now in capitalism (but is also true for socialism and communism) becomes unbalanced. Imagine if we had no checks and balances for our president, such as Congress and the Supreme Court. Socialism is the necessary balance counterweight to capitalism; it is always there by necessity. The Occupy Wall Street movement was one such example; Martin Luther King was another. Socialist principles demand a redistribution of wealth, hopefully before our planet is completely destroyed by the obvious endgame of unabated capitalism.

Socialism is democratic and pro-labor by nature. It is most definitely not synonymous with communism, although corporations have invested a lot of money in misinformation campaigns to make you think so. It does not have to be big government running and interfering with everything.

The current tax rate on the wealthy and corporations is simply unsustainable. Of course, Social Security (from the New Deal) is among the many things at risk. Unfortunately, only one presidential candidate has been talking about this for years, as well as positive postal reform.

How about if we actually support him despite the corporate cronyism and dishonest actions of both major political parties?

*Lee Taylor, Branch 2611*

## South Jersey, New Jersey

It looks as though the Postal Service is trying to get in as many route inspections in the books before they commit to any joint route inspection process with our union. I can understand their

thought process, since the newer and even the seasoned carriers we have serving our routes has completely changed the time involved needed to complete our routes. If anyone has checked the time these carriers are using in the office and on the street, it is no wonder the district has decided to come in and take their chances at taking out routes.

I have always said there is no reason to take any kind of “deal” with the devil when they offer to only take out a little bit from your office, but with the way some of our carriers are running through their assignments, it has really made me reconsider my position. I am not saying I am looking to make deals with every office they want to come into, but only those I see where a route inspection would cripple the office if we allowed them to come in. Most carriers have never been through the week long stress of an inspection, which is why a joint process is always the best solution. Since we aren’t in that process yet, and many offices haven’t been formally inspected in years, it is almost a no-brainer to look at each office chosen to see if a deal is better than an actual court.

I can’t believe I am saying this, but I can actually say with the new landscape we are surrounded by, and the unfamiliarity these new carriers have about our job and what in truly entails, this may be our only option at this time.

*Gary DiGiacomo, Branch 908*

## Southeast Pennsylvania Merged

Safety! It’s a major priority in the district. SNALC will never disagree with an emphasis being placed on safety. After all, Article 14 of the National Agreement addresses safety. Simply put, we want our members to have a lasting and safe experience while at work and beyond. The problem comes with management. They always go too far to make their point. This is when discipline comes into the picture. Many members are being taken off the clock (placed in a non-pay status) when found by management to not be following safety rules. The No. 1 issue is earbuds and seatbelts. It sounds simple, but our

members seem to be cutting corners. But in doing so, we can be cutting our lives. The seatbelts work. But until it happens to someone close to us, we seem to think “not us.” Let’s change this way of thinking.

Elsewhere, our greatest challenge has been attendance. But it directly ties to staffing. Many of our members have been so worn out due to so much work that they break down or wear down. The challenge has been unscheduled absences. Please be careful when calling out sick to stay away from social media. Believe it or not, that has been a major problem. We have been battling every attendance discipline, but eventually they are removed. So, when a carrier talks about calling out for not the “right” reasons, we must give them tough love and good advice. It sounds hokey, but when a member is removed, it seems to take away a piece of that shop steward that worked harder to save the carrier’s job than they seemed to have.

I would like to thank every member who appeared in the February *Postal Record* for their contributions to LCPF.

#LetsNotBeAprilFools

*Eric Jackson, Branch 725*

## St. Louis, Missouri

I recently ran across an article published in the IBEW Media Center regarding two executive orders handed down by the current administration designed to break federal unions and make it easier to fire employees.

The National Labor Relations Board (NLRB), a department tasked with protecting labor, is found to be breaking the law. The NLRB’s own workers rallied last November against management abuses affecting their union’s ability to represent them, signaling new depths of the agency’s union-busting agenda.

“This is an agency dedicated to promoting collective bargaining and protecting workers’ right to organize, so it is especially shameful to see our leadership engage in such blatant conduct,” Karen Cook, president of the NLRB Professional Association, said in a statement.

## COLA: Cost-of-living adjustment

- ▶ Following the release of the July 2019 consumer price index (CPI), the cost-of-living adjustment (COLA) under the 2016-2019 National Agreement is **\$624 annually**. This COLA is based on the change in the CPI from the base index month to July 2019, with the previous six COLAs subtracted.
- ▶ The 2021 projected COLAs for CSRS and FERS, which are based on the CPI’s increase between the third quarter of 2019 and third quarter of 2020, is **0.7 percent** and will be finalized

with the publication of the September 2020 CPI in October 2020.

- ▶ The 2021 COLA under the Federal Employees’ Compensation Act (FECA) is projected to be **0.6 percent** following the release of the January CPI. This COLA is based on the change in the CPI between December 2019 and December 2020 and will be finalized with the release of the December 2020 CPI in January 2021.

Visit [nalc.org](http://nalc.org) for the latest updates.

## Branch Items

New rules allow employers to eject union organizers from the public spaces more easily, withdraw union recognition, discriminate against union members in the workplace, thwart protests and undermine the rights of employees.

Union leaders charged that management exceeded the already hostile scope of the orders by allowing the agencies to curtail the paid time and access to physical space at worksites that make effective representation possible. Michael Bilik, legislative co-chair of the NLRB union stated, "They're doing it because they think they can get away with it. Going beyond the executive orders is an abuse of power that undermines the civil service."

Lonnice Stephenson, president of the IBEW stated that, "There appears to be no end to the ways that the board majority and general counsel of the NLRB are pushing their anti-worker agenda and harming the rights and economic security of millions of working Americans and their families. The only way to change course is by changing the politicians who appoint and confirm NLRB members, and that means at the ballot box in November."

*Tom Schulte, Branch 343*

### Valley Stream, New York

Last week, I had the privilege of going to his home and presenting a plaque for 70 years of union membership to Charlie Kaiser. It was an absolute pleasure to visit with Charlie and his two German shepherds for a few hours and recalling some of the letter carriers, supervisors etc. who we both knew. Charlie graduated from high school in 1944 and started his postal career in 1945. He spent virtually his whole career on Route 3 and retired in 1981. The patrons on his route truly loved him for his professionalism and pride that he took in doing a great job. Charlie always carried himself well and was a good union letter carrier. He follows *The Postal Record* and is amazed at all the changes that have taken place with the way that we handle and deliver mail today. God bless you, Charlie; it's

### How to submit items

**Branch presidents or their designated** scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the May issue, the deadline is 9 a.m. on Monday, April 13. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.

letter carriers like you who helped our branch be what is it today.

*Bob Sowers, Branch 773*

### West Coast Florida

The Midtown Station carriers have continuously shown what matters to them. For the second year in a row they have led the Suncoast District for a level 21 and above office, hitting



**Valley Stream, NY Br. 2189 presented Charlie Kaiser with a 70-year pin and plaque.**

all of their Customer Connect goals. Midtown has traditionally been a "Junior" office with the highest percentage of city carrier assistants to full-time regulars—100 percent participation doesn't seem to prove an obstacle when everyone pulls together.

Important to note that these carriers are dedicated to service as well. "Pitching Customer Connect is easy when our customers know we maintain such a high level of service for them daily."—Willie Cochran, Branch 1477 trustee.

Congratulations to the Midtown carriers.

*Joseph Henschen, Branch 1477*

### Western Massachusetts

After an unseasonably mild winter, spring has arrived and so have route inspections. Several stations have been scheduled for route inspections and the branch will have training for those carriers in those stations.

Additionally, the disaster referred to as "consolidated casing" that was targeted for Chicopee has been put on hold indefinitely, much to the relief of all concerned.

However, there's talk of some new initiative called "caseless casing" that the Postal Service may test in Chicopee and two other stations in the branch, but that's extremely preliminary at this point. We'll see if that materializes, but I wonder what the real motives of USPS are when they roll out these hare-brained schemes that have no chance of succeeding and end up alienating employees, ticking off customers with poor service and late delivery eroding the public's confidence in our ability to serve them, which leads to decreased revenue when mailers seek other alternatives.

On a happier note, the branch will be holding our annual retiree dinner on May 9 at the Sum-

mit View Banquet and Meeting House on Route 5 in Holyoke. The event was traditionally held in the fall but we moved it to the spring when the snowbirds return and the days are brighter and longer in the hopes that more folks can attend, and we look forward to seeing everyone then.

Until next time—

*Michael Harazmus, Branch 46*

### Western Wayne County, Michigan

Here in Michigan, we experienced an overall milder-than-average winter season, which was much appreciated by Branch 2184's active members. Even with the generally less harsh conditions, there were periods of snow, ice, and cold that still presented challenges. However, despite the usual ridiculous levels of micro-management and incessant badgering by USPS management employees, our members provided the customary high level of service and dedication to postal customers.

Thus, the mission of America's public Postal Service continues to be accomplished, despite its feckless so-called leadership. The USPS remains the most trusted brand in America, and its productive craft level employees and especially city letter carriers are the sole reason for this success. The Postal Service remains burdened by hordes of nonproductive supervisory and management level employees who don't touch the mail and add nothing whatsoever of value to its day to day operation. Here in the USPS Detroit district, such ineptitude is systemic and only becomes worse each year.

However, all is not gloom and doom; not even close. America's letter carriers are the world's finest and most efficient public service employees and they are represented by the world's best public employee union. Last month, NALC commemorated and honored the heroic strikers of March 1970, an historic event from which every letter carrier has since reaped incalculable benefits. Even as interest arbitration is determining the structure of the next collective bargaining agreement, the courage of letter carriers 50 years ago has built a powerful and lasting foundation.

*Joe Golonka, Branch 2184*

### Yakima, Washington

It's March and letter carriers here are still working into the dark. My scanner tells me I've used too many miles when I haven't, and I'm fine when I go way over.

My words to others are coming back to haunt me. We are all like Alice in Wonderland. Nothing makes sense but continues to exist. The postal system survives outside the real world. Frustrating.

After August I will no longer be able to submit these observations. I limit my relationship to technology to the best of my ability. So T.J., you need to find another scribe or go without. We have many people with more talent than me. They are just afraid of something that has no power.

I have almost never known what I will submit until I do. It has always been opinion expressed through anger. Anyone can do it. September will be my last vent. God willing.

Get involved. Give without needing reciprocity. Love each other.

Peace—

*J.S. Bohlinger, Branch 852*

# Mutual Exchanges

**CA: Cypress (11/94) to Yorba Linda, Anaheim Hills, Rancho Cucamonga, Chino, Chino Hills, Norco, Sun City, Temecula, Menifree or Murietta.** Regular carriers only. Randy, randy0217@yahoo.com.

**CA: Fresno (4/01) to Northern VA area.** Plenty of OT available. Regular carriers only, Relocating to care for family member. Joseph, 559-355-4734 or pettrock1@yahoo.com.

**CA: Newport Beach (12/93) to Durango, CO or surrounding area.** Beautiful area near beaches and best weather. OT available. David, 714-914-8726 (text or call) or krenik20@gmail.com.

**CA: San Diego (3/00) to Vancouver, WA or surrounding areas.** Serious inquiries and regular city carriers. Would like to move to Washington to be with family. Maggie, 619-203-5084 or maggie\_frunklin1@cox.net

**CO: Boulder (8/95) to Knoxville, TN or surrounding areas.** For family reasons. Three bidding offices, plenty of OT. 300 days of sunshine. Terry, 720-421-7027 or delimmune@comcast.net.

**CO: Denver (10/94) to Northeast FL—Jacksonville to Titusville or surrounding areas.** 26 offices for bidding. Close to downtown Denver and mountains. Alan, 303-522-5545 (call, text or voice message).

**FL: Hialeah, city in Miami (9/14) to Port Saint Lucie, FL or surrounding areas, preferably Palm Beach, Royal Palm Beach, Jupiter or Fort Pierce.** Kenneth, 786-

531-8377 or kennylpz305@yahoo.com.

**FL: Miami (8/15) to Atlanta Metro or surrounding areas.** Olympia Heights Station, plenty of OT available. Regular carriers only. Gilbert, 305-457-1023 or gilbertv72@yahoo.com.

**NY: Lower Westchester (4/93) to southwest Brooklyn, NY.** Dave, 917-683-4716 or ddf1882@gmail.com.

**OH: Toledo (11/00) to Fort Myers, FL or surrounding area.** Citywide bidding. 11 offices. Plenty of OT available. Windy, 419-270-0342.

**SC: Spartanburg (5/13) to Bath, Brunswick, Portland, ME or surrounding areas.** Will consider other locations in Maine as well. Good seniority ranking. Route bids come available often. Nice, mild winters. Low cost of living. Family friendly. Kevin, 860-805-2868 or kevinmbyington@gmail.com.

**TX: Arlington (3/01) to Spokane, WA.** Route 1124 is close to Dallas Cowboys and Texas Ranger stadiums. No state tax. Mild winters. OT available, regulars only Dan, 682-226-2438 (text or call).

**WA: Bremerton (7/14) to Auburn, Kent or Covington, WA, or surrounding areas.** Many options outdoors. Ferry ride to Seattle. Affordable housing options. David, 425-221-6727 or 454david.anderson@gmail.com.

**WA: Kent (10/98) to Las Vegas, Henderson, NV or surrounding areas.** Great parks, trails and schools. 25 miles from Seattle. Plenty of OT available. Aylan, 253-486-2568 or aylanboughlef@yahoo.com.

# Election Notices

## New Hampshire

In accordance with Article IV of the New Hampshire State Association Constitution and bylaws, this is official notice that nominations and elections of state officers will be held during the New Hampshire 121st state convention at the Red Jacket Resort in North Conway on June 5-7.

The offices which shall be open for election are: five-year trustee, one-year trustee, and an additional one-year trustee.

*Paul Nee, Sec., NHSALC*

## Norwalk-Darien, Connecticut

This is to serve as official notice

to members of VJ Santagate Merged Branch 147 (Norwalk-Darien, CT) that nominations for delegates to the 2021 convention of the Connecticut State Association of Letter Carriers will be held at the regular branch meeting of May 20. Nominees must be members in good standing with NALC and Branch 147.

Election will be by secret ballot at the June meeting. Branch meetings are held at the Ferris Hill Club, 46 Ferris Ave., Norwalk, and begin promptly at 6:30 p.m.

*Bruce Anderson, Sec., Br. 147*

## Regarding Election Notices

*The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., January's deadline is for the February publication.

**To submit by mail:** Mail to The Postal Record, 100 Indi-

ana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

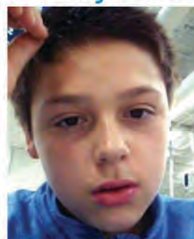
**To submit by e-mail:** Send to [postalrecord@nalc.org](mailto:postalrecord@nalc.org) with the branch city and state as the subject. Include the same information as listed above. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at **202-662-2851**.

## MISSING

HELP BRING ME HOME

NCMEC: 1382233

### Zachary Banks



Missing Since: Feb 10, 2020  
Missing From: Chattanooga, TN  
DOB: Aug 25, 2004  
Age Now: 15  
Sex: Male  
Race: White  
Hair Color: Black  
Eye Color: Black  
Height: 5'6"  
Weight: 150 lbs

Extra Photo



Both photos shown are of Zachary. He was last seen on February 10, 2020.

## DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

## CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)  
Chattanooga Police Department (Tennessee) 1-423-698-2525

## MISSING

HELP BRING ME HOME

NCMEC: 1381587

### Sincere Basped



Missing Since: Feb 5, 2020  
Missing From: Las Vegas, NV  
DOB: Jul 31, 2004  
Age Now: 15  
Sex: Female  
Race: Black  
Hair Color: Black  
Eye Color: Brown  
Height: 5'3"  
Weight: 121 lbs

Sincere was last seen on February 5, 2020. She may go by the nickname Amari. When Sincere was last seen, she had braces on her teeth.

## DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

## CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)  
North Las Vegas Police Department (Nevada) 1-702-633-9111

# Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

**Make a donation by sending a check or money order to:**

**NALC Disaster Relief Foundation  
100 Indiana Ave. NW  
Washington, DC 20001-2144**

*The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.*



**NALC  
Disaster  
Relief  
Foundation**