

# The Postal Record

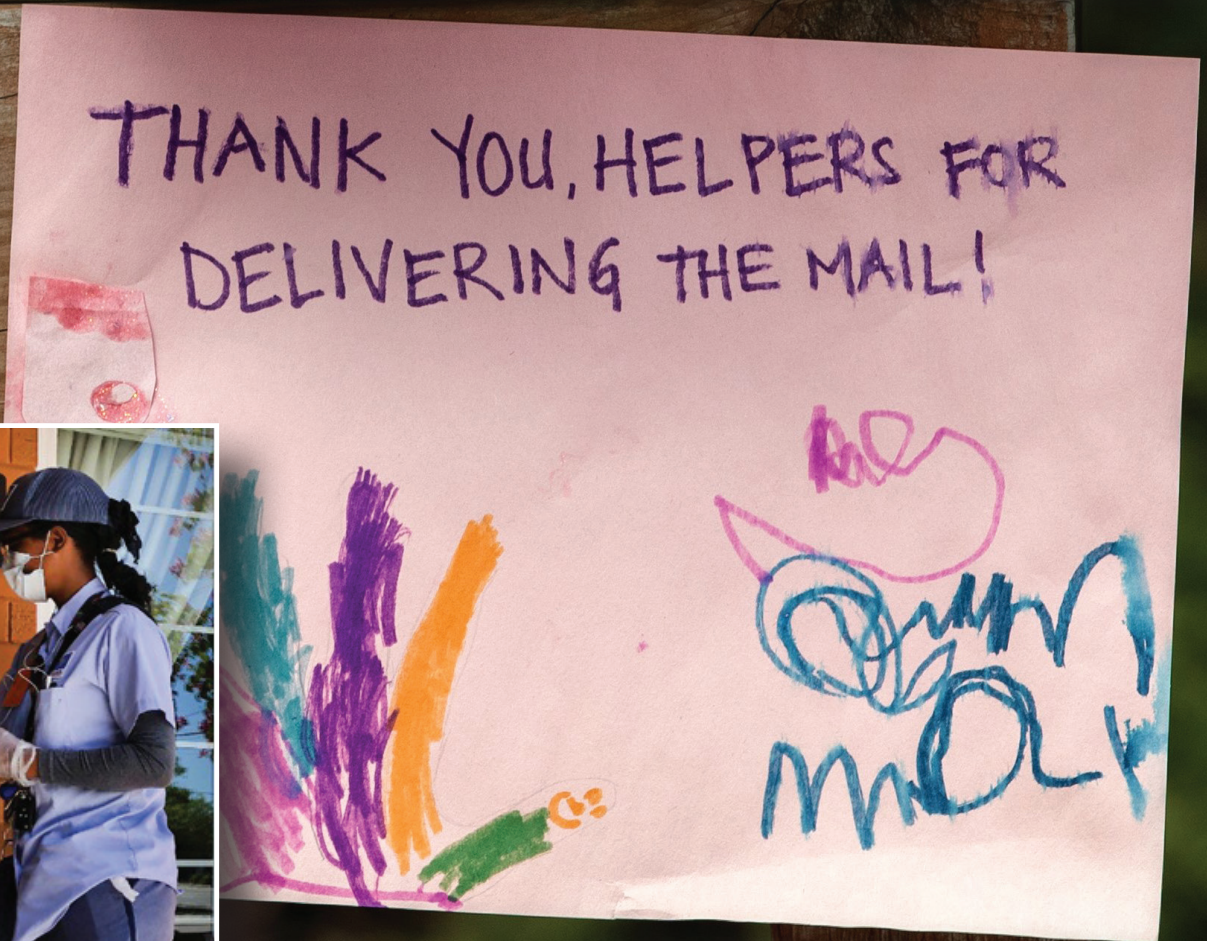
The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

## Essential service in uncertain times

—PAGES 10-13

### In this issue

President's Message	1
National Officers	30
Branch Items	54
Branch Election Notices	64



# In a world turned upside down by COVID-19, our immediate goals remain clear



**Fredric V.  
Rolando**

The crisis is particularly challenging. As front-line “essential” workers who must remain on the job to deliver prescription drugs, public health information, goods purchased by sheltering families and other vital mail to keep our country going, you’re being asked to risk your health and even your lives—and the health and lives of your loved ones—to do this essential work. Our members have been truly heroic, overcoming fear to serve our country. I have never been prouder to represent letter carriers.

**There is tremendous uncertainty about how the future will unfold for us, our families, our employer and our country.** But for our great union, the NALC, there are two overriding and immediate goals that will not change, no matter what direction this crisis takes: First, we are dedicated to protecting the health and safety of letter carriers during this pandemic—and therefore the health and safety of our families and patrons. Second, we will fight to ensure that the Postal Service has the resources to continue operations during this crisis.

On the first goal, the national officers, staff and other NALC representatives throughout the country are working around the clock to engage postal management to secure needed personal protection equipment (PPE) and other health-protecting supplies, while we also are in daily contact with the postmaster general and her staff to share information and to negotiate safety-enhancing work rules, policies and protocols to prevent risks of exposure and infections among our members.

Please continue to notify us about offices that are not being sanitized on a regular basis, that do not have suf-

**T**he whiplash of events of the past two months is like nothing we’ve seen in our lifetimes. Most of us were born after the second World War, which is probably the event most similar to what we are facing now—a truly global catastrophe that is transforming American life at warp speed. Some 90 percent of all Americans are under “stay-at-home” orders to combat the pandemic caused by the COVID-19 virus. The U.S. economy has been purposely shut down to slow the spread of the virus, which at this writing has infected more than 600,000 Americans and killed more than 25,000.

For letter carriers, the cri-

sis is particularly challenging. As front-line “essential” workers who must remain on the job to deliver prescription drugs, public health information, goods purchased by sheltering families and other vital mail to keep our country going, you’re being asked to risk your health and even your lives—and the health and lives of your loved ones—to do this essential work. Our members have been truly heroic, overcoming fear to serve our country. I have never been prouder to represent letter carriers.

We are working tirelessly to keep our members and other postal employees from getting infected in the line of duty, even as we mourn the postal employees (including five city carriers, at the time of this writing) who have lost their lives as a result of this pandemic. This work will continue, day in and day out, until this crisis passes, which will likely be months from now.

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**“What letter carriers do is vital to the American people. It is life-affirming and essential work. But you must be healthy and safe to do this work—and your employer, the venerable U.S. Postal Service, must offer a healthy workplace and be fully functional to fulfill its public service mission.”**

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**Regarding our second goal, ensuring that the Postal Service maintains the revenues necessary to continue operations through this crisis, we face a daunting task.** The impact on Postal Service revenues of the pandemic and the shutdown of the U.S. economy is projected to be both devastating and immediate. Although package volumes are up as we deliver goods for families forced to stay home by the crisis, letter mail volume has plummeted. By the end of the year, the Postal Service expects total volume to fall by 50 to 57 percent—wiping out up to half of its \$70 billion in annual revenues.

Congress must step in to provide financial support to the Postal Service, the way it did in March for private companies damaged by the pandemic-induced recession with a \$2.2 trillion relief package that did not include any appropriations to the Postal Service. Although the Postal Service has not needed taxpayer support for more than 40 years, it needs it now. NALC took the lead in drafting a White Paper (see story on p. 4) on how to provide financial relief to the Postal Service from the pandemic; it is posted on our website. Its core proposal is to secure regular taxpayer appropriations to cover the gap between the Postal Service’s expenses and revenues for the duration of the crisis.

We are building a lobbying plan and a grassroots campaign to advance these legislative goals. With the support of the other postal unions and our industry partners, we must rally the country to pressure Congress and the Trump administration to maintain the operations of the Postal Service until it can recover its pre-pandemic status with respect to volume and revenues.

As the country struggles to overcome this public health crisis and recover from the deep recession we now face, the Postal Service and letter carriers will be more important than ever—delivering not just stimulus checks and online purchases, but eventually PPE for households, virus testing kits and therapeutic drugs for the victims of COVID-19 illness.

What letter carriers do is vital to the American people. It is life-affirming and essential work. But you must be healthy and safe to do this work—and your employer, the venerable U.S. Postal Service, must offer a healthy workplace and be fully functional to fulfill its public service mission. NALC’s focus on these two immediate goals—your safety and the continued operations of the Postal Service—is clear even if the future is uncertain. A lot will have changed by the time you read this, so please regularly check the NALC website, and use the NALC Member App to keep up to date on the latest safety/health and legislative issues. God bless all of you and your families. Please stay safe.



**“Please continue to notify us about offices that are not being sanitized on a regular basis, that do not have sufficient supplies (hand sanitizer, disinfectant wipes, masks, gloves, etc.), that are not following CDC protocols for employees to be quarantined, that have not implemented social distancing practices, that are not providing daily communication regarding stand-up talks and other safety precautions, that expect employees to work without protection or that have any other issues that put our employees at increased risk.”**

In addition to contacting your shop steward, branch officer or NBA, NALC has a new resource for members to ask any questions about the COVID-19 pandemic: [COVID19@nalc.org](mailto:COVID19@nalc.org). When sending your email, please be sure to include your name and NALC branch number.

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## Contents

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# The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



10

### Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 30 **Executive Vice President**
- 31 **Vice President**
- 32 **Secretary-Treasurer**
- 33 **Assistant Secretary-Treasurer**
- 34 **Director of City Delivery**
- 35 **Director of Safety and Health**
- 36 **Director of Retired Members**
- 37 **Director of Life Insurance**
- 38 **Director, Health Benefit Plan**
- 39 **Contract Talk**
- 41 **Veterans Group**
- 42 **Staff Reports**
- 44 **Muscular Dystrophy Association**
- 46 **Annuity charts**
- 48 **State Summaries**
- 49 **In Memoriam**
- 50 **Honor Roll**
- 53 **Retiree Reports**
- 54 **Branch Items**
- 59 **Cost-of-living adjustment**
- 62 **Nalcrest Update**
- 63 **Auxiliary Update**
- 65 **Election Notices/Mutual Exchange ads**

### Features

- 4 **USPS in need of relief plan**  
The COVID-19 pandemic created a financial emergency for the Postal Service, but the third financial aid package largely left USPS out
- 7 **"You Are the Current Resident"**  
NALC has developed a podcast for letter carriers to listen to news and helpful information about the COVID-19 pandemic
- 8 **Food drive postponed**  
The Letter Carriers' Stamp Out Hunger Food Drive, originally set for May 9, has been postponed
- 10 **Essential service**  
Letter carriers are providing connection, reassurance and inspiration to communities across the country even as the coronavirus puts carriers in harm's way
- 14 **Vote-by-mail**  
States are considering switching to vote-by-mail for ease-of-voting and safety reasons

# Heroes all



Philip  
Dine

**A**crochety copy editor I once worked with delighted in admonishing reporters over their writing. You wrote, for example, that a new record had just been set—and he'd demand to know what the "new" added. By definition, if you set a record it's new, he'd thunder. You don't set an old record. Write that someone had set an all-time record, and he'd tell you that an "all-time" record can't be set until all time has expired. Send him a story about someone setting a new, all-time record, and you wouldn't want to be in his vicinity.

He also scorned use of the word "unprecedented." Pretty much everything that happens already has happened on God's green earth, he'd tell you; an equally bad recession, just as heavy a snowstorm, a worse case of political corruption, and so on.

He was not only irritable; he was the copy desk chief, so his word ruled.

Nonetheless, the period we are going through now certainly qualifies as unprecedented. We are under attack on both public health and financial fronts, an entire country—in many ways, almost an entire world—under siege.

One aspect of this, however, is...well,precedented. Once again, letter carriers are rising to the occasion, displaying courage and commitment and creativity as you serve others in this dangerous situation.

Our cover story paints a broad picture of what you are doing, what it means to folks both isolated and fearful, and the responses from the public. You are fulfilling a unique dual role—helping protect public safety by allowing people to remain at home and still get needed supplies, while also keeping commerce and the economy going.

**Given my job, I'd like to focus on how letter carriers are helping mitigate the existential threat this crisis poses to the Postal Service. If we don't effectively counter that threat, none of the valuable services letter carriers provide to Americans—not only now but also in normal times—will be possible. So, communication has never been more important.**

I have watched President Rolando's indefatigable efforts to get the message to the public—and to elected officials—about the valor of letter carriers and the imperative of including the Postal Service, in meaningful fashion, in federal relief plans. That media effort has been joined at NALC Headquarters by Executive Vice President Brian Renfroe, Assistant Secretary-Treasurer Paul Barner, Director of City Delivery Christopher Jackson, Chief of Staff Jim Sauber and others—many others, in fact.

Around the country, letter carriers have delivered the message through letters to the editor and in other ways, making sure folks know what letter carriers are doing under difficult circumstances and understand the impact this crisis could have on the public's beloved Postal Service—absent action in Washington.

From Montana's Julie Quilliam to Chicago's Mack Julion, Wisconsin's Howard Pope to Indiana's Ronnie Roush, Idaho's John Paige to New York's Charlie Heege, to Detroit's Benjamin Dixon and Sandy Laemmel, and many more, your efforts have reminded Americans in big cities and small towns of what is at stake.

And then there's the Motor City's Kelly Mathaw, whose appearance on *Live with Kelly & Ryan*, the most-watched morning TV entertainment show in the country, gave millions of Americans a glimpse, through the words of a relatable and humble letter carrier, at the services provided and the challenges faced by you during this crisis.

These are just a few examples of such efforts. Meanwhile, there's a bigger reality here—each of you, by providing an essential service at a time that it is more needed than ever, and doing so under arduous conditions, is stepping up to the challenge. With much of the population under stay-at-home orders, many stores closed and services unavailable, you are providing invaluable help to folks from coast to coast.

At perhaps no time in our nation's history has the term "hero" more aptly described America's letter carriers.

**Also stepping up to the challenge, once again, is Tom Riley.** Last month's magazine featured the retired letter carrier, Air Force veteran of the Vietnam theatre, college professor who teaches the history of postal services over the past 6,000 years, and author of a dozen books including on the U.S. Postal Service and the contributions of letter carriers.

After learning that a friend and active letter carrier had contracted the coronavirus, Riley decided to donate \$1.50 from each book sale of *We Deliver* to the Postal Relief Fund. Since we provided no contact information last month, here it is: email [tomrileyauthor@gmail.com](mailto:tomrileyauthor@gmail.com) and website [tomrileyauthor.com](http://tomrileyauthor.com); publisher phone number, 800-876-6103, website [Heritage-books.com](http://Heritage-books.com) and mailing address Heritage Books, Inc., 5810 Ruanan St., Berwyn Heights, MD 20740.

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# News from Washington

## White House signs third COVID-19 stimulus package into law, next package in development; states look to vote-by-mail



**F**ollowing extensive and tense negotiations between the House of Representatives and the Senate, the president signed the Coronavirus Aid, Relief, and Economic Security (CARES) Act (H.R. 748) into law at the end of March.

The massive \$2.2 trillion response to the coronavirus pandemic provided more than \$500 billion in aid to corporations and included some support to our nation's hospitals, businesses, and some, but not all, industries harmed by the economic fallout from the virus. Also included in the final package was a major expansion of the federal-state unemployment insurance system as well as a one-time cash payment of up to \$1,200 per adult and \$500 per child, as well as many other relief provisions.

Unfortunately for letter carriers and the U.S. Postal Service, the package did not include direct relief to the USPS. Instead the law simply raised the agency's borrowing authority from the Treasury by \$10 billion. This will improve the Postal Service's liquidity for now, but at a cost of further indebtedness. The new debt authority comes with uncertain terms and conditions that are unlikely to be helpful to our employer or us. This "relief" is not nearly enough. As NALC President Fredric Rolando noted: "Congress will have no choice but to revisit relief of the Postal Service soon. The COVID-19 crisis is both a public health crisis and an economic crisis—and the U.S. Postal Service is a vitally important tool for combatting these twin calamities."

NALC leadership lobbied the House, Senate and administration aggressively in the lead-up to the bill's passage through both chambers of Congress.

Our goal was to ensure that the Postal Service and its workforce are protected from the public health threat and the economic fallout caused by the virus. To that end, NALC urged the Congress to directly appropriate funds to the Service to stave off a potential collapse, and to forgive its debt to the Treasury. NALC also reminded Congress of the urgent need to address the mandate to pre-fund retiree health care.

Throughout the process, there was a clear difference between House and Senate approaches to postal relief. In the House, Speaker Nancy Pelosi (D-CA) on March 23, proposed broad and aggressive measures to help USPS, similar to the aid offered to other major industries facing significant disruptions by the pandemic. Her proposal called for the elimination of the agency's current \$11 billion debt to the Treasury; resetting the Postal Service's borrowing authority to \$15 billion with an elimination of the current \$3 billion limit on new debt; provision of a one-time appropriation of \$25 billion to be available for use between now and September 2022; and a provision to prioritize the delivery of medical items and to make other operational adjustments in response to the coronavirus crisis.

In an additional postal-related matter, the House bill called for \$4 billion in funding, partly to expand vote-by-mail for this year's remaining primaries and the general election in November. The election security measure also included a national requirement for the right to cast a ballot by mail for every voter.

The initial Senate bill offered no relief to the Postal Service whatsoever, despite compelling information

provided by the Postal Service to the Senate Homeland Security and Governmental Affairs Committee (HSGAC) and its chairman, Sen. Ron Johnson (R-WI). That evidence showed that the sudden shutdown of major parts of the U.S. economy was sharply reducing mail volume and revenue for the Postal Service.

NALC and its allies in the mailing industry—unions and mailers alike—also weighed in, urging lawmakers to repeal the retiree health pre-funding mandate, a repeal plan already adopted by the House in February (H.R. 2382). Although the Postal Service has not received taxpayer appropriations since the 1980s—other than small ones to carry out congressionally requested activities related to military voting and free mail for the blind—NALC argued that the present crisis warrants such appropriations now.

In coordination with NALC and other stakeholders, Senate Minority Leader Chuck Schumer (D-NY) wrangled with the administration’s lead negotiator, Treasury Secretary Steve Mnuchin, over the major elements of the \$2.2 trillion legislative package. Schumer pushed for major relief for the Postal Service. The ranking member of HSGAC, Sen. Gary Peters (D-MI), also sought to persuade Chairman Johnson that the USPS needed relief.

Johnson eventually conceded that direct aid was warranted and urged Senate Majority Leader Mitch McConnell (R-KY) to include a \$13 billion appropriation to the Postal Service in the stimulus legislation. Despite the Republican chairman’s support, the administration’s negotiating team, led by Mnuchin, rejected the urgent relief and opted only for a \$10 billion line of credit with “strings attached.” Even

with the conditional loan in place, the Postal Service is expected to run out of money by Sept. 30—threatening major disruptions in service.

With the third stimulus in the rearview mirror and national unemployment figures continuing to rise, conversations have already begun between the House and Senate on the next relief package. With lawmakers out of Washington and back in their states working, it is unclear as to the timing of the next stimulus package.

As the pandemic continues to shut down major parts of the U.S. economy—dramatically reducing mail volume and revenue for the Postal Service, NALC and allies will continue to lobby for stronger measures to protect USPS and the postal workforce. We will fight to ensure that the Postal Service is given financial assistance similar to what many private companies (airlines, hotels, etc.) have received.

NALC will actively engage Congress and the administration to address the urgent needs facing our employer. Letter carriers should check the NALC government affairs webpage for the most up-to-date information about the next stimulus bill and remain in contact with their members of Congress throughout this crisis to convey the urgent need for funding.

### **States expanding vote-at-home options to keep elections safe**

It is becoming increasingly clear that in-person voting threatens the

health and safety of both voters and poll workers throughout the country, as the public health crisis around the coronavirus continues to grow. To counter these problems, many states are working to expand vote by mail, also known as vote-at-home (VAH). The VAH options are being deployed for both the remaining state primaries and the general election in November. These options include a range of changes, such as moving from requiring an excuse for an absentee ballot

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**“Congress will have no choice but to revisit relief of the Postal Service soon. The COVID-19 crisis is both a public health crisis and an economic crisis—and the U.S. Postal Service is a vitally important tool for combating these twin calamities.”**

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to no excuse required or transitioning from no-excuse absentee voting to an entirely vote-at-home system.

Some states already have full VAH systems or mostly VAH and therefore are uniquely suited to address this crisis with only minor adjustments needed to their current structure. These states are Colorado, Oregon, Washington, Utah (which reached 100 percent VAH last year) and Hawaii (which will reach 100 percent VAH this year). Arizona, California, and Montana already have a large majority of voters who vote by mail and are prepared to expand to a VAH system for all voters. Nevada, New Jersey, Virginia and the District of Columbia all offer no-excuse permanent mail-in ballot options as well.

That leaves 39 states with varying

levels of absentee voting that will need to find a way to respond to the current crisis, whether that be for an upcoming primary or for the November general election. States that have not already held their primaries are changing voting dates and making adjustments where applicable.

As of the date this issue of the magazine went to press, the adjusted schedule for primary elections for May and beyond is as follows:

**May 2:** Kansas cancelled in-person voting for the May 2 Democratic presidential primary, which will now be held entirely by mail.

**May 22:** Hawaii cancelled in-person voting for the April 4 presidential primary and extended the deadline for mail-in ballots until May 22.

**June 2:** Connecticut, Delaware and Rhode Island moved their April 28 presidential primaries to June 2. Indiana, Maryland and Pennsylvania moved both their state primaries and presidential primaries from May 5 for Indiana and April 28 for the other two to June 2.

- Connecticut, Delaware and Indiana all require an excuse for an absentee ballot application to be accepted.
- Rhode Island, Maryland and Pennsylvania all have no excuse required absentee voting, but voters must make sure to apply.

**June 9:** West Virginia and Georgia moved their presidential and state primaries from May 12 and May 19 respectively to June 9. West Virginia requires an excuse for an absentee ballot application to be accepted. Georgia has no-excuse-required ab-

sentee voting, but voters must make sure to apply.

**June 20:** Louisiana moved its April 4 presidential primary to June 20. Louisiana requires an excuse for an absentee ballot application to be accepted.

**June 23:** Mississippi and North Carolina moved their state runoff elections from March 31 and May 12, respectively, to June 23. Kentucky and New York moved their presidential and state Primaries from May 19 and April 23 respectively, to June 23. Virginia moved its June 9 state primary to June 23.

- Mississippi and Kentucky both require an excuse for an absentee ballot application to be accepted.
- North Carolina has no-excuse-required absentee voting, but voters must make sure to apply, while New York is transitioning to no-excuse-required absentee voting.
- Virginia has no-excuse-required permanent absentee voting, but voters must make sure to apply.

**July 7:** New Jersey moved its June 2 presidential and state primary to July 7. New Jersey has no-excuse-required permanent absentee voting, but voters must make sure to apply.

**July 14:** Alabama and Texas moved their state runoff elections from March 31 and May 26, respectively, to July 14. Both states require an excuse for absentee ballot application to be accepted.

**Aug. 11:** Georgia moved its July 21 state runoff election to August 11. Georgia has no-excuse-required ab-

sentee voting, but voters must make sure to apply.

As these changes make clear, the pandemic has dramatically disrupted the 2020 election process. In some cases, it has created chaos. Notably, Wisconsin's primary was held on April 7 despite attempts to change the date in response to the threat to public health. In the week before the vote, Wisconsin Gov. Tony Evers called for a special session of the state legislature, requesting that lawmakers postpone the primary. The Republican-controlled legislature refused to postpone it, prompting Evers to issue an executive order to postpone in-person voting and extend the receipt deadline for mail-in ballots to June 9.

Later that same day, the Wisconsin Supreme Court blocked the governor's executive order in a 4-to-2 decision by the court's conservative majority, offering no explanation for the ruling. Also on that day, the U.S. Supreme Court, in a 5-4 decision, again by the court's conservative majority, blocked a lower court's six-day extension of Wisconsin's receipt deadline for mailed-in ballots. In response to the decision, Justice Ruth Bader Ginsburg wrote that "the court's order, I fear, will result in massive disenfranchisement."

This sequence of events meant that if the majority of Wisconsin voters wanted their ballots to be counted, they were forced by the Wisconsin legislature, the Wisconsin Supreme Court, and the U.S. Supreme Court to go in-person to cast their votes, risking their health and that of others. These judicial decisions may have far-broader implications for states that have not yet postponed their primaries. Many states that have



been heavily reliant on in-person voting will be guided by the fiasco in Wisconsin.

NALC encourages all states to adopt policies that keep our elections and citizens safe and secure during this

time of uncertainty and crisis. To find the most accurate and up to date information—specific to your state’s elections—you can visit the webpage of your state’s secretary of state. If your state does not have a secretary

of state, search for the office of elections (example: Hawaii). You also can visit the National Conference of State Legislatures webpage on state primary dates, which is tracking all the schedule changes. **PR**

## NALC launches “You Are the Current Resident” podcast with COVID-19 pandemic information

**N**ALC has been at the forefront of unions using communications technology to deliver informative and up-to-date messaging straight to letter carriers, most recently through social media and push notifications on the NALC Member App. But now it’s bringing the message straight to letter carriers’ ears.

NALC has launched the weekly podcast, “You Are the Current Resident” on Podbean and other popular podcasting venues, including iTunes, Spotify and Google Play.

During each episode, NALC Executive Vice President Brian Renfroe and Assistant to the President for Contract Administration Mark Sims discuss vital topics affecting the letter carrier craft and the union. The COVID-19 pandemic and its impact on letter carriers and the Postal Service have dominated early episodes since the podcast debuted in March (for more about the podcast, see Renfroe’s column on page 30). The show’s format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.

In just the first two weeks since the launch of its first episode, listeners have played the podcast more than 15,000 times, and the reviews have been overwhelmingly positive.



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4.8 ★★★★★  
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#43  
News

12+  
Age

Podcast hosts NALC Executive Vice President Brian Renfroe (l) and Assistant to the President for Contract Administration Mark Sims (r) discuss a union administration topic with Secretary-Treasurer Nicole Rhine.

and can click “Follow” to receive updates when new episodes are released.

Accessing the podcast is easiest on Podbean:

- On smartphones, simply go to the Apple App Store or Google Play Store and download the Podbean Podcast App & Player. Once you have downloaded the app, open it and create an account (or sign on as a guest) and go to the search icon at top and enter “You Are the Current Resident.” From there, you can listen to the available episodes

- On your computer or mobile browser, go to [youarethecurrentresident.podbean.com](http://youarethecurrentresident.podbean.com) and click on the play button of the episode you wish to listen to.

For additional audio content, select articles and columns from each issue of *The Postal Record* are recorded and will be uploaded on a monthly basis. The audiobook version of *The Postal Record* also is available to listen to on Podbean. **PR**

## Stamp Out Hunger® Food Drive postponed

**T**he 28th annual Letter Carriers' Stamp Out Hunger® Food Drive, scheduled for May 9, has been postponed. NALC and our national partners are fully committed to re-scheduling the food drive later this year. A date has not yet been set.

In addition to the generosity of residents across the country, the annual success of the food drive is largely due to the efforts of letter carriers, other postal employees, postal customers, community volunteers and many more. Their safety is of paramount importance. Much of the country is currently under shelter in place or similar advisories, due to the COVID-19 pandemic, and public health authorities such as the Centers for Disease Control and Prevention (CDC) have issued guidelines that include social distancing. While it is unknown how long these guidelines will remain in place, it is highly unlikely that those involved in the food

drive will be able to safely participate in mid-May.

NALC and our national partners—the U.S. Postal Service, United Food and Commercial Workers International Union (UFCW), National Rural Letter Carriers' Association, Valpak, United Way Worldwide, AFL-CIO, Valassis, Kellogg Co. and CVS Health—know well that food assistance is a critical need for many during this difficult time, and we remain strongly committed to helping those in need in the communities we serve across the United States. Even aside from the current crisis, one in eight Americans, including millions of children, seniors and military veterans, are unsure where their next meal will come from.

We look forward to once again holding the largest one-day food drive in the country when it is safe to do so.

Americans across the country donate food during the letter carrier food

drive, which is held annually on the second Saturday in May. All food collected stays in the local community and helps

stock homeless shelters, food pantries, church shelves and more. While we cannot safely conduct the 2020 food drive on its traditional date, we encourage those who would participate to consider donations that can be safely made to food banks in the form of food or financial assistance. Letter carriers, our national partners, community supporters and volunteers will be prepared to Stamp Out Hunger® once again when it is safe to do so. **PR**



## Convention deadlines approaching

**Due to the COVID-19 pandemic, the status of NALC's 72nd Biennial Convention, scheduled for Aug. 17-21, remains uncertain. NALC will continue to provide the latest updates in *The Postal Record* and the *NALC Bulletin*, on the NALC website at [nalc.org](http://nalc.org) and through NALC's social media channels.**

**With that in mind, information is provided at right regarding convention deadlines in the event the convention can proceed as normal. Additionally, new information about convention hotels and various things to do on the island can be found on the convention page of the NALC website.**

**D**eadlines for the 72nd biennial convention in Honolulu are approaching quickly. Delegate eligibility lists for the convention have been mailed to all branches. The lists must be completed and returned to Secretary-Treasurer Nicole Rhine's office at NALC Headquarters no later than June 18 for branch representatives to be registered as delegates to the convention.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by June 17. That date is 60 days in advance of the convention, as prescribed by the *Constitution*. Proposed amendments will appear

in July's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 17 deadline in order to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 18 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 18.

Go to [nalc.org](http://nalc.org) for more convention news. **PR**

# TSP to provide exception for coronavirus hardship; more changes coming this fall

**A**s part of the financial recovery package Congress passed and the president signed into law in March, the Thrift Savings Plan (TSP) is expected to waive the 10 percent tax on early TSP withdrawals of up to \$100,000 for people affected by the coronavirus outbreak in some way, retroactive to Jan. 1, 2020. If the policy goes into effect, those who use this waiver will have three years to either pay the tax or reimburse their plans.

TSP spokeswoman Kim Weaver explained that the category of “people who would be eligible [is] quite broad: if you’ve been diagnosed with COVID-19, if your spouse or dependent has been diagnosed, or if you’ve experienced adverse financial consequences like you’ve been laid off, unable to work due to child care, etc.”

The COVID-19 pandemic is not the only hardship exception at the TSP. While existing rules already allow participants to withdraw money early for 1) negative cash flow, 2) medical expenses for the participant, spouse or dependents, 3) repairs or property replacement from a personal casualty loss, or 4) attorneys’ fees or court costs for a participant’s divorce or separation, they also grant special exceptions for natural disasters.

Previously, the TSP relied on the Internal Revenue Service (IRS) to issue guidance and make announcements authorizing participants to take hardship withdrawals for specific events, such as the California wildfires of 2017, but the IRS decided to stop issuing these announcements. Instead, it added lost expenses and income due to a Federal Emergency Management Agency (FEMA)-declared natural disaster to the list of “safe harbor” expenses eligible for financial hardship.

By adding FEMA-declared natural disasters to the list of eligible expenses for financial hardship, the TSP will eliminate a step or two, as it no longer would be required to inform participants when they are eligible for this reason.

For those who don’t know, the TSP works like a 401(k) in the private sector, allowing the employee to save with tax advantages and to benefit from employer contributions. TSP is an essential part of most carriers’ retirement plans. Under the Federal Employees Retirement System (FERS), which covers most letter carriers, new career carriers are automatically enrolled in TSP and contributions are taken from their paychecks, unless they opt out.

One more change is coming to the TSP, this one aimed at new participants. The Federal Retirement Thrift Investment Board (FRTIB) will set automatic contribution rates at 5 percent for those participants, with the change going into effect on Oct. 1, the TSP announced in February. New career letter carriers will automatically begin contributing 5 percent—up from the current 3 percent—of their basic pay toward the TSP, maximizing the matching contributions from USPS.

This change won’t affect existing TSP



participants, and all participants can change their contribution rates at any time.

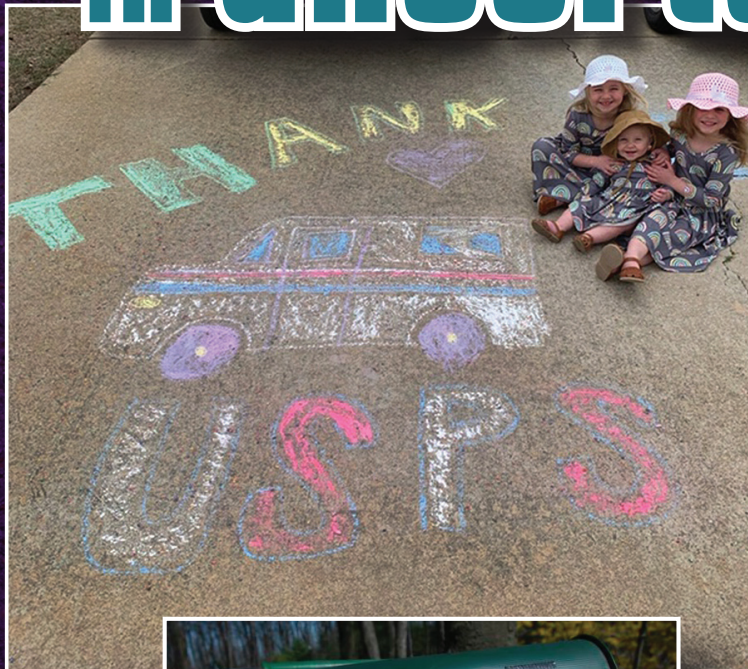
The change is an effort by the TSP to help its participants save more and better prepare for retirement. According to the FRTIB, 26 percent of participants were contributing less than 5 percent of their pay at the end of 2018.

“Increasing the rate to 5 percent not only increases the amount that a participant saves from his or her basic pay but also ensures that that participant receives the full amount of agency/service matching contributions he or she is entitled to, both of which allow the participant...to achieve significantly greater retirement savings,” the FRTIB wrote in the proposed rule. **PR**

Photos from around the country (from top): A letter carrier in Austin, TX; some young patrons thank their carrier with sidewalk chalk in Oklahoma City; and a humorous note for a carrier in Lehigh Valley, PA.



# Essential service in uncertain times



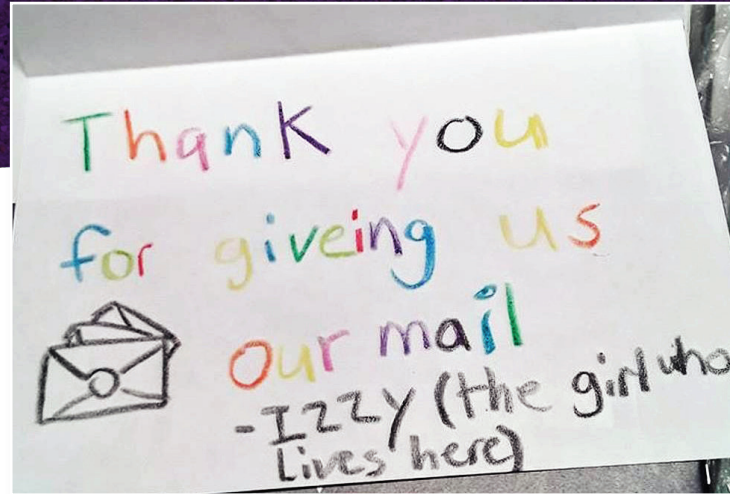
**L**etter carriers have a long history of serving the United States in times of crisis. Even in normal times, we are called to service simply by doing our jobs, binding the nation together as we deliver vital documents, prescription medications and supplies to people with limited access to the outside world. Our mission becomes all the more important when a crisis confronts the public.

Our service in difficult times transcends the delivery of mail. By delivering our routes, we bring a sense of normalcy and stability to anxious customers. And by doing our jobs even as we struggle with the same challenges facing the people we serve, letter carriers become an inspiration, one delivery at a time.

We have served this way through many crises and disasters. Fear and uncertainty have gripped the public before, and letter carriers have responded. After the terrorist attacks of Sept. 11, 2001 and the subsequent anthrax attacks, after the Houston area suffered the worst flooding in U.S. history two-and-a-half years ago, after numerous power blackouts, hurricanes, tornadoes or wildfires left residents isolated, anxious and in need of a link to the outside world, letter carriers have stepped in to bring vital service and a steady presence.

Now, we are providing connection, reassurance and inspiration to communities across the country as the coronavirus pandemic affects people in every state in the union.

A letter carrier in West Michigan received this note from one young customer.



The unique nature of this crisis, with many tens of millions of people in isolation or even quarantined at their homes, makes our role particularly important. Across the country, Americans have become disconnected for an extended time from jobs, from businesses they rely on and from friends and family. Now more than ever, they depend on the Postal Service for connections to each other and to the outside world.

We are providing many people with prescription and over-the-counter medications and important documents, as we always do. We also are delivering additional vital supplies that many of our customers would leave their homes to buy in stores in normal circumstances, but cannot because of supply shortages, orders to shelter in place or health concerns. The Postal Service will deliver checks to many households as part of the nationwide economic stimulus and relief law—the largest in U.S. history—that Congress passed, and the president signed into law, in response to the economic impact of the pandemic.

In the midst of the crisis, letter carriers are being called upon to keep our democracy functioning. The U.S. Census Bureau is busy conducting the ten-year census, which includes mail to and from millions of households. Primary elections for the upcoming presidential and congressional elections will also rely heavily on the mail, more than ever before—millions of voters will cast their votes by mail, and more states are switching rapidly to vote-by-mail or considering the option (see story on page 14). As we play this essential role, we perform an unspoken service, helping to soothe the anxious feelings of many. Whether they see us in our uniforms and trucks on the street or

simply see the mail in their mailboxes, our customers feel a connection to the rest of the world and for some, hope for the future.

“The power of simply being there—of showing the public that someone they rely on is getting the job done—should not be underestimated,” NALC President Fredric Rolando said. “When Americans see letter carriers and the daily mail, it offers a measure of reassurance in these unprecedented times that the nation continues to function.”

The public we serve understands that as we demonstrate the daily resolve of the nation, we are struggling with the same inconveniences and anxieties that everyone else is facing.

“Like other Americans, letter carriers must also protect our health, manage our fears and tend to family members at home during this crisis,” Rolando said. “That is what makes our efforts to deliver the mail truly heroic.”

And Americans everywhere are expressing their thanks. In newspapers, on social media and even with handmade signs, their messages of gratitude and encouragement have reached individual letter carriers and sometimes made news. Just as they show their appreciation for others who are giving extra effort in this crisis for the benefit of all—from healthcare workers to police officers and firefighters to grocery store employees—people also are giving thanks to postal employees for their dedication.

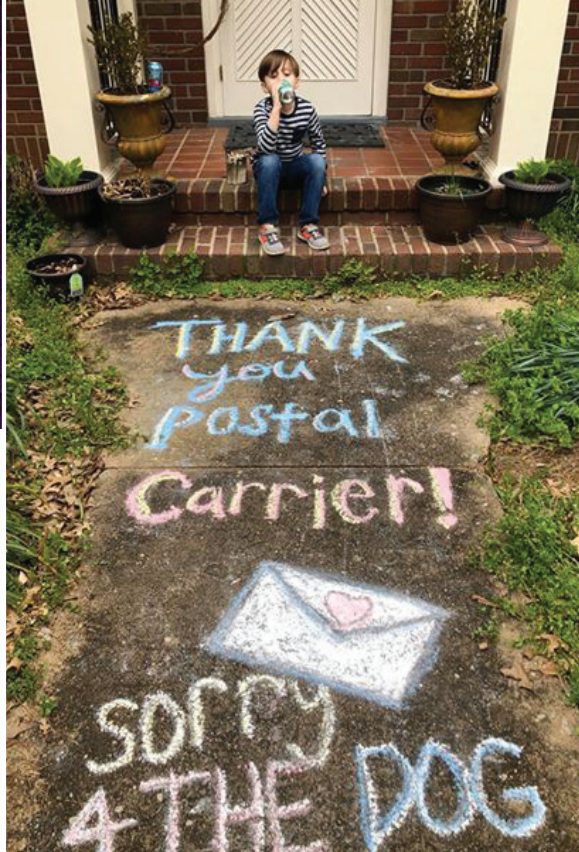
Here, *The Postal Record* brings you some examples of public recognition and support for the service that letter carriers are providing in uncertain times.

A family in High Point, NC, is writing regular inspirational messages in chalk on the walk leading to their mailbox, reported Greensboro, NC, news outlet WFMY. “Thank you postal carrier,” one message read. “Sorry 4 the dog.”

In Indiana, an anonymous chalkster went to the post office to thank local postal employees. “Thanks for taking care of our mail,” read the message written with green chalk on the sidewalk outside the Topeka, IN, Post Office. The postmaster discovered the anonymous message of thanks when he went outside to sanitize the front door handles, reported the local newspaper, the *Goshen News*.

In nearby South Bend, IN, a letter carrier’s sister is leaving “goody bags” containing essential supplies such as tissues, hand sanitizer, wipes and gloves, along with notes of encouragement and thanks, for her letter carrier, South Bend’s ABC 57 news channel reported. The woman has urged others in her neighborhood to do the same through social media.

Members of a social group for teens with autism in the Dallas-Fort Worth area made “Thank You Boxes” for letter carriers and other delivery services, news channel NBC 5 of North Texas reported. The teens are placing boxes outside their front doors filled with bottles of water and snacks for carriers as a token of appreciation.



The note for one letter carrier in Greensboro, NC.

In New York, Boston and other cities and small towns, residents have organized a collective cheer to thank heroes, including postal employees, who are working during the crisis. The cheer is modeled on an event that began in European countries locked down by the coronavirus crisis and has spread to communities worldwide. From their windows and front porches at the appointed time, residents clap and cheer all at once, hoping to make enough noise to be heard by those they appreciate. Participants are using #ClapBecauseWeCare on social media to spread the idea.

Even the United Nations has noticed. UNI Global Union, the worldwide federation of postal unions, issued a joint statement with the Universal Postal Union (UPU), the United Nations agency representing the postal sector, about the crisis. “The UPU and UNI Global Union thank all postal operators, postal unions and postal workers globally for their dedication and engagement to keeping the postal network running in times of crisis,” the statement said. “We firmly believe we will emerge from this pandemic stronger and more resilient, while proudly delivering on our mandates to serve the world’s peoples.”

Everyone he delivers to is at home and grateful for his service—even at a distance, he says. “They’re all just happy to see me because they appreciate the smile I bring to them,” Grant told the Fox/ABC/CBS affiliate, “and they always say I make their day, which is a good thing for me because I like to see them happy.”

Grant told WGGB that the most important thing he can do is to keep smiling. “I think it’s a better time than ever at this moment with so many people stressed out, not being able to pay their bills or go to work and to see someone come smiling, bringing them their mail,” he said. “I think it’s the best thing that a letter carrier can do at this moment.”

Meanwhile, newspapers, in editorials, columns and letters to the editor from residents, have joined in spreading the praise.

“Just a quick shout-out to all those in our community who are working so hard to maintain the many ‘little things’ we’ve too long taken for granted. Grocers restocking shelves around the clock. U.S. Postal Service carriers delivering mail each afternoon,” a reader wrote in a letter to the Park City, UT, *Park Record*. “Thank you. Your diligence nudges fear towards faith.”

The Western Mass News channel (WGGB-TV) of Springfield, MA, profiled Springfield Branch 46 member **Harrison Grant**, whose famous smile is a welcome sight to his customers these days in Longmeadow, where he has carried mail for 33 years.

“I want to give a huge shout-out to all the postal carriers, and I hope that the public will give their carriers a thank you soon,” a reader wrote to the *South Bend Tribune* of South Bend, IN. “The Postal Service is there through all conditions and this time is more trying for everyone.”

“Kudos to the postal workers, who are processing and delivering mail, medicines and supplies to every U.S. household during this pandemic,” a reader wrote in a letter to the Long Island, NY news outlet *newsday.com*.

A columnist for the Longmont, CO *Times-Call* newspaper singled out letter carriers for special thanks for serving despite the stress of the times. “The fact that they keep going and provide our readers and residents with essential news and packages makes this situation a whole lot more manageable,” he wrote.

“The United States Postal Service and that promise of mail delivery through rain, sleet, snow, and now... add global pandemic to the list,” wrote a columnist for *spectrumnews.com* of Western New York. “Thank you for working so hard.”

“I would like to take this opportunity to thank postal employees for all their hard work in delivering mail and packages during this pandemic. They come to work every day and do their job delivering packages, medicines, letters, etc.,” a reader wrote in a letter to the *Daily Freeman* of Kingston, NY. “We should all be grateful for the excellent job the U.S. Postal Service is doing.”

Citing postal employees along with healthcare workers and others, the *Rio Rancho Observer* thanked essential workers of all stripes for their service. “Too many of you have been underappreciated for too long,” the New Mexico newspaper’s editors wrote.

Right: A chalk message written outside a post office in Topeka, KS

Below: A carrier in Garden Grove, CA, shows off the thank you card he received.



“Thank you for playing essential roles, even before now. We hope no one, including you, ever again doubts how much of a difference you make.”

People are also flooding social media with messages—including photos, artwork and videos—of support and gratitude for postal employees and other essential workers. A sample of messages posted on Twitter:

“To every U.S. postal worker— thank you for continuing to sort and deliver our mail and packages!” – Wendy Mills, reporter for Western New York news channel Spectrum News

“Our postal workers are vital to deliver supplies and keep the economy going during this pandemic.” – Arriadna

“Think of the people who do leave home every day to run the stores, factories, and warehouses on which we rely to live. Think of the postal workers who sort and deliver your mail, the sanitation workers who clean our cities, the outreach teams helping the homeless and hungry.” – Ali Velshi, television host

“To the supermarket employees, postal workers, delivery truck drivers, and all of the doctors, nurses and medical professionals, *thank you* for helping us make it through this difficult time as best we can. We appreciate you!” – U.S. Rep. Mike Levin (D-CA)

“Be kind to your postal worker, nurse, bus driver, delivery guy, grocery clerk. They’re heroes.” – Zac Petkanas

Letter carriers have taken to the media as well to offer words of support to their communities.

Former Idaho State Association President **John Paige** wrote the *Twin Falls News-Times* in support of carriers. “I would especially like to thank the letter carriers of the U.S. Postal Service. Many of them are military veter-

ans who are serving the people of the United States a second time, delivering the mail during this epidemic.”

In a letter to the Hamilton County, IN, *Times*, Carmel, IN Branch 888 President **Ronnie Roush** told the community that letter carriers will continue to serve, and he asked for support in return.

“We take great pride in serving our communities and we gladly accept our jobs being deemed ‘mission critical’ where we will be working everyday throughout this pandemic,” Roush wrote. “We strive to give you a sense of normalcy and hope you enjoy seeing your letter carrier or the white trucks with the Eagle on the side in every neighborhood six and seven days a week. Now is the time to stay at home and allow us to bring much needed supplies to your front door.”

“I just want to thank all of our hard working Montanans,” including medical professionals and delivery personnel, Montana State Association President and Great Falls, MT Branch 650 member **Julie Quilliam** wrote in a letter to the Great Falls *Tribune*. “The letter carriers of Montana are out delivering a sense of normalcy six days a week in these uncertain times.”

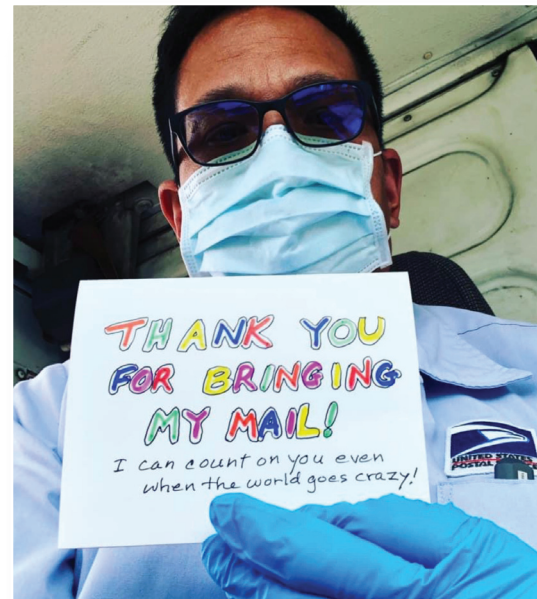
**Alan Ashley**, an Ann Arbor, MI Branch 434 member who has carried mail in Ann Arbor for 26 years, demonstrated the spirit of confidence and the inspiration of letter carriers when he wrote a column on the Chelsea, MI, news site *chelseaupdate.com*.

“The USPS was the only government agency open for business the day after the 9/11 attacks. The USPS has continued delivering mail and packages through 9/11, anthrax threats, the 2003 East Coast blackout, and other national incidents,” Ashley wrote.

“Letter carriers will continue to

deliver through anything else in the future. So there’s no need to worry about the mail stopping,” he wrote. “Remember our motto of ‘neither rain, nor snow, or sleet.’ ”

Reflecting on the challenges every family, including his own, faces in these times, Ashley offered words of encouragement: “As long as everyone continues to wash their hands, practice social distancing, and helping those in need, we will get through this crisis.”



Working as a letter carrier may be trying these days, President Rolando said, but our union, our fellow carriers and our customers are all on the same side.

“The people we serve day in and day out understand that we may have to make changes to our service and how we work during this time,” Rolando said, “and I think most understand and appreciate that. They are cheering us as we do our essential work.”

For updates on the evolving situation, go to [nalc.org](http://nalc.org). **PR**

# VotebyMail

## COVID-19 pandemic concerns raise the profile of voting by mail-in ballot

**W**ith shelter-in-place rules in effect in many localities and states, and the overall danger of large gatherings brought on by the COVID-19 pandemic, vote-by-mail is getting its moment in the national spotlight. The House of Representatives even included nationwide vote-by-mail in the third piece of pandemic stimulus legislation, though it was removed later in the process.

“In terms of the elections, I think that we will probably be moving to vote-by-mail,” House Speaker Nancy Pelosi (D-CA) told MSNBC. She called it “a reality of life” amid the outbreak.

“The integrity of our election system is central to our democracy,” she said.

While the provision was not part of the bill signed into law, \$400 million in funding was made available to the states to help them with their elections. Many believe that the states will use that funding to explore the vote-by-mail option.

It’s a critical time to be having the discussion, as 15 states and one territory have pushed back their presidential primaries or switched to entirely voting-by-mail with extended deadlines. Of those states and the territory of Puerto Rico, only Alaska, Hawaii and Wyoming had fully switched to vote-by-mail (canceling any in-person options) as this magazine was being prepared, though several other states were considering it.

Even without the COVID-19 pandemic, vote-by-mail has been on the rise, though it means different things in different places:

- Five states currently conduct all their elections or will conduct all their elections, starting with the 2020 elections, entirely by mail:



Colorado, Hawaii, Oregon, Washington and Utah, with California in the process of transitioning to the system. That means that all registered voters receive a ballot in the mail, though there still are in-person voting options. Each voter marks his or her ballot, places it in a secrecy envelope or sleeve and then into a separate mailing envelope, which the voter signs. The ballots then may be returned by mail or dropped off in person in designated locations. Locations and times often are allocated for in-person balloting, either during an early voting period or on Election Day, though they are not heavily used.

At least 21 other states have laws that allow certain smaller elections, such as school board contests, to be conducted by mail. Several states have allowed smaller elections to

be run by vote-by-mail as a trial run before moving to more robust vote-by-mail systems (see Utah as an example below).

- Five states allow voters to select a permanent mail ballot without an excuse, while 23 others have no-excuse absentee ballots that must be selected for each election. New York and Delaware are in the process of joining this group of states.
- The remaining 14 states require an excuse for an absentee ballot, though some have a waiver for certain age groups.

Studies have suggested that vote-by-mail increases turnout. One example is the small community of Suncrest in Utah. Suncrest straddles Salt Lake and Utah Counties—one of which had vote-by-mail while the other didn’t. The



## Vote at Home Status by State – March 2020

States with blended policies in the Step 3 – 4 – 5 range.

**UT** 100% VAH in 2019  
**HI** 100% in 2020  
**CA** targeting 2022/24

**NE** has 11 counties on 100% VAH for 2020

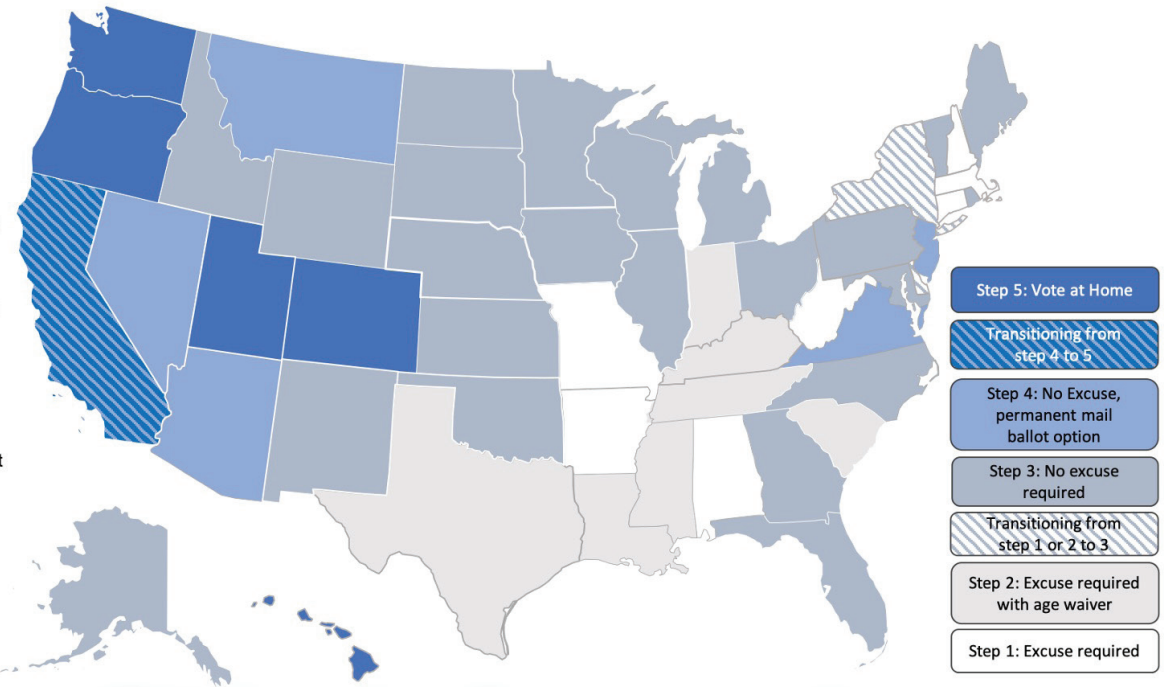
**ND** has 30 counties using 100% mailed-out ballot voting

**OH** sends absentee request forms to all 8M voters, for some elections

**MI, MN & PA** have a permanent absentee list, but periodically send request forms, not ballots, to voters

**AL, KS, & WI** offer permanent absentee status to voters with disabilities

**DC** offers Step 4 to its voters



vote-by-mail side of Suncrest voted at a rate nearly 18 percentage points higher than the traditional voting side in the 2016 presidential election.

It helps increase turnout with local and off-year elections as well, as evidenced by a recent vote-by-mail election in Anchorage, AK, which produced the highest vote total in the city's history.

Advocates say that the results stem from the fact that voters can take the time they need to study the issues and the candidates in the comfort of their own homes, and also that they avoid the inconvenience of having to stand in line at a polling station on a specific day.

The benefits also extend to the states and counties running the elections; they save money by not having to staff traditional polling places with poll workers or equip each polling place with voting machines. California's Orange County has estimated that it will save \$29 million on its 2020 election with the vote-by-mail adoption.

While there are cost savings over the long term, start-up costs can be high, with counties or cities needing to invest in paper ballot scanners. That, however, is a one-time cost.

Advocates also point out that the system is less susceptible to being hacked than are electronic voting

machines. Moreover, paper ballots provide a paper trail for recounts in case of security problems or technical malfunctions.

Some critics say that vote-by-mail disproportionately benefits minorities, immigrants and other groups that have a hard time making it to the polls, and who often vote for Democrats, and that it also can lead to problems of voter fraud.

The first criticism is not a real problem—making it easier to vote is a good thing, not a bad thing—regardless of whether it helps one party or the other. But the complaint is almost certainly wrong. When 100 percent mailed-out ballots were introduced in Colorado in 2014, the evidence showed that it helped Republican turnout more than Democratic turnout—and Sen. Cory Gardner (R-CO) won the election. Republicans have traditionally used absentee voting more often than Democrats, especially among elderly GOP voters. In this year's election, such voters will especially appreciate the option to vote by mail because they are especially threatened by COVID-19 virus.

In fact, vote-by-mail has proven popular in many Republican-leaning states, including Arizona, Alaska, Montana, both Dakotas and Utah. Utah actually conducts all of its elections through the mail now.

As for the contention that vote-by-mail increases voter fraud, or opens voters to pressure by family members, there is very little supporting evidence. In Oregon, more than 100 million votes have been cast since 2000, when it became the first all vote-by-mail state and there have been only a handful of fraud cases. And there are ways to guard against such fraud. For example, when election officials in Utah encountered a small number of fraudulent votes cast by the parents of Mormon children away from home on religious missions, the state used signature-scanning technology to compare the signatures on the outer envelopes of returned ballots with registration signatures to catch the culprits.

Advocates of mail voting say that the benefits achieved by greatly increasing the opportunity for citizens to vote far outweigh the problems resulting from the minuscule number of cases of voting fraud.

The biggest takeaway, by far, is that voters—both Democratic- and Republican-leaning—like vote-by-mail. Here's an example of how it rolled out in one state.

### Utah as an example

In 2004, to combat a declining voting rate, the Utah legislature voted to move from an excuse-required absentee

# VotebyMail

ballot to a no-excuse absentee ballot. Despite the change, and even though many voters switched to the absentee ballots, turnout remained low.

In 2009, then-Gov. Jon Huntsman convened a commission to study the problem and generate ideas to increase turnout. The commission looked at same-day registration and at increasing the number of electronic voting machines to make lines shorter. Rozan Mitchell, the election director for Salt Lake County, Utah's largest, pointed out that a third of her county's voters were using the absentee ballots, so there was no need to spend more money on expensive electronic voting machines. She pointed to the success of Oregon's vote-by-mail system and said that Utah should consider doing elections entirely by mail, since a large portion of her state's population was voting that way anyway.

"It was like running two different elections," Mitchell said. "You were running the vote by mail and processing those ballots, but you still had to facilitate polling places and [make] sure that you had all those fully functional. It really was truly administering two elections at the same time."

More county officials encouraged the state legislature to let them give it a try, and State Rep. Steve Eliason introduced a bill in 2012 to facilitate allowing counties to conduct all-mail elections. He expected to face backlash from one or the other political parties, as changes to the way people vote are often the most difficult to move forward, but that didn't materialize.

"They both saw the value in it," Eliason, a Republican, told *Washington Monthly*. He said that Democrats likely believed it would increase turnout from younger voters, while Republi-

cans likely thought it would help older voters in rural parts of the districts. "I can only assume they both thought it would give them some sort of strategic advantage."

The bill was passed in March 2012, but only one county opted in for that November's election. Small, rural Duchesne County in northeast Utah gave it a try—and subsequently reported a turnout among active registered voters 6 percentage points higher than the rest of the state.

Seeing the success, more counties signed on. In 2013, Weber County tried vote-by-mail for a special library bond and saw turnout nearly double from its 2011 municipal election, with voting numbers even higher than in the presidential election of 2012. In 2014, Weber County Clerk Rick Hatch decided not to allow vote-by-mail for the 2014 midterms as he said he believed that vote-by-mail made less sense for a national election. He quickly discovered that when you give voters the option to vote by mail and they get used to receiving their mail ballots, you shouldn't try to take it away.

"A few weeks before Election Day, our phone lines were inundated with people saying their ballots hadn't come in the mail," Hatch said. "When we told them we weren't doing vote by mail this year, they got angry."

After turnout dropped, Weber has since done vote-by-mail for all elections.

Salt Lake County instituted pilot programs that allowed cities within the county to try out vote-by-mail, with two cities sending out ballots to all registered voters in 2013 and nine in 2015. The cities that used it in 2015 reported that turnout in their municipal elections increased by 39 percent. That data convinced the county to switch to



mailing out ballots to all voters, too.

In 2020, Utah and Hawaii are joining the ranks of states that vote entirely by mail.

## Is now the time?

The process of rolling out the system by letting counties try it first has proven much more successful than when attempts are made to have the switch be statewide all at once. Montana tried to pass a ballot initiative of the latter type but failed to get the required signatures. Legislators in Alaska introduced a bill to enact vote-by-mail statewide, but it didn't pass.

"It is voter driven," said Amber McReynolds, CEO of the National Vote at Home Institute, an organization dedicated to expanding voting at home. "You give these options to voters and then they take advantage of it and then more and more people start using vote by mail and everyone starts to wonder, 'Why should we keep rolling out these polling places all over?'"

You can read *The Postal Record's* interview with McReynolds about the National Vote at Home Institute on page 18.

As this year's November elections get closer, the vote-by-mail conversation is just going to get louder, with politicians, party officials and pundits from both sides of the debate making their arguments. And for those counties and states that do not allow their voters to vote by mail-in ballot, the question is likely to center on a question of immediate concern: how else are people going to vote safely in this year of COVID-19? **PR**



# Install the free NALC Member App for your iPhone or Android smartphone

As technology increases our ability to communicate, NALC must stay ahead of the curve. We've now taken the next step with the NALC Member App for iPhone and Android smartphones. The app was developed with the needs of letter carriers in mind.

## The app's features include:

- Workplace resources, including the National Agreement, *JCAM*, MRS and CCA resources
- Interactive Non-Scheduled Days calendar
- Legislative tools, including bill tracker, individualized congressional representatives and PAC information
- Instantaneous NALC news with personalized push notifications and social media access
- Much more

**Go to the App Store or Google Play and search for "NALC Member App" to install for free**



# Q&A

Amber McReynolds

**A**mber McReynolds is the CEO at the National Vote at Home Institute and Coalition, the co-author of *When Women Vote* and the former director of elections for the city and county of Denver, CO. *The Postal Record* interviewed her about the increasing popularity of voting by mail and what letter carriers are doing and can continue to do to promote vote-by-mail in their communities.

## ***The Postal Record:* How did you get involved in Vote at Home?**

**Amber McReynolds:** I was an elections official for about 14 years, and I served as the director of elections for Denver from 2011 to 2018. And over that period of time, I transitioned various systems. I was there during the time in which Denver was seeing a huge increase in the use of voting by mail. And then I helped to design and architect the legislation in 2013 that would enact provisions for every voter in the state to be mailed a ballot automatically before every election. And then I also instituted vote centers, same-day registration, mail ballot drop boxes and other reforms. All that work made Colorado one of the top states for not only engagement and turnout, but also security. We saw a huge increase in the confidence our voters had in the election process. And then I ran elections there for four or five years after that happened and became kind of a national speaker and helped other states, including California, pass their laws to expand voting at home. And then I decided in the fall of 2018 to leave my role in Denver and

become the CEO of the National Vote at Home Institute.

## ***The Postal Record:* When you were running the elections out there, what did you see and what did your voters see as the benefits to voting by mail?**

**Amber McReynolds:** First and foremost, when you look at data and studies that interviewed voters who did not vote in an election—and Pew Research Center has done this a few times, in 2016 and 2018—they often list convenience as one of the issues. So, people may be working more than 12 hours on a given day. They may be working multiple jobs. And then single parents are working and going to school. So, there's all kinds of reasons that would make it difficult for someone to go on one day, assigned to a government location that could be an hour from where they work or more. So, there's a lot of issues that affect people in all aspects of their lives that could make it difficult for that one day.

The other piece is, when we mail a ballot to a voter at home, they actually

are more informed because they can research issues and candidates. They can vote further down the ballot because they are not rushed in the voting booth after waiting in long lines.

And then, obviously, with this pandemic, it's exposed the significant vulnerabilities that exist with in-person voting. And right now, systems that are resilient are states like Washington, California, Oregon and other states that have adopted the vote-at-home procedures for their primaries, including Hawaii, Alaska, Wyoming and Kansas. So, we can see that demonstrated right now during this critical time.

***The Postal Record: Do you mind talking about the different levels of vote-by-mail? In some states there are no-excuse absentee ballots while in other states ballots are mailed to every registered voter. Why are there such different options in different states? Why isn't there one federal standard?***

**Amber McReynolds:** Under the Constitution, the elections clause gives Congress authority over federal elections, but states also have the authority as to the conduct of elections and how elections are run. So, different states have approached this in different ways.

Every state in the country has some form of absentee voting. So, it's not a new concept to everyone. Across the board, there is absentee voting in various states, including for military and overseas voters. And then western states have adopted more provisions, as of as of late, to expand options for their voters. This procedure element varies by state.

I also think that one of the biggest barriers to expanding this option is sim-

ply change. People often get elected in a certain model and then they are resistant to change that model, especially as a policy maker, because they are used to a system that elected them.

***The Postal Record: Do you see more buy-in from states when they roll it out in cities and counties, such as in Utah?***

**Amber McReynolds:** Yes, Utah empowered their counties to decide what works best for them. There was a similar model in Washington. We've also seen a similar type of enactment in Nebraska and North Dakota and California, who similarly empowered local jurisdictions to decide what adoption would look like. You contrast that with Colorado, which was more of a statewide enactment. It is going to vary depending on what a state's needs may be.

***The Postal Record: Do you see it as a movement where eventually most states will go to vote-by-mail or do you think there will always be different systems for different states?***

**Amber McReynolds:** In some states, I think voters are themselves opting in to expand vote-at-home. They're the ones asking for it. And so, I think that states are going to have to respond and look at that data very closely to decide what works for them in the future. And then also, when we're in an emergency situation, there might be procedures that get adopted on an emergency basis that then states will have to decide if they maintain long term or what they decide to do on them.

***The Postal Record: Why are there states where there are no vote-by-***

***mail options, such as Massachusetts and Arkansas? Is there any movement in those states?***

**Amber McReynolds:** Well, what I would say is I think the East Coast states have tended to rely more on in-person voting on Election Day. They've also had very little early voting in some states. And so they've had this "It's always been this way," sort of thing in place. I think a part of it is also that they haven't necessarily been encouraged to do anything different than what they've been doing because the options haven't been there for them to do that. I think when you do give people the option, like Virginia just passed a no-excuse bill and so did Pennsylvania, many people will take advantage of it and the numbers will grow over time. And that's certainly what we saw in the western states. And again, it benefits all voters. That's not partisan. It benefits every voter who wants to engage in the process.

***The Postal Record: Utah is an interesting example of that, where in some locations they tried vote-by-mail and then took it away, and voters were upset and demanded to have it back.***

**Amber McReynolds:** Yeah, that's right. Utah is a great example of where it's worked better for their voters and they've realized a ton of benefits. They've seen an increase in confidence in their election process. And so, I think, again, it's a nonpartisan issue. It's good for voters. It's not good for one side or the other, necessarily. It's just good for voters. And we have to keep our focus on that.

***The Postal Record: What are the things you at Vote at Home do***



# Q&A

Amber McReynolds

## to move voting by mail forward? What are the obstacles to getting vote by mail adopted more broadly?

**Amber McReynolds:** I always say that I think [resistance to] change is one of the biggest obstacles. I always encourage not only legislators, but also election officials in states where maybe it's not a widely used method of voting, to visit states that do have a widely used method or watch their videos and watch what their operations look like online. When you go and look at the states with the highest engagement and turnout, it also translates to higher trust in government. In all of the states that held this method of voting in some form or in an expanded form, they are at the top of the list. The states that limit access to voters, whether it be by mail or registration or early voting, are at the very bottom of the list every single time for turnout engagement. And that isn't good for democracy and it's, frankly, not good for either partisan side, because that just means that your voters are not engaged with your process and they likely have a lot less trust and confidence in the process.

And voters also should not have to wait for hours and hours in line in the rain like what we saw [in the Wisconsin primary] just to simply be able to exercise their right to vote right now, that makes a difference.

## **The Postal Record: Are there any valid reasons for opposing vote-by-mail, or at least any concerns that need to be addressed or problems to be rectified in the vote-by-mail process? If so, is your organization working on them?**

**Amber McReynolds:** Yes. There are valid concerns with any method of voting. And part of the reason for that is that there's humans involved in running the process. There [are] barriers sometimes in the policies themselves. And so, in all aspects of the election process, we need to be sure that the system is equitable, that it's accessible, it's fair and it's secure.

In vote-by-mail, in particular, there's various tools and procedures and processes that are important in making sure that all of those values are part of the voting model itself. And a good example is pre-paid postage. If voters have pre-paid postage on their envelope, they don't have to rely on somebody else to drop off the ballot, which we saw in North Carolina where election fraud was actually perpetrated to the voter. A bad actor was offering to pick up their ballots for them, partly because there wasn't pre-paid postage and also partly because one of the things North Carolina required was there to be two witnesses on file. They essentially took the power away from the individual voter and made the voters reliant on other people. And anytime you do that, that can create problems and incentives for bad actors.

The other piece is a tool called Ballot Tracking. We created this in Denver to empower voters with transparency and also [with] information about the status of their ballot. So exactly like [FedEx's or USPS's] tracking mechanism for a package, you can do for a mail ballot in Denver. And now that's spread around to various states and counties. With a tool like that, a voter knows where their ballot is and the election officials also can have the accountability and transparency to make sure ballots are going out as they should across the jurisdic-

tion. That adds an element of security.

The next piece is for us to mail you a ballot, we need to know where you are getting your address updates and being proactive about that, constantly verifying with voters as to whether they've moved. All of that in mail ballot states actually improve the quality of the lists. Because we interact more often with voters and because we do things like update addresses to the national change of address database, our address libraries are actually more accurate than, say, a state like Texas. All of that is important in ensuring security because we need to know where voters are. And if a voter has moved after we've done all that address updating, the ballot will come back undeliverable because it's not forwardable.

Another piece is signature verification. What's critical about this process is that you have a good signature verification procedure in place where bipartisan teams review the signatures and do a check to make sure that the voter who says that they voted on the ballot is actually the voter who turned it in. And that is, in essence, a check and a validator before the ballot gets counted.

Those are a couple of the steps that we utilize. And then the final piece that has worked really well for mail-ballot states in particular is a risk-limiting audit after the election. And you can do that in a mail-ballot vote or not, but it's still an important chance to make sure there hasn't been any interference along the way.

## **The Postal Record: In the research your organization works on or in your time in Colorado, have there been any results that surprised you?**

**Amber McReynolds:** I would say the voter satisfaction. I sort of expected it, but I didn't expect it in the same vol-

ume that we received. What I mean by that is when we shifted this model, our call volume went down by close to 70 percent in a presidential year. And the reason for that is voters are no longer confused. They're not trying to call to figure out what polling place to go to. We proactively got them their ballot and proactively got them information about their ballot with our ballot tracking system. So that huge reduction in calls, even though we actually served more voters in 2016, is significant.

The second part of that is once we went to this model, we also started to receive, and not in small quantities, thank-you notes from voters inside their mail-ballot envelopes. They would send in their ballot for an election and they would literally write a thank-you note to the elections office, to the judges, to everyone. And they would say things like, "I voted in multiple states and this has never been more convenient. Thank you so much." Or, "Last time I voted in X state, I had to wait for hours in line. And this is amazing how this has happened."

I think that is not only indicative of voters' appreciation, but also demonstrates their confidence in the process. The accolades that the Denver office and that Colorado received is significant. Colorado's been named as one of the safest states to vote in, one of the most convenient. Our turnout went up. We haven't had voters challenging the process because they're confident in the process. We haven't had the same controversies in elections that other states have had because there's confidence not only amongst one party or the other, it's amongst all parties, all demographics, all partisan leanings. There's confidence in this process. And I think that is one of the most important accomplishments of what we did.

### ***The Postal Record: Do you find more interest in vote-by-mail among younger or older voters?***

**Amber McReynolds:** Everyone seems to like it. For sure we saw an increase amongst young voters. We did see that it helped them. But I think you also have to think about the other aspects of the Colorado model that also help with that. For instance, the same-day registration vote centers. There's other aspects of it that have improved customer service.

I think that voters overall, in all facets, have benefited from it across the board. We saw an uptick, not only for Democrats, but for Republicans and for unaffiliated voters all alike. And I think that's really important.

### ***The Postal Record: How has NALC helped advance this movement to vote by mail?***

**Amber McReynolds:** The National Association of Letter Carriers is an amazing partner and a champion for us. One of the founding board members is your executive vice president, Brian Renfroe. And [NALC Chief of Staff] Jim Sauber has been a critical advisor for all things for us.

This type of model heavily relies on the post office. So, the letter carriers and the fact that they're delivering democracy in this way is critical to this reform and this method of voting. And voters rely heavily on the post office, as well as the letter carriers, to make sure that their democracy is delivered to them.

So, we're eternally grateful to the letter carriers for their support throughout the process. And certainly, they are a network of enthusiastic supporters.

### ***The Postal Record: What are some things letter carriers and mail advocates can do to help promote voting by mail in their states?***

**Amber McReynolds:** Contact your legislators, governor, secretary of state to express your support or your desire to be able to vote this way. Your support for this method is really important and that advocacy matters because your group is [made up of] local constituents. And let your election officials know that you want this method of voting not only yourself, but for your family and your friends.

And then, engaging with election officials. I always encourage anyone who hasn't toured an election office to go tour it and see how the back end of the process works.

Also, serve as an election judge. A lot of companies and a lot of government institutions will let voters take the day off to go work as a poll worker. And there's a lot of opportunities to support election offices. I think that's a good way for letter carriers to engage in the process of the election infrastructure itself.

### ***The Postal Record: Is there anything else you'd like to say to letter carriers?***

**Amber McReynolds:** The way I would end is to say that in a pandemic and in this unprecedented crisis, we need extraordinary creativity to make sure all Americans can vote in a safe and secure way. And one of the ways that we can do that is we can deliver democracy by mailing every voter a ballot and also providing them in-person voting options, as well as modern voter-registration methods so that they can engage in a confident way, in a secure way and in a safe way in our democracy. **PR**



# BECAUSE IT'S THERE

Mike King took the trip to Nepal with his wife, Monica Fernandi.



**I**f you've ever come home after a long day walking your route and felt like you just trekked through the mountainous Asian country of Nepal, ask **Mike King** what that really feels like.

King, a member of Northern Virginia Branch 3520, put his letter carrier legs to the test with a 43-mile round-trip hike to the Mt. Everest Base Camp. That's 43 miles of rugged terrain, starting at an altitude of 9,000 feet and ascending to base camp at 17,600 feet—higher than California's Mt. Whitney, the tallest peak in the contiguous United States.

King took the 16-day trip—10 days of hiking and six days of travel to and from the trail—with his wife, Monica Fernandi, and their friend Marianne Clyde last October. The trio went halfway around the world for more than a rugged vacation—they also raised funds for a good cause. They were inspired by adventurer-athlete Sara Hastreiter, who led their trip. Hastreiter is on a quest to become the first woman to sail the seven seas and climb the highest peaks on each of the seven continents, a quest she has nearly completed. In the process, Hastreiter has teamed with charity group World Hope International to focus on

bringing clean drinking water to every part of the world. To raise money for the group, she leads hikers on her training hikes who gather donations for World Hope International from sponsors.

When Clyde suggested the charity trip to Nepal, "it clicked on a light bulb in my head," King said. "I've always been an avid adventurer, and I've always loved the thought of possibly visiting that area."

Base camp is a challenging, but attainable goal for casual climbers like King. Going higher, toward the summit of Everest, requires months of high-altitude training, advanced climbing experience and many thousands of dollars for travel equipment, supplies, permits and hiring porters. King and his wife live near Shenandoah National Park in Virginia's Blue Ridge Mountains. While the park didn't have much to offer for altitude training—the highest point in the Shenandoah is 4,050 feet—it provided good terrain for regular hikes for the couple to prepare for the trek.

"We took a hiking circuit book," he said, "and we started knocking them out every weekend."

King and the other two climbers raised \$5,000 each in donations to



**Right: A suspension bridge near the Everest base camp**  
**Below: King with his hiking group at base camp.**



support World Hope International's clean water efforts. He heard many words of encouragement from his customers and fellow postal employees in Warrenton, VA, where he delivers the mail, as news of his trip spread in local newspapers. "I had a lot of support from folks on the route who read about it."

Base camp is the first stop for climbers seeking to reach the summit of Mt. Everest at 29,029 feet. There are actually two Everest base camps, one in Nepal on the mountain's southern side and one on the northern side, in Tibet. King's group hiked to the base camp in Nepal. Most climbers headed for the summit of Everest spend weeks at a base camp, making short climbs to acclimate their bodies to the lack of oxygen that comes with high altitudes.

At 17,600 feet, the low air pressure means that each breath provides only about half the oxygen to the lungs as it does at sea level. That made 43 miles feel like many more.

"I thought it was going to be a piece of cake—we're just walking up a hill," King said. But the thin air took a heavy toll on his body's ability to move. "To climb up four steps, you'd have to pause and wait," he said. "Just going up four steps, you're breathing heavily, and you say, 'Really?'"

Watching how effortlessly Hastreiter led them on the 10-day hike—a training hike for her summit attempt—gave him great respect for her abilities and her quest to reach the summit, King said. "It was amazing what it took just for us to get to base camp," he said.

Fortunately, two local porters who already were acclimated to the altitude carried most of the group's gear.

The risk of altitude sickness, which at that level can cause serious medical problems and sometimes even death, hung over the adventurers' heads, but no one on the trip experienced health problems, nor did any climber suffer serious injury due to a stumble or fall. They also avoided the risks of food poisoning, bumpy road trips and hazardous airplane flights in the mountainous area to reach the starting point of the hike. The climbers even experienced the lack of safe drinking water first-hand—they had to buy bottled water that had been boiled to make it safe to drink.

The group reached base camp on

Oct. 9, safe and sound. Still, hiking at high altitude took its toll, especially since the starting point was already at a high elevation. Climbing any mountain requires more effort on the way up and will take longer than coming back down, but the effort needed each way was magnified dramatically by the thin air, King said. "The wild part is that it took seven days to go up, three days to come down because of the altitude," King said.

Would he do it again?

"Guaranteed," King said. "For me, the experience was the whole thing. And the scenery was everything I had read about and imagined." **PR**



# Locally sourced



## Branch websites keep members informed and connected

**I**n today's information climate, the news changes on a daily, and sometimes hourly, basis. Given the chaotic period we are in, it can be difficult for NALC to convey all of the latest updates to members, particularly those changes that affect letter carriers on a local level.

Over the past several years, however, many branches have attempted to fill that role by creating their own online platforms to communicate with members. One way they do so is by setting up their own branch websites, which

Bay, CA Branch 1111. The website was created by Branch 1111 member **Julie McCormick**, who was inspired to create the website after attending a class about online outreach at the NALC Leadership Academy. She had no prior experience with website design, so she figured out the technological side on her own. "I just researched [how to create a website], and watched a bunch of video [tutorials]," she said.

McCormick said that when she was creating the website, "we already knew what we wanted on it." Since then, McCormick looks for local updates and news from NALC Headquarters to publish as updates. "Anything that is important gets run through right away," she explained.

Everything that goes on the site is intended to further the branch's overall goal for the website. "We just wanted a space where stewards could go for information, a space that was easily accessible for members," McCormick said. "I wanted to push our branch into the 21st century, because everything is changing and evolving."

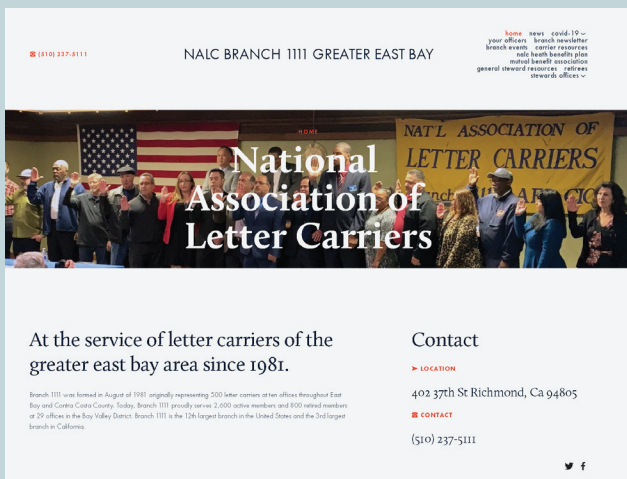
Overall, she says, the members seem to really like the site, particularly because it allows the branch to publish

things it could not include in a regular print newsletter. "Our print newsletter is in black and white, but on our website, we can print in color. And the members have told me they really enjoy it," she said.

As for advice for branches looking to start their own websites, McCormick urges them to take advantage of the technological savvy among their younger members. "[Creating a website] is not as hard as you would think," she said. "It's doable and affordable. And with a website, the sky's the limit on the content you can put out."

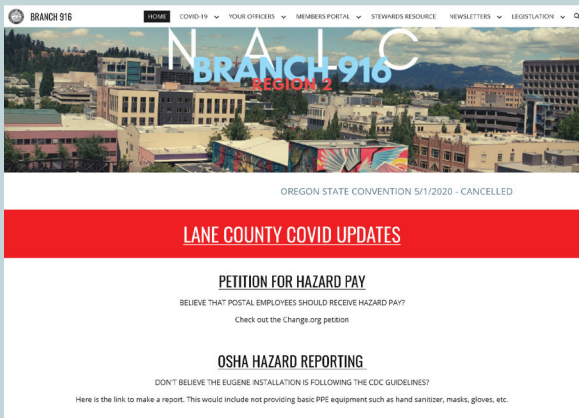
When Eugene, OR Branch 916 member **Howard Fuller** was creating a revised branch website from scratch, he had challenges similar to those faced by McCormick—he had a goal for the website, but no practical experience with building one. "It's been a real learning curve," he said. "I'm still trying to figure out some things." Like McCormick, he also turned to the internet for assistance. "I used Google, YouTube—I just tried to cull all the information online," Fuller said.

There's a good reason why Fuller devotes so much time to the branch's site—he believes wholeheartedly in the site's ability to connect with members. "Getting the information out to our members is the most important part of [the website]," he said. "There's a lot of information out there, but not

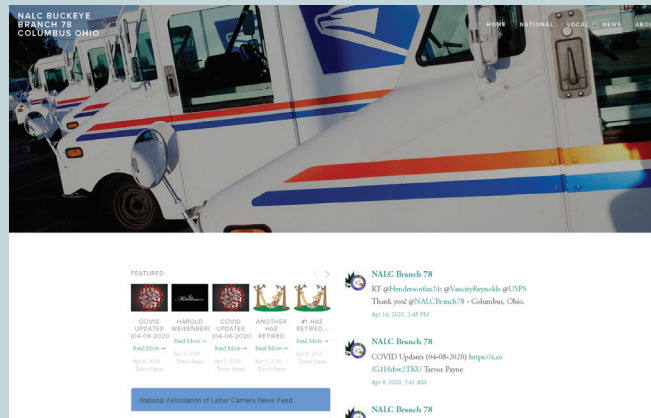


members can visit for updated, locally specific information from their own officers and stewards.

One of these websites is branch1111.org, the local domain for Greater East



Opposite page: The website for Greater East Bay, CA Branch 1111  
 Left: The website for Eugene, OR Branch 916  
 Right: The website for Columbus, OH Branch 78  
 Below: The website for Tri-Valley, CA Branch 2902



all of it is relevant to local issues.” The branch does post updates on Facebook, he said, but some of the documents that members need access to “aren’t very shareable” on that platform.

The branch has had a website for years, but since Fuller built his updated site, [nalc916.org](http://nalc916.org), he has constantly tried to improve the website user experience for his fellow members. “I think the hardest thing is trying to make sure that everyone has access without creating a log-in or making people create a user account,” he said. “It’s still a work in progress.”

But Fuller also insists that building a branch website, while time-consuming, “isn’t as difficult as people think.” He added, “You just have to make sure you dedicate time to update it. The more it gets updated, the more people come to depend and rely on it.”

As with McCormick and Fuller, Tri-Valley, CA Branch 2902 member **Larry Orcutt** built his branch website, [nalcbranch2902.org](http://nalcbranch2902.org), himself. However, Orcutt came to the project with prior experience—he had previously created a personal website. “I approached [the branch officers]” about creating a new website, Orcutt explained, “because I thought it would be a good way to inform members and give them a resource [for information].”

The carrier designed the website to be as convenient as possible for the branch members; in particular, while the site still carries national updates for letter carriers, he felt it was important that the platform also have “things pertaining to our local branch, like the calendar for meetings and all

the resources for our stewards.”

With his experience, Orcutt cautions letter carriers against getting too crazy with web design for their sites. “Keep it simple,” he said. “I like [websites] that can be easily navigated... that are user-friendly.” An easy mistake, he said, is making your website too flashy. For Orcutt, what makes a website good is when “[people can] see the information they came for.”

Unlike with some of the other, recently created branch websites, it is the longevity of the Columbus, OH Branch 78 site that has earned it credibility among members. The website, [nalc-branch78.org](http://nalc-branch78.org), was built in 2001 by member **Trevor Payne**, who at the time was trying to simplify the branch’s communication tools. “I thought it would be better [for members] to get all of the information in one location,” he said.

And yet, despite the site’s nearly two decades of success, Payne has never become complacent—he has continually strived to update the platform to match technological progress. The

website is on its fourth iteration, including heavy modification in the last 10 years to include the branch’s social media platforms.

The website now has a rolling feed that connects to the Branch 78 Twitter page, which Payne updates frequently. But he has the same emphasis on communication that he did when he was just operating the website. “Everything is local,” he said. “Everything we update on the website gets tweeted out.”

In addition, the Twitter platform allows him to add small, personal branch messages for his followers, including posts about new or retired members. During the coronavirus outbreak, it also has allowed him to quickly inform members about changing plans. In the years he’s been running the platforms, he said, he can remember only “100 percent positive feedback” from coworkers.

In this time of fear and uncertainty, it is more vital than ever that NALC members have access to the information they need. These branch

websites, along with the other social media outreach done on a local level, help connect and inform letter carriers in a quicker and easier way.

“I thank those members who are working diligently to keep their local websites available and updated,” NALC President Fredric Rolando said, “and I encourage other branches to consider starting a branch website or social media presence of their own.” **PR**

## Proud to Serve

Proud to Serve is a semi-regular compilation of heroic stories about letter carriers in their communities. If you know about a hero in your branch, contact us as soon as possible at 202-662-2489 or at [postalrecord@nalc.org](mailto:postalrecord@nalc.org). We'll follow up with you to obtain news clippings, photos or other information.

# Honoring heroic carriers

**H**eroism, like the mail, comes in many packages—think of police officers or firefighters. But for some citizens in need of assistance, their heroes come in the form of concerned letter carriers.

Letter carriers are members of nearly every community in this nation and know when something is wrong. Spotting fires and injuries, they often are the first to respond. The following stories document their heroism. For them, delivering for America is all in a day's work.

## Carrier rescues two after plane hits post office

On the morning of Saturday, Dec. 28, 2019, carriers at Lafayette, LA Branch 1760 were busy casing their routes in the post office when everyone heard an extremely loud noise outside. "I said, 'Is that thunder?'" and then the lights went out," shop steward **Gerald Soileau** recalled. The postal workers ran outside, where they saw a scene from a nightmare—a mid-size plane had crashed into their parking lot, hitting several vehicles and setting most of the area ablaze.

Soileau reacted quickly—he realized that the main gate was blocked by the fire, so he rushed around to the other gate, which was normally padlocked shut. He was able to open it and sprint through to the parking lot. "I saw power lines down—there was fire everywhere," he said. "It was like everything slowed down, and I could see the plane in the distance."

After crash-landing and breaking into pieces, a large part of the plane had landed in a field next to the post office. The carrier ran over to that part of the plane and helped rescue the only survivor of the crash, who was severely burned. The other five passengers on the plane had been killed in the crash. Once Soileau pulled the injured man to safety, he ran over to another victim of the crash: a carrier's spouse, Danielle Britt, had driven to the office to surprise the carriers with donuts. The plane had crashed into her car, throwing her from the vehicle.

Soileau and a holiday clerk carried Britt out of the flames and away from the area. She was badly burned, but survived. Soileau was later transported to the hospital to be treated for smoke inhalation and stress, but has since fully recovered.

The 21-year carrier described the experience as surreal. "It seemed like I was having an out-of-body experience," he explained. "I wasn't scared that I was going to die—I just knew when I heard them crying for help that I had to help."

Having spent 10 years in the Air Force, Soileau thinks his training helped him keep calm in the extraordinary situation. "I don't consider myself a hero," he said. "I was just doing what anyone should do. It was my duty."

## Dog spray saves the day in domestic assault

On Feb. 12, Buffalo-Western NY Branch 3 member **Sydney Rodgers** had finished delivering to one of the houses



Gerald Soileau (r) was responsible for saving the lives of two people after a plane crashed into the Lafayette, LA post office parking lot. One of the people saved by Soileau was the wife of a postal worker, whose car (l) was hit by the plane.

## Eye on the elderly

**M**ilwaukee, WI Branch 2 member **Timothy Grzegorzcyk** was delivering mail at an apartment building on his route on Nov. 30, 2019, when he noticed that an elderly tenant was breathing heavily while she waited for her mail. He asked her if she needed medical assistance, but she declined. After he finished sorting and delivering the mail for the building, he noticed that her breathing was getting worse. The carrier asked again if she needed him to contact emergency services for her. This time, she asked if he could call 911. After calling emergency services, “I stayed with her and put my arms around her,” Grzegorzcyk recalled. The emergency responders arrived a short time later, and she was taken to the hospital. The carrier later heard that she had recovered, but was moving to an assisted living facility. “I don’t think of it as a big deal,” Grzegorzcyk said. “I just got her the help she needed.” The 30-year carrier added, “The other people in the building were really appreciative—they feel better knowing that someone is keeping an eye on them.”

**D**espite having only recently transferred to his new route, Providence, RI Branch 15 member **Edward Machado** quickly picked up some of his new customers’ patterns. So, when he noticed that one customer, an elderly woman named Margo, had left two

newspapers in her driveway on July 31, 2019, he thought something might be wrong. “I knocked on her door, but I didn’t hear anything—but I could see that the lights had been left on,” he said. The 23-year carrier was now even more concerned about the customer’s welfare, so he went around to a window and looked through the blinds to see if anyone was home. “I saw a chair lying down on the ground, and then I saw part of a woman’s leg on the floor,” Machado said. He yelled through the door slot that help was on the way, and then called 911. The fire department had to break down the door to rescue Margo, who had been lying on the floor, helpless, for two days. The customer recovered, and moved into a nursing home. Machado said that he “felt great” knowing that he had been able to help his customer. “There aren’t that many people who would come by [her house], so she would have been in a bad situation.” Machado’s efforts were praised by the Postal Service. The postmaster said, “[Machado] demonstrated that there is more than just delivering mail—it’s showing concern and compassion for those [you] service.”

**W**hen Tampa, FL Branch 599 member and CCA **Jamie McMiller** was delivering mail on Jan. 27, he recognized a retired Lakeland, FL Br. 1779 letter

carrier, **Dueward Little**, approaching the mailboxes. Suddenly, Little stumbled toward the carrier. “He looked like he wanted me to catch him, and then he just fell [on his face]—he didn’t break his fall at all,” McMiller, an Army veteran, recounted. The CCA rushed to Little’s side, where he could tell that the older man had been severely injured. “He was lying in a pool of blood, and he wasn’t moving,” he said. The CCA called 911 and then began trying to comfort and reassure Little. “I started asking him about his dog, and I eventually got him back around to where he was talking,” McMiller said. Little asked him to contact his son; the carrier did, and Little’s son was able to get there and join his father in the ambulance. Little was transported to the hospital, where his blood pressure was abnormally low. His nose had also been broken in the fall. However, thanks in part to McMiller’s swift reaction, the retired carrier has since fully recovered. “He’s doing well. He was very grateful,” the CCA said. McMiller was also thanked by Little’s family, who told him that Little would have died without his intervention. But McMiller rebuffed the praise: “I saw a person down, and I couldn’t walk away,” he said.

**O**n Dec. 17, 2019, Ballwin, MO Branch 5050 member **Robert Hough** was delivering



mail to one of his customers, an elderly man who lived alone. The man walked out in the snow to meet the carrier and grab his mail. Hough watched the customer walk back to his house and was moving to the next delivery when “I heard a bang, which was pretty unusual,” he recalled. He hesitated, then heard a scream for help. The six-year carrier ran back to the door, where he could see the customer lying on the floor and screaming in pain. “He was in really bad [shape],” he said. As Hough found out later, the man’s feet had gotten wet from the snow, and he had slipped when he went inside. The man had been recovering from hip surgery, and the fall had seriously injured his hip. “I eventually got him up,” Hough said, “but he couldn’t walk or sit, so the only thing I could do was call 911.” The carrier waited with the customer and tried to keep him as comfortable as possible until emergency services arrived. The man spent two weeks in the hospital, but recovered from his injury. The man and his family later warmly thanked the carrier for his help, but Hough was modest about his actions. “It wasn’t a big deal,” he said. “I’m happy I was there at the right time.” **PR**

on her route and had returned to her LLV. As she began to drive away, a car pulled into the house's driveway.

As the three-year carrier watched, a man got out of the car, dragged his female passenger out of the car, and recommenced attacking her. "Her face was [already] covered in blood," Rodgers recalled.

The carrier called the police, and then ran to the woman's aid. "I told the guy to get off of her, and then he started coming at me," Rodgers said. "So I dog-

sprayed him twice."

The carrier's stand gave the woman time to flee inside, but it didn't stop the attacker for long. He began to come after Rodgers again. Fortunately, the Buffalo police showed up at that moment, prompting the assailant to flee the scene.

Rodgers said it "felt great" to be able to help someone on her route. "I don't know what would have happened to her if I hadn't been there," she added. "But I stepped in and did what anyone should."

### Carrier takes down violent attacker

Grand Junction, CO Branch 913 member **Pedro Mendoza** was on his route on Jan. 13, when he saw a man yelling at a woman. "I thought it was a domestic disturbance at first," he said, and was going to quickly intervene, when he realized the woman was screaming at the man to get away from her and her baby. "I heard him telling her, 'I'll kill you,'

## Eye on the elderly

"I was headed to the mail room [of the senior living facility] when I heard a voice calling for help," Cleveland, OH Branch 40 member **Marc Hill** recalled about his route on Jan. 13. The six-year carrier looked around for the source, and found an elderly resident on the floor—she had fallen, and was unable to get up. "The lady had hit her head pretty hard, and there was some bleeding," the carrier said. Hill helped her off of the floor and called 911, then stayed with her until emergency personnel arrived. The other residents at the senior facility later wrote a letter of thanks to Hill, praising him for his quick decision-making and crediting him with saving the woman's life.

"I might have missed it if I hadn't happened to have mail for the lady across the street," Milwaukee, WI Branch 2 member **Darla Dahlbacka** recounted about her route on Dec. 13, 2019. While delivering

across the way, she glanced over and saw a bizarre sight: one of her customers, a 93-year old woman named Myrtle Truchan, was lying down in the bushes just outside her house. Truchan had propped up one leg so that the carrier would see her, but was otherwise unable to move or stand. The 16-year carrier immediately rushed to the woman's aid; Dahlbacka helped free her from the bushes and then assisted the shaken woman back into her house. Truchan was adamant that she did not want 911 called, so the carrier contacted a neighbor to look after her and made sure that Truchan's family was aware of the situation. She then waited with Truchan until the neighbor arrived. Dahlbacka later

found out that the woman had accidentally fallen off her porch and landed in the bushes. She had injured her legs and arms, but had made a full recovery. Dahlbacka's intervention was potentially lifesaving, given the harsh weather and the fact that the woman's son was away from home for the week, but she downplayed her contribution, stating, "Don't make me out to be a hero." She added, "When you're on the same route for 15 years, you know who in the neighborhood to look out for. I just like to help people."

the window," the carrier said. When Dougherty parked her car and approached the woman, it became clear that the woman was confused. The woman was able to remember that she had recently been diagnosed with dementia, and the name of her dog, but she could not recall any other identifying facts. "I told her, 'I'm going to stay with you,' and then I called the police," Dougherty said. The carrier explained the situation, and then took the woman to her LLV and sat with her. They talked until police arrived, by which time the woman had remembered the name of her husband. "It was a real reminder of our role in the community," the five-year carrier said. "There were other cars driving past, but she chose to flag me down. No matter how confused she was, she remembered that the postal truck was something safe." **PR**



## Help on the way

**B**oston, MA Branch 34 member **Robert Brown** was delivering to a customer on Sept. 20, 2019. He typically went up to her house to give her the mail in person, because the customer did not have a mailbox. “When I opened the door, [the customer] was on the ground, lying down in the fetal position,” the five-year carrier recalled. She was unconscious and barely breathing—“her stomach was moving faintly,” Brown said. When he was unable to get her to wake up or respond, he called 911. He then waited with the woman until emergency services arrived at the scene. Thanks to the carrier’s quick actions, EMS could transport her swiftly to the hospital. Brown said that the emergency workers later told him that the woman had been pronounced dead on the scene, but they had been able to revive her. The carrier went to her house after the woman had been released from the hospital, to check that she had fully recovered.

“I’ve seen her plenty of times since then,” he said. As for the overall experience, Brown described it as surreal. “It was crazy,” he added. “You want to talk about right place, right time.”

**I**n late July of 2019, Las Vegas, NV Branch 2502 member **Brian Steik** saw one of his customers, Angel Michael, sitting by her front door. The carrier had a pre-existing friendly relationship with the customer—Michael is legally blind, so Steik usually went out of his way to deliver her mail to a bin next to her front door, rather than to the mailbox by the curb. Subsequently, “when I saw Angel on the porch, I was curious as to why she was out there,” he said. Michael explained that her power had been shut off. Steik went to get her some water, and then contacted a neighbor to ask if Michael could wait inside. As it turned out, Steik had intervened just in time—he later found out that she had been outside in the 100-degree

weather for more than four hours, and had to be taken to the hospital to be treated for dehydration. Michael was very grateful to the carrier for his help, but Steik was modest about his role: “I like to help people and take care of people,” he said. “I think that anyone who has the skillset to take care of a community member should [do so].”

**O**n July 24, 2019, Harrison, an 8-year-old boy who lives on Youngstown, OH Branch 385 member Ian Wade’s route, approached the carrier’s vehicle while he was out delivering. “He was crying, and he had to cross a pretty busy road [to come over to the vehicle], so I knew something was going on,” the nine-year carrier and Army veteran said. The boy told Wade that he had woken up from his nap and found himself alone



Ian Wade

in the house with his baby sister—their parents were nowhere to be found. The carrier knew where Harrison lived, so he walked him back to his house. Wade then called the police and told them about the matter, and comforted Harrison until they arrived on the scene. “I stayed and watched the kid while [the police] searched the house,” he said. At some point during the search, the children’s parents returned home. For Wade, the situation was unexpected, but he was pleased that he had the opportunity to help Harrison. “I love my job; I love getting to interact with the community,” the carrier said. “It’s a great responsibility to be able to help out like we do.” **PR**

and I thought, ‘Oh no, you’re not. Not on my watch,’” the 20-year carrier said.

As the carrier moved forward, another man also stepped in from across the street. The other neighbor, Carlos Garcia, yelled at the man to get away from the woman, and “[the man] turned around to go for him,” Mendoza recalled. To keep the man from attacking Garcia, Mendoza asked him what his problem was, and the man turned on him, too. This time, however, the man pulled out a knife. “He came towards me, swinging the knife,”

the carrier said. “I took off my postal coat and wrapped it around my right arm. Then, I waited for the right moment to punch him or take him down.”

Finally, Mendoza saw his moment—he rushed the man, tackling him to the ground and placing him in a chokehold. “I slammed him to the ground until I heard the knife drop,” he said. Garcia then came over and grabbed the knife, and they waited for the police to arrive. The man struggled to free himself, but Mendoza kept him pinned, telling him,

“I’m not going to let you go—I’m not going to let you hurt anyone on my route.”

When the police arrived, the suspect attempted to escape, but Mendoza helped the officers recapture and handcuff him. “Then I picked up my scanner and went to deliver the mail,” the carrier said.

Mendoza’s actions were later covered by several local news affiliates, and a local fourth-grade class put up a large sign thanking him for his bravery. “I didn’t feel like I was [a hero]; I just did the right thing,” Mendoza said. **PR**

# You are the current resident



**Brian  
Renfroe**

**A** typical officer's column in *The Postal Record* follows a format with an introduction, information on a topic and a conclusion that often includes recognition and thanks. This isn't necessarily by design. It is a widely-used structure for what we and others write in recurring publications. This month, I'm flipping the script to say the most important words I could say in the space I have here.

Every NALC member and postal employee is a hero. You are working on the front lines every day to deliver for the people in this country during a time when it is more needed than ever before. While we continue to face tremendous challenges dai-

ing, we should all be proud of the work we continue to do. Thank you all for your dedication and perseverance.

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**“Every NALC member and postal employee is a hero. You are working on the front lines every day to deliver for the people in this country during a time when it is more needed than ever before.”**

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As you've likely read in other parts of this magazine or online, our primary areas of focus right now are the health and safety of NALC members and the uncertain future of the Postal Service. A big part of any effort on either front is communication. I've written in the past about the importance of adapting and using multiple forms of communication to provide information to NALC members. The latest addition has been NALC's new podcast called "You Are the Current Resident."

The podcast is something we worked on for quite a while. Podcasts have become a very popular form of information and entertainment, so it only made sense to develop an NALC podcast. I'm sure many NALC members, like me, are podcast listeners on a variety of topics.

We have settled on a light but informational talk show format. I serve as co-host with Assistant to the President for Contract Administration Mark Sims. Mark is witty, funny and energetic, among other qualities that make him a great choice. We initially recorded a few episodes in a free-flow-

ing format that included other resident officers as guests, followed by a segment where I would answer questions from NALC members. We planned to have more guests in the future and expand what we do on the podcast based on what you want to hear. The first episode in that format was released in late March. It is still our long-term plan to record weekly episodes, despite how COVID-19 changed the whole world.

Once this pandemic hit, I decided to use the podcast as an avenue to spread information on COVID-19 topics that were important to letter carriers. We've also included audio versions of statements from President Rolando in recent weeks. I try to give you information on important topics and answer questions that would be of interest or value to NALC members. While we still intend to record and release podcasts in the original format, I plan to continue recording them on COVID-19 with no real planned schedule other than getting information out to you when it is needed.

I appreciate those who have provided feedback and asked questions. Please continue to do so. It helps shape what we cover on each episode. I want to thank Roman Carlitti and Mearl Colaco from the NALC Communications Department for their work on the podcast. Roman and Mearl film, record, edit and distribute the podcast. Trust me, I'm not turning any knobs or pushing any buttons. They were instrumental in getting it up and running and allowing those of us on the podcast to just talk.

In addition to sending us feedback and questions by mail, you may also write to us at [social@nalc.org](mailto:social@nalc.org). If you wish to share feedback or submit a question for the podcast on social media, please use the hashtag #YATCRpod.

**We also have created audio versions of each month's *Postal Record*.** This includes recordings of featured stories and officers' columns. This appears on a separate feed from the "You Are the Current Resident Podcast." We hope you find it useful.

Another resource we created several weeks ago to answer questions and receive information related to COVID-19 was the email address [COVID19@nalc.org](mailto:COVID19@nalc.org). The response has been great. We hope this has been a useful resource. I am thankful for the work of NALC Headquarters letter carrier staff members Chris Henwood, Doug Lape, and Michelle McQuality. They have responded to every message we have received and helped many of our members.

Thanks again to all our members for your courage, spirit and dedication to serving our customers. You are all heroes.



# Coming out of extinction, part 2



**Lew  
Drass**

**L**ast month, I talked about a few ways to achieve a conversion from part-time flexible (PTF) career status to full-time regular career status.

There is another way to create a conversion that applies to installations of 125 work years or more, so it is not for everyone. This road also requires a PTF to work 40 hours per week for six months straight. However, unlike Article 7.3.C, you do not have to work the same assignment for six months in order to meet the criteria required for a conversion to full-time flexible status.

**This situation is controlled by** the Memorandum of Understanding

(MOU) Re: Maximization/Full-time Flexible - NALC found on page 145 of the National Agreement and states:

Where a part-time flexible has performed letter carrier duties in an installation at least 40 hours a week (8 within 9, or 8 within 10, as applicable), 5 days a week, over a period of 6 months (excluding the duration of seasonal periods on seasonal routes, defined in Article 41, Section 3.R of the National Agreement), the senior part-time flexible shall be converted to full-time carrier status.

This criteria shall be applied to postal installations with 125 or more man years of employment.

It is further understood that part-time flexibles converted to full-time under this criteria will have flexible reporting times, flexible nonscheduled days, and flexible reporting locations within the installation depending upon operational requirements as established on the preceding Wednesday.

The parties will implement this in accordance with their past practice.

That does not mean that 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 1.C.4 is located on page 16 of the National Agreement and states:

4. Over the course of a service week, the Employer will make every effort to ensure that qualified and available part-time flexible employees are utilized at the straight-time rate prior to assigning such work to CCAs working in the same work location and on the same tour, provided that the reporting guarantee for CCA employees is met.

A steward needs to be able to show the PTF letter carrier worked fewer than 40 hours at the straight-time rate of pay for the week in question and he or she was available to work at the straight-time rate when a CCA carrier was worked instead.

**Remember that it does not matter if the PTF works more** hours than the CCA or that the PTF works more than 40 total hours for the week. The issue is straight-time hours. Over-time hours do not count toward the 40-hour requirement.

Should management argue that the work performed by the CCA and the PTF was done simultaneously, we will need to show how all, or a portion of, the work done by the CCA could have been done by the PTF when he or she was available at the straight-time rate of pay. For instance, if there are eight hours of work available and management assigns a PTF and a CCA four hours each, we can successfully argue that the PTF should have been assigned all eight hours of work.

**There are several rules to keep in mind regarding the** Maximization/Full-time Flexible - NALC MO which have been established through national settlements over the years, such as:

1. Full-time flexible jobs are incumbent-only positions.
2. A PTF must work full-time (40 hours over five days each week) doing any assignments for six continuous months.
3. 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 and M-01047).
4. If your office is properly under withholding and a PTF meets the criteria, a full-time flexible, incumbent-only position will be established but will not be filled until sufficient residual vacancies have been withheld to satisfy the withholding event(s) affecting the installation, or until the withholding order is canceled. As soon as practicable after satisfaction/cancellation of the subject withholding, the full-time flexible position(s) created will be filled after any residual full-time vacancies that exist (M-01852).

**Normally at this time of year, I would be thanking every-**one for your efforts during the food drive. However, this year, the food drive has been postponed and things are anything but normal.

Instead, I will take this opportunity to thank all of you for continuing to serve our customers by keeping the nation's mail moving during this awful pandemic. You are each as big a hero as any first responder in my book. I just hope Congress and the White House recognize the importance of the Postal Service and provide us some financial relief.

In closing, I want to wish all of the mothers out there a happy Mother's Day!

# The Reciprocal Agreement/ obtaining a branch checking account



Nicole  
Rhine

**A**ll branch officers need to be aware of the Reciprocal Agreement and how it works.

The Reciprocal Agreement applies to all members of NALC, the National Rural Letter Carriers' Association (NRLCA), the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHW). Each union's procedures are slightly different, so representatives should refer to the *Reciprocal Agreement Handbook*.

The Reciprocal Agreement is important because it provides a process that, if acted upon immediately, reduces the number of unintended dues withholding to two unions. For example, if a clerk who

belongs to the APWU transfers to the letter carrier craft and wishes to join NALC and cancel dues withholding to APWU, the member should complete Form 1187 with the "Union Transfer" section completed by circling which union's dues he or she is requesting to be cancelled.

Upon receipt of the notation on Form 1187, the NALC Membership Department will notify APWU that the member belongs to NALC and wishes to cancel dues withholding to APWU. In some cases, this can take two or more pay periods. The member may then make copies of paycheck stubs showing dues to both NALC and APWU and send them to the Membership Department for review and possible reimbursement of the APWU double dues.

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**"A change in crafts does not automatically cancel dues withholding to another union, nor is membership automatically transferred from one union to another."**

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**Keep in mind that the Reciprocal Agreement applies only** when the member transfers crafts and is joining another union. If a member transfers crafts but does not join another union, he or she must wait until the window period of their anniversary date, per section 925 of the *Employee and Labor Relations Manual (ELM)*, to cancel their NALC membership. City carrier assistants may also cancel within 10 days after starting another term of non-career employment.

An important point: A change in crafts does not automati-

cally cancel dues withholding to another union, nor is membership automatically transferred from one union to another.

One other important point: Not every letter carrier moving into another postal craft should terminate his or her NALC membership. If an NALC member changes crafts but still wishes to retain enrollment in the NALC Health Benefit Plan, he or she must continue membership in NALC.

For more information, please see the *Reciprocal Agreement Handbook* which was mailed to every branch. The handbook may also be found on the NALC website on the Secretary-Treasurer's page. Click on the link to "NALC membership and dues."

**Since the passage of the Patriot Act in 2001, opening** a checking account can be a trying experience for NALC branches. Many branch officers have arrived at the bank only to find they have not taken along the necessary documentation that the banks need to obtain from customers. The bank is required to identify an entity (non-individuals) and verify the entity's existence. Unfortunately, to verify the branch's existence, the bank may require multiple documents, resulting in redundancy of information.

The following is a list of items NALC branch officers should have with them when opening an account with a different bank:

- The name and address of the branch and the branch's Internal Revenue Service (IRS) identification number (employer identification number). If you have a Form 990 or 990-EZ, take it with you, as well as an invoice billed to the branch's address.
- NALC and its branches are tax-exempt 501(c)5 labor organizations, not 501(c)3 as many people incorrectly assume. You should print out the IRS Determination Letter available on the website at [nalc.org](http://nalc.org). (Click on the link on the Secretary-Treasurer's page titled "What to do if your Branch Lost Its Tax-Exempt Status.") Although not all banks ask for the same documentation, you should have the letter available and be aware that NALC's group exemption number (GEN) is 0685.
- If the branch has bylaws, take a copy along as well as a copy of the *NALC Constitution*. Also take the branch charter if it is available, or a photocopy.
- A resolution must be submitted to the bank to identify the individuals who are authorized to use the branch's bank account. The resolution should include the name, address and position of each person authorized to use the account.

A resolution is separate from the actual signature card, which the bank should provide. Many banks will have a resolution ready which, if the officers are not all present at the bank, you may take with you to have signed and then return to the bank.

# Letter carriers as essential workers



**Paul  
Barner**

**“Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.”** This phrase is chiseled in gray granite above the entrance of New York’s General Post Office Building, renamed in 1982 as the James A. Farley Building in recognition of the 53rd Postmaster General. This inscription has become the unofficial motto of Postal Service letter carriers due to its poignant description of the challenges letter carriers bear in delivering America’s mail. Visions of letter carriers trudging through snow, enduring extreme tempera-

tures and sloshing along waterlogged routes are somewhat commonplace. But then came the rapidly spreading and highly contagious COVID-19 pandemic, which very few could have predicted and which has caught the entire world off guard.

**From the first reports of the outbreak, society has** been consumed by the unprecedented devastation caused by this virus, resulting in the coining of terms like “essential businesses” and “social distancing.” Not surprisingly, it’s the labor community—the working, middle-class women and men—who make up a vast number of the industries that are considered “essential businesses” in this time of crisis. The backbone of our nation becomes crystal clear during times of devastation and attack. And it’s equally not surprising that the Postal Service, with its unmatched delivery network, is deemed one of these essential businesses.

Whether in the face of attacks from lethal biological agents such as anthrax and ricin, terrorism like that on 9/11 or Mother Nature’s destructive natural disasters, America can count on letter carriers to bind communities and the nation together, restoring predictability to an otherwise chaotic situation.

**Letter carriers are our unsung heroes during this** crisis, as they quietly go about their job each and every day without fanfare. We routinely hear about the other heroes in the media, and rightfully so: the medical professionals putting their personal safety on the line as we see the number of COVID-19 cases climb to new heights each day; those who keep us fed—including the grocery

clerks, delivery drivers and truckers who keep the supply lines moving; the teachers who tirelessly deliver distance learning to our kids; the law enforcement officials, firefighters and first responders who maintain order and rescue those in need; and of course, the women and men serving in the military who remain constantly ready to defend the nation both at home and abroad. But it’s our letter carriers who truly keep us all connected. Whether it’s delivering a child’s gift as they are quarantined on their birthday, delivering a new game to bond the family together and keep them entertained, delivering a care package or checking on the welfare of a vulnerable customer, each personal delivery by a letter carrier ensures that these small but vital connections are not lost in this new age of social distancing.

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**“America can count on letter carriers to bind communities and the nation together, restoring predictability to an otherwise chaotic situation.”**

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**The importance of the letter carriers’ role to the** country during this crisis cannot be overstated. In a time where uncertainty, fear and change are the norm, our letter carriers provide comfort by continuing a part of our daily routine. They remind us to take a break, go outside, breath in the fresh air and check our mailbox like we did each day before the crisis. Maybe you’ll find a card from Grandma, a college acceptance letter, a necessary prescription, a monthly cable bill or a much-anticipated check. Regardless, seeing our letter carriers delivering their routes reminds us that life goes on, like it did before the crisis, and will continue afterwards. The promise of a routine brings comfort for many in a time when Americans desperately need this. Our letter carriers bravely come to our homes each day to deliver on this promise.

With this crisis, as in others, letter carriers have stepped up to the challenge, placing the needs of their country over their own. They should be proud of the mission they carry out, not only during times of national emergencies, but day in and day out. America can always count on letter carriers to rise up to any challenge.

To all those on the front lines of this crisis—thank you and stay safe!

## USPS testing update



**Christopher Jackson**

**D**uring recent months, USPS has notified NALC about several new initiatives and proposed tests for city carriers. Many of these initiatives were intended to be conducted during February and March; however, due to the COVID-19 pandemic, they have been postponed. As of the date of this writing, some of these are still on hold, but I want to use this month's article to describe the new initiatives that I believe will be forthcoming.

In a letter dated April 19, 2019, NALC was notified of USPS intent, pursuant to Article 34 of the National Agreement, to collect data related to city carrier office activities. USPS intends to use this data

for potential development of standard work methods for carrier office duties. Subsequently, on March 3, 2020, USPS provided written notification that a contract had been awarded for the data collection and analysis, as well as a list of 36 randomly selected test sites. The contractor will collect information related to office duties performed on approximately 400 regular routes within the identified offices. The contractors will visit test sites Monday through Saturday to observe both morning and afternoon office activities for several routes in the unit each day. On March 18, NALC was advised the Postal Service is temporarily postponing this time study until further notice due to the spread of COVID-19. NALC will be monitoring this proposed test process very closely and I will provide the membership with regular updates.

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**“During recent months, USPS has notified NALC about several new initiatives and proposed tests for city carriers.”**

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On Feb. 6, NALC received notification from USPS about a new program titled Alternate Delivery and Access Point, intended to enhance the customer experience by making it more convenient for customers to send and receive packages. This program allows customers mailing packages through the Postal Service to pick up and drop off packages at a participating retail store location. The Alternate Delivery option allows customers to use participating stores as a destination address when ordering items for delivery. Carriers

will deliver the package to the retail location as addressed and scan the package as delivered. The retail outlet will hold the package in a secure location for the customer to pick up. Using Access Point, customers can drop off USPS pre-paid packages at a participating retail location for mailing. Carriers collect the pre-paid packages during the regular route, scan them as accepted and enter them into the mail stream. USPS states that participating stores will not sell any competitive postal products or services. The program began in late February in all nationwide Staples locations, as well as select Target locations in Des Moines, IA.

On Feb. 12, the Postal Service advised NALC about a new USPS pilot program that would be offered to select Informed Delivery users. The program, which is titled Mail Delivery Notifications, will send users who have opted into the feature an email alert when their mail has been delivered to their home address or P.O. box. Using existing technology from intelligent mail devices (IMDs) and mobile data devices (MDDs), emails will be sent to pilot participants once data is received, indicating home mail delivery when a carrier leaves a ZIP+4 Code location or that P.O. box mail has been made available. USPS states that the mail delivery notification emails do not provide an assurance that a specific mail piece, visible in a user's Informed Delivery daily digest email or dashboard, has been delivered.

In a letter received Feb. 18, NALC was informed that USPS intends to test a new method of addressing marketing mail through a project called Informed Address. During the test, select marketing mail pieces will be addressed with a unique coding system and sorted with DPS mail. The uniquely coded mail pieces will be delivered by city letter carriers in offices throughout Northern Virginia, which are serviced by the Merrifield, VA Processing and Distribution Center.

A correspondence received on Feb. 26 notified NALC of USPS intent to conduct an operational test called Local Area of Commerce Same Day Delivery (SDD), in which city carriers will be alerted using a mobile application to provide package pickup and same-day delivery service. During the test, carriers will be required to use a hand-held test device (separate from the MDD) equipped with Store2Door routing technology. The Store2Door technology will develop the most efficient routes by selecting the optimal carrier, time and route to pick up and deliver these packages. City carriers may be required to deviate from their standard delivery route, as indicated by the SDD Store2Door mobile application, to pick up packages from participating retail locations and either hand off the packages to another carrier or deliver the packages.

USPS routinely conducts various tests throughout the country. I will update you on these and other new tests as more information becomes available.

# Coronavirus updates



**Manuel L.  
Peralta Jr.**

**W**e are well into the worst health crisis that our generations have ever faced.

You have been sending in many messages expressing concerns, ideas and recommendations on how we need to change operations to make sure that you have the best chance possible to avoid contracting the virus.

President Rolando has continuously been bargaining with the employer over all elements of how this affects you at work and at home. Stand-up talks have been modified by agreement to make sure that we are on the same page in our message.

A mechanism to make sure that stand-up talks are, in fact, given is developing. This comes from years

of frustration that the employer, at the headquarters level, issues a “mandatory stand-up talk” (SUT) that had no mechanism to follow up and enforce. To make sure that the stand-up talks are given, they are all forwarded to your national business agents, requesting that they in turn forward those talks to your branch leadership so that they may make them available to you through your union stewards. We cannot count on management alone to get these messages to you on the front line in every work location throughout this country.

The main page of the [nalc.org](http://nalc.org) website scrolls through a number of topics. Click on the coronavirus page and it will take you to our dedicated “COVID-19” page. The contents of that page include all the messages from President Rolando, links to the new memorandum of understanding (MOUs) bargained over issues relating to safety and implementation of the Families First Coronavirus Response Act (FFCRA).

Copies of the above referenced stand up talks are posted on the “COVID-19” page as well as on my “Safety and Health” page. The information is there to make sure it is getting to you.

## Sheltering in place

While we navigate this most troubling time, many of you are affected by the shelter-in-place orders that require most of our families to stay at home unless they too are essential employees who can continue with the work they do.

Sheltering in place maximizes opportunities to slow down the spread of the disease; however, it creates a number of challenges for which we may not be prepared. Our pre-COVID-19 life consisted of almost everyone leaving the

nest to go to school or work, socialize and have fun.

We generally are unable to visit with others, and this alone takes an emotional toll on many of us. The difficulties experienced by families in such conditions are challenging and need new solutions. Socializing turns to web-based chatting. Learn to use those available tools so that you can maximize visiting with your friends. Find ways for your children to do the same.

The [cdc.gov](http://cdc.gov) coronavirus portal has a section titled “Daily Life and Coping,” which includes two key sections to address the need of our children.

The first is titled “Keep children healthy,” and includes the following:

- Watch your child for any signs of illness
- Watch for signs of stress in your child
- Teach and reinforce everyday preventive actions
- Help your child stay active
- Help your child stay socially connected

The second is titled “Caring for Children.” This section guides you on keeping children healthy, both physically and emotionally, with a number of ideas. In the section titled “Help children continue learning,” the following topics are covered:

- Stay in touch with your child’s school
- Create a flexible schedule and routine for learning at home
- Consider the needs and adjustment required for your child’s age group
- Look for ways to make learning fun.

Each of the topics above have a number of examples.

This is a tough time for all and the littlest among us may not understand why they can’t go to school and be with their friends. Sit back, take a breath and ask yourselves how you would have reacted at their age. We have the rear-view mirror of life that gives us experience. Put your thinking caps on and find out what each of your family members needs, and then work on a solution together.

In closing, we have suffered the first of what we fear will be many deaths of our union brothers and sisters to this disease. Pray for them and their families.

## EAP services

Our national EAP Service Provider is preparing a number of resources to assist during this crisis. Reach out to EAP by calling 1-800-EAP-4YOU (800-327-4968); TTY: 877-492-7341. You can also surf the USPS EAP website [EAP4YOU.com](http://EAP4YOU.com). The main page for the EAP resources provides a link to connect you with help related to this crisis.

All services are confidential.

Keep an eye on each other.

## Annuitant COLAs 101



**Dan  
Toth**

**C**ost of living adjustments, or COLAs, are vital to a long and financially sound retirement. COLAs are adjustments to a Federal Employees Retirement System (FERS) or Civil Service Retirement System (CSRS) annuity payment based on inflation. As you are probably aware, inflation is a quantitative measure of the rate at which the average price of goods and services increase over a period. Sort of like how a can of pop used to cost 5 cents, but now it costs \$1.50.

Without COLAs, our annuities would continue to pay the same amount, month after month and year after year, even as the cost of goods and services rises. This effectively means that our annuities

would buy less and less as inflation continues. And that's where COLAs come in. By providing a COLA to our annuities that (ideally) keeps pace with inflation, our annuities would buy the same amount or value of goods and services on the day we retire as it would buy on our 90th birthday.

The most common way that inflation is measured is through a metric called the Consumer Price Index (CPI). The U.S. Bureau of Labor Statistics reports the CPI on a monthly basis. By comparing the current CPI to a past CPI, we can determine the amount of inflation between the two periods.

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**“Without COLAs, our annuities would continue to pay the same amount, month after month and year after year, even as the cost of goods and services rises.”**

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**The Office of Personnel Management (OPM) is the government agency that administers the FERS and CSRS plans.** So, when it is time to calculate and apply COLAs to retirees' annuities, it is OPM that does the calculation and adjusts the payments. OPM uses the CPI-W, which is the CPI for “Urban Wage Earners and Clerical Workers.” During each year, the CPI-W for the third calendar quarter of the most recent year a COLA was determined is compared to the average CPI-W for the third calendar quarter of the current year adjusted to the nearest one-tenth of 1 percent. The resulting percentage increase, if any, represents the amount

of the COLA.

The above-mentioned calculation is straight forward for CSRS annuitants. But for those under FERS there is an additional step. If the increase in CPI is less than 2 percent, the COLA is the same amount. If the increase in the CPI is 2 to 3 percent, the COLA is 2 percent. And if the CPI increase is over 3 percent, the COLA is the CPI increase minus 1 percent.

**CSRS annuitants' first COLA is prorated and based on** the number of months from the annuity commencement date to the effective date of the first COLA after the annuity commencement date. COLAs are effective every Dec. 1. So, one would receive one-twelfth of the COLA for each month they received an annuity prior to Dec. 1 (but not to exceed 12 months).

The proration rules get a little trickier for FERS annuitants. This is because FERS annuitants do not receive any COLA if under age 62 (exception for FERS disability annuitants). FERS annuitants who are 62 and have an annuity which commenced at least one year prior to reaching age 62 would get the full COLA.

**Overall, FERS annuitants do not receive full COLAs.** Between having to wait until age 62 to start receiving COLAs, they don't always receive 100 percent of the CPI increase. Over the short term, this doesn't make a huge impact. But year after year, these little cuts to the COLA start to add up. As our retirement systems are laws and created through legislation, we are not able to improve these COLAs through our collective-bargaining process. This is one reason it's so important for not just annuitants, but also future annuitants, to be active in politics and consider voting for representatives who support the federal workforce. We've worked a career knowing and expecting a modest retirement. The least our representatives can do is to honor that promise, especially after we've upheld our end.

Survivor annuities for a spouse, former spouse, insurable interest and children also receive COLAs. The amount will be calculated as already discussed depending on which system (CSRS or FERS). Although children's annuities are not subject to proration, annuities for a spouse, former spouse and insurable interest are subject to proration where applicable.

As COLAs are effective Dec. 1 of each year (if applicable), the adjustment will be apparent in your following Jan. 1 payment which represents the month of December. If you want to follow the current COLA projections, head over to [nalc.org/workplace-issues/retirement](http://nalc.org/workplace-issues/retirement) for periodic updates. As of February, the projection for the 2021 COLA is 0.7 percent.

# The Mutual Benefit Association 2019 financial report



**James W.  
"Jim" Yates**

**E**ach year, the Mutual Benefit Association (MBA) publishes figures that reflect its financial health. This is in accordance with MBA's General Law 9, Section 3, which requires that after the annual valuation by the association's actuaries, financial information must be published in the letter carriers' magazine, *The Postal Record*.

The report below demonstrates that the MBA continues to be a strong financial institution. This strength allows us to provide quality products at affordable rates. Comparisons were made of MBA's financial condition between its pri-

or two years of performance, ending Dec. 31, 2019, and Dec. 31, 2018.

For more information about the MBA, go to [nalc.org/mba](http://nalc.org/mba).

## United States Letter Carriers Mutual Benefit Association (MBA)

The Life Insurance Association of  
and for the National Association  
of Letter Carriers  
Suite 510, 100 Indiana Ave., NW  
Washington, DC 20001-2144

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### BALANCE SHEET\*

	Dec. 31, 2019	Dec. 31, 2018
<b>Assets</b>		
Cash	1,340,148	1,128,032
Short Term	0	0
Investments		
Stocks	23,649,307	19,938,867
Bonds - amortized value	227,637,136	224,091,834
Policy loans	2,692,031	2,886,588
Accrued investment income	2,505,020	2,520,019
Security Lending	2,214,053	3,873,662
Misc, including unearned premium and EDP equipment	119,688	111,391
Total assets	260,157,383	254,550,393
<b>Liabilities and Reserves</b>		
<b>Liabilities</b>		
Unpaid claims	432,887	582,877
Deposit - type contracts	3,060,594	3,043,649
General expenses due and accrued	346,093	515,490
Taxes due and accrued	0	2,375
Unearned income	176,139	188,160
Escrow and suspense	87,480	71,442
Experience refund provision	387,911	455,726
Securities Lending Collateral	2,318,000	4,058,526
Other - FAS 106 medical plan	3,660,814	3,476,882
<b>Reserves</b>		
For the benefit and protection of policyholders	204,739,152	202,811,540
For dividends to policyholders	696,061	684,136
Required securities valuation	8,351,103	6,336,870
Total Liabilities and Reserves	224,256,234	222,227,673
<b>Fund Balance (Surplus)</b>		
Allocated for contingencies	350,000	350,000
Unassigned	35,551,149	31,972,720
Total Fund Balance (Surplus)	35,901,149	32,322,720
Total Liabilities, Reserves and Fund Balance	260,157,383	254,550,393
Surplus Ratio	16.01%	14.54%
Ratio with AVR and IMR	20.50%	17.91%

\*Per NAIC statutory accounting rules

### INCOME STATEMENT\*

	Dec. 31, 2019	Dec. 31, 2018
<b>Operations</b>		
Premiums earned	11,257,745	12,163,671
+Investment income	9,954,748	9,864,295
+SCILC considerations	1,798,141	1,420,820
-Increase in reserves	1,927,612	2,562,819
+Miscellaneous Income	40,187	32,713
-Experience refund provision + Misc. Inc.	388,392	458,864
=Provision for benefits and expense	20,734,817	20,459,816
<b>Incurred benefits</b>		
Deaths	1,278,087	1,595,376
Maturities	0	0
Waiver of premium, life/annuities	20,050	20,106
Hospital indemnity	188,549	121,042
Disability income	822,274	1,004,123
NSBA	0	0
Cash surrenders, life	10,648,179	11,306,136
Annuity benefits	2,177,266	1,048,040
SCILC contract Payments	1,609,038	1,534,680
Interest on deposit contracts	116,596	134,430
-Total incurred benefits	16,860,039	16,763,933
-Dividends to policyholders	669,999	645,917
-General expenses	3,334,155	3,782,838
-Taxes	119,299	123,557
=Net income from operations	\$(248,675)	\$(856,429)
+Realized capital gains/losses	976,024	693,993
=Net income	\$727,349	\$(162,436)
<b>Other Surplus Gains (Losses)</b>		
+Unrealized capital gains/losses	4,435,315	(1,995,997)
+AVR change	(1,469,245)	998,141
Change in valuations basis	0	0
+NAA change	(11,975)	11,655
Miscellaneous (FAS 106 & EDP)	(103,012)	685,738
=Change in fund balance (surplus)	\$3,578,432	\$(462,899)

\*Per NAIC statutory accounting rules

# This May, celebrating women's health



**Stephanie  
Stewart**

**O**ver the last few weeks, our nation has faced an uncertain time. Our day-to-day lives and routines have been turned upside down. Our normal way of living has changed, and we've had to make tough decisions based on our own personal safety, as well as the safety concerns of our families and the elderly and high-risk members of our communities. Taking all this into perspective, the word for the day is selfless. According to Miriam-Webster, the definition of selfless is "having no concern for self, or unselfishness."

As letter carriers, this is in our nature, but I implore you, don't forget yourself when it comes to health.

Remember, self-care is not selfish; in fact, it's the exact opposite. I'm extremely confident that we have many selfless men and women out there; however, because both National Women's Health Week and Mother's Day are in May, I would like to focus on women's issues for this article. Don't worry, I'll discuss men's issues next month!

**Sometimes, as women, we continually put ourselves at the bottom of the list when it comes to self-care.** So what do you do when the teapot is empty and there is nothing left to pour? My answer is simple: consider your health.

Are you, or are the women in your life, individuals who spend so much time juggling a career and thinking of others that there is little time left to think of their own needs? Over the next few weeks, we may not be able to get into a doctor's office, but this is a prime opportunity to look at the calendar and start planning for future appointments.

Remember, when you support your health, or encourage the women in your life to support their health, you are still giving to those around you. Sometimes this is the best gift, as many illnesses can be detected in early stages with preventative care.

**In 2020, the Plan covers the following at 100 percent when you use a PPO provider:**

- Routine physical exam—one annually, age 22 and older
- Biometric screening—one annually, including:
  - Calculation of body mass index
  - Waist circumference measurement
  - Total blood cholesterol
  - Blood pressure check
  - Fasting blood sugar
- Routine pap smear test for females age 21 through 65—one annually

- Human papillomavirus (HPV) testing for women age 30 through 65—once every three years
- Osteoporosis screening limited to:
  - All postmenopausal women younger than age 65 who are at increased risk as recommended by the U.S. Preventive Service Task Force (USPSTF)
  - Women age 65 and older
- Breast cancer gene (BRCA) testing and genetic counseling for women at increased risk of breast or ovarian cancer as recommended by the USPSTF. Prior approval is required.
- Counseling for sexually transmitted infections
- Screening and counseling for human immunodeficiency virus for sexually active women
- Screening and counseling for interpersonal and domestic violence

## Mammogram health

Another important area that we sometimes forget, or ignore for various reasons, is scheduling a mammogram. According to the Centers for Disease Control and Prevention (CDC), breast cancer is the second most common cancer among women.

The Plan covers a routine mammogram for women age 35 and older as follows:

- Age 35 through 39—one during this five-year period
- Age 40 and older—one every calendar year

## So, what is a mammogram?

A mammogram is an X-ray of the breast used to screen for early signs of breast cancer. The image often makes it possible to detect suspicious areas that may not be felt.

## Healthy Pregnancies, Healthy Babies program

Are you an expectant mother feeling overwhelmed and needing some support? The Plan offers a voluntary program for all expectant mothers. Upon enrolling, you will receive educational information and support throughout your entire pregnancy and after you give birth. Healthy Pregnancies, Healthy Babies will work together with you and your doctor to develop a plan of care. After delivery, you also will be screened for signs of postpartum depression.

If you are in the High Option Plan, you can contact 877-220-6252. If you are enrolled in the CDHP or Value Option Plan, you can contact 855-511-1893.

**This is only a summary of some of the features of the NALC Health Benefit Plan.** Detailed information on the benefits for the NALC Health Benefit Plan can be found in the official 2020 brochure (RI 71-009). All benefits are subject to the definitions, limitations and exclusions set forth in the official brochure.



**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

# OWCP claims for COVID-19

**L**etter carriers who develop COVID-19 while in the performance of their duties are entitled to workers' compensation coverage pursuant to the Federal Employees' Compensation Act (FECA). Exposure to COVID-19 alone does not constitute a work-related injury entitling an employee to medical treatment under the FECA. The employee must actually be diagnosed with COVID-19 to potentially be afforded coverage.

However, in addition to letter carriers who have tested positive, letter carriers who are symptomatic for COVID-19, have been working and have no history of family exposure should register and then file a CA-1 claim in ECOMP. You also should contact your installation and request a CA-16 Authorization for Examination and/or Treatment, which will pay for your first 60 days of medical bills. Letter carriers who are asymptomatic do not need to file a claim.

Given how quickly the coronavirus can develop, OWCP recommends registering in ECOMP as a good pre-emptive move for all letter carriers. You can register in ECOMP without filing a claim at [ecompany.dol.gov/#/](http://ecompany.dol.gov/#/). Instructions on how to register in ECOMP can be found at [nalc.org/workplace-issues/injured-on-the-job](http://nalc.org/workplace-issues/injured-on-the-job).

OWCP will pay for the COVID-19 test upfront (prior to accepting a case) only if a claimant was exposed to a person with a confirmed diagnosis of COVID-19 in the performance of duty. Otherwise, OWCP will pay for the test, if the case is accepted, through a reimbursement.

**The Postal Service will be expected to provide OWCP** with any information it has concerning the alleged exposure and to indicate whether it is supporting or controverting the claim. If the Postal Service supports the claim, including that the exposure occurred, and the CA-1 is filed within 30 days, you are eligible to receive Continuation of Pay for up to 45 days.

OWCP then will develop the claim and review evidence provided by you and the Postal Service concerning work-related exposure and a COVID-19 diagnosis.

Exposure to COVID-19 alone does not constitute a work-related injury. You must actually be diagnosed with COVID-19 to potentially be afforded coverage. To establish coverage, you must submit a medical report from a qualified physician reflecting a positive test result for COVID-19 based on established work-related exposure to COVID-19.

Letter carriers claiming an injury due to contact with COVID-19 must have been in the performance of duty when exposed to be covered. You have the same burden to establish the basic requirements of coverage as other injured workers and must submit medical evidence in support of an identifiable injury that occurred during the performance of your letter carrier duties, and any related period of disability.

OWCP requires that letter carriers exposed to the COVID-19 virus provide a detailed statement explaining: how you were exposed to the virus, when the exposure occurred, how long and how frequently were you exposed, and where and why the exposure occurred.

You also should state whether other individuals and co-workers were exposed, and you should provide a timeline of activities for the days leading up to your exposure or the onset of your symptoms. The Postal Service will be required to provide similar documentation, such as comments from a knowledgeable supervisor on the accuracy of your statements, whether the agency concurs, and if possible, confirmation of a positive COVID-19 test result for any co-workers or customers.

If exposure to COVID-19 arose out of, and in the course of, your employment, it is generally said to have occurred in the performance of duty. The facts in your case must show that a work factor or requirement gave rise to the resulting COVID-19 diagnosis.

Letter carriers who work in an office where there has been a positive diagnosis for COVID-19 should request written acknowledgement from management. It is not necessary to name the infected worker; a letter documenting a positive diagnosis in the workplace should suffice.

**In response to the coronavirus pandemic, OWCP released FECA Bulletin 20-05: Federal Employees Contracting COVID-19 in Performance of Duty.** The bulletin gives a brief background of the Federal Employees Compensation Act and how the act applies to federal workers who contract COVID-19.

The bulletin singles out some federal employees as high-risk employees: federal employees who are required to have in-person and close-proximity interactions with the public on a frequent basis.

The bulletin refers to members of law enforcement, first responders, and front-line medical and public health personnel as high risk, which triggers special coverage finding an implicit recognition of a higher likelihood of infection related to such federal employment.

The bulletin specifically states:

OWCP DFEC recognizes that certain kinds of employment routinely present situations that may lead to infection by contact with sneezes, droplet infection, bodily secretions, and surfaces on which the COVID-19 virus may reside. Conditions such as COVID-19 more commonly represent a work hazard in health care facilities, correctional institutions, and drug treatment centers, among others. The employment-related incidence of COVID-19 appears more likely to occur among members of law enforcement, first responders, and front-line medical and public health personnel, and among those whose employment causes them to come into direct and frequent in-person and close proximity contact with the public.

## COVID-19 claims (cont.)

Employees identified as high-risk are afforded special coverage when it comes to proving exposure to COVID-19. OWCP will accept that the exposure to COVID-19 in high-risk employment was proximately caused by the nature of the employment.

In other words, if your work causes you to come into direct and frequent in-person and close-proximity contact with your co-workers or the public, you need not identify exactly where you were exposed to the virus.

While letter carriers are not specifically identified as high-risk employees, carrying mail often causes direct and frequent in-person and close proximity contact with the public. To qualify for special coverage under the FECA, letter carriers filing claims for COVID-19 will need to prove that their route constitutes high-risk exposure.

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**“The bulletin singles out some federal employees as high-risk employees: federal employees who are required to have in-person and close-proximity interactions with the public on a frequent basis.”**

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**Letter carriers continue to carry mail because we are considered essential federal employees.** The Centers for Disease Control and Prevention (CDC) has developed guidelines for social distancing necessary to contain the spread of the virus. The CDC advises essential employees to avoid social gatherings of groups with more than 10 people. The CDC also recommends that individuals stay at least six feet away from others.

While postal facilities vary in size and density, letter carriers often come within six feet of other employees throughout the day. Close proximity contact with fellow postal employees in our installations is common; consider the beginning of every shift when we line up to clock in. In some offices postal management has designated specific break times that offer few alternatives for letter carriers to congregate outside of break rooms.

Just as no two routes are the same, our exposure to our customers may vary from route to route. Letter carriers' routes may include any combinations of walking, mounted and business deliveries. In some locales, letter carriers must commute to and from the route using subways or buses.

The everyday encounters, both in the office and on the street often follow a pattern of frequent contact with co-workers and customers. To qualify as a high-risk employee, letter carriers filing COVID-19 claims will need to document the frequency of close proximity contact with co-workers or the public throughout the day.

The Postal Service has widened its response to the pandemic. The service has entered into temporary agreements with NALC, and a series of mandatory stand-ups have been issued pertaining to COVID-19.

In an effort to reduce the contact that is so common in the workplace, NALC and the Postal Service signed a memorandum of understanding implementing temporary workplace changes to promote social distancing among city letter carriers. Social distancing within each installation may differ.

**In describing your work duties, it is important to be mindful that OWCP claims examiners have little knowledge of the routine movements a city letter carrier makes every day.** You will need to educate your claims examiner by thoroughly explaining the day-to-day duties of your work. Your claims examiner will need to know the specific points of contact with co-workers and customers that occur each day.

Fortunately, Postal Service innovations such as GPS tracking and scanning provide a data-rich environment that can document the path and points of close proximity contact carriers experience every day. Office flow charts and route maps document evidence of daily travel.

To prove that you have been exposed, while delivering mail, to someone in public who is positive for COVID-19, you should submit Postal Service data including work schedules, TACS reports, RIMS and scan records that can place you in a specific place and time.

If you can identify where the exposure occurred, you should request written verification from the customer or business you had contact where a positive COVID-19 case has been documented.

**You also will need a medical report from a qualified physician reflecting that the positive COVID-19 diagnosis resulted from a work-related exposure during the performance of your duties.** You must explain the nature of your work exposure to your physician and make sure it is referenced in a medical report.

For your health and safety as well as the health of those around you, consider an appointment with your physician by videoconference or teleconference. OWCP will accept a telehealth medical report as long as it is signed by a physician. Proving that a letter carrier's work constitutes high-risk employment will require detailed documentation of the carrier's work-day corroborated by a doctor's medical report.

Due to the nature of COVID-19 research, CDC guidelines change and expand as scientists uncover new evidence on exposure and the lifecycle of the virus.

Letter carriers filing claims for COVID-19 should make every effort to reach out to branch officers or to their national business agent's office for assistance with a COVID-19 claim.

## Military leave

**C**areer letter carriers who are members of the military reserve components or the Army or Air National Guard may be entitled to additional leave when their service requires them to be absent from work. This category of leave, called paid military leave, enables employees to receive pay from the Postal Service while they fulfill their military obligations, rather than depleting their annual leave balances or using leave without pay.

Eligible full-time employees are granted 15 days of paid military leave per year. Eligible part-time employees are granted one hour of paid military leave for each 26 hours in a pay status in the preceding fiscal year, not exceeding 80 hours of paid leave. To qualify for this leave, part-time employees must have been in a pay status for at least 1,040 hours during the preceding fiscal year. This time in a pay status includes any time spent on leave without pay for military service. Exceptions to these limits are made for members of the Washington, DC National Guard, who are required to serve on active duty under Title 43, District of Columbia Code. In this circumstance, all days of active duty are eligible for paid military leave.

It is important to note that most leave provisions in the Postal Service apply to the USPS leave year, which begins on the first day of the first complete pay period in a calendar year and ends on the day before the first day of the first complete pay period in the following calendar year. However, paid military leave must be used during the USPS fiscal year, which begins on Oct. 1 and ends on Sept. 30 each year. Employees may carry over up to one year's allotted but unused paid military leave from one fiscal year to the next. The amount carried over may not exceed 15 days.

**In general, members of the reserve and National Guard** components are required to serve on active duty one weekend per month and one two-week training session per year. Employees required to serve active duty time in the military should keep their commitment requirements in mind when determining the amount of leave needed to cover their absences. Since most career letter carriers are not required to work on Sunday as part of their regular schedule, they would need a maximum of 12 days of paid military leave to cover all the absences for their once-a-month commitment. This number could be reduced for any other non-scheduled days which fall on a day the employee is absent for military duty. Any other absences would be charged as either annual leave or leave without pay. Each employee should make the determination of when to use paid military leave versus other leave types based on their own circumstances and needs.

The rules and regulations pertaining to the crediting and usage of paid military leave are found in Section 517 of the *Employee and Labor Relations Manual (ELM)*. A copy

of the *ELM* is available on the NALC website at [nalc.org/workplace-issues/resources/usps-handbooks-and-manuals](http://nalc.org/workplace-issues/resources/usps-handbooks-and-manuals).

Section 517.31 of the *ELM* provides that, to the extent possible, when an employee is required to attend training or perform other military service, advance notice should be given using PS Form 3971, Request for or Notification of Absence.

**To ensure proper recording of leave and to protect the employee's annual leave balance**, letter carriers should indicate military leave in the "Type of Absence" section of the form.

Generally, an employee must be in pay status either immediately prior to the beginning of military duty or immediately after the end of military duty in order to be entitled to paid military leave with pay. However, Sections 517.32 and 517.33 of the *ELM* allow days on a longer period of military duty other than the first days of such duty to be charged to paid military leave, and permit such leave to be used intermittently.

To avoid timekeeping errors, an employee seeking to maximize his or her paid military leave for a longer absence should consider explaining the reason for the request for intermittent leave to the supervisor.

Employees wanting more information on paid military leave, as well as other benefits available to veterans, should read

the *NALC Veterans Guide* available online at [nalc.org/member-benefits/nalc-veterans](http://nalc.org/member-benefits/nalc-veterans). Letter carriers may also contact their national business agent (NBA) to obtain more information regarding paid military leave. Contact information for the NBA who covers your region can be found at [nalc.org/union-administration/nalc-regions](http://nalc.org/union-administration/nalc-regions).



### Join the NALC Veterans Group

The NALC Veterans Group is designed to provide NALC members—both active and retired letter carriers—who are also military veterans the ability to connect with fellow NALC veterans and stay informed on issues of importance to letter carrier veterans. It is free to join.

Members receive a pin as a symbol of gratitude for your military service and membership in NALC.

**If you are interested in joining the group, complete the sign-up card at [nalc.org/veterans](http://nalc.org/veterans).**

# Questions about COVID-19?



Special Assistant to the President Tim McKay

**A**s a union, we have always taken great pride in providing our members and union representatives the resources necessary to assist them with staying informed about the union, their rights, benefits and issues that affect their jobs as letter carriers. Throughout the years, the way NALC communicates with its members has changed greatly. As the rest of the world increased its electronic means of communication, so too did NALC.

Since the NALC website was launched in the 1990s, the goal of our union has been to give all members the information they need online, and in the most convenient form possible. While NALC certainly still utilizes print forms of communication such as *The Postal Record*, the *NALC Bulletin*, and countless NALC-created guides and documents, in general, online versions of those publications are made available to our members as well. Since 2016, when the NALC Member App was introduced, everything available on the NALC website is also readily available to users on their iPhone and Android smartphones. Additionally, NALC also uses various social media platforms such as Facebook and Twitter to provide information to our members, and as a means for our members to communicate with each other and with Headquarters.

**The obvious benefit of electronic forms of communication** is the ability to disseminate information quickly. Never has this been more important and useful to NALC members than it currently is during the COVID-19 pandemic. In response to so much new information coming quickly and changing rapidly, NALC created and keeps updated a page on the NALC website dedicated solely to providing such information to letter carriers as they work and live in the midst of the pandemic. At the “COVID-19” page under “News & Research” on the NALC website, you will find:

- President Fredric Rolando’s statements regarding the pandemic
- Links to podcasts in which Executive Vice President Renfroe delivers regular updates on COVID-19 issues
- New memorandums of understanding in effect during the pandemic
- All the mandatory standup talks which should have been given in your office
- Information from the Centers for Disease Control and Prevention
- Information from USPS
- The newly created COVID19@nalc.org resource

**Earlier this year, the idea of launching a podcast for NALC members** called “You Are the Current Resident” became a reality. The podcast is a conversational one, hosted by Executive Vice President Brian Renfroe and Assistant to the President

for Contract Administration Mark Sims, with the goal of both entertaining the listening audience and providing useful information. The latter goal has been of the utmost importance to letter carriers during these unprecedented times. Multiple podcast episodes so far have included such topics as:

- Every COVID-19 related statement from President Rolando
- The importance of social distancing with co-workers and customers
- Changes to scanners that were jointly developed to promote social distancing between letter carriers and their customers
- What to do if supplies such as hand sanitizer, disinfecting wipes, nitrile gloves and/or masks are not made available
- Discussion of the various COVID-19 related memorandums of understanding designed to provide benefits and protection for letter carriers dealing with issues related to the pandemic
- Legislative issues affecting letter carriers and related to COVID-19 stimulus packages
- Answers to questions from NALC members
- Frequent updates related to COVID-19

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**“A new resource for members to report issues related to, or ask questions about, the pandemic: COVID19@nalc.org”**

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The “You Are the Current Resident” podcast has quickly become a very popular means for our members to use to stay informed about vital issues that affect their jobs. For those who may have not yet taken advantage of this important resource, you can subscribe to the podcast on Podbean.

**NALC also recently introduced a new resource for members** to report issues related to, or ask questions about, the COVID-19 pandemic: COVID19@nalc.org. In addition to letter carriers being able to contact their shop steward, branch officer or national business agent, this email address is another way for letter carriers to receive help. Many NALC members have used this new resource to ask any and every question you can imagine related to the pandemic, and to report problems such as a lack of supplies to keep themselves safe or failure of their managers to keep their workplace safe.

Our members receive quick responses from one of several dedicated Headquarters letter carrier staff members and officers who monitor the incoming emails. COVID19@nalc.org has proven to be a vital resource for letter carriers, in addition to their local and regional representatives, as they deal with the effects of working through this pandemic.

NALC is committed to providing our members with all of the resources necessary to stay informed about their jobs, now and into the future. If you have not been taking advantage of these resources, I encourage you do to so now. Just like the old saying goes, “Knowledge is Power,” and NALC strives to provide each of our members with that power.

# Trump administration proposes reducing injured workers' benefits



Assistant to the President for Workers' Compensation  
Kevin Card

**A**s our country has grappled with the coronavirus pandemic, our federal government has struggled to provide widespread coronavirus testing, gloves, masks and ventilators. Letter carriers have been on the front lines, risking infection while working to keep America connected.

NALC has been working hard to make your workplaces safer by coordinating with the Postal Service to get much-needed supplies distributed where needed. This is a crisis with no precedent.

Somehow, in the midst of all the shortages, the Trump administration found

time to propose radical changes to the Federal Employees Compensation Act (FECA), which protects injured letter carriers.

**On April 10, Good Friday, the administration released** a proposal for the “Federal Employees’ Compensation Reform Act of 2020.” The bill would make several changes to FECA that reduce the wage-loss compensation provided to federal employees who are injured in the performance of their duties.

FECA has been protecting federal employees since 1916. Over the last 104 years, there have been a series of amendments to the act that continually improved medical and wage-loss benefits for injured workers.

For example, FECA originally required workers get treated at public health clinics, wage-loss compensation was a fixed dollar amount, not a percentage of the employees’ wages and the ability to appeal decisions was limited.

Over the years, Congress steadily amended the act, with the ideal that FECA would be a model act that the states should emulate. Today, injured workers can see the doctor of their choice, wage-loss compensation is a percentage of an employee’s wages, and there are multiple appeal routes for OWCP decisions.

In 1974, the Act was amended to provide continuation of pay (COP) so that injured workers would not suffer a financial loss while waiting for OWCP to make a decision. Injured letter carriers have generally benefitted from the changes to FECA.

**The Trump administration’s proposal would affect injured workers’ wage-loss compensation in the following ways:**

FECA currently provides wage loss compensation in two ways: for individuals who are single, compensation is paid at 66 and 2/3 percent of the employee’s wages. Injured workers with dependents receive augmented compensation at 75 percent of their wages.

The Trump administration proposal eliminates augmented compensation so every injured worker would get the 66 and 2/3 rate.

While wage-loss compensation is non-taxable, the injured worker gets no Social Security credit for time spent on compensation. Injured workers on wage-loss compensation also get no contributions to the Thrift Savings Plan,

effectively reducing retirement benefits. Seriously-injured workers can remain on wage-loss compensation past the date of their retirement age.

The Trump administration proposal would reduce the benefits for injured workers when they reach “retirement age” as defined in Section 216 of the Social Security Act. The Social Security retirement age begins at 65 and increases depending on your birth date.

The Trump Administration proposal creates a “conversion benefit,” which reduces a workers’ compensation benefit based upon the worker’s age at the date of injury:

(A) at age 15-34 shall receive a conversion benefit of 65 percent;

(B) at age 35-54 shall receive a conversion benefit of 58 percent;

(C) at age 55-65 shall receive a conversion benefit of 50 percent; and

(D) at age 66 or older shall receive a conversion benefit of 45 percent.

In other words, the older you are on the date of injury, the less compensation you receive at retirement age.

**The Trump proposal does make nominal increases to FECA** benefits for disfigurement and burial expenses. It also prevents employing agencies from forcing vocational rehabilitation on compensably-injured workers who have reached retirement age.

But the real impetus for the changes is budgetary. As an accompanying letter from OWCP Director Julia Hearshway flatly states:

These reforms would produce 10-year net savings of approximately \$212 million. This legislative proposal is included in the President’s FY 2021 budget. The Administration will work with Congress to ensure fiscal discipline with the President’s budget.

There is little doubt that FECA could be improved. Injured workers often suffer wage loss and further injury as their doctors struggle to write medical reports that meet FECA requirements. Delays in treatment often increase the costs to workers, the Postal Service and the Department of Labor. FECA could be changed to make the claims process easier and less costly for everyone.

The agency responsible for adjudicating claims, the Division of Federal Employee’s Compensation (DFEC), remains vastly understaffed, causing delays in claim adjudication, injury treatment and benefit payments. If the Trump administration really cared about injured workers, it could increase DFEC’s budget and provide better service.

Yet, in an economy reeling from a viral pandemic where letter carriers find themselves risking exposure to the coronavirus every day, the administration’s priority is in reducing injured worker’s benefits.

As the late John Prine wrote, “It’s a big old goofy world.” Be safe and keep up the good work.

## MDA end-of-year wrap-up



Christina Vela Davidson



**A**s we all know, MDA Summer Camp is a magical place where anything is possible for children with muscular dystrophy and other neuromuscular diseases. From swimming to zip-lining, horseback riding to dancing under a disco ball, the children are there to have fun and gain valuable life skills. Each summer, thousands of kids attend life-changing overnight camps around the U.S.—at no cost to their families, thanks to our generous supporters.

However, after careful review of the growing seriousness and community spread of the coronavirus (COVID-19) pandemic, and discussion with trusted medical professionals and organizations, MDA has made the difficult decision to cancel all summer camp programs in 2020. Their top priority is the health and safety of our campers, volunteers and staff. They know the campers, volunteers, sponsors and MDA staff look forward to these life-changing weeks at camp every year, and this decision was not made lightly.

**Remember, we're not going to** let COVID-19 stop us. Kids and adults living with neuromuscular diseases face a higher health risk and risk of isolation. A lot is uncertain right now, but one thing is certain—we need support or we won't have enough resources after the virus is gone. The pandemic has caused cancellations of our fundraising events, which will affect MDA programs all year. We will need your help to ensure that MDA can provide the care families urgently need.

MDA has been researching and testing how video gaming can benefit its community. It has been fortunate to forge alliances with many top gaming, technology and accessibility experts—including Microsoft—to determine how gaming can best connect and benefit the MDA

community. After much effort, it is pleased to launch MDA Game Night, an online community where MDA families, medical providers and anyone who cares about those with neuromuscular diseases can join online to play, share stories and safely acknowledge the love, challenges and inspiration that makes us all special. MDA Game Night began on March 21 and will be happening every Saturday from 7 p.m.-10 p.m. (Eastern Time).

**I would also like to make some corrections for the following branches and the amount they raised for 2019:**

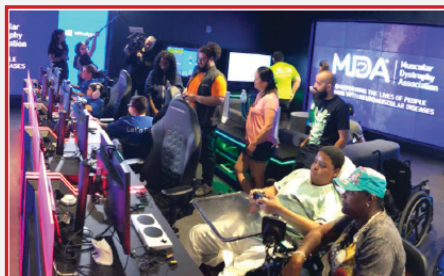
<b>Branch 354</b>	<b>Laredo, TX</b>	<b>\$1,250</b>
<b>Branch 11</b>	<b>Chicago, IL</b>	<b>\$26,617.68</b>
<b>Branch 324</b>	<b>Denver, CO</b>	<b>\$14,000</b>
<b>Branch 60</b>	<b>Stamford, CT</b>	<b>\$6,000</b>
<b>Branch 181</b>	<b>Austin, TX</b>	<b>\$2,000</b>
<b>Branch 852</b>	<b>Yakima, WA</b>	<b>\$14,901.46</b>

### Join MDA Game Night

Saturday, March 21<sup>st</sup> and continuing every Saturday from 7-10PM EST (4-7PM PST).

Play on [Discord](#)

Watch on [Twitch](#)



**MDA Game Night**  
Saturday, March 21<sup>st</sup>, 7-10PM EST  
And every Saturday thereafter!

Questions?  
Please contact our Community Manager, Paul Scherer, at [pscherer@mdausa.org](mailto:pscherer@mdausa.org).

#### What is MDA Game Night?

MDA Game Night is an exciting new series of scheduled online events that MDA families, volunteers and anyone in the NMD community can join to play, share stories and connect with one another!

#### Who can join? What does it cost?

Anyone and everyone involved in the MDA Community can join! MDA Game Night is free! There is no cost to join, play games, or watch.

#### How do I join?


It all starts with MDA's moderated channel on [Discord](#). Discord is a free app used by video gamers to connect and schedule game time. You can play from any computer or gaming console that connects to the internet. You can even watch on your phone. All MDA Game Nights will be shown on MDA Let's Play Channel on [Twitch](#).


#### Can I fundraise for MDA?

Yes. Anyone can sign-up at [www.MDAletsPlay.org](http://www.MDAletsPlay.org) to support MDA while they are playing video games and streaming. Fundraising is not a requirement though. MDA Game Nights are FREE to join, play, and watch. To raise money, we will be hosting online games and tournaments. People will be able to pledge donations and sign up for special online events. More information about these activities will be made available throughout the year.

# MDA, cont.

**Just another reminder:** if the COVID-19 pandemic lets up, the Tough Mudder will be on Aug. 30 in Haymarket, VA. If you want to donate, please use the following form. Remember, what you or your branch donates will be added to your 2020 MDA numbers.





Deliver  
the Cure  
with MDA

**Support Team NALC/MDA Run 2020 and President Rolando in his 5K Tough Mudder MDA Fundraiser:  
August 30, 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

## Staff Reports

# Food drive postponed, hunger remains



**Assistant to the President  
for Community Services  
Christina Vela Davidson**

**I** just wanted to remind you all that the 28th annual Letter Carriers' Stamp Out Hunger® Food Drive, scheduled for May 9, has been postponed. NALC, as well as our national partners, are fully committed to rescheduling the food drive later in 2020. A new date has not yet been scheduled, but when it is chosen it will be blasted out on the App, social media and the NALC website.

Millions of Americans donate food on the second Saturday in May every year to help fight hunger in their communities. While we cannot safely conduct the food drive on its traditional date, we encourage those who would participate to consider donations that may be safely made to food banks in the form of food or financial assistance.

**There are thousands of food pantries, food banks and churches in need of support** because they are running short. These pantries and churches are the ones who will help working families struggling through this uncertain time. NALC has a great history in this fight to end hunger and will continue to help, replenishing food shelves in thousands of communities throughout the country.

The coronavirus pandemic has already cost thousands of Americans their lives, and it is also causing many to go hungry. Thousands have been forced to wait for

hours in long lines at food banks across the country. Pantries and food banks that are helping are not able to assist and reach everyone.

Let's work together to help those in need. Brothers and sisters, you do not have to wait until a date is chosen; you can collect food or donations at

the local level, for your local pantries or food banks. If you want to help a local pantry, call the organization to see what its needs are. Please be safe and always remember, "family first."

**Please register online or by mail if you have not registered.** Remember it's a first-come, first-serve for the rest of the postcards. We will be sending these requests from the Hub cities around the country to those who need them.



## Monthly CSRS annuity payments for letter carriers who retire on Aug. 1, 2020

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Aug. 1, 2020. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/federal/military service.

Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service <sup>2</sup>	CC Grade 1 / High-3 Average <sup>1</sup> : \$63,623			CC Grade 2 / High-3 Average <sup>1</sup> : \$ 64,942		
	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>
20	\$1,922	\$170	\$1,752	\$1,962	\$174	\$1,788
21	2,028	180	1,848	2,070	185	1,886
22	2,134	191	1,943	2,178	195	1,983
23	2,240	202	2,039	2,286	206	2,080
24	2,346	212	2,134	2,395	217	2,178
25	2,452	223	2,229	2,503	228	2,275
26	2,558	233	2,325	2,611	239	2,373
27	2,664	244	2,420	2,719	249	2,470
28	2,770	255	2,516	2,828	260	2,567
29	2,876	265	2,611	2,936	271	2,665
30	2,982	276	2,707	3,044	282	2,762
31	3,088	286	2,802	3,152	293	2,860
32	3,194	297	2,897	3,261	304	2,957
33	3,300	308	2,993	3,369	314	3,054
34	3,406	318	3,088	3,477	325	3,152
35	3,513	329	3,184	3,585	336	3,249
36	3,619	339	3,279	3,694	347	3,347
37	3,725	350	3,375	3,802	358	3,444
38	3,831	361	3,470	3,910	369	3,542
39	3,937	371	3,566	4,018	379	3,639
40	4,043	382	3,661	4,126	390	3,736
41	4,149	392	3,756	4,235	401	3,834
41+11 months & over <sup>5</sup>	4,242	402	3,840	4,329	410	3,919

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Aug. 1, 2017, and Aug. 1, 2020, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

3. The reduction for a survivor's annuity is the amount necessary to provide maximum benefits (55% of basic annuity) to a surviving spouse.

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$473.01 per month if for self plus one (code 323), \$408.94 if for self and family (code 322), or \$196.82 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under FERS rules, there is no maximum allowable yearly annuity. However, given the FERS formula of 1% per year, it is highly unlikely that any FERS employee will ever exceed the 80% maximum limit under CSRS.

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10% - their annuities are calculated at 1.1% times years of service times high-three average salary.



# Monthly FERS annuity payments for letter carriers who retire on Aug. 1, 2020

**T**he Federal Employees Retirement System (FERS) covers federal and postal employees hired on or after Jan. 1, 1984. FERS employees earn retirement benefits from three sources: the FERS Basic Annuity, Social Security and the Thrift Savings Plan.

An additional Special Annuity Supplement is paid to FERS annuitants who retire at Minimum Retirement Age (MRA) plus 30 years or more, or at age 60 plus 20 years or more. It is approximately calculated by taking an individual's Social Security age 62 benefit estimate, multiplied by the number of years of

FERS coverage, divided by 40. It is payable to age 62 and then ends. Social Security benefits are payable beginning at age 62.

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Aug. 1, 2020. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service <sup>2</sup>	CC Grade 1 / High-3 Average <sup>1</sup> : \$63,623			CC Grade 2 / High-3 Average <sup>1</sup> : \$64,942		
	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>	Basic Annuity	Max. Survivor Deduction <sup>3</sup>	Max. Survivor Reduced Annuity <sup>4</sup>
20	\$1,060	\$106	\$954	\$1,082	\$108	\$974
21	1,113	111	1,002	1,136	114	1,023
22	1,166	117	1,050	1,191	119	1,072
23	1,219	122	1,097	1,245	124	1,120
24	1,272	127	1,145	1,299	130	1,169
25	1,325	133	1,193	1,353	135	1,218
26	1,378	138	1,241	1,407	141	1,266
27	1,432	143	1,288	1,461	146	1,315
28	1,485	148	1,336	1,515	152	1,364
29	1,538	154	1,384	1,569	157	1,412
30	1,591	159	1,432	1,624	162	1,461
31	1,644	164	1,479	1,678	168	1,510
32	1,697	170	1,527	1,732	173	1,559
33	1,750	175	1,575	1,786	179	1,607
34	1,803	180	1,622	1,840	184	1,656
35	1,856	186	1,670	1,894	189	1,705
36	1,909	191	1,718	1,948	195	1,753
37	1,962	196	1,766	2,002	200	1,802
38	2,015	201	1,813	2,056	206	1,851
39	2,068	207	1,861	2,111	211	1,900
40	2,121	212	1,909	2,165	216	1,948
Each additional year <sup>5</sup>	53.02	5.30	47.72	54.12	5.41	48.71

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Aug. 1, 2017, and Aug. 1, 2020, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

3. The reduction for survivor's annuity is the amount necessary to provide maximum benefits (50% of basic annuity) to a surviving spouse.

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$473.01 per month if for self plus one (code 323), \$408.94 if for self and family (code 322), or \$196.82 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under FERS rules, there is no maximum allowable yearly annuity. However, given the FERS formula of 1% per year, it is highly unlikely that any FERS employee will ever exceed the 80% maximum limit under CSRS.

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10% - their annuities are calculated at 1.1% times years of service times high-three average salary.

# State Summaries

## California

Lies, lies, lies, yeah. Many of you of a certain vintage remember a song by the Thompson Twins with those lyrics. The same words also apply to our current occupant of the White House. As I write this, the president succeeded in stripping billions of dollars of aid for our employer in the \$2.2 trillion stimulus package. This is serious, folks. The postmaster general forecast a loss of \$13 billion this fiscal year, and many see us running out of money in a matter of months. I know I am not the only one delivering fewer letters and flats. Sure, parcel volume is sure to pick up with us handling more Amazon packages, but it doesn't make up for the loss of first-class mail revenue.

And the Donald has not been shy about expressing his opposition to congressional help to getting us through this crisis. During a press conference, he falsely accused USPS of losing money on parcel delivery, saying that "they have to raise their prices, otherwise, they're going to lose a lot of money. And tell your Democrat friend [Rep. Gerry Connolly] that he ought to focus on that, because if he focused on that, he could truly save the Post Office. The Post Office has been losing billions of dollars a year for many, many years. And have him take a look at that, because that's the way to solve the problem."

No one needs to lecture our good friend Rep. Connolly as to how to help us become profitable, least of all someone who has declared insolvency himself on a number of occasions. And the president needs to stop lying about USPS not making money on parcel delivery. We are required by law to make a profit on any contract we sign.

*Eric Ellis*

## Florida

From Feb. 3 to Feb. 7, a delegation of FSALC officers were in Tallahassee working with the AFL/CIO'S Working Family Lobby Corp to lobby for issues important to the working people of Florida and to lobby against issues that would be harmful. Our delegation consisted of Gene Carroll, CDL of Congressional District 15; Joanne Cannon, District 2 chairperson; Frank Marinacci, District 4 chairperson; Frank Ramirez, District 1 chairperson; Billy Nutter, Director of Retirees; Kevin Byrne, state legislative liaison; and myself. Additionally, we had Dave Bernstein, a representative for the Tampa APWU retirees. The legislative session ended on March 13.

Collectively, we were able to meet with nearly 35 representatives and senators to express our views and seek support for those views. Additionally, some of us sat in on various committee meetings and waived in support or against the particular issue being debated, depending on the AFL-CIO'S position. Thankfully, our position prevailed on some of the issues of most importance to Florida's working men and women, and

particularly on a union-busting bill that would have required state, county and municipal employees' unions to re-sign their union members following each new contract.

The big issue of today is the coronavirus pandemic's effect on the Postal Service and our carriers. Daily, branch presidents of the Suncoast District have a telecon with the district manager. These presidents then impart the latest information, i.e. number of carriers affected (with the virus, being tested, being quarantined, etc.) and the state of the supplies (gloves, hand sanitizers, masks) in each office. My own branch president, after each telecon, messages all officers and stewards with that call's information and asks that they contact him with questions or suggestions from themselves or carriers in their units. I won't go into details about num-



**Montana State President Julie Quilliam saw this note of thanks on her route on the North East side of Great Falls, Montana.**

bers, since the numbers are constantly changing. I do think that this pandemic should bring about a greater appreciation of what an asset USPS is for our nation. In times of severe angst and uncertainty as we have today, just seeing your carrier making their rounds on a daily basis brings back just a little bit of much-needed normalcy.

*O.D. Elliott*

## Kentucky

I am writing this summary during a healthy stay at home edict issued by our governor, Andy Beshear, across the Commonwealth of Kentucky during this viral pandemic, COVID-19. USPS has been harmed financially. Fortunately, NALC President Rolando and our national officers are talking to members of Congress. KYSALC officers and LCCLs will be talking to our KY U.S. members about legislation favored by NALC, once we get information from our union.

While listening to one of President Trump's "Coronavirus Briefings," a reporter asked about effects upon USPS. He first said that USPS needed to raise parcel rates. Then he said that USPS has lost billions of dollars recently, while we know that is due to pre-funding future retirees' healthcare. He also said that voting by mail was rife with fraud. We know that states with vote-by-mail have extremely rare instances of

voter fraud. After all, it is still a federal offense. This scribe is skeptical of this U.S. president, especially since his previous budgets hurt NALC letter carriers with budget cuts, higher health-care costs and higher pension contributions (unnecessary). He has proposed privatization and less delivery days for USPS, and opening the mailbox to private companies, which would be a disaster for our citizenry. Pay attention like never before. Our jobs, benefits and the life of USPS are all on the line.

*Bob McNulty*

## Michigan

Greetings, brothers and sisters! As I write this, we are living in scary times. This virus does not discriminate. Michigan has been one of the hardest hit states. The members of the Michigan State Association Executive Board have been diligently communicating with each other in an effort to keep the flow of information moving. As letter carriers, we are critical to helping our customers maintain peace of mind. They rely on us to deliver medicines, checks and communications from friends and family. We have to be brave and strong. Be safe and take every precaution you can to protect yourself. Look out

for each other. These are unprecedented times for training programs, so help and mentor our new CCAs. Remember, we are letter carriers and that is something to be proud of! In the midst of all this turmoil, we must not let our guard down on the political front. We still need to be contacting our representatives and convince them to sign onto the bills that protect our jobs. I truly believe there will still be a Postal Service when we come out of this crisis. But we must continue to fight for our job security. On a final note, President Blassingame and the Executive Board of the Michigan State Association of Letter Carriers offer our deepest condolences to the families, friends and coworkers of the brothers and sisters in every postal craft that we have lost to this virus. Their loss is deeply felt, and they will not be forgotten. R.I.P.

*Tom Minshall*

## Texas

The NALC Texas State Association and all of our letter carrier family mourn the loss of Johnny Tamayo, a member of Pasadena Branch 3867. On Saturday, April 4, Johnny passed away from complications related to the COVID-19 coronavirus. He had been a postal employee for more than 50 years. He was 69 years young.

Our thoughts and prayer go out to Johnny's family, friends and coworkers. He will be missed by many.

Thank you to all letter carriers still out making their rounds in these wearisome days. We bond this country together. Yet, businesses across the country are getting help to keep their doors open thanks to the CARES Act passed by

Congress and signed by the president. This coronavirus aid package exceeds two trillion dollars. Brothers and sisters, now is the time to contribute to the Letter Carrier Political Fund (LCPF). We have a legislative battle on our hands, and it is bipartisan.

For those of us who are working long hours, your days off, extra pivots and so on... I salute you. Your selflessness is greatly appreciated by our customers and brings some sense of normalcy. You smile, they'll smile. It can be seen even behind a face covering. Protect yourself, your family and your coworkers by following the CDC's guidelines for washing your hands as often as possible, wearing a face covering when out in public and practicing social distancing.

Our national, state and local officers are working hard for you to be safe. Please look on [nalc.org](http://nalc.org) for updates and download the "You Are The Current Resident" podcast to listen to updates as well. Another great tool to keep you up to date on the latest information is the NALC App. Download it from the Google Play store or Apple App store. Be safe and God bless.

*Carlos Rodriguez Jr.*

## Utah

Vote-by-mail has been discussed everywhere in recent weeks. With extra precautions due to the coronavirus outbreak, the topic has come up as a safer method of voting. Salt Lake City's local newspaper quoted President Trump as stating "you'd never have a Republican elected in this country again" if everyone had access to

vote by mail. Utah elects about as many Republicans as anybody, and we have been voting by mail for years. In fact, Republicans have a supermajority here.

Utah letter carriers have been intimately involved in voting by mail since the beginning; we have worked closely with the Salt Lake County Clerk and the state legislature. We now have a system in which, unless you opt out, you are automatically registered if you renew your driver's license or have any dealings as far as registering a vehicle (nobody has opted out yet). Once registered, you receive a ballot in the mail for every election in which you are eligible to vote. Your return envelope is postage paid! You don't even have to use a stamp. Concerned about your ballot being lost in the mail stream? You can track your ballot by the email address on the outside envelope (you have an inner sleeve which keeps your ballot private).

We even still have polling places, if you prefer. You may have to travel a bit further than years ago, but not too far. You can even register and vote on the same day—early, if you choose, as the polling places are open for weeks prior to Election Day. What has all of this done? It has increased voter turnout by record numbers. Increased turnout is a good thing; everyone should easily be able to exercise their voice, just like Utahns.

*Kimberly Mortensen*

## Wisconsin

Every Wisconsin letter carrier should be proud of the unselfish efforts each is making to

provide the essential services that our patrons require. These are historic and uncharted times for everyone, and words are insufficient to describe the admiration I have for each of you.

The COVID-19 situation has forced the WSAALC to postpone the business of the State Convention which was scheduled for mid-May to the dates reserved for the Fall training in Madison on September 25-26. Certainly, there is no guarantee that there will be no boomerang of the virus causing a cancellation of that event. Contingency plans are being discussed by the Executive Board to make sure all of the required Convention business is addressed.

While I recognize the danger of the situation, it is also a time for us to shine. We can prove just how much America really needs us and that we always come through for them. It's not just the parcels or SPRs of essential goods we deliver but there is an uptick in First Class mail as families re-discover the personal touch of writing letters and sending messages that last.

We stand poised to deliver elections at the state and national level. At deadline for this article, polling places are scarce and the powers that be at the state level are in crisis about the best way to provide a safe manner for citizens to vote. A reasonable person must conclude that we stand ready, willing and able to answer the call of democracy with Vote At Home.

I pray each of you is taking all necessary protections for yourself, your co-workers and your families. Make sure your work unit is doing all it can to provide what you need in these trying times. Thank you and be safe!

*Scott A. Van Derven*

## In Memoriam

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

Gordon S. Weaver	Br. 1902	Arizona Merged
Donald L. Litmer	Br. 704	Tucson, AZ
Jermillian R. Daniels	Br. 543	Hot Springs, AR
Robert J. Lopez	Br. 231	Central California
Richard O. Ausborn	Br. 1100	Garden Grove, CA
Rocco V. Gerardi	Br. 1100	Garden Grove, CA
Armando Jimenez	Br. 1100	Garden Grove, CA
James R. Kepley	Br. 1100	Garden Grove, CA
Robert L. Mcdowell	Br. 1100	Garden Grove, CA
Robert F. Ruble	Br. 1100	Garden Grove, CA
Michael A. Smith	Br. 1100	Garden Grove, CA
Gerold J. Wertz	Br. 1100	Garden Grove, CA
Ronald C. Westfall	Br. 1100	Garden Grove, CA
John E. Mendez	Br. 2902	Tri-Valley, CA
David H. Perez	Br. 2902	Tri-Valley, CA
John J. Peterson	Br. 204	Colorado Springs, CO
Al A. Smith	Br. 109	Derby, CT
Ray E. Downing	Br. 1753	Bradenton, FL

Joseph B. Broder	Br. 1071	Miami, FL
William Leiba	Br. 1071	Miami, FL
Jacy L. Quinn	Br. 2148	Sarasota, FL
Hong K. Wong	Br. 2932	Hilo, HI
Paul Applewhite	Br. 11	Chicago, IL
Patrick Sullivan	Br. 409	Zion, IL
W. D. Mitchell	Br. 383	Paducah, KY
Gerald D. Thomas	Br. 9	Minneapolis, MN
Robert L. Benner	Br. 28	St. Paul, MN
Jerome T. Brown	Br. 28	St. Paul, MN
Charles W. Diebel	Br. 28	St. Paul, MN
John P. Halfen	Br. 28	St. Paul, MN
Gerald B. Harper	Br. 28	St. Paul, MN
Gary A. Lambert	Br. 28	St. Paul, MN
Donald A. Langfield	Br. 28	St. Paul, MN
Gordon A. Mueller	Br. 28	St. Paul, MN
Eugene D. Rademacher	Br. 28	St. Paul, MN
William E. Schulze	Br. 28	St. Paul, MN
Clarence W. Smekofski	Br. 28	St. Paul, MN
Anthony A. Sowada	Br. 28	St. Paul, MN
Donald J. Launer	Br. 89	Fremont, NE
Edward S. Gancarz	Br. 38	New Jersey Mgd., NJ
Stephen L. George	Br. 38	New Jersey Mgd., NJ
Lakeisha B. Blaspie	Br. 38	New Jersey Mgd., NJ

George E. Britton	Br. 380	Trenton, NJ
Paul J. Kapp	Br. 380	Trenton, NJ
Joseph Natale Jr.	Br. 908	South Jersey, NJ
W. A. Fenamore	Br. 41	Brooklyn, NY
Frank P. D'annunzio Sr.	Br. 6000	Long Island Mgd., NY
Alfred F. Vanek	Br. 6000	Long Island Mgd., NY
William J. Vesseliza	Br. 6000	Long Island Mgd., NY
Barbara J. Hill	Br. 210	Rochester, NY
Noble R. Card	Br. 134	Syracuse, NY
Edmund T. Marques	Br. 134	Syracuse, NY
Gerald E. Robinson	Br. 134	Syracuse, NY
Imani Y. Williamson	Br. 387	Yonkers, NY
Jack V. Griffin	Br. 148	Akron, OH
Howard A. Ammeter	Br. 118	Mansfield, OH
Thomas E. Wingerter	Br. 284	Erie, PA
Robert Brodsky	Br. 210	Philadelphia, PA
Luis E. Miranda	Br. 283	Houston, TX
Calvin R. Stephens	Br. 283	Houston, TX
Wayne D. Bolt	Br. 3520	Arlington, VA
David H. Payne	Br. 79	Seattle, WA
Eldon C. Odekirk	Br. 125	Fond Du Lac, WI
Jerrel S. Kohls	Br. 2	Milwaukee, WI

Robert Brodsky was erroneously listed as Robert F. Brodsky in a previous issue of *The Postal Record*. We regret the error; his name has been corrected and re-listed.

# 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*.

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.

Additionally, the national secretary-treasurer's office handles

## Below is a list of those NALC members who have received an award in the past month:

### 75-year pins

Roland W. Pain Fall River, MA Br. 51

### 70-year pins

Frank Cunha N. Highland, CA Br. 133  
 Daniel Handler N. Highland, CA Br. 133  
 Ignacio P. Parino N. Highland, CA Br. 133  
 William E. Daly Central Iowa Mgd. Br. 352  
 Donald L. Swift Central Iowa Mgd. Br. 352  
 Leslie Bernstein Utica, NY Br. 375  
 W. T. Robinson Charlotte, NC Br. 545  
 Angelo C. Calabria Philadelphia, PA Br. 157  
 Herbert Casen Philadelphia, PA Br. 157  
 Clem J. Ewasko Philadelphia, PA Br. 157  
 William H. Graves Philadelphia, PA Br. 157

### 65-year pins

Robert R. Eggers Phoenix, AZ Br. 576  
 Harold P. Melancon Phoenix, AZ Br. 576  
 Dick L. Marquette N. Highland, CA Br. 133  
 Clarence J. Waugaman Ft. Lauderdale, FL Br. 2550  
 Kenneth K. Lawson Central Iowa Mgd. Br. 352  
 Jack E. Penman Central Iowa Mgd. Br. 352  
 Teddy A. Rogers Central Iowa Mgd. Br. 352  
 Edwin C. Spiller Jr. Central Iowa Mgd. Br. 352  
 James L. Tonsi Central Iowa Mgd. Br. 352  
 Charles M. Wall Central Iowa Mgd. Br. 352  
 Harold J. Westgard St. Paul, MN Br. 28  
 C. S. Dorton Jr. Charlotte, NC Br. 545  
 Bob Moore Charlotte, NC Br. 545  
 W. T. Robinson Charlotte, NC Br. 545  
 Ralph E. Wylie Akron, OH Br. 148  
 Henry B. Jones Jr. Cleveland, OH Br. 40  
 Francis Cervellero Philadelphia, PA Br. 157  
 Robert P. Foote Philadelphia, PA Br. 157  
 Francis J. McGough Philadelphia, PA Br. 157  
 William E. Urian Southeast PA Mgd. Br. 725  
 Peter R. Conti Providence, RI Br. 15  
 Wm J. Nichols Providence, RI Br. 15  
 Richard A. Oulousian Providence, RI Br. 15  
 John J. Wassman Providence, RI Br. 15  
 Arthur J. Kimball Sioux Falls, SD Br. 491

### 60-year pins

John W. Fannin Phoenix, AZ Br. 576  
 Harold C. Larson Phoenix, AZ Br. 576  
 Charles P. O'Neill Phoenix, AZ Br. 576  
 Robert N. Soots Phoenix, AZ Br. 576  
 Ernest E. Gardner N. Highland, CA Br. 133  
 Angelo S. Pellegrini N. Highland, CA Br. 133

John G. Torres N. Highland, CA Br. 133  
 Jose Ortega Jr. San Diego, CA Br. 70  
 Edward F. Smith Tri-Valley, CA Br. 2902  
 Michael J. Steele Tri-Valley, CA Br. 2902  
 John W. Harkins Ft. Lauderdale, FL Br. 2550  
 William B. Howard Ft. Lauderdale, FL Br. 2550  
 Richard D. Lund Ft. Lauderdale, FL Br. 2550  
 Clarence J. Waugaman Ft. Lauderdale, FL Br. 2550  
 Danny D. Sease Central Iowa Mgd. Br. 352  
 Austin R. Walton Central Iowa Mgd. Br. 352  
 Ronald R. Weir Central Iowa Mgd. Br. 352  
 Ronald C. McDowell Southeast MA Mgd. Br. 18  
 Louis R. Mobark Southeast MA Mgd. Br. 18  
 Robert G. Haskins Midland, MI Br. 2317  
 Richard C. Lamotte St. Paul, MN Br. 28  
 Harlan E. Leistikow St. Paul, MN Br. 28  
 Richard Allison St. Louis, MO Br. 343  
 Joseph V. Appelbaum St. Louis, MO Br. 343  
 Daniel J. Bogdajewicz St. Louis, MO Br. 343  
 William B. Craig St. Louis, MO Br. 343  
 Wade E. Cross St. Louis, MO Br. 343  
 Robert L. Ecker St. Louis, MO Br. 343  
 Lester W. Erxleben St. Louis, MO Br. 343  
 Clyde E. Griffith St. Louis, MO Br. 343  
 Vernon C. Herrington St. Louis, MO Br. 343  
 Thomas N. Howery St. Louis, MO Br. 343  
 Ronald B. Johnson St. Louis, MO Br. 343  
 Lonnie L. Jones Jr. St. Louis, MO Br. 343  
 James L. Keller St. Louis, MO Br. 343  
 Michael A. Kelly St. Louis, MO Br. 343  
 Dick C. Leong St. Louis, MO Br. 343  
 Richard H. Miriani St. Louis, MO Br. 343  
 Clifton Nelson St. Louis, MO Br. 343  
 Pietro Orlando St. Louis, MO Br. 343  
 Erman W. Parrott St. Louis, MO Br. 343  
 Walter W. Schriber St. Louis, MO Br. 343  
 Joseph F. Tillinghast Elmira, NY Br. 21  
 Irving W. Munda Long Island, NY Mgd. Br. 6000  
 Joseph Bianchi Rochester, NY Br. 210  
 C. S. Dorton Jr. Charlotte, NC Br. 545  
 William K. McCachren Charlotte, NC Br. 545  
 Bob Moore Charlotte, NC Br. 545  
 Richard L. Ross Bridgeport, OH Br. 714  
 Donald Acree Cleveland, OH Br. 40  
 George E. Alexander Cleveland, OH Br. 40  
 Frank A. Blasiak Cleveland, OH Br. 40  
 Frank P. Dabrowski Cleveland, OH Br. 40  
 Joseph P. Gordon Jr. Cleveland, OH Br. 40  
 Anthony F. Iammarino Cleveland, OH Br. 40  
 Rodger A. Kingsmill Cleveland, OH Br. 40  
 Thomas W. Malec Cleveland, OH Br. 40  
 James J. Mallinak Cleveland, OH Br. 40

Bernard E. Maruna Cleveland, OH Br. 40  
 Jake E. Morrison Jr. Cleveland, OH Br. 40  
 Louis P. Nadasdi Cleveland, OH Br. 40  
 Reuben R. Neal Cleveland, OH Br. 40  
 Michael Onesko Cleveland, OH Br. 40  
 Matthew J. Perovick Cleveland, OH Br. 40  
 Ronald A. Rosati Cleveland, OH Br. 40  
 Paul J. Savetski Cleveland, OH Br. 40  
 Chas W. Stephens Cleveland, OH Br. 40  
 Fred W. Degenova Southeast PA Mgd. Br. 725  
 George L. Hillier Southeast PA Mgd. Br. 725  
 Charles R. McMullen Southeast PA Mgd. Br. 725  
 Charles W. McQuaid Southeast PA Mgd. Br. 725  
 William F. Mellon Southeast PA Mgd. Br. 725  
 John W. Quinn Jr. Southeast PA Mgd. Br. 725  
 Arthur A. Salzillo Providence, RI Br. 15  
 Thomas D. Ramsey Galveston, TX Br. 23

### 55-year pins and gold cards

Gilbert G. Berumen Phoenix, AZ Br. 576  
 William H. Smith Phoenix, AZ Br. 576  
 John W. Hollander N. Highland, CA Br. 133  
 Dennis W. Thibideau N. Highland, CA Br. 133  
 Jose Ortega Jr. San Diego, CA Br. 70  
 Harry E. Seal San Diego, CA Br. 70  
 Leo L. Ashmead Ft. Lauderdale, FL Br. 2550  
 Vernah E. Berry Ft. Lauderdale, FL Br. 2550  
 John W. Harkins Ft. Lauderdale, FL Br. 2550  
 William B. Howard Ft. Lauderdale, FL Br. 2550  
 James D. Joyner Ft. Lauderdale, FL Br. 2550  
 Richard D. Lund Ft. Lauderdale, FL Br. 2550  
 Paul U. Perrault Ft. Lauderdale, FL Br. 2550  
 Paul E. Remillet Ft. Lauderdale, FL Br. 2550  
 Clarence J. Waugaman Ft. Lauderdale, FL Br. 2550  
 William M. Zimmerman Ft. Lauderdale, FL Br. 2550  
 Duane D. Anderson Central Iowa Mgd. Br. 352  
 Robert E. Bishop Central Iowa Mgd. Br. 352  
 Eugene C. Brown Central Iowa Mgd. Br. 352  
 George M. Chance Central Iowa Mgd. Br. 352  
 William G. Duvall Central Iowa Mgd. Br. 352  
 Donald L. Engle Central Iowa Mgd. Br. 352  
 Ray E. Harwood Central Iowa Mgd. Br. 352  
 Duane L. Jennings Central Iowa Mgd. Br. 352  
 Keith J. Johnson Central Iowa Mgd. Br. 352  
 John F. Munoz Central Iowa Mgd. Br. 352  
 James A. Pentico Central Iowa Mgd. Br. 352  
 Keith E. Reed Central Iowa Mgd. Br. 352  
 Dwight A. Sage Central Iowa Mgd. Br. 352  
 Anthony J. Sciacitano Central Iowa Mgd. Br. 352  
 Harold W. Seufferer Central Iowa Mgd. Br. 352  
 Lawrence Mathews Fall River, MA Br. 51  
 Socrates Adamopoulos Lynn, MA Br. 7

## Below is a list of those NALC members who have received an award in the past month:

George M. Ferro Southeast MA Mgd. Br. 18  
 George C. Sprague Southeast MA Mgd. Br. 18  
 Charles L. Wade Jr. Southeast MA Mgd. Br. 18  
 Russell Woollacott Southeast MA Mgd. Br. 18  
 Eugene R. Joyce St. Paul, MN Br. 28  
 Lew A. Plonty St. Paul, MN Br. 28  
 Richard Allison St. Louis, MO Br. 343  
 Joseph V. Appelbaum St. Louis, MO Br. 343  
 Daniel J. Bogdajewicz St. Louis, MO Br. 343  
 William B. Craig St. Louis, MO Br. 343  
 Wade E. Cross St. Louis, MO Br. 343  
 Robert L. Ecker St. Louis, MO Br. 343  
 Lester W. Exleben St. Louis, MO Br. 343  
 Clyde E. Griffith St. Louis, MO Br. 343  
 Vernon C. Herrington St. Louis, MO Br. 343  
 Thomas N. Howery St. Louis, MO Br. 343  
 Ronald B. Johnson St. Louis, MO Br. 343  
 Lonnie L. Jones Jr. St. Louis, MO Br. 343  
 James L. Keller St. Louis, MO Br. 343  
 Michael A. Kelly St. Louis, MO Br. 343  
 Dick C. Leong St. Louis, MO Br. 343  
 Richard H. Miriani St. Louis, MO Br. 343  
 Clifton Nelson St. Louis, MO Br. 343  
 Pietro Orlando St. Louis, MO Br. 343  
 Erman W. Parrott St. Louis, MO Br. 343  
 Walter W. Schriber St. Louis, MO Br. 343  
 Charles W. Brewster Portsmouth, NH Br. 161  
 Gerald O. Philbrick Portsmouth, NH Br. 161  
 Ronald J. Wentz New Jersey Mgd. Br. 38  
 Charles W. Plungis Westfield, NJ Br. 1492  
 Frank J. Travisano Westfield, NJ Br. 1492  
 Joseph F. Tillinghast Elmira, NY Br. 21  
 Irving W. Munda Long Island, NY Mgd. Br. 6000  
 Franklin W. Capps Jr. Charlotte, NC Br. 545  
 C. S. Dorton Jr. Charlotte, NC Br. 545  
 Robert L. Graham Charlotte, NC Br. 545  
 Charlie R. Kerr Charlotte, NC Br. 545  
 William K. McCachren Charlotte, NC Br. 545  
 Bob Moore Charlotte, NC Br. 545  
 Robert E. Parler Charlotte, NC Br. 545  
 Richard L. Ross Bridgeport, OH Br. 714  
 Anthony J. Damico Cleveland, OH Br. 40  
 Bruce E. Graham Cleveland, OH Br. 40  
 Maurice S. Harmon Cleveland, OH Br. 40  
 Arthur J. Heil Sr. Cleveland, OH Br. 40  
 Ronald S. Jakubczak Cleveland, OH Br. 40  
 Herschel E. Knestrick Cleveland, OH Br. 40  
 Bernard E. Maruna Cleveland, OH Br. 40  
 James A. Munko Cleveland, OH Br. 40  
 Frank S. Novak Cleveland, OH Br. 40  
 John D. Patrick Cleveland, OH Br. 40  
 Robert F. Potting Cleveland, OH Br. 40  
 Daniel T. Rupp Cleveland, OH Br. 40  
 Thomas J. Schneid Cleveland, OH Br. 40  
 Archie N. Sidwell Cleveland, OH Br. 40  
 William H. Sindelar Cleveland, OH Br. 40  
 Dennis J. Vandeusen Cleveland, OH Br. 40  
 Gary L. Rosencrantz Eugene, OR Br. 916  
 Leonard R. Berman Philadelphia, PA Br. 157  
 Edward J. Bockol Philadelphia, PA Br. 157  
 Edward P. Bores Philadelphia, PA Br. 157  
 Thomas A. Haney III Philadelphia, PA Br. 157  
 Thomas R. McCarroll Philadelphia, PA Br. 157  
 Ronald C. McNeil Philadelphia, PA Br. 157  
 John N. Scipione Philadelphia, PA Br. 157  
 Joseph R. Trotter Philadelphia, PA Br. 157  
 Melchor R. Welsch Philadelphia, PA Br. 157  
 Harry B. Lentz Jr. Southeast PA Mgd. Br. 725

Gabriel M. Muscella Southeast PA Mgd. Br. 725  
 Leonard A. Albanese Providence, RI Br. 15  
 Robert R. Brown Providence, RI Br. 15  
 Pasquale J. Cimalore Providence, RI Br. 15  
 Dante Tomassi Providence, RI Br. 15  
 Michael R. Hermansen Aberdeen, SD Br. 502  
 Donald H. Eide Sioux Falls, SD Br. 491  
 Richard D. Schmidt Sioux Falls, SD Br. 491

### 50-year pins and gold cards

Ellen Adler Greater East Bay, CA Br. 1111  
 Eugene P. Agostini Greater East Bay, CA Br. 1111  
 Kathleen P. Byrne Greater East Bay, CA Br. 1111  
 Robert H. English Greater East Bay, CA Br. 1111  
 John C. Thompson Greater East Bay, CA Br. 1111  
 C. E. Adair Jr. N. Highland, CA Br. 133  
 Eddie L. Aikens N. Highland, CA Br. 133  
 Rick S. Anderson N. Highland, CA Br. 133  
 Gilbert R. Atencio N. Highland, CA Br. 133  
 Frank M. Avila N. Highland, CA Br. 133  
 Yoshimasa Baba N. Highland, CA Br. 133  
 John J. Babauta N. Highland, CA Br. 133  
 Marguerite J. Baker N. Highland, CA Br. 133  
 Kenneth C. Baracz N. Highland, CA Br. 133  
 Charlie L. Barr N. Highland, CA Br. 133  
 Victor L. Bartholomew N. Highland, CA Br. 133  
 Wilfred L. Bean N. Highland, CA Br. 133  
 James A. Bilger N. Highland, CA Br. 133  
 James W. Blackburn N. Highland, CA Br. 133  
 John D. Blanco N. Highland, CA Br. 133  
 Clarence R. Brewer N. Highland, CA Br. 133  
 Steve Burroughs N. Highland, CA Br. 133  
 Ernest C. Burton N. Highland, CA Br. 133  
 Richard W. Butler N. Highland, CA Br. 133  
 Edward F. Caluza Jr. N. Highland, CA Br. 133  
 Robert O. Cary N. Highland, CA Br. 133  
 Benito R. Caserta N. Highland, CA Br. 133  
 Manuel J. Castaneda N. Highland, CA Br. 133  
 John W. Connelly N. Highland, CA Br. 133  
 David L. Conner N. Highland, CA Br. 133  
 Warden J. Cooper N. Highland, CA Br. 133  
 Richard E. Czarevich N. Highland, CA Br. 133  
 James R. Dailey N. Highland, CA Br. 133  
 Donald D. Davidson N. Highland, CA Br. 133  
 Daniel D. Dempsey N. Highland, CA Br. 133  
 Gerald M. Edwards N. Highland, CA Br. 133  
 Larry L. Elgersma N. Highland, CA Br. 133  
 Berdon E. Finger N. Highland, CA Br. 133  
 Fred A. Forrest N. Highland, CA Br. 133  
 Clifton K. Forsyth N. Highland, CA Br. 133  
 Larry D. George N. Highland, CA Br. 133  
 Eugene C. Gerhart N. Highland, CA Br. 133  
 James A. Gonzales N. Highland, CA Br. 133  
 John W. Hammond N. Highland, CA Br. 133  
 David R. Haro N. Highland, CA Br. 133  
 Jim C. Harris N. Highland, CA Br. 133  
 J. Hastings N. Highland, CA Br. 133  
 Donald J. Heeter N. Highland, CA Br. 133  
 George S. Heller N. Highland, CA Br. 133  
 John W. Hollander N. Highland, CA Br. 133  
 John J. Huber N. Highland, CA Br. 133  
 Marshall S. Hunt N. Highland, CA Br. 133  
 Carl W. Johnson Jr. N. Highland, CA Br. 133  
 Elmer C. Josephson N. Highland, CA Br. 133  
 Edward J. Kennedy N. Highland, CA Br. 133  
 Geoffrey J. Kerber N. Highland, CA Br. 133  
 J. W. Kienzle N. Highland, CA Br. 133

Edward F. Lindquist N. Highland, CA Br. 133  
 Larry A. Marshall N. Highland, CA Br. 133  
 Roy S. Matsui N. Highland, CA Br. 133  
 Gary A. Mattes N. Highland, CA Br. 133  
 Troy L. McGuire N. Highland, CA Br. 133  
 Michael E. Melton N. Highland, CA Br. 133  
 Danzil E. Miller N. Highland, CA Br. 133  
 John H. Millings Jr. N. Highland, CA Br. 133  
 William D. Morehouse N. Highland, CA Br. 133  
 Nicholas S. Morson N. Highland, CA Br. 133  
 Leander H. Moser N. Highland, CA Br. 133  
 Shoichi S. Naruto N. Highland, CA Br. 133  
 J. E. Nixon N. Highland, CA Br. 133  
 Robert J. Nolan N. Highland, CA Br. 133  
 Francisco T. Paiz N. Highland, CA Br. 133  
 Michael A. Parman N. Highland, CA Br. 133  
 Warren E. Patten N. Highland, CA Br. 133  
 David A. Perazzo N. Highland, CA Br. 133  
 Kenneth W. Pinkston N. Highland, CA Br. 133  
 Virgil A. Radtke N. Highland, CA Br. 133  
 Alex J. Ramos N. Highland, CA Br. 133  
 Raymond R. Redmon N. Highland, CA Br. 133  
 Jack L. Revelle N. Highland, CA Br. 133  
 Harry V. Richardson N. Highland, CA Br. 133  
 Frederick G. Ricketts N. Highland, CA Br. 133  
 Joseph H. Ringer N. Highland, CA Br. 133  
 Vincent Rios N. Highland, CA Br. 133  
 Epifanio Rodriguez N. Highland, CA Br. 133  
 Gerald R. Rostomily N. Highland, CA Br. 133  
 John M. Sanders N. Highland, CA Br. 133  
 Ludwig J. Schoch N. Highland, CA Br. 133  
 Sallyann J. Seaman N. Highland, CA Br. 133  
 Raymond B. Sink N. Highland, CA Br. 133  
 Donald B. Smith N. Highland, CA Br. 133  
 George B. Smith Jr. N. Highland, CA Br. 133  
 Walter E. Snook N. Highland, CA Br. 133  
 Keith A. Sorenson N. Highland, CA Br. 133  
 Dennis R. Stancil N. Highland, CA Br. 133  
 Charles M. Stuart N. Highland, CA Br. 133  
 Walter Tarakanoff N. Highland, CA Br. 133  
 Michal A. Treichak N. Highland, CA Br. 133  
 Gary L. Vanderpool N. Highland, CA Br. 133  
 Dennis F. Vega N. Highland, CA Br. 133  
 Thomas Vincent N. Highland, CA Br. 133  
 Johnnie M. Wahl N. Highland, CA Br. 133  
 Aldean E. Way N. Highland, CA Br. 133  
 Jerrold Webber N. Highland, CA Br. 133  
 Crosby Winn N. Highland, CA Br. 133  
 Lawrence E. Winters Jr. N. Highland, CA Br. 133  
 Gerald G. Zimmerle N. Highland, CA Br. 133  
 Thomas E. Poole San Bernardino, CA Br. 411  
 Walter M. Bailey San Diego, CA Br. 70  
 Dennis E. Cavanaugh San Francisco, CA Br. 214  
 Douglas F. Abbitt Tri-Valley, CA Br. 2902  
 Philip E. Green Centennial, CO Br. 5996  
 Robert A. Scinto Fairfield, CT Br. 2313  
 Robert A. Brave Ft. Lauderdale, FL Br. 2550  
 Americo Dizenzo Ft. Lauderdale, FL Br. 2550  
 Earl O. Kirsch Ft. Lauderdale, FL Br. 2550  
 Raymond J. La Chance Ft. Lauderdale, FL Br. 2550  
 Gary L. Marshall Ft. Lauderdale, FL Br. 2550  
 Diane L. Paton Ft. Lauderdale, FL Br. 2550  
 Richard Howe Sr. W. Melbourne, FL Br. 2689  
 Glenn Lumme W. Melbourne, FL Br. 2689  
 Howard B. Print Jr. W. Melbourne, FL Br. 2689  
 Bobby R. Crawford Thomaston, GA Br. 2809  
 James Cappellini Ottawa, IL Br. 316  
 Martin A. West Michigan City, IN Br. 455

# Honor Roll

Below is a list of those NALC members who have received an award in the past month:

Wendell C. Pohl	Lawrence, KS	Br. 104	Roscoe Roberts	St. Louis, MO	Br. 343	Charles J. Dickey	New Castle, PA	Br. 22
Lester D. Smith	Lawrence, KS	Br. 104	Charles E. Touzinsky Jr.	St. Louis, MO	Br. 343	Frank L. Dittmer	New Castle, PA	Br. 22
Thomas A. Juhas	Kenner, LA	Br. 4342	Myron B. Bowden Jr.	Portsmouth, NH	Br. 161	C. L. Dixon	New Castle, PA	Br. 22
Wallace R. Miller Jr.	Kenner, LA	Br. 4342	Anthony J. Cincotta Jr.	Portsmouth, NH	Br. 161	Ray E. Dunn	New Castle, PA	Br. 22
Preston Powell Jr.	Kenner, LA	Br. 4342	G. G. Gelinias	Portsmouth, NH	Br. 161	Dale E. Fruehstorfer	New Castle, PA	Br. 22
E. Melcher King	Maine Mgd.	Br. 92	Arthur V. Scott	Portsmouth, NH	Br. 161	Robert E. Fye	New Castle, PA	Br. 22
William C. Morin	Maine Mgd.	Br. 92	Richard E. Trafton	Portsmouth, NH	Br. 161	John D. Gallice	New Castle, PA	Br. 22
Wayne J. Vashon	Maine Mgd.	Br. 92	James F. Reilly	Morristown, NJ	Br. 272	Adam T. Garczewski	New Castle, PA	Br. 22
Ronald W. Bouchane	Annapolis, MD	Br. 651	E. F. Keastead Jr.	New Jersey Mgd.	Br. 38	James L. Gilbert	New Castle, PA	Br. 22
Robert F. Cinelli	Boston, MA	Br. 34	Edward C. Linnartz	New Jersey Mgd.	Br. 38	Wayne L. Grinnell	New Castle, PA	Br. 22
Paul O. Glynn	Boston, MA	Br. 34	Robert S. Nagel	New Jersey Mgd.	Br. 38	Raymond P. Gundy	New Castle, PA	Br. 22
Donald N. Manos	Boston, MA	Br. 34	Clarence W. Reiley	New Jersey Mgd.	Br. 38	George H. Houck	New Castle, PA	Br. 22
Gerald Wahl	Fall River, MA	Br. 51	Ronald J. Wentz	New Jersey Mgd.	Br. 38	William T. Hunter	New Castle, PA	Br. 22
Richard L. Fisher	Southeast MA Mgd.	Br. 18	George Ande	Plainfield, NJ	Br. 396	Frank E. Karkoski Jr.	New Castle, PA	Br. 22
Salvatore P. Mascaro	Southeast MA Mgd.	Br. 18	William P. Burwell	Plainfield, NJ	Br. 396	Paul E. Kellie	New Castle, PA	Br. 22
Ralph M. Oliveira	Southeast MA Mgd.	Br. 18	Leroy F. Coffey	Plainfield, NJ	Br. 396	Francis J. Kelly	New Castle, PA	Br. 22
Oliver P. Sansoucie Jr.	Southeast MA Mgd.	Br. 18	Charles J. Devine	Plainfield, NJ	Br. 396	Arthur L. King	New Castle, PA	Br. 22
Douglas F. Smith	Southeast MA Mgd.	Br. 18	Edward E. Fernanders	Plainfield, NJ	Br. 396	John J. Koeck	New Castle, PA	Br. 22
Nolan G. Genore	Marquette, MI	Br. 95	Richard P. Finnerty	Plainfield, NJ	Br. 396	John D. Kornikoski	New Castle, PA	Br. 22
Charles J. Gunning	Marquette, MI	Br. 95	George T. Kilroy	Plainfield, NJ	Br. 396	Joseph D. Krise	New Castle, PA	Br. 22
Howard L. Hillier	Marquette, MI	Br. 95	James F. Lyons	Plainfield, NJ	Br. 396	E. F. Kwiatkowski	New Castle, PA	Br. 22
James L. Mierau	Marquette, MI	Br. 95	Roland C. Matthews	Plainfield, NJ	Br. 396	Gary J. Lackovic	New Castle, PA	Br. 22
Michael P. Bojcun	Midland, MI	Br. 2317	Stefonio Perrone	Plainfield, NJ	Br. 396	Kenneth C. Lauer	New Castle, PA	Br. 22
Donald L. Anderson	St. Paul, MN	Br. 28	Arskco Raines	Plainfield, NJ	Br. 396	Henry L. Lindsey Jr.	New Castle, PA	Br. 22
Donald J. Bieniek	St. Paul, MN	Br. 28	Gary W. Shelhimer	Plainfield, NJ	Br. 396	Louis A. Lombardo	New Castle, PA	Br. 22
Gerry L. Bruckner	St. Paul, MN	Br. 28	Kenneth J. Shively Jr.	Plainfield, NJ	Br. 396	Richard M. Long	New Castle, PA	Br. 22
William D. Cook	St. Paul, MN	Br. 28	James R. Stanley	Plainfield, NJ	Br. 396	Marvin L. Mackeprang Sr.	New Castle, PA	Br. 22
Virgil T. Crowder Jr.	St. Paul, MN	Br. 28	Bertram C. Hansen	Westfield, NJ	Br. 1492	Anthony G. Martucci	New Castle, PA	Br. 22
Wayne A. Ducklow	St. Paul, MN	Br. 28	William D. Klapay	Westfield, NJ	Br. 1492	Frank P. Massimilla	New Castle, PA	Br. 22
David J. Fishbeck	St. Paul, MN	Br. 28	Daniel Pistilli	Brooklyn, NY	Br. 41	John J. Mattiello	New Castle, PA	Br. 22
Lillian J. Frank	St. Paul, MN	Br. 28	Larry D. Carter	Long Island, NY Mgd.,	Br. 6000	Frank J. Mazurek	New Castle, PA	Br. 22
Henry F. Hodge	St. Paul, MN	Br. 28	William Connolly Jr.	Long Island, NY Mgd.	Br. 6000	V. B. Misitano	New Castle, PA	Br. 22
Karen M. Houle	St. Paul, MN	Br. 28	Anthony J. Bertolone	Rochester, NY	Br. 210	Robert N. Molnar	New Castle, PA	Br. 22
Corrine L. Kendall	St. Paul, MN	Br. 28	Gerard J. D'Ambrosia	Rochester, NY	Br. 210	J. V. Mortimer	New Castle, PA	Br. 22
Robert D. Oswald	St. Paul, MN	Br. 28	Douglas R. Gionta	Rochester, NY	Br. 210	John R. Mrozek	New Castle, PA	Br. 22
James K. Walsler	St. Paul, MN	Br. 28	Wade B. Mahaney	Rochester, NY	Br. 210	Robert P. Mrozek	New Castle, PA	Br. 22
John P. Wege Jr.	St. Paul, MN	Br. 28	Arthur J. Muoio	Rochester, NY	Br. 210	Donald L. Orr	New Castle, PA	Br. 22
Ronald W. Zimanski	St. Paul, MN	Br. 28	Thomas Spinelli	Rochester, NY	Br. 210	R. M. Patton	New Castle, PA	Br. 22
Robert D. Anderson	Vicksburg, MS	Br. 94	Gary B. Vogt	Rochester, NY	Br. 210	Gene A. Peterson	New Castle, PA	Br. 22
Jerry W. Bridges	Vicksburg, MS	Br. 94	Stephen T. Walsh	Rochester, NY	Br. 210	John E. Phillips	New Castle, PA	Br. 22
Sullivan L. Caldwell	Vicksburg, MS	Br. 94	Donald A. Ward	Rochester, NY	Br. 210	Jerry C. Pierce	New Castle, PA	Br. 22
Nicky O. Cox	Vicksburg, MS	Br. 94	Theodore H. Brendes	Utica, NY	Br. 375	John M. Pinto	New Castle, PA	Br. 22
George A. Madison Jr.	Vicksburg, MS	Br. 94	Ron Corabi	Utica, NY	Br. 375	Tommie G. Polum	New Castle, PA	Br. 22
Charlie Martin Jr.	Vicksburg, MS	Br. 94	D. C. Luvera	Utica, NY	Br. 375	Raymond R. Rasavage	New Castle, PA	Br. 22
Robert L. Miller	Vicksburg, MS	Br. 94	Frank Pugliese Jr.	Utica, NY	Br. 375	Lawrence C. Reed	New Castle, PA	Br. 22
Willie I. Peaches	Vicksburg, MS	Br. 94	G. A. Sessa	Utica, NY	Br. 375	R. L. Reinard	New Castle, PA	Br. 22
Russell S. Foster	St. Joseph, MO	Br. 195	Richard L. Ross	Bridgeport, OH	Br. 714	Kenneth L. Ridgley	New Castle, PA	Br. 22
Clarence E. Bartoszkiewicz	St. Louis, MO	Br. 343	Russell A. Brown	Cincinnati, OH	Br. 43	John D. Robertson	New Castle, PA	Br. 22
Ruth A. Eidson	St. Louis, MO	Br. 343	David L. Griffith	Eugene, OR	Br. 916	Ronald W. Robeson	New Castle, PA	Br. 22
Ronald W. Elder	St. Louis, MO	Br. 343	Richard Adamski	New Castle, PA	Br. 22	Richard P. Rocco	New Castle, PA	Br. 22
Leroy T. Foster	St. Louis, MO	Br. 343	Joseph J. Anton	New Castle, PA	Br. 22	William F. Runco	New Castle, PA	Br. 22
George J. Garger	St. Louis, MO	Br. 343	Chester E. Baker Jr.	New Castle, PA	Br. 22	Thomas C. Schweikert	New Castle, PA	Br. 22
Ray L. Gibson	St. Louis, MO	Br. 343	Richard W. Becker	New Castle, PA	Br. 22	Ronald A. Scrim	New Castle, PA	Br. 22
Vernon E. Goede	St. Louis, MO	Br. 343	Robert W. Billingslee	New Castle, PA	Br. 22	Ronald J. Sheehan	New Castle, PA	Br. 22
Thomas W. Grafton	St. Louis, MO	Br. 343	Charles K. Bolster	New Castle, PA	Br. 22	Harold E. Shilling Jr.	New Castle, PA	Br. 22
James E. Harnden	St. Louis, MO	Br. 343	William T. Brooks	New Castle, PA	Br. 22	Barry W. Shimel	New Castle, PA	Br. 22
Cecil L. Harris Jr.	St. Louis, MO	Br. 343	Chas R. Bumbarger	New Castle, PA	Br. 22	William A. Shover	New Castle, PA	Br. 22
Winston Hodges	St. Louis, MO	Br. 343	John R. Buonpane	New Castle, PA	Br. 22	Jack L. Stile	New Castle, PA	Br. 22
Alan J. Kalil	St. Louis, MO	Br. 343	Chester E. Call Jr.	New Castle, PA	Br. 22	Dennis A. Stormer	New Castle, PA	Br. 22
Frederick M. Keys	St. Louis, MO	Br. 343	Patsy A. Cioppa	New Castle, PA	Br. 22	Lester J. Stoudt	New Castle, PA	Br. 22
Aron Leach	St. Louis, MO	Br. 343	Robert B. Clark	New Castle, PA	Br. 22	Alexander Taddie	New Castle, PA	Br. 22
Donald L. McQuiston	St. Louis, MO	Br. 343	Gerald T. Corbin	New Castle, PA	Br. 22	Bruce C. Taylor	New Castle, PA	Br. 22
Max R. Morrissey	St. Louis, MO	Br. 343	John L. Cowfer	New Castle, PA	Br. 22	W. E. Thomas	New Castle, PA	Br. 22
Herman H. Ottens III	St. Louis, MO	Br. 343	Gordon L. Crecraft	New Castle, PA	Br. 22	Jack S. Troxell	New Castle, PA	Br. 22
Glennon L. Parks	St. Louis, MO	Br. 343	Gary L. Cruse	New Castle, PA	Br. 22	David Verdi Jr.	New Castle, PA	Br. 22
Roy A. Poddig	St. Louis, MO	Br. 343	John F. Curley	New Castle, PA	Br. 22	Dorothy H. Walters	New Castle, PA	Br. 22
Arvell Reynolds	St. Louis, MO	Br. 343	David L. Defibaugh	New Castle, PA	Br. 22	Leonard E. Weiland	New Castle, PA	Br. 22
Richard G. Rhyner	St. Louis, MO	Br. 343	Ludwig DiCaprio Jr.	New Castle, PA	Br. 22	Michael E. Weiland	New Castle, PA	Br. 22

## Below is a list of those NALC members who have received an award in the past month:

Gail L. Whitmire	New Castle, PA	Br. 22	Douglas L. Ashbaugh	Providence, RI	Br. 15	James R. Goode	Johnson City, TN	Br. 110
Frederick G. Woods	New Castle, PA	Br. 22	Aniello R. Buono	Providence, RI	Br. 15	I. A. Linville Jr.	Johnson City, TN	Br. 110
Donald J. Young	New Castle, PA	Br. 22	Arthur J. Choiniere III	Providence, RI	Br. 15	Robert C. Mickelson	Johnson City, TN	Br. 110
James M. Al-uqdah	Philadelphia, PA	Br. 157	Joseph A. Laporte	Providence, RI	Br. 15	Gary C. Barnes	Nashville, TN	Br. 4
John Alexander	Philadelphia, PA	Br. 157	Donald E. Larkin	Providence, RI	Br. 15	Phillip S. Day Jr.	Nashville, TN	Br. 4
Vincent R. Bono	Philadelphia, PA	Br. 157	Paul S. Lewis	Providence, RI	Br. 15	Susan M. Dicapua	Nashville, TN	Br. 4
Francis J. Broderick	Philadelphia, PA	Br. 157	James B. Mello	Providence, RI	Br. 15	James E. Harper	Nashville, TN	Br. 4
L. A. Bux	Philadelphia, PA	Br. 157	Vincent F. Neri	Providence, RI	Br. 15	John A. Hurt	Nashville, TN	Br. 4
George H. Campbell	Philadelphia, PA	Br. 157	Joseph Palmieri	Providence, RI	Br. 15	Richard W. Greer	Roanoke, VA	Br. 524
Donald S. Crawford	Philadelphia, PA	Br. 157	Kenneth E. Pflug	Providence, RI	Br. 15	Wallace C. Anderson	Milwaukee, WI	Br. 2
Daniel J. Dillon Jr.	Philadelphia, PA	Br. 157	Donald M. Slipp	Providence, RI	Br. 15	David P. Bartkowiak	Milwaukee, WI	Br. 2
Joseph J. Dirado	Philadelphia, PA	Br. 157	Carlo F. Velleco Jr.	Providence, RI	Br. 15	Patrick M. Coe	Milwaukee, WI	Br. 2
Daniel M. McGeehan Jr.	Philadelphia, PA	Br. 157	Dale D. Fredrickson	Aberdeen, SD	Br. 502	Gerald A. Drews	Milwaukee, WI	Br. 2
C. A. Noon	Philadelphia, PA	Br. 157	William O. Gayton Jr.	Aberdeen, SD	Br. 502	Herbert J. Highshaw	Milwaukee, WI	Br. 2
J. J. Petka Jr.	Philadelphia, PA	Br. 157	Michael R. Hermansen	Aberdeen, SD	Br. 502	Robert Szymanowski	Milwaukee, WI	Br. 2
Richard W. Shepherd	Philadelphia, PA	Br. 157	Carol Musicik	Bristol, TN	Br. 807	Timothy R. Walensa	Milwaukee, WI	Br. 2
John J. Sosnowy	Philadelphia, PA	Br. 157	Billy B. Adams	Johnson City, TN	Br. 1110	Pam M. Hailer	Sheboygan, WI	Br. 102
Joseph R. Trotter	Philadelphia, PA	Br. 157	James L. Baker	Johnson City, TN	Br. 1110	Norbert L. Wehrmann	Sheboygan, WI	Br. 102
Evelyn C. Turner	Philadelphia, PA	Br. 157	James W. Campbell	Johnson City, TN	Br. 1110	Allan D. Woepse	Sheboygan, WI	Br. 102
John V. Armenio	Southeast PA Mgd.	Br. 725	Richard L. Garland	Johnson City, TN	Br. 1110			

## Retiree Reports

### Hartford, Connecticut

Our Branch 86 April union meeting was cancelled. Also, the April Branch 86 retiree dinner was postponed to Oct. 17, due to the Wuhan COVID-19 China virus pandemic sweeping the nation. Our special condolences to the family of a Brooklyn, NY letter carrier and other P.O. workers who have died from the pandemic disease. Hopefully, research for a vaccine and a malaria drug now used to treat COVID-19 will stem the illness and death toll. I am told that people with Type O positive blood (a universal donor type) are somehow immune to this pandemic disease. The death toll in Connecticut and the nation may exceed the 78 people in Connecticut and the 46,000 people who died here in the U.S. from the regular flu.

Lots of credit goes to the P.O. carriers who deliver our mail every day. Obviously, it is a highlight of my day to see our lady letter carrier here in Waterbury delivering mail to us retirees safe at home in self-quarantine. It is a bit unusual to see my cable TV/computer repairman and grocery store workers with safety masks and gloves. Special events such as birthday parties must be spent for safety's sake inside or with takeout food only for special meals. Sadly, the death toll in nearby New York, New Jersey and southern Connecticut is quite high.

Best wishes to the healthcare professionals working long hours to aid those who are very ill. A son of a long-time acquaintance of mine has died and we were not able to attend his funeral or any other church services for the foreseeable future. Please stay healthy,

Sincerely,

*Ed Mulrenan, Branch 86*

### New Orleans, Louisiana

These are the times that try men's soul.— Thomas Paine

Those words were written by an American patriot in 1776, in his pamphlet *Common Sense*. Lord knows we need more of that these days.

A big thank you to all those brave carriers, our national staff and especially our local branch officers in these trying times. Katrina, in many ways, has prepared us for this upheaval.

Retirees and active carriers, get your paperwork in order. Wills and beneficiaries of insurance policies need to be updated and accessible. A starting point is the April edition of *The Postal Record*, with a very informative insert on insurance products offered through our MBA program. Take advantage of the shelter-in-place period to review and update.

Quite possibly, we can see a resurgence of organized labor as those jobs that were not considered glamorous are now deemed "essential"—retail clerks, your local cashiers at grocery stores (consider tipping them) as most don't enjoy the benefits we have, thanks to those brave souls who went out on strike in 1970.

Elections matter. The Louisiana governor, John Bel Edwards, is crushing it in terms of governance. One of the first acts in his first term was expanding Medicaid; if Risponne had been elected, I shudder to think of the dire straits this city and state would be in without access to healthcare. Don't think voting doesn't matter—look at what recently happen in Wisconsin. This situation brings home even more the need to vote by mail (increase revenue for Postal Service/job security).

The current "five o'clock follies" which passes for "news" is a disgrace, and reminds

me of Vietnam War Era... FUBAR by some REM-FPS (Google it). Only we are paying for this disservice.

Let's make this year's food drive exceptional when we get the "all clear."

Stay strong! Voting matters!

*Stanley Taylor, Branch 124*

### Paterson, New Jersey

During this year, we would like to remember the 50th anniversary of the Great Postal Strike of 1970. Many items took place that year which affected the lives of letter carriers throughout our great nation. We've changed our ways of obtaining a raise in pay going from collective begging to collective bargaining. In Branch 120, we are very fortunate to have with us our branch president at that time, Murray R. Ross. President Ross (for the many that remember him very well) currently resides with his wife Rose in the state of California. We still look to him for guidance and take his comments, recommendations and suggestions very seriously. We continue to hold a monthly retiree meeting, which President Ross started and continues to this very day. We also miss our national president, Vincent R. Sombrotto, whose leadership led the writer of this article to be interested in becoming a branch president. Many items took place during the year of the strike that changed the course of delivering our nation's mail. We look forward to many more positive changes in making better the lives of not only letter carriers, but also the lives of working men and women throughout this great nation.

*Joseph Murone, Branch 120*

## Branch Items

### Albany, New York

Congratulations to our newest career letter carriers in Branch 29: Richard Dooley, Jason Danleirs and Ethan Wilson. They all converted on March 28.

Congratulations to the following million-mile award recipients: Ron Walker, Joe Munafo, Mark Theophel, Jeff Mazzone and Bill Herald. You earned these awards driving in very tough weather conditions with vehicles that were not designed for driving in the Northeast. Well done!

Please stay safe out there as you deliver for America.

*Jay Jackson, Branch 29*



**Alliance, OH Branch 297 honored Lois Hill with a 50-year gold card.**

### Alliance, Ohio

Branch 297 President Josh Lilly, Vice President Joe Haas and Secretary Bev Geiselman had the privilege to present Lois Hill with her 50-year gold card. They were accompanied by President Emeritus Keith Kramer. During our visit, we enjoyed hearing Lois and Keith reminisce about the many years they spent together. Lois transferred to Alliance in 1980, where she was approached in the early '80s to serve as union vice president. She accepted the position, and eventually she became president, where she served all the way up to her retirement on April 1, 1999.

The conversation about serving in that position in those times was so interesting. From the fact that a female president was almost unheard of, to what was required when filing a grievance. To file a grievance when she first started was not a simple task. You had to sit down at your typewriter with paper and carbon paper, case summary and worksheet; no template off of the NALC website, no cut and paste, no fill in the blanks or printing options. Boy, do we have it good nowadays.

In six years, we will again get the honor to present a 50-year pin to our President Emeritus Keith Kramer. The unique thing about that is that Lois started out as Keith's vice president. As Keith was starting his family, he asked Lois to take over the president position. She accepted, and made Keith the vice president in exchange. They served in those positions until Lois retired in 1999. At that time, Keith took the role as president. I do want to thank Lois, Keith and every one of our early leaders who served in these positions for all of their hard work.

*Joshua Lilly, Branch 297*

### Anchorage, Alaska

My, how things have changed. There are new memoranda in regards to the coronavirus. Management in our Soldotna office is having difficulty comprehending the memos (must be the long hours of self-quarantining). A CCA submitted her leave slip to take care of her child due to school closings. When she arrived back at work, the supervisor told her leave was denied because she doesn't meet the requirements, as the leave was for career employees (he even wrote the memo number for CCAs on the leave slip). That memo was specifically written for CCAs taking leave to care for children at home due to school closings.

I called the Soldotna postmaster and asked why the CCA's leave was denied. She dropped the phone as if had been dipped in the coronavirus and called out for her all-knowing supervisor. Surely he would have the answer. I could hear him struggling to get his big-brained head through the office doorway. But as he tried to explain why he denied the leave, I started to detect that he might have symptoms associated with the coronavirus (that high fever that makes you hallucinate). He told me he emailed labor and they advised him to deny the leave. Yet, both labor reps stated they had no contact from the Soldotna office.

Hmm. Instead of swabbing the nose for the virus, in this case I believe a brain detection scan is in order. Some people just can't handle it when given even a small amount of authority. It goes right to their head. And maybe even their brain. Let's all hope that our letter carriers come out of this safe and healthy. Hopefully our next contract will compensate carriers appropriately for the hazards they experience while being essential employees. We have vacant positions for transfer.

*Jim Raymond, Branch 4319*

### Bergen County Merged, New Jersey

Back in 1952, NALC embraced the Muscular Dystrophy Association (MDA) as its official charity. Our branch has done almost everything to help raise money to fight this disease; we have had many raffles, canister collections, selling shamrocks, bowling and golf tournaments, garage sales and also a handful of other fundraising events.

There have been some dramatic breakthroughs the last several years and there will always be that hope that one day a cure will be found. In 2019, our branch made the MDA honor roll, coming in third in its category with more than \$6,000 raised; thanks to all and great job.

Every year MDA has a summer camp, it is a place where the kids can enjoy themselves and live beyond their limits. Sadly, because of COVID-19, MDA has recently made the decision to cancel all 2020 summer camps. It is more important to protect the health and safety of all campers, volunteers and staff. More information about virtual opportunities to connect with the MDA community will be available soon.

Stay safe.

*Dennis Spoto, Branch 425*

### Boston, Massachusetts

Due to the coronavirus, we have had to either postpone or cancel all our normal spring-time events.

The MDA bowlathon, retirees' luncheon, April monthly meeting and golf tournament have all been canceled or will be rescheduled when we are allowed to do so. The letter carriers of the Boston District have stepped up during this crisis and are showing their commitment to their postal patrons. The spring route inspection has been canceled, all 99s also been canceled and locally we have a moratorium on all discipline of lesser offenses.

Congratulations to the seven CCAs who were recently converted to regular on March 28; 30 months is too long to await this step. Congratulations to our recent retirees: Joe Francis, Mike Schroth, Paul Murphy, Mark Elliot, Charlie Hamos, Frank Russell, John Hazlett and John (Jack) Pinto. Enjoy—you have earned that title!

In closing, during this stressful time, I wish all my brothers and sisters a safe passage through this crisis.

*Jerry McCarthy, Branch 34*

### Camden, New Jersey Merged

A carrier at the Camden Annex has tested positive for COVID-19. Thankfully, preliminary reports tell us this NALC member is currently not suffering any serious symptoms. I can't fully express the gratitude I have for all the members of the safety committee at the Camden Annex. This team consists of employees from the APWU, NALC and Mail Handlers Union. They have worked hard protecting all the Camden employees, especially the letter carriers. NALC members like Al Gramenzi, Kevin Lovett, Melissa Thompson, Wendy Messina, Tanika Spratley, Dante Brown and Walter D. Smith, as well as other craft employees, sprang into action to ensure the installation and the vehicles were sanitized in order to protect their coworkers.

I'd like to give a special thank you to Camden's custodial staff, who worked tirelessly through the night to accomplish their task of giving us all a safe working environment, and also thank you to Camden postmaster, Tanya Scott. The postmaster has listened to me and eagerly addressed any concerns I raised regarding the safety of my members.

My biggest thank you goes out to all the brave men and women I work with, and all the members of NALC Branch 540. Thank you for your steadfastness during these troubling, dangerous and unprecedented times. I'm proud to be counted amongst you. The American people are being told to stay home to protect themselves from this virus, yet you are out there. Many people are afraid to even go to the pharmacy to pick up a prescription, yet you are out there. The numbers of the infected rise every day, along with the number of fatalities, yet you are out there. Thank you for being a letter carrier, and I'm proud to be one of you.

*Chuck Goushian, Branch 540*



## Carmel, Indiana

We are going to look back at the COVID-19 outbreak or the coronavirus some day and realize this is an unprecedented pandemic in our country. We need to take this virus serious and listen to the messaging and follow those protocols. I, for one, feel like it is my duty to deliver mail during this time if I am healthy. The communities we serve need to see us out there each and every day providing a sense of normalcy because we deliver in every type of adverse weather and condition in every part of America six and seven days of week. I have received more support and well wishes from my community than I ever have since I have been a letter carrier. A lot of our customers truly appreciate our efforts and dedication during these troubling times.

Letter carriers are deemed “essential personnel” and should continue to deliver our customers mail and packages throughout these troubling times in our communities with the spread of the coronavirus. We should take great pride in serving our communities and gladly accept our jobs being deemed “mission critical” where we work every day throughout this pandemic. We should strive to give our customers a sense of normalcy and hope they enjoy seeing letter carriers or the white trucks with the Eagle on the side in every neighborhood six and seven days a week. Now is the time for us to truly deliver for America. This is what we do, and we deliver for our customers, our communities and our country.

As a letter carrier, I don't need or want any extra hazard pay or special recognition. This is what I signed up for when I became a letter carrier. Neither snow, nor rain, nor heat, nor gloom of night and now nor pandemics!

Knowledge is power.

*Ronnie Roush, Branch 888*

## Cincinnati, Ohio

Branch 43 sends its deepest sympathies and condolences to the families, friends and co-workers, of New York Branch 36 brothers Rakhon Kim and Frank Leong, as well for members of Branch 3867 in Pasadena, TX, with the recent passing of brother Johnny Tamayo. The loss of any brother or sister is tragic.

Due to the COVID-19 pandemic, Branch 43 was forced to cancel the April officer and membership meetings, as well as the hall cleanup. The steward seminar will be postponed until a later date.

Cincinnati has been fortunate to have zero confirmed employee cases of COVID-19 thus far. Local management was slow to supply the carriers initially but have been quite open and transparent and, outside of a few instances that were taken quickly care of, has provided all employees with the proper safeguards.

Until next month, stay safe, stay distant.

*Jacob Bingham, Branch 43*

## Cleveland, Ohio

This is to the many heroes out there doing their best to save lives, each in their own way. Some give healthcare, some give safety

and protection, some provide food, some provide the labor to get all these things to us. And some of us give “normal,” in the form of mail and parcel delivery. *Our letter carriers are heroes, too!* Everyday events help us feel a little more stable in times of stress. And mail is certainly something we count on as “everyday.”

Just a few weeks ago, we were planning activities for the month, even for the year. The “Murphys,” like so many of you, have lost out on St. Patrick's Day, Easter, our wedding anniversary and birthdays. NALC members are missing stewards' meetings and branch meetings. Our “normal” has become “cancellations.”

The COVID-19 that Trump told us was “not a big deal” has cost jobs, money and lives. He was informed in late November that the country could be in trouble if he did not take action. *He did not.* On Jan. 22, he said (and I quote), “We have everything under control.” Does this seem like “under control” to you?

Where are we with this “under-control” guy? The numbers tell the story, and it's not for the good. Look at the big picture. Prepare to *vote!* We have too much to lose if we do not act to protect our careers, our health, our environment; not to mention our wages and retirements.

So here's to the heroes across the nation and the world doing their jobs—because health and safety really does come first. Do your part and “socially distance.” We will get through this.

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

In Duluth, we just watched our neighbors to the east, Wisconsin, go through a primary election April 7. In person. During a *pandemic*. It should not have happened. There is a better way. Voting by mail is safe and it is secure. It is well past time for our country to support voting by mail through the universal delivery of ballots by the USPS.

Letter carriers have long been advocating for vote by mail. As President Rolando said in 2017, “I am urging all NALC state associations to consider ways to advocate vote-by-mail in their state legislatures. A stronger democracy and a stronger Postal Service are good for letter carriers and good for America.” This has never been truer than it is now. People should not have to risk their lives to cast a ballot in the United States in 2020. Contact your congressional representative and let them know you are a letter carrier and that you support vote-by-mail.

*Dave Mayou, Branch 114*

## East Lansing, Michigan

The coronavirus or COVID-19 virus should teach this country a few lessons, but it probably won't. Unfortunately, we learn things very slowly and it takes many of us a long time to change our opinions. But I'm hopeful; survival is a good, if cruel, taskmaster.

Lesson No. 1 is, of course, the necessity for universal health care. Herd immunity depends on having healthy survivors with healthy antibodies in their bodies—and the more of them,

the merrier. In this age when a new disease pops up every few years, we can no longer tolerate large swaths of our population (30 million) who have absolutely no health care who harbor and spread diseases. No wall can keep them out. Prevention is always cheaper than trying to find cures for the new diseases that pop up from time to time.

Lesson No. 2 is how useful having universal delivery (USPS) available to provide essential goods; deliver COVID-19 test kits, medicines and vote-by-mail ballots to all its citizens.

The third thing we might manage to learn is that planning for the next emergency is better than just reacting to it after it occurs. Tell that to all the limited-government boys who are always telling us how bad things never happen twice so we never need government agencies to plan for things like pandemics or climate change. Those are events it's now proven we can no longer safely ignore.

That brings us to the final lesson we need to learn, and that is this: without real leadership, we are truly screwed. We have a so-called “leader” who worries about ratings and whose idea of a plan is to say it's not my fault, let the states (somehow) deal with it. Seems to me we should have a man who's not afraid to lead.

*Mark Woodbury, Branch 2555*

## Elyria, Ohio

“Hello Mail Man!

Thank you for still deliverig our mail and Packigis.

While evry one is at home because of the coronavirus, we see u working hard evry Day.

keep up the good work!

thanks from Piper age 7

ps. I Like your sunglasses”

This letter to a Branch 196 letter carrier is a great reminder to all how important our jobs are and the lasting impact we have on those we serve. Despite the current health issue that is crippling our country, our members and co-workers are continuing to do what we do best; not only process and deliver mail but bring some sense of normalcy to every street, in every town across this great nation. Our customers count on us to deliver their medicine, supplies, checks and “packigis” and they look forward to seeing us. Keep up the good work!

Congratulations to Taja Yarber, the latest CCA to be converted to full-time regular. With the current bid cycle finally ending, we look forward to a few more conversions in the very near future.

*Perry J. Sprachmann, Branch 196*

## Emerald Coast, Florida

The pandemic called coronavirus (COVID-19) has touched many in the Postal Service. As of this article there have been 294 confirmed cases of COVID-19 and a total of 4,420 under quarantine. NALC and the Postal Service have been working hard to draw up Memoranda of Understanding to adjust language to protect the health and safety of the employees. I guess these MOUs have not been read by some of the managers, supervisors or 204-bs. It is important

## Branch Items

that we all read and understand the MOU's that have been sent to us.

I am a firm believer that safety comes first, and if you feel sick or believe you are starting to have symptoms of COVID-19, let your management team know and seek medical attention. In the areas around Fort Walton Beach, I have heard reports of the supervisors telling carriers who have notified them that they were feeling ill to "pull over, drink some water, but continue to deliver the mail." That carrier had better sense, and the carrier brought the mail back. After driving themselves to the hospital, they were admitted. Another incident involved a carrier who notified their supervisor that their mother was requesting to be taken to the hospital, only to be told, "If it's that serious, have her call 911, but you continue to deliver the mail." To me, this is very insensitive, heartless and unprofessional. We must take this virus serious and use all precautions. This job is good, but not that good to lose your life over. I personally feel that those types of supervisors should be removed from their positions. Management should show the human side of themselves and not just think about numbers. It could happen to them.

*Percy Smith Jr., Branch 4559*

### Fargo-West Fargo, North Dakota

These times we are working and delivering in are like no other in history. Face masks, sanitizing wipes, protective gloves, deserted streets, little to no customer interaction, and closed businesses are just a few examples. To my fellow carriers and all postal workers around the country, please stay safe and do your part to help stop the spread of this deadly virus we are dealing with. Our thoughts go out to the six Fargo-West Fargo postal workers, including one carrier, who have tested positive for COVID-19 as of April 10. We hope for a speedy and full recovery.

NALC and the business agents began sending information down the chain to our local branch leaders around March 17. It took about 10 days of pushing management at Prairiewood to get information out in morning meetings on a consistent basis. Daily, the union had to aggressively discuss with management the importance of reading the daily information being sent to the office as well as putting into effect some of the safety and cleaning measures.

It is tough for the union to convey information during these times of social distancing. Please take the initiative to go to the union board and read the information as it is being posted daily. Even if you might not be as concerned during this time, please respect your fellow carriers when it comes to the seriousness of this virus.

Our successful annual MDA auction has been postponed, with a tentative rescheduled date of May 16, and our April union meeting was canceled. Future meetings are uncertain, so please contact a union official if you have questions.

Good Luck to Kyle Sinninghe with his transfer and return back home to International Falls.

*Brian Prinszano, Branch 205*

### Fresno, California

The year 2020 has not started off well for our country and postal service. The warning signs have been there. Yet ignored. Now look where we are. Sure, a stimulus bill was passed. But how many have suffered? We are not out of the woods yet. The annual prefunding obligation was to be rid of in the bill. But you-



**During the COVID-19 crisis, Freehold, NJ Br. 924 supplied 75 employees of a health care facility next to their post office with food from a local restaurant. Pictured (l to r) are Branch President Bruce Stallworth, carrier Michael Johnson with the restaurant's owners.**

know-who did not want it. So, it was omitted. He knows very well it would help the Postal Service. We cannot and should not allow this to pass.

Some say the Postal Service will be broke in June. Many postal employees say they have heard these things for years. That is true. It took hard work, effort, money and hours to fight these threats. The threats are still there, plenty of warning signs. Do we say "fake news," and just ignore it? I say, "hell no." Getting rid of the Postal Service damages our jobs, our homes, small businesses, trucking, printing and our communication across the country. No question about it. We must vote out Trump, Pence, McConnell, Graham, Jordan, McCarthy. They are not only anti-Postal Service; they are anti-all working people. The middle class, that is us. This is not red or blue. This is survival. NALC must be united in ensuring our survival, the middle class. The names mentioned before do not care about people, only profit. They see not having a Postal Service as dollar signs, for them. Not us. It is true, postal employees are essential to our country. We all know that. So be united for our country.

*Jesse Dominguez, Branch 231*

### Greensboro, North Carolina

In the midst of the coronavirus pandemic, *safety on the job* is priority number one for carriers!

Please consider:

"Medicare for All" has been popular with voters during the presidential primaries, in spite of Wall Street billionaires and their Republican and Democratic stooges railing against "socialism." The conduct of the Trump-led COVID-19 campaign—the horrific lack of testing and protective equipment, the lack of centralized data collection processing of test results, the con-

stant hoarding effort to maintain the national stockpile in Trump/Kushner's greedy hands—has only confirmed the urgent need for single-payer healthcare/Medicare for All.

Tragically, the U.S. is the advanced capitalist country with the most privatized, broken health care "system" in the world. Trump assured us this virus would "blow over" within a week or so. Trump claimed the U.S. had all test kits, PPEs and ventilators we needed; while he was busy exporting most of the national stockpile to the highest foreign bidders. Trump's selfish approach to the pandemic undermines our safety.

Fortunately, our union contract provides one permissible circumstance in which carriers can disobey a direct order from management—when carrying out management's directive would place us in jeopardy. Empowered to defend our own safety, we need to look out for each other.

Assistant Secretary-Treasurer Paul Barner's April column on Rosie the Riveter was real support for today's female letter carriers. Such solidarity is vital to our defense of safety on the job. With this leverage, NALC and the other postal unions have negotiated more flexible leave policies with postal management in the face of the unprecedented disruption of our lives by the deadly COVID-19. Let's exercise this greater sick leave, annual leave and LWOP flexibility to defend our family's safety and well-being and our own.

In our unity lies our strength!

*Richard A. Koritz, Branch 630*

### Hagerstown, Maryland

It has been a very stressful time for letter carriers. While I'm thankful for being employed when so many are not, going in to work each day is trying. I know there are many chances throughout the day to pick up the virus and infect myself, or worse, bring the virus home. It is not in our regular conscience to think about what you touched and the sequence of gloves, hand washing, and scratching your nose. We don't usually think about who was the last person to touch that mailbox or flat tub. Now that seems to occupy our thoughts constantly.

Being an essential employee during these times requires more out of us than we might think we possess, but we will get through this. Please don't fixate on the news and the latest totals. We need to keep apprised of what's happening, but the 24-hour news channels are not your friend right now. Find a healthy diversion to take your mind off of things for a while. Go for a hike or a bike ride or whatever you do to clear your head. Stress and lack of sleep will only lower your immune response, and put you more at risk.

I would like to congratulate Gina Williamowski, Erik Martinez and Jeremy Kessel on their recent conversion to regular. All had recently been converted to PTF after serving years as CCAs. Gina has been with us for more than four years and just missed the previous mass CCA conversion by one pay period. Jeremy has recently stepped into the role of shop steward in our downtown office. All three are hardworking and deserving and will continue to be assets to our office, as well as role models for the new CCAs.

*Larry Wellborn, Branch 443*

## Jackson, Michigan

Can youse believe I almost forgot to submit a Branch Item this month? I was talking to my friend Jeffrey Bender, a co-worker from the 1980s when he mentioned what's up with the new item? A friend of ours, George Hafner, former Marine war vet and also a strike captain along with Rocky Belmonte back in the '70s. Rocky, a WWII combat vet, former teamster steward, also a strike captain...new meds, what was I typing about? George, Tony S. and Monte hanged Radmacher in effigy and a photo was taken; what George wouldn't give to have a copy of that photo.

How is everyone doing with the self-imposed confinement? I would go to doctor's appointments but not any more. It is all done by computer hook-up. My shrink calls and we talk, howzat? The only time I am sprung is to take Duffy outside to do his business. Someone called this "winning." Someone got to be on drugs. His political party, and you can look it up, wants to whack senior citizens to save the economy. I emailed this jabroni and suggested he lead by example.

Story going around the USPS will go belly up by June, July. Funny, with all the bonus money given the dead wood you would think we are in good shape. OK, gang, this old croaker entered the Valley of Fatigue.

Cut and roll.

*Bob Czartoryski, Branch 232*

## Kansas City, Missouri

To every up turned brow or "I didn't know the mail was runnin' today" statement I've heard in the past 30 days; my simple response is, "We deliver." The ability to bring a sense of normalcy when the situation clearly indicates it is not requires a special group of individuals to make it happen. With the USPS, deemed "essential," NALC has shown up and showed out.

Challenging times such as these, caused by the coronavirus (COVID-19) outbreak, highlights the true importance of the Postal Service. It's no reason why the Postal Service ranks as the most trusted government agency in America, with a favorable rating around 90 percent. Meanwhile, Rumor Control (RUMCON) is close to verifying that the Executive Branch has fallen from the Ten Most Trusted Government Agencies List. The Executive Branch plummets down to the No. 45 spot, being replaced at the No. 10 spot by previous No. 50—Animal Control. The failure to provide the USPS with a requested \$220 billion bail-out but offer a \$10 billion dollar loan certainly didn't help. Maybe every NALC member and immediate family, friends and customers should robocall their congressperson with one request: America needs the USPS. You can save it.

Our customers for the most part have demonstrated their love by providing letter carriers with personal protective equipment (PPE), when the Postal Service has or could not. Rubber gloves, masks and hand sanitizer are frequently left in mailboxes for our use. If there was ever a time to be safe, the time's now.

All NALC members should have the NALC Member App. Besides being free, it's the de-

finitive source for NALC members to receive the latest information necessary to make informed decisions. Not only to protect ourselves, but those we love.

United in prayer for those we've lost.

*Calvin Davis, Branch 30*

## Knoxville, Tennessee

Hello, brothers and sisters. With what has been going on in this country, we hope everyone has been safe in their personal and work lives. Hopefully, by the time this article is published, this country be back to normal.

Recently, we sent 13 stewards and officers to the annual Region 8 regional assembly/training session in Tunica, MS. It was an extensive training seminar designed to provide current information and initial training to branch officers and stewards from the Volunteer State and other states within Region 8. While stewards and officers have responsibilities to their branches and members, the branches and members have responsibilities to the stewards and officers as well. Stewards have basic rights to get training from their branch, even if it's informal. Stewards can't improve their performance unless they are given helpful direction. Branches must organize if they expect to organize their fellow brothers and sisters. This means that we should be able to maintain up-to-date information. The information that is passed out in these classes is the driving force that supports stewards in the performance of their duties. We appreciate the hard work done by our NBA (Steve Lassan) and his soldiers (Monica Walker, Chris Strickland and Jason Atchley). Thank you for all that you do to support us in the performance of our duties!

*Tony Rodriguez, Branch 419*

## Las Vegas, Nevada

And just like that, all hell broke loose and life as we knew it changed. Suddenly, letter carriers became "essential" workers who must continue to show up and deliver the mail. We must work under the threat of a silent unseen enemy that is terrifying the public. Some in our ranks have questioned the necessity of our service. So what if people don't get their stuff? To those, I would say, don't you realize how important we are? Now we're delivering things that isolated families, shut-ins, and quarantined customers can't get. We're delivering medicine, vitamins, unemployment checks, and more. We're delivering goods and mail but most of all, we're delivering connection and hope. We're still here. We're still functioning. We're the letter carriers of the U.S. Postal Service.

We've done this before.

In Las Vegas, we were the last responders after the Oct. 1 mass shooting that left our city reeling. We were on the streets the next day connecting people communicating their grief, fear, relief, and resolve to help. Nationally, letter carriers have continued to work through the horror of the Sept. 11 terrorist attacks, the Unabomber, anthrax, the ebola virus and more. We persevere and we serve when other organizations shut down. It's who we are.

The internet and Facebook are loaded with stories and funny memes from across the country as carriers weigh in on their experiences. We value the customers who recognize the necessity of what we do. We pray for those who've become ill. We grieve for those we've lost. We try to be careful. We try to take precautions. But we still do our job because we are *essential* and America needs us.

Letter carriers are fierce. We will get through this. My fellow letter carriers are America Proud and Vegas Strong.

*Leslie Hammett, Branch 2502*

## Louisville, Kentucky

One thing that is on the up and up. Call in! The weather is changing daily, and because it's bipolar, this may be the cause of you calling in sick. On top of a full vacation schedule, this also means that other carriers may be tired from picking up the slack. The post office says, "the mail's light, so let's pivot!" Amazon packages are down, magazines are down, and DPS counts are way down, says no one ever. Pivot with all these call-ins? With all this work comes animosity!

So, what do we do about it? Well first off, although you may be truly frustrated with the long hours and extra work, never take matters into your own hands. You have the right to feel how you like, but you don't have the right to disrespect your brothers and sisters. Let management do their job, or lack thereof in most cases.

In saying all this, you never know what the person next to you is going through. Our job, among other things, can be very stressful. It could all possibly lead to our mental health. Have you heard of seasonal affective disorder (SAD)? It's a mood disorder subset in which people who have normal mental health throughout most of the year exhibit depressive symptoms at the same time each year. Hence, during season changes. We need to work on not just looking through the person next to us and look for the signs of distress/help. I know you're thinking you already do so much, and you do, but sometimes we need to be more proactive. If you or someone you know needs help, the EAP hotline (800-EAP-4-YOU) is confidential and the website (EAP4YOU.com) has valuable information. The stigma of mental health is that you must be crazy. Although we think this of our coworker sometimes, mental health is so much more. We should all be reading up on the signs to look for.

*Adriane Shanklin, Branch 14*

## Minneapolis, Minnesota

Sunday, March 22, was a sad day for Branch 9. Our office, the Leonard Larson building, burned to the ground when fire spread from an adjacent business. Fortunately, all our tenants from the upstairs apartments were able to get out safely, albeit with the clothes on their backs.

As we watched the fire grow to four alarms, we realized we were saying goodbye to 130 years of history that was stored in the building. Our history boards, which lined the branch walls, were gone. They told the story of Branch

## Branch Items

9, 1890 to present, in pictures, newspaper articles and artifacts. All our items in the building of significant historical value were destroyed, along with everything else we use to conduct day-to-day business.



### A fire destroyed Minneapolis, Br. 9 headquarters.

The fire happened two days before Branch 9's 130th anniversary, and 50 years after our members' participation in the 1970 strike. This timing made the fire seem exceptionally cruel. The devastation we feel from losing the items that chronicled the trials and tribulations of our membership is real.

However, from this tragedy, we are affirming truth. Branch 9 is our members, not the building. It has been so from the very beginning. Losing the physical evidence of the past 130 years doesn't erase our proud history or diminish the sacrifices and bravery that our members have shown throughout time.

Branch 9 members are certain of one thing; we are tough as nails. We are making our own new history in these unprecedented times. We continue to deliver every day in the face of COVID-19. While doing our best to protect our personal safety; our commitment to our customers is unwavering.

We don't need a building to weather a pandemic or a fire. We will rise from the ashes. We are Branch 9 strong.

In solidarity—

*JoAnn Gilbaugh, Branch 9*

### Monterey, California

**T**he Times They Are A Changin'." Please, all of you be safe, practice social distancing, and wash those hands. I know you have no sinks in your LLVs. Shucks, they didn't even have soap in the bathrooms in Monterey and a carrier went out and bought it out of their own money. Thanks to the NBA Bryant Almario for getting right on the problem.

Some things you just can't make up! We had route inspections from March 31 to April 6, 2018. Of course management messed the entire thing up, we filed a grievance, received a pre-arbitration decision and management failed to comply (June 25, 2019).

We filed a non-compliance grievance over their failure to adhere to the pre-arb. We got a second decision in our favor. Management again failed to comply and returned the overburdened routes to the overburdened status they were during the inspection.

So they *missed* the cutoff of March 16, 2020. We met at Formal A on April 6. Management claims they can't adjust the routes because of the coronavirus. Give me a darn break. Nothing was going on 700 days ago. A couple of dudes came to the office in February trying to use data from a time period when the routes weren't even the same configuration. What's up with that?

My sincere appreciation goes out to all letter carriers putting themselves out there during this pandemic, not really knowing if you're safe or not. You're all really special. Shout out to my New York sister who has caught the virus—get well quickly, please!

Thanks also to our military personnel, health-care workers, grocery store workers, first responders and all delivery personnel. You are all heroes—we thank you so much.

Tough times don't last—tough people do!

*Patty Cramer, Branch 1310*

### New Orleans, Louisiana

**M**y fellow letter carriers—

The hot topic is novel coronavirus (COVID-19). It is here in the USA. I urge everyone to take it very seriously. As you probably are aware of the symptoms: 1) coughing, 2) low energy or fatigue, 3) fever, 4) shortness of breath or difficulty of breathing. The CDC recommends frequent hand washing, social distancing, stay at home; wearing masks and gloves when out shopping or around people. Check with the CDC website at [cdc.gov](http://cdc.gov) for current reliable information on COVID-19. We are getting new information daily from our Gov. John Bel Edwards, Dr. Anrew Billeaux and many political leaders as well as Dr. Corey Hebert. Talk to your health care provider if you feel you have a need to be tested.

In Louisiana, we are experiencing a high number of victims of the disease. We have a 70 percent African-American death rate from COVID-19, when we only have a 32 percent African-American population in the state. There are certain mitigating circumstances that contribute to this: pre-existing health conditions, obesity, hypertension, diabetes, kidney failure, lung disease and asthma. Let us control the things we can control. The majority didn't have comprehensive healthcare. Thank goodness they expanded Medicaid for needy individuals that otherwise would not have medical care.

There has been other pestilence such as HIV-AIDS, Spanish Flu, SARS and Legionnaires disease. We have overcome by being diligent, persevering, and adhering to sound advice. This too shall pass, my brothers. Continue hand washing for 20 seconds. Practice social distancing. Be safe, be careful, be watchful, be not afraid. Do what you know to do to keep surviving for your family. In order to save your species, you must save yourself. Self-preservation; specie-preservation. You carriers are on the front front delivering coming into contact with your patrons, mailboxes, door handles. Use wipes, gloves, plenty of Lysol. Give to LCPF. Stay carrier strong!

*Marshall Wayne Smith, Branch 124*

### Norristown, Pennsylvania

**G**reetings front-line essential hero carriers! As everyone knows, we have a pandemic on the loose. I know a lot of us are scared as we should be. This is no joke; it's serious business. But it seems like business as usual in some places. I'm talking about the grocery store (I have a story about our office but I have to save that one for later...stay tuned) as most businesses are shutting down the one place that people aren't practicing social distancing is here. What people are doing is taking their whole family and using it as a field trip. What they are doing is putting the front-line grocery worker in the crosshairs of their stupidity.

I know because my wife works at one and is my front-line grocery investigator/reporter. She will see the same person in the store 3-4 times a week. The idea is to go to the store and get as much as possible and *stay* home. But they don't care. They will be on the news saying, "I never thought it would happen to me or my family," but you being out and spreading your stupidity, you've infected not only your family, but someone else's! Common sense is not to common these days.

We are a postal family and when the going gets tough, we rise to the occasion. When one of us is down, another will reach out his or her hand to help lift them up. A shout out goes to Matt B. for spearheading a dinner chain for a brother who was falling on tough times. It was long battle, and on behalf of Branch 542, I wish to extend our wholehearted condolences on your loss, Drew. Family is everything and we stick together. Be kind to each other!

*Joel Stimmler, Branch 542*

### Oklahoma City, Oklahoma

**A**s the COVID-19 pandemic worsens and more and more businesses are closing due to the outbreak, the Postal Service and letter carriers in particular are facing a crisis caused by that pandemic. Letter carriers are continuing to step up and do their jobs of delivering the mail to every household and business in the nation. But with the loss of as much as 50 percent of revenue, the Service is threatened with possible lack of funds in the very near future. Congress and this administration must step up and prevent that from happening. The service that letter carriers, postal employees and the Postal Service provides is needed now more than ever. Postal employees have been putting their lives on the line to continue to provide this much needed service to America.

The Postal Service has run as a quasi-government entity since 1971 and has taken no government monies since 1981, but what it is facing at this moment in time is a dilemma that many corporations and companies are facing. And just as they are being helped by the federal government the Postal Service needs that same aid because we too are facing a revenue shortfall and will need the same response that the government has offered to private companies that are facing revenue losses. The Postal Service is the only company that delivers to every single household and business in this nation.

We can be assured that our national officers will do everything in their power to prevent the collapse of the Service. Our jobs and our benefits are on the line we must stay united and when called upon by our national officers be ready to act.

*Bob Bearden, Branch 458*

## Philadelphia, Pennsylvania

The officers and members of Branch 157 extend their deepest sympathies to everyone in our nation who lost a loved one due to COVID-19. Words cannot adequately express the sorrow we share with you, your family, and your friends. God bless each one of you.

As of this writing, April 10, the branch has 22 letter carriers who tested positive for the coronavirus. Twenty-one members are recuperating at home and the other employee is hospitalized. One facility has been disproportionately affected, with 16 letter carriers having been stricken by the disease. Taking every precaution possible, a branch officer has been present in that facility every day from the very first reported positive testing.

In Philadelphia and our associate offices outside the city, the branch has cooperated fully with the Postal Service to ensure social distancing is maintained. Together, we have addressed every craft at each facility immediately after discovering an employee has been diagnosed with COVID-19. We have assisted in securing materials necessary to keep our members safe from the virus. We have assisted in filling individual bottles of hand sanitizer, delivered masks, gloves, soap, wipes, and other essential items to facilities as needed.

"We are all in this together" are not mere words. The sentiment could not ring truer. Yes, we have our differences with management, but now is not the time for divisiveness. Hopefully, the parties will work together to resolve disputes collectively. We must work together because lives are at risk. Communication and transparency are paramount to trust. Without it, we will all suffer.

Finally, I have always been proud to be a letter carrier. I have never been prouder of you. All of us have a role to play. We must take ownership of our own wellbeing and follow the CDC guidelines. Take your temperature every morning, if you are sick, please stay home. Maintain social distancing while at work. Remember, this virus has no boundaries!

*Joe Rodgers, Branch 157*

## Portland, Oregon

My deepest condolences to those who have suffered or lost a loved one due to COVID-19. Thank you to Branch 82 President David Norton and Safety Officer Don Cadwell, who didn't give up until each of our active carriers had a bottle of hand sanitizer and a way to refill it. It is frustrating to have management so easily take credit for your determination. Thank you to the dedicated carriers who are clocking in everyday with a hopeful attitude and pride in this important work. Thank you to all the grate-

ful customers who leave us heartfelt notes and gloves and baked goods.

It isn't easy to let go of the state conventions and retiree banquets and monthly meetings and the camaraderie that go with these events, but it is what we must do for now. Please remember to pay your bills and make your correspondence with a stamp and an envelope. Best wishes to you all.

*Suzanne Miller, Branch 82*

## Racine, Wisconsin

Our rec center is closed, and I have a swimsuit sitting idle screaming for some chlorinated fun. Adjusting to a new normal is the new normal. No way am I going to yield to the violin quartet that played on board the *RMS Titanic*. I refuse to surrender humanity. That would be a disaster of epic proportion not seen since the *Hindenburg*.

Focusing on the positive, how important is Spring 2020? It gives us a new perspective on what spring represents. The resurgence of life and a hopeful future. During this time of crisis and uncertainty, what have you learned? I learned to contemplate simplicity and be grateful for what I already have. I learned a better appreciation of a hawk flying overhead and the budding tulips. I learned a better appreciation of conversation and reaching out to family, friends and co-workers. I learned to let the past stay where it belongs—in the past. I appreciate more than I already do working with my Racine co-workers during this crisis. *Together*.

I learned I need a haircut. My neighbor is go and encouraged to stay home. I feel grateful that my wife and I put the "we" before "me," ensuring a fresh supply of potatoes to our neighbor who survived the Great Depression and a world war. There are hundreds of "grateful" stories to tell. What's yours? What story makes you a better person than you already are? I've mentioned my old truck a few times in my articles. A truck that's older than some of our CCAs. Succumbing to age, Big Red leaked her last puddle, broke her last axle and juuuuuust couldn't make that last left turn. Big Red was like Tonto to the Lone Ranger, and Robin to Batman. Good times.

#TOGETHER.

*Chris Paige, Branch 436*

## St. Louis, Missouri

These are troubling times for the nation and especially employees of the U. S. Postal Service. The COVID-19 virus is sweeping across the country as a pandemic the likes of which have not been seen since the Spanish Flu in 1918. Preliminary estimates of potential deaths range for 100,000 to 240,000 unless everyone takes precautions by remaining sequestered at home and refraining from intimate gatherings.

With the exception of essential personal, all of us need to take these recommendations seriously. The Centers for Disease Control (CDC) along with those of the World Health Organization (WHO) understand that the only way to contain the spread of the virus is to literally stay away from one another. Thus far, evidence is pointing in the direction of flattening the curve over the last three weeks, with the spike in the death rate leveling off. But this is not the time for us to get complacent.

Spring has sprung and our inclination is to get outside and enjoy the outdoors. We would do well to limit our outdoor activities to our own backyards for the next few months. This pandemic is not going to go away anytime soon and if we fail to heed the warnings of our medical professionals we could very well be looking at a roller coaster effect that rises and falls.

Letter carriers are facing the danger of exposure every day we go to work, whether that be from fellow employees or the public at large. Please make every effort to take precautions while delivering your routes by wearing gloves and especially facemasks. Stay away from engaging in conversation with the public, or at least limit your exposure by maintaining the recommended six-foot distance. Your goal is to stay healthy for yourselves and your families.

*Tom Schulte, Branch 343*

## San Antonio, Texas

Greetings, brothers and sisters.

What has happened in our city, the surrounding Associate Offices, Region 10 and the entire country, cannot be described as anything short of unreal. I certainly never thought I would

## 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 **0.5 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 **0.4 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

live to experience anything like this. What gave America comfort though was seeing the Postal Service, our brothers and sisters in particular, step up and continue to deliver the mail, medications and packages necessary to sustain them in a time of great uncertainty. In a sense, seeing a letter carrier at the neighborhood cluster box, walking to a customer's mailbox in a residential area or an office building after a natural disaster or fire, it signals to all Americans, "Hey, we're going to get through this, we're going to be alright."

Normally at this time of year, we are gearing up for the National Stamp Out Hunger Food Drive, but duty calls. Unlike many sporting and entertainment events though that have been canceled, we will just postpone our event... and once again, we'll get it done. If you never had any real idea about the importance of a union prior to this worldwide pandemic, now you know. Our national officers have done an outstanding job in crafting memorandums of understanding with the Postal Service that address the challenges letter carriers are facing during the coronavirus pandemic. As the current medical emergency continues, their work in that regard continues as well.

On the local front, the branch office is still operating daily for our members, but we ask that you call to conduct your business, please do not just drop in to visit. If it is absolutely necessary, in-person appointments can be scheduled; however, social distancing protocols will apply. This for your safety as well as ours. Stay safe.

*Tony Boyd, Branch 421*

### Seattle, Washington

Like the pandemic itself, I don't think there's any way to avoid not writing about The Virus among us. It's certainly nothing to sneeze at, and I don't know about you, but it has certainly brought out the OCD in me. Obsessive Compulsive Disorder. Disorder? It should be the order of the day. Scrub 'em, if you got 'em. I've washed up so many times a day, I've worn away the top layer of skin, which I've since learned is called the epidermis. I'm down to the dermis now. Maybe I'm washing them too long? I forgot the song. I'm supposed to do a ditty while I scrub-a-dub-dub. I've chosen the Star-Spangled Banner, as I keep running the virus symptoms around in my mind, the way I used to run around the gym. I'm on a hamster wheel of paranoia. Coronaphobia—I've got that if nothing else. Loss of smell? Loss of taste? Tiredness? I finally accumulated enough imaginary indicators to where I had my wife take my temperature, which she did. Then she looks at me rather pathetically and says, "It's at 98. You're not even normal."

Now I wander from window to window, channeling my inner Gladys Kravitz, peering out into the street and wondering who's walking by without having a pet attached. In my mind, no reasonable person should be out and about unleashed. Speculating about what the others are up to at least interrupts my constant obsessing over every gas bubble. What is that rumbling? Is my stomach trying to tell me something? "What is it, boy? Has Timmy fallen down the well?" I could have a leg up on things if I was fluent in borborygmus. "Is it here? Is it coming?" Ack!

We'll get through this, and when it's run its course we can all buy the T-shirt.

*Don Nokes, Branch 79*

### Silver Spring, Maryland

As I write this blurb, we are being bombarded with the frightening news that our area is projected to experience extreme consequences of the coronavirus this week. We go on bravely serving our customers, providing some sense of normalcy. The teamwork and camaraderie carriers are exhibiting is truly inspiring, and we send our love out to the casualties and broken-hearted.

I feel it is necessary to express my opinion that our country should have been better prepared for this kind of inevitability, hopefully without being overly negative or insulting. I chalk up the lack of preparedness to one of several consequences of the unabated capitalism I referred to in last month's column. You see, it does not make corporations profitable to make sure we are prepared just in case of a dangerous pandemic (although they have and always will be happening) and, unfortunately, corporations run our healthcare industry. This is the same argument behind allowing USPS to provide simple banking services; because for-profit banking corporations will only do what they can profit from. Banks don't care if people are price-gouged to do simple banking by payday lenders and the healthcare industry (Big Pharma/insurance corporations) doesn't particularly care if people live or die as long as there is money-making potential.

How many recent crises do we need to experience to understand that unabated capitalism has failed us? First there was the "dot-com bubble", then the financial/housing bubble, now this. Who paid and will pay? Us! Who got bailed out? Them!

I believe in unions and worker's rights, and I know real union history. Has our country finally repeated this cycle enough to learn that democratic socialism must rein in this runaway capitalist disaster or are we doomed to a repeating loop of ignorance?

*Lee Taylor, Branch 2611*

### Southeast Pennsylvania Merged

Thank you! I can't express that strong enough to you. This past month has been one of the most challenging times in the history of this country. And the letter carriers took heroic steps daily to keep this country going. This scenario has been talked about for years and you passed with flying colors. You not only have diligently come to work, but you have bravely done it while adjusting to the most unforeseen of circumstances. NALC led the way and quickly pressured the USPS to provide supplies for our safety and that measures were taken to help contribute to your safety at the same time.

But it is your patience, understanding, and pride that allowed us to push through the current challenge. You did it through the anthrax scares. You do it every day in the most severe of situations. So, just know your value. You are he-

ros. You are the bridge that allows our country to get through this trying time.

A huge challenge has been managing rumors. They often are the enemy of progress. NALC/USPS put out a series of MOUs that set policy in how we were to move forward in this demanding time. They were all geared toward the protection of the letter carriers (their safety, benefits, and welfare). Your President Les Dillman worked tirelessly (taking calls from NALC leadership well into the night). The result was that our branch was well prepared to handle the daily barrage of information.

Unfortunately, this still didn't deter some managers/supervisors from acting like fools. But they know not what they do. Let's forgive them for their ignorance where perpetrated. Because if you can't be understanding and unified in purpose at this time, then when?

In the end, it's you. Thank you!

#LetterCarriersAreUniquelyStrong

#TheWholeCountryIsCountingOnUs

*Eric Jackson, Branch 725*

### Springfield, Ohio

"Perception is reality" is a quote often heard but misunderstood. Perception is how each of us understands, or interprets, something. Reality is the state of things as they are, not how we imagine them to be. Sometimes perception and reality are the same. Sometimes not.

A carrier is thought to be a threat to others (perception), and is placed on emergency placement for seven weeks. A supervisor throws something at an individual and hits them (reality) and is placed on emergency placement for less than one week. Is it my perception that this is disparate treatment or bad management? Or is it reality? Or both?

People think Branch President Brian DeWell gets lots of steward time to work on grievances (perception). President DeWell just settled grievances paying out approximately \$17,000 to carriers, along with at least 15 carriers receiving admin leave (reality). Is it my perception that President DeWell is benefiting all of us when he gets steward time? Or is it reality? Or both?

I recently wrote highly of our new District Manager and how I thought she might bring positive change to our district (perception). She has been in contact with President DeWell and has understood and supported, his position (reality). Is it my perception that things are finally going to improve? Or is it reality? Or both?

Finally, thanks to everyone during this pandemic. To carriers who deliver the mail every day, and the custodians sanitizing our workplace every day. And yes, even to management working to get us the resources needed to keep us safe. In reality—we are all in this together.

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15. Meeting at 6:30 p.m. Show up. Listen. Ask questions. Knowledge is power.

*Brian Gourillis, Branch 45*

## Tri-Valley, California

I offer my heartfelt sympathies to anyone victimized by the coronavirus in any way whatsoever and hope this writing does not offend you or make you think I do not care about all the suffering this crisis has caused, because I do.

I was listening to ESPN radio while driving home from work on March 11 when it was reported that the Utah Jazz and Oklahoma City Thunder had left the floor and returned to their respective locker rooms before the tipoff of their game, for reasons unknown. Once home, I turned on the Denver Nuggets/ Dallas Mavericks game, which was in the 4th quarter. While watching that game, the announcement was made that Rudy Gobert of the Utah Jazz had tested positive for the coronavirus, hence the reason why the Jazz/ Thunder game was postponed. Then it was announced that all NBA games were postponed starting March 12, which was the day the NCCA's March Madness games were set to begin. On the morning of March 12, all NCCA tournament games were canceled. Shortly thereafter, other sporting events were being canceled, including hockey and spring training baseball games.

I am an unapologetic sports junkie and I normally spend all of my free time watching sports, much to the annoyance of my beloved wife, who decries my year-round addiction. Once the college tournament games were canceled, it started sinking into my addicted brain that there were now no sports of any kind! Shock, disbelief and depression followed; cold turkey is a bitch. I have finally accepted the fact that the only televised sports, until God only knows when, are replays of classic games on ESPN, the NFL and MLB networks.

Apologies for my selfish whining and I hope you remain healthy throughout this crisis and beyond.

*Ray Hill, Branch 2902*

## Western Wayne County, Michigan

Branch 2184's active members have responded with courage and dedication to an unprecedented national emergency. The Postal Service and life in our nation itself is forever changed in ways that will profoundly alter each of our lives, from our newest CCAs to our oldest retired members. Many in positions of leadership in government and other human institutions have failed miserably in their response to the COVID-19 emergency. On the other hand, America's letter carriers once again responded heroically, even as some of our own NALC members and their families were ravaged by the virus.

Historically, America's letter carriers have always been the public face of the common good. This has never been more evident than in times of national or global crisis. During recent decades letter carriers responded to the Sept. 11, 2001 terrorist attacks and the ensuing anthrax attacks with courage and resolve. Following natural disasters in parts our nation ranging from hurricanes and tornadoes to floods, fires and earthquakes, letter carriers stepped up and delivered much more than just the mail. In doing so, their actions inspired others to renew their embrace of our common humanity.

As our nation and its people slowly recover from the pandemic and its vast impact on all our lives, letter carriers will continue to take a lead-

ership role. All of this will be occurring against the backdrop of an eventual interest arbitration award on our national contract as well as the continuing financial and political threats to the Postal Service itself.

Through it all, our current motto simply but eloquently states the case for the world's finest



**Ilion, NY Branch 358 member David Wright received the USPS FY2020 Engagement Most Valuable Player award.**

delivery service employees. We Deliver. Letter carriers always have. Letter carriers always will.

*Joe Golonka, Branch 2184*

## Wichita, Kansas

Letter carriers at Downtown Station voiced their concerns during a standup talk early in March when the dire news about COVID-19 was starting to set sail. USPS was starting to disseminate virus information, but supplies for protection were limited or unavailable and standup talks were still being given in the usual large group huddle. As recommendations and orders for social distancing were being issued in Kansas, many were upset about the lack of support and apparent concern from management.

By late March, protection measures were put into place. Carriers no longer gathered for standup talks. Daily information was posted on a large board and gloves, Lysol wipes, face masks, hand sanitizer, and bleach cleaner were made available. Staggered start times were implemented to limit 10 people to a time clock on April 4, and magnetic signs were made for postal vehicles asking the public to stay at least six feet away.

What's surprising is that now that supplies are available, only about 10 percent of letter carriers are wearing face masks in the office. Only a handful more are consistently wearing gloves. And some are grumbling about later start times.

The number of confirmed COVID-19 cases rose to 161 in Sedgwick county by April 10. Although Sedgwick county cannot be considered a coronavirus hotspot, the fact is that it is here and letter carriers need to take the threat seriously. We are in close contact with all parts of the community and with fellow coworkers, and I urge all of us to use all protective measures to keep ourselves, our families, our coworkers and our community safe and healthy.

*Becky Farris, Branch 201*

## Worcester, Massachusetts

I first want to say I hope this installment finds you all safe and healthy as we continue to battle through the COVID-19 pandemic. Amongst the concern, anxiety, and abundance of information being circulated about coronavirus-

related material is a group of steadfast letter carriers who, in a few circles, aren't appreciated in the least.

A true leader has the ability, even in the most difficult of times, to raise up and encourage those who need it. What a true leader doesn't do during a time of crisis is demean, criticize, or outright try to step on the necks of those who are doing their best with a bad situation.

If I'm being honest, I have to say that President Trump isn't completely dropping the ball with the needs of the country during the COVID-19 pandemic, but what I feel I must say is that he has barely found the courtesy and respect to thank the men and women of the USPS, who are collecting, processing, and delivering this nation's mail day-in and day-out during this time of national crisis.

President Trump has found many opportunities to parade countless numbers of CEOs and top executives, including those from UPS and FedEx, across the platforms of his daily press conferences to pay them homage, but when given the opportunity to thank those from the USPS, he takes that opportunity to give his spin on why the USPS has lost billions of dollars "for years" by not charging private shipping companies more for the parcels they drop "on the floors" of the USPS. Maybe President Trump needs to be reminded it's not the 650,000 or so postal employees who gave the USPS flawed legislation and no pricing flexibility for its products.

President Trump, the letter carriers of the USPS are no strangers to not being thanked for the job they do for their fellow Americans, even in times of crisis, but you'd be well served to abandon your ruthless boardroom sarcasm and demeaning behavior and appreciate those who come to work for the federal government, namely USPS.

Thank you to all my fellow brothers and sisters for the work you always do!

*Ken Janulewicz, Branch 12*

## Yakima, Washington

Placing blame after fact is easy. "I told you so" doesn't change the present situation. For many, our current crisis is a first.

My father was born between two world wars and survived the Great Depression. My mother was born during the Great Depression and as a child saw the effects of World War II. I was born just prior to the boondoggle called Vietnam and almost made it to going there.

Globally, we have experienced genocide, famine, nuclear accidents, catastrophic earthquakes-hurricanes-typhoons-tornadoes-volcanic eruptions and pandemics. Black plague, smallpox, cholera, polio, malaria, ebola, AIDS, etc.

Assigning blame is pointless. Doing the right thing is critical. What I've witnessed in Yakima is the P.O. is, gasp, doing the right thing. Doesn't occur very often. We as postal employees need to understand that what we do isn't only essential, it's critical.

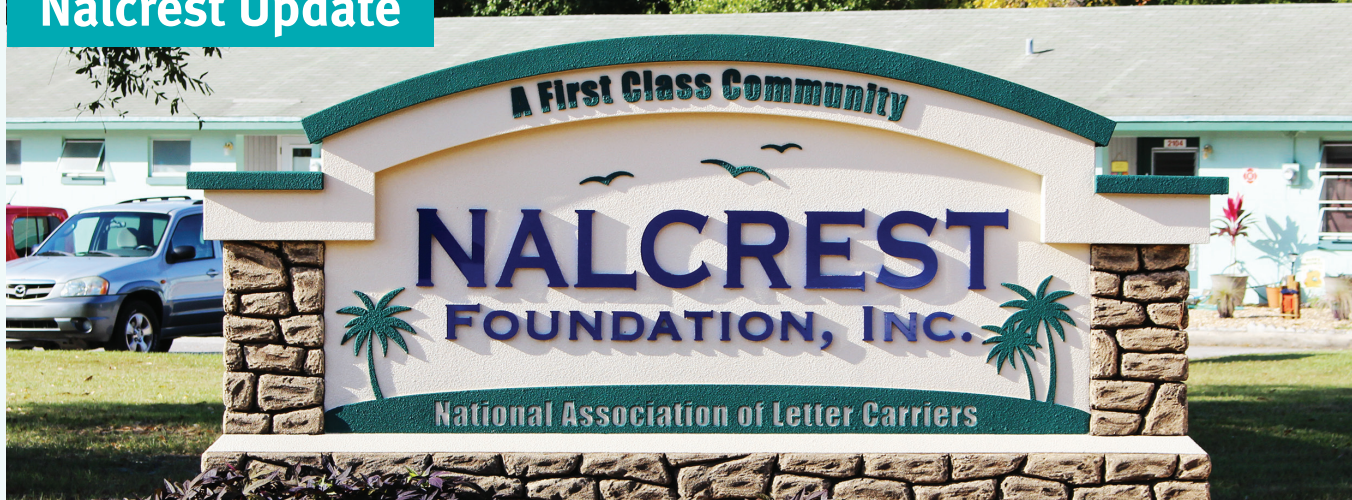
If we shut down, eventually everything shuts down. When I first began my career, the P.O., statistically, would have the seventh largest military in the world. Where we stand now, I don't know. What I do know is now each and every one of us are soldiers to maintain life as we know it.

You may believe that your job is mundane and unimportant. Don't be deceived; you are vital to maintain normalcy. The little things add up. Be proud, Be safe, Stay strong.

Peace.

*J.S. Bohlinger, Branch 852*

# Nalcrest Update



## From the Trustees

Worldwide, attention is being focused on coronavirus prevention and stopping the spread. Nalcrest is no exception. In early March, preparations to raise the level of awareness for residents, guests and employees was the priority of the Nalcrest Trustees. On March 18, Don Southern, Tom Young and I (Matty Rose) met at Nalcrest and finalized plans to ensure Nalcrest was ready to protect all residents and employees.

All venues were closed and congregating/gathering was prohibited and social distancing was placed in effect. The maintenance team and office staff were briefed on safety procedures and every employee's safety and health is enforced on a continuous basis. The Nalcrest office is closed to visitors; no contractors are permitted on the property.

Nalcrest's on-site laundromat is open four hours daily, Monday to Friday, staffed by a Nalcrest employee. This allows residents to sanitize cloths, bedding and other washable items. Users are limited to a few at a time and the machines are sanitized after every use. Volunteer residents are preparing a takeout lunch twice a week from the Nalcrest cafe to accommodate residents who want something special.

All the attractions surrounding Nalcrest are closed: Disney World, LegoLand, Universal Studios and almost every hotel in the area. Massive layoffs and furloughs are so high that most working men and women will suffer long-lasting hardship. Nalcrest has found a way to not lay off any employee.

Nalcrest residents do have the opportunity to walk, bike or boat the 150 acres, always maintaining proper distance and using all safety precautions. Ironically, applications to

live at Nalcrest have risen to approximately 160. Whoever is next in line to occupy a yearly rental apartment is advised it will be delayed until such time it will be safe to do so. If any retired member in good standing wants to live at Nalcrest, you're encouraged to call the office before visiting Nalcrest.

Life has changed worldwide and as other communities plan for prevention, Nalcrest is taking every precaution to maintain safe living conditions. I want to thank Rep. Darren Soto (FL-9) for being a resource to Nalcrest and supporting the NALC during these troubled times.

*Matty Rose*

**Two of Nalcrest's staff, Lisa Senecal and Amber Walker, taking precautions against contracting the COVID-19 virus.**



**The retirement community created by letter carriers, for letter carriers**



**NALC Member App**

Available for free in the Apple App Store and the Google Play Store

## 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





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

With everything that is going on in the world, it is not known at this time if we will have the national convention this year. We hope you all stay safe as we pray for the world and especially our letter carriers and their families!

Gerome arrived in Newport News, VA, to start his new adventure with Auxiliary 1200 (photo 1).

While visiting, Gerome met with some of Auxiliary 1200 and Branch 609 members (photos 2 and 3).

Auxiliary 1200 and Branch 609 work together to raise funds for annual fundraisers, the annual picnic, and game night at the Virginia state convention. Auxiliary 1200 also provides school supplies for children of letter carriers and support auxiliary and branch family members who have lost loved ones (photo 4). During the holidays, Auxiliary 1200 adopts a family and provides supplies for a scrumptious holiday meal and gifts. The auxiliary and the branch Hospitality Committee work together to plan events throughout the year (photo 5).

Gerome said his goodbyes and headed off for

his next adventure.

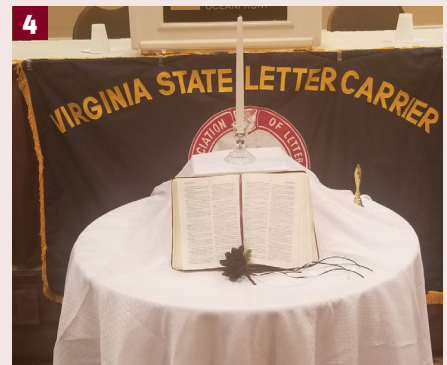
Reminder for the Family Fun Day registration, your name must appear the same as on your ID.

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 June 1. Mail registrations to: NALCA Secretary Crystal Bragg, 835 Westland Dr., Mt. Zion, IL 62549.

Note: Due dates for convention have been extended to June 1.

*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 June 1. 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 June 1 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."**

# 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 petrock1@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.

**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: Colorado Springs (7/05) to Kearney, NE, or surrounding areas.** Colorado Springs has 12 bidding stations and lots of sunshine near the mountains. Relocating to be near family. Nathan, 719-432-9543 or nbentley3624@yahoo.com.

**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: Ft. Lauderdale (5/07) to Nashville, Knoxville, Chattanooga or surrounding areas.** Close to oceans, beaches and fishing. No

state tax. 16 stations to bid, abundant OT. Brian, 954-558-7853 or mailguy2213@aol.com.

**FL: Ft. Lauderdale (6/93) to Michigan City, Indiana.** Large office with OT. John Torres, 561-329-0944 or jetorres01@yahoo.com.

**NY: Manhattan (7/05) to Ulster or Dutchess County, NY.** Plenty of OT available. Regular carriers only. Grand Central Station Midtown 45th Street at Lexington Avenue. If you want the beauty, culture and excitement of a big city, this is a dream come true. Moving for family reasons. Joseph, 646-329-4818 or jsrhero@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.

# Election Notices

## Northeast Massachusetts Mgd.

Nominations for delegates to the Massachusetts State Convention for 2021 shall be held at the Oct. 6 regular meeting for Branch 25, 8 p.m. at the Knights of Columbus—Wilmington.

Election for delegates will be held by secret ballot at the Nov. 3 regular monthly branch meeting, also at 8 p.m. at the Knights of Columbus—Wilmington.

Expenses for elected delegates shall be voted on at the November meeting. All elected delegates must have attended 60 percent of the regular monthly meetings, held from the previous state convention election meeting through and including current year's state convention nomination meeting, to be a paid delegate.

Any member who has not been a member for the prior two (2) years will have their attendance prorated from the date of membership.

In addition to the provisions of Article 5 of the Branch 25 bylaws, which designates the president and the executive vice-president as automatic delegates for these functions, Article 5 of the *NALC Constitution* shall prevail.

*Andrew P. Coan, Sec., Branch 25*

## Wilmington, North Carolina

I hope this announcement finds all members of Branch 464 and their families well! Due to the COVID-19 pandem-

ic, our scheduled March meeting had to be canceled. Our elections for the offices of recording secretary and treasurer/financial secretary were to take place at this meeting. In accordance with the bylaws of Branch 464, this serves as official notice that the elections for these two positions will be held from 6 p.m. to 7:30 p.m. at the regular branch meeting on the third Tuesday of June (6/16/2020) at Carolina BBQ, located at 1602 S. College Rd. Elections will be conducted by secret ballot.

## Election Notices

**Election Notices** must be submitted to *The Postal Record*, not to other offices at NALC. *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., February's deadline is for the March publication.

## MISSING

HELP BRING ME HOME

NCMEC: 1384226

### Joseph Ramirez



Missing Since: Mar 2, 2020  
Missing From: Galt, CA  
DOB: Jun 15, 2004  
Age Now: 15  
Sex: Male  
Race: Hispanic  
Hair Color: Black  
Eye Color: Brown  
Height: 5'1"  
Weight: 125 lbs

Joseph was last seen on March 2, 2020.

## DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

## CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)

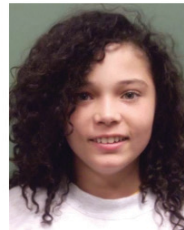
San Joaquin County Sheriff's Office (California) 1-209-468-4400

## MISSING

HELP BRING ME HOME

NCMEC: 1387446

### Faith Gardner



Missing Since: Apr 5, 2020  
Missing From: North Las Vegas, NV  
DOB: Sep 30, 2005  
Age Now: 14  
Sex: Female  
Race: Biracial  
Hair Color: Black  
Eye Color: Hazel  
Height: 5'3"  
Weight: 120 lbs

Faith was last seen on April 5, 2020. She is Biracial. Faith is Black and White.

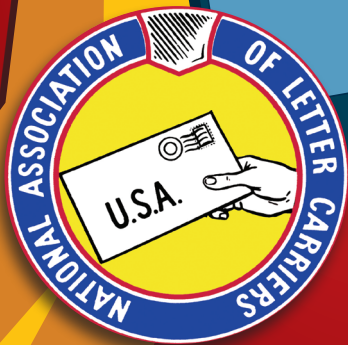
## DON'T HESITATE!

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



# social media

## Join the conversation!

Follow NALC HQ's social media accounts to get the latest letter carrier news and updates straight from the source. Follow our pages; interact with us by liking, commenting and sharing content and encourage others to do the same. For suggestions and photo/video submissions, please use [social@nalc.org](mailto:social@nalc.org).



@nalc.national



@NALC\_National



@lettercarriers

LinkedIn

*National  
Association of  
Letter Carriers  
(NALC)*

YouTube

@ThePostalRecord



**NALC Member App**  
(iTunes, Google Play)

# 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**