

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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No stopping our commitment to

MDA

—PAGES 14-20



Foreground image: Pawtucket, RI Branch 55
Background: New Jersey Merged Branch 38



Membership ratifies new NALC-USPS collective-bargaining agreement

—PAGE 4





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.

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One year later



Fredric V. Rolando

As I write this message in mid-March, it is hard to believe that it's been one year since we began to shut down our country to deal with the COVID-19 pandemic. It has been a long year filled with anxiety, loss and grief. Fortunately, as we look ahead and anticipate a distribution plan that will make vaccines readily available to all Americans, we can think about life returning to some semblance of normal.

Additionally, we have begun to witness the beginnings of very positive change on several fronts: Last week (March 8), the NALC Ballot Committee announced that the active membership had ratified the 2019-2023 National Agreement by an

overwhelming margin. (See story on page 4.) The next day, the House of Representatives passed the Protecting the Right to Organize (PRO) Act, the most sweeping and positive effort to reform our nation's labor laws since the 1930s. Finally, on March 10, the House adopted the Senate's version of a massive COVID-19 relief and recovery bill, the American Rescue Plan, which President Biden signed into law on March 11—the one-year anniversary of the declaration of the pandemic.

Each one of these major developments is a great victory and, taken together, they represent unadulterated good news for letter carriers and America's working people.

The new contract increases wages over its 44-month term and provides a shorter, more predictable pathway to a career appointment for city carrier assistants (CCAs). We have already begun to use the contract's various joint task forces and memorandums of understanding to engage management on a full range of issues important to letter carriers, including efforts to address toxic workplace cultures, safety issues, contract compliance failures, work method changes, staffing concerns, route evaluations, innovation and CCA attrition. I want to thank all of the members who voted in the ratification election—and all of the members of the Ballot Committee, who did such a superb job under the most challenging of circumstances.

Every new contract reminds us of the value of our precious right to collective bargaining—a right NALC won this very month 51 years ago, thanks to the 1970 postal strike. Even though more than half of all American workers say they would join a union if they could, the rights to organize and bargain collectively have been badly damaged over the past several decades. Bad court decisions that have tilted the balance of

power in favor of employers and permitted companies to intimidate and coerce workers during organizing drives, as well as state laws that undermine unions financially, have dramatically weakened the U.S. labor movement.

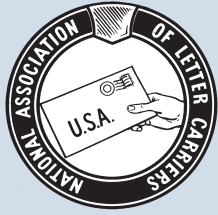
How fitting that the PRO Act should advance to the Senate during the very week we ratified our contract. (See story on 5.) If it becomes law, it will repeal these unfair policies and help unions to grow and to rebuild our nation's middle class. With your help and the solidarity of the AFL-CIO, NALC will do all we can to fight for enactment of this vital legislation, even as we continue to work with members of Congress to pass legislation addressing our postal-related priorities.

Finally, the enactment of President Biden's \$1.9 trillion American Rescue Plan promises to help our country crush the virus and provide desperately needed economic relief for our families, our schools, our small businesses and millions of front-line workers like us. In addition to another round of economic support payments that will bolster the economic recovery from the pandemic, the legislation also provides concrete support for city letter carriers, which NALC tirelessly and successfully lobbied Congress to achieve.

It appropriates \$570 million to an Emergency Federal Employee Leave Fund for federal and postal employees to pay for COVID-19-related leave provisions like those from the Families First Coronavirus Response Act (FFCRA) of 2020, which expired on Dec. 31. Between March 12 and Sept. 30, 2021, the act provides for up to 600 hours of paid leave for each full-time employee (or a proportional equivalent for part-time employees) at a capped rate of \$35 per hour, but no more than \$1,400 per week. The bill also carries forward the same COVID-related reasons for using the leave that were included in the FFCRA, but adds new reasons as well, such as vaccination-related absences. Additionally, while some types of FFCRA leave from last year were paid at only two-thirds of hourly wages, this bill contains no such reduction in the leave pay rate.

The Rescue Plan also requires the Office of Workers' Compensation Programs (OWCP) to presume a positive COVID-19 diagnosis for postal (and federal) employees to be work-related. The presumption would automatically authorize Federal Employees' Compensation Act (FECA) benefits, including medical, disability and survivor benefits for workers who contract COVID-19 in the three-year period beginning Jan. 27, 2020, and ending Jan. 27, 2023.

Hopefully, the availability of vaccines, combined with our continued adherence to protocols regarding face masks, social distancing and sanitization, will keep this pandemic in check and allow us to move forward. Stay safe, sisters and brothers.



National Association of Letter Carriers, AFL-CIO

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

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Art of the mail



**Philip
Dine**

Combine one of America's great universities, students scattered by the pandemic, and an art historian with an abiding appreciation for the magic of the mail, and what do you get?

You get a testament to the letter carrier craft. You get students discovering the value of the mail in today's world. And you get positive publicity in unexpected places about the U.S. Postal Service.

Recently, looking at our daily press clips, I noticed one headlined "Mail Art by the Numbers." It cited postal statistics, comparing the numbers of mail pieces USPS processes every second and of tweets sent in that time; and it evoked postal history, discussing Benjamin Franklin and

Mary Fields, aka "Stagecoach Mary."

You may recall a discussion months ago in this space about compelling essays by historians, authors and scholars in these tumultuous times that address the meaning and relevance of the Postal Service. So, I'm thinking, this is another of those—which, of course, would be fine. But then I get to the ending:

"Hereby I do solemnly declare: the ITALIC Mail Art Gallery is Open.

"In California, in New York, in Georgia, in Florida, in Arizona, and on all the routes in between, we will create a roving gallery of art. We will send out a fleet of fliers, a cadre of cards, a welter of watercolors; they will be borne aloft on the wings of ideas, of inspiration, of art.

"This site documents the work of Stanford University students in the 2021 course, 'Mail Art.' We are creating art together, remotely, in a series of workshops led by master artists. While we can't meet in person, these artworks will be our proxies and the USPS will be our gallery."

Those last seven words—what on earth?

Reportorial curiosity took over, and soon I'm on the phone with Kim Beil, who'd penned what actually was a Stanford website intro to a popular art course. As associate director of ITALIC (Stanford's interdisciplinary art program) and Stanford lecturer, she's taught the class for seven years, but reinvented/rebranded it to meet pandemic-related challenges—not easy, since students create physical works of art and share them with each other. She had to go virtual but keep it tangible.

Normally, the course consists of freshmen interested in the arts who live together on campus. Now, they're thousands of miles apart. Kim's first step was to mail each student art supplies: watercolor paints, paper, colored pencils, glue sticks, envelopes and stamps; she pronounces herself "super grate-

ful for the \$15.10 Flat Rate box."

The reaction to the class, ending in late March, has been notable.

"The students have been delighted to receive things in the mail that their peers have made," she said. "This has been a wonderful experience, to hold something in your hand and then share it via the mail."

Kim grew up in Albany, NY, earned her Ph.D. at the University of California, Irvine, and last year wrote a book, *Good pictures: A history of popular photography*.

Turning to postal workers was no stretch for her. "I've always been fascinated by the mail," she said. "It's such an interesting thought, that we're all connected by pieces of paper. I'm curious about what happens to the mail once it leaves my hand, that it goes so many places without me, arrives somewhere, and what's happened in between.

"I appreciate getting to see my letter carrier every day; there's a lot of joy associated with something new and surprising coming in the mail."

That sentiment has only intensified: "During the presidential election, I felt a kind of renewed responsibility to support the USPS. Our country relies on it. Especially during the pandemic, we've become aware of how important it is. When people aren't able to leave their house we still connect, because the mail gets through."

Kim hopes that beyond delivering the coursework, letter carriers also enjoy it. She's provided an option for students to include their art on the envelopes.

"At first, I thought of the audience as just the students who are making and sharing their artwork with each other, but then I realized that the art would pass through the hands of letter carriers and other postal workers," she said. "I'm wondering if letter carriers will find some beauty in a museum that's all across the nation."

The Mail Art class is about to get additional attention, with a story set for Stanford's daily news email to faculty and staff, the online portal for the university community, and Stanford's news web page, linking to this issue of *The Postal Record*. So, tens of thousands of inquiring minds will get, shall we say, instruction in matters postal.

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Membership ratifies new NALC-USPS collective-bargaining agreement



The bookmarked PDF version of the 2019-2023 National Agreement is available on nalc.org.

The active membership of the National Association of Letter Carriers has overwhelmingly ratified the tentative 2019-2023 National Agreement with the United States Postal Service. NALC has officially notified USPS of the March 8 ratification date. More than 94 percent of participating eligible members voted to accept the tentative agreement that was announced on Nov. 25. The vote to ratify was 60,111 to accept the agreement versus 3,341 to reject it, as reported by NALC Ballot Committee Chairman Delano

Wilson of Silver Spring, MD Branch 2611. The 15-member Ballot Committee monitored and observed the dispatch, receipt and tabulation of the ratification ballots conducted by an independent company, MOSAIC of Cheverly, MD.

The breakdown of the vote by NALC's 15 regions is at right.

Information on back pay and the implementation of the new contract will be released as soon as possible.

The new contract covers a 44-month term, from Sept. 20, 2019, to May 20, 2023. **PR**

REGION	YES	NO
Reg. 1	7,681	343
Reg. 2	2,988	209
Reg. 3	3,148	206
Reg. 4	3,026	137
Reg. 5	2,859	146
Reg. 6	4,041	232
Reg. 7	3,003	168
Reg. 8	2,431	82
Reg. 9	6,779	243
Reg. 10	3,754	116
Reg. 11	4,569	256
Reg. 12	3,514	342
Reg. 13	2,418	112
Reg. 14	4,290	396
Reg. 15	5,610	353
Total	60,111	3,341

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

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

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

One way to ensure that letter carriers remain safe on the job is to uphold

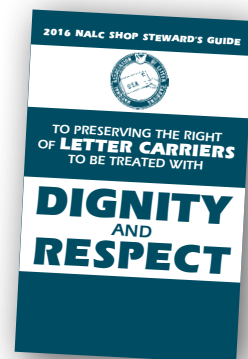
our right to be treated with dignity and respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment and violence.

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

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

the five key elements required to handle grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

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





News from Washington

Congress passes fifth COVID-19 relief package

It's been a busy month in Congress, with a hearing on postal reform, the nomination of new members of the Postal Service's Board of Governors and the reintroduction of the Protecting the Right to Organize (PRO) Act. Media coverage largely focused on the passage of the latest round of COVID-19 relief, which had been at the top of the Democrats' agenda when they won control of Congress and the White House.

Both the House of Representatives and the Senate passed the \$1.9 trillion American Rescue Plan Act and sent the legislation to President Biden, who signed it on March 11. The legislation provides a fifth round of COVID-19 relief to the American people.

Of critical importance to letter carriers are two key provisions that NALC successfully lobbied for:

- Establishment of an Emergency Federal Employee Leave Fund for federal and postal employees. Most letter carriers are familiar with the COVID-19-related leave provisions from the Families First Coronavirus Response Act (FFCRA) that were in effect in 2020 but expired on Dec. 31. This bill provides up to 600 hours of paid leave for each full-time employee, or a proportional equivalent for part-time employees at a capped rate of \$35 per hour and no more than \$1,400 per week. The bill also carries forward the same COVID-19-related reasons for using the leave that was included in the FFCRA but adds new reasons, such as getting vaccinated. While the FFCRA required that leave be paid at only a two-thirds rate for certain reasons, this bill contains no such



President Biden signs the American Rescue Plan Act into law.

reduction in the rate at which the leave is paid. A \$570 million fund is included to pay for the leave.

- Workers' compensation language that presumes a positive COVID-19 diagnosis for postal (and federal) employees as work-related. The presumption would authorize benefits such as medical, disability and survivor benefits for workers who contracted COVID-19 in the three-year period beginning Jan. 27, 2020, and ending Jan. 27, 2023.

The bill also:

- Provides \$1,400 in direct payments to individuals with an adjusted gross income of \$75,000 or less, with a phase out at \$80,000; and \$2,800 for joint filers with an adjusted gross income of \$150,000 or less with a phase out at \$160,000; with an extra \$1,400 for each child or adult dependent.
- Expands child tax credits for children under age 17 up to \$2,000, and

provides \$3,000 dependent care tax credits for kids between the ages of 6 and 16, and \$3,600 for children under age 6.

- To supplement any state unemployment benefits, provides an additional \$300 in weekly federal unemployment benefits through Sept. 6, 2021—a reduction from the House-passed weekly \$400 federal supplemental benefits through Aug. 29.
- Provides 100 percent COBRA subsidy for Americans who lose health insurance coverage after losing their jobs—up from 85 percent passed by the House.
- Provides funding to stabilize multi-employer pension plans through 2050 and to protect earned retirement benefits for a million workers whose pensions have been on the brink of collapse due to shortfalls in the federal pension insurance system.

- Provides \$200 million for Department of Labor workplace safety protections.
- Provides funding for state and local governments for vaccines, testing, schools, transit/rail/aviation, restaurants, small businesses, food and nutrition benefits, housing and expanded Medicare programs.

The bill originally included language to raise the federal minimum wage to \$15 an hour, but the Senate parliamentarian ruled that its inclusion would violate the Senate rules of reconciliation.

The legislation passed in the Senate along party lines 50-49, with all Democrats voting for the bill. In the House as well, every Republican opposed the final legislation, as did Maine Rep. Jared Golden, the lone Democrat to oppose the measure.

NALC expects the Department of Labor to issue guidance on the leave and workers' compensation provisions in the near future. NALC will work with the Postal Service on implementation of the leave provisions and will provide updates as more information becomes available.

Postal reform hearing held in House

On Feb. 24, the House Committee on Oversight and Reform (COR) held a hearing to discuss postal reform efforts in the 117th Congress. The hearing was also an opportunity for members of Congress to question witnesses on a variety of topics, including recent service disruptions, the pandemic and its impact on the workforce, concerns regarding the quality of Postal Service leadership, and USPS's yet-to-be-announced 10-year business plan, which

has been under development for months.

Witnesses testifying at the hearing were USPS Board of Governors (BOG) Chairman Ron Bloom, USPS Postmaster General Louis DeJoy, USPS Inspector General Tammy Whitcomb, American Postal Workers Union (APWU) President Mark Dimondstein, Quad Graphics President/CEO Joel Quadracci and American Enterprise Institute Resident Scholar Kevin Kosar.

On the issue of postal reform, a "discussion draft" of a bill was made public just before the hearing. It includes adoption of the USPS Fairness Act (H.R. 695), which would repeal the mandate to pre-fund retiree health benefits, and a proposal to reform postal employee health insurance coverage under the Federal Employees Health Benefits (FEHB) Program to integrate it on a prospective basis with the Medicare program, thereby slashing health care premiums for the Postal Service, its employees and its annuitants, and reducing the burden on the postal Retiree Health Fund. In addition, to address ongoing service quality issues, the draft would impose new transparency requirements to improve reporting on service performance and to require progress reports to Congress on efforts to improve service.

The hearing was tense at times, with pointed questions and comments directed at both DeJoy and Bloom regarding operational changes and service disruptions that have continued since last summer. However, committee members also focused on the need to finally repeal the mandate to pre-fund retiree health benefits as part of a



Ron Stroman



Amber McReynolds



Anton Hajjaar

broader reform measure. The inclusion of this repeal would be a major victory for NALC. As letter carriers recall, the USPS Fairness Act passed the House with a strong bipartisan majority last year, paving the way for its inclusion in this year's postal reform efforts.

Over the course of the hearing, the discussion over the basic elements of a reform bill were largely positive and bipartisan, with COR Ranking Member James Comer (R-KY) committing to support the underlying elements of the bill while citing the need for additional structural and cost-cutting reforms. In addition, each witness expressed general support of the core provisions of the discussion draft.

The discussion draft is expected to be fine-tuned in the coming weeks prior to introduction, and NALC is working directly with the committee to ensure that our feedback is incorporated prior to its formal introduction.

White House announces postal Board of Governors nominations

On Feb. 24, the White House issued a press release announcing its plans to nominate Amber McReynolds, Ron Stroman and Anton Hajjaar to the postal Board of Governors (BOG). Currently, there are three vacancies on the board with terms that expire in 2021, 2023 and 2026. Once the White House officially sends the nominations to the Senate, we will know which terms each nominee will fill.

Stroman served as the deputy postmaster general and chief government relations officer for the United States

President Biden comes out strong for union rights

In a video released Feb. 28, President Joe Biden reiterated his strong support for labor unions holding organizing drives free of interference or intimidation.

“I have long said: America wasn’t built by Wall Street. It was built by the middle class, and unions built the middle class,” President Biden said. “Unions put power in the hands of workers. They level the playing field.

They give you a stronger voice: for your health, your safety, higher wages, protections from racial discrimination and sexual harassment.

“The choice to join a union is up to the workers. Full stop. Full stop,” Biden said. “This is vitally important, a vitally important choice as America grapples with the deadly pandemic, the economic crisis, and the reckoning on race, what it reveals—the deep disparities

that still exist in our country, and there should be no intimidation, no coercion, no threats, no anti-union propaganda.

“Unions lift up workers, both union and non-union, and especially Black and brown workers,” Biden said. “I’ve made it clear—made it clear when I was running—that my administration’s policy would be to support unions organizing and the right to collectively bargain. I’m keeping that promise.” **PR**

Postal Service, before retiring in 2020. Prior to joining USPS, Stroman worked on Capitol Hill, serving as a staff member on the Committee on Oversight and Government Reform, and on the House Judiciary Committee. In addition, Stroman also served in the Department of Transportation and the Department of Housing and Urban Development. He received his bachelor’s degree from Manhattan College and his law degree from Rutgers University. Stroman also recently served as the head of the Postal Service Agency Review Team, with NALC Chief of Staff Jim Sauber.

McReynolds is one of the country’s leading experts on election administration and policy and co-author of the book *When Women Vote*. She is the CEO of the National Vote at Home Institute and Coalition, and is the former director of elections for Denver, CO, where she developed the nation’s most sophisticated vote-by-mail system. She has proven that designing pro-voter policies and voter-centric processes, as well as implementing technical innovations, improve representation for all voters. She received her bachelor’s degree from the University of Illinois, Champaign-Urbana and her master’s degree from the London School of Economics and Political Science.

Hajjar is the former general counsel of the American Postal Workers Union (APWU). Hajjar’s experience includes pro bono employment discrimination, including for Arab and Muslim Americans after the Sept. 11, 2001, terrorist attacks. He continues to advise the American-Arab Anti-Discrimination Committee. He currently serves on the American Law Institute’s governing board. He received his bachelor’s

degree from Fordham University and his law degree from Tulane University Law School.

“NALC appreciates the White House prioritizing these vacancies and looks forward to working with the Senate to move their nominations as soon as possible,” NALC President Fredric Rolando said. “NALC urges the White House and Senate to also re-nominate Ron Bloom, who recently was named BOG chairman and whose term expired in December.” Bloom continues to serve during a one-year holdover year permitted under the law.

House passes PRO Act

On March 9, the House of Representatives passed the Protecting the Right to Organize (PRO) Act (H.R. 842), which seeks to restore protections that bolster the rights of workers to organize and bargain for better wages, benefits and working conditions.

H.R. 842 passed by a vote of 225-206 with five Republicans—Reps. Brian Fitzpatrick (PA-1), Don Young (AK-at large), John Katko (NY-24), Chris Smith (NJ-4) and Jeff Van Drew (NJ-2)—joining a majority of Democrats. Rep. Henry Cuellar (TX-28) was the only Democrat who voted against the measure. H.R. 842 was introduced by Rep. Bobby Scott (D-VA) and 195 original co-sponsors in the House, and by Sen. Patty Murray (D-WA) and 44 original co-sponsors in the Senate.

The PRO Act supports workers’ right to strike for basic workplace improvements, including higher wages and better working conditions; create a mediation and arbitration process to ensure that corporations and newly formed unions reach a first contract; authorize

unions and employers to negotiate agreements that allow unions to collect fair-share fees that cover the costs of representation; and protect the integrity of union elections against coercive “captive audience” meetings. The PRO Act would streamline the National Labor Relations Board’s (NLRB) procedures to secure worker freedoms and effectively prevent violations by establishing penalties on corporations that violate workers’ rights, and by combatting misclassification of workers as supervisors or independent contractors.

“NALC appreciates the 225 bipartisan members of Congress who demonstrated their support for basic worker protections,” NALC President Fredric Rolando said. In addition to lobbying for passage of the legislation, NALC sent a letter to the House in support of this important legislation.

“While NALC is an open shop with more than 93 percent voluntary membership, we do not take our success in organizing for granted,” Rolando said in the letter. “To protect our rights, we know that all workers must enjoy a real right to organize, not just a theoretical right to do so. We stand in solidarity with the millions of workers and their families whom this legislation will benefit.”

The legislation now must be considered by the Senate, where 60 votes will be needed to pass the bill and get it to President Biden’s desk. The president issued a strong statement of administrative policy in support of the PRO Act.

NALC will continue to lobby for enactment of this important legislation and any future positive legislation, such as the Public Sector Freedom to Negotiate Act, to ensure that all workers have the right to organize. **PR**

EAP offers help when you need it most

The Employee Assistance Program (EAP) is a free, voluntary and confidential program that offers assessment, consultation, counseling, life coaching or training to any postal employee who needs help with life's many challenges. Family members of employees are eligible as well, and EAP also can advise a concerned employee on how to help a co-worker.

"EAP is an amazing resource," NALC President Fredric Rolando said. "During such stressful times as these, it's important to remember that the people at EAP, who are independent contractors hired by USPS, are there to provide or find help with a wide variety of problems."

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

Reasons a postal employee might seek help from EAP include difficulties with family, children, marriage, divorce, care of an elderly person, child care, depression or anxiety, grief or loss, substance abuse, job performance problems, or personal or work relationship problems.



Discussions with EAP are confidential, even when they relate to work.

These unprecedented times cause distress and leave many vulnerable to mental health problems. In dealing with the ongoing COVID-19 pandemic the past year, the mental health effects of the crisis have presented factors that increase the risk of suicide or substance abuse.

It is important for those struggling with mental health issues, as well as those who support them, to seek assistance opportunities—including using telemedicine services for mental health, maintaining physical distancing (but remaining socially connected), and reaching out to individuals at risk to self-harm.

In addition to helping a postal employee or family members, EAP also can help postal employees support each other or deal with the repercus-

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

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

Through technology, EAP has enhanced the way it serves postal employees and their families. In addition to person-to-person or phone communication, employees or family members can use video counseling or text messaging; can avail themselves of the many online tools offered through the myStrength portal; and can find articles, locators, assessments, trainings, webinars, calculators, advice, videos and recipes in the health resource library—all through the EAP's website, eap4you.com.

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

Letter carriers killed by COVID-19

This special in memoriam honors letter carriers known by NALC at press time to have died from COVID-19.

A year after the World Health Organization declared COVID-19 a pandemic in March 2020, 529,000 Americans had died as a result

of the coronavirus. More than 29.2 million Americans had been infected by the virus. The numbers can be numbing and can even seem abstract. But letter carriers know the reality of the pain and suffering caused by the pandemic, because we are not sheltering in place. As essential workers,

we continue to work, and we face the risks of interacting with the public and our fellow postal employees—even as we do what we can to protect ourselves and our families from the COVID-19 virus.

Tragically, at least 36 active and 28 retired letter carriers have died due to



LETTER CARRIERS MEMORIAL

Honoring the letter carriers who have died from COVID-19

Rakkhon Kim Bronx, NY - Br. 36 50 years old	Frank Leong Manhattan, NY - Br. 36 63 years old	Martin Harris Scarsdale, NY - Br. 693 51 years old	Olivia Meraz Phoenix, AZ - Br. 576 59 years old
John Consilvio Westchester, NY - Br. 693 65 years old	Johnny Tamayo Pasadena, TX - Br. 3867 69 years old	Angela Hampton Fort Lauderdale, FL - Br. 2550 56 years old	Raymond "Doc" Dougherty Philadelphia, PA - Br. 157 70 years old
Nazmul Haque Williamsbridge Station, NY 56 years old	Kevin Urquhart Uniondale, NY - Br. 6000 66 years old	Tamika Shields Detroit, MI - Br. 1 46 years old	Theresa Torres New York, NY - Br. 36 53 years old
Kerry Morrissey Ames, IA - Br. 1081 60 years old	Rocco Lombardo Flushing, NY - Br. 294 61 years old	Danilo Javier Bergen Co., NJ - Br. 425 60 years old	Ivorall Davidon Fort Lauderdale, FL - Br. 2550 59 years old
Robert Moe Bellingham, WA - Br. 450 89 years old	Michael Hunt Sr. New York, NY - Br. 36 48 years old	Melvin Stahmer Iowa City, IA - Br. 373 68 years old	Raymond Earl Moore Youngstown, OH - Br. 385 72 years old
Robert Fouts Massillon, OH - Br. 238 63 years old	Mary Crosby Chillicothe, OH 63 years old	J.R. Parker Philadelphia, PA - Br. 157 76 years old	Paulino Huerta III Mercedes, TX - Br. 2562 56 years old
Manny Martinez Fort Worth, TX - Br. 226 64 years old	Donald Hunter Omaha, NE - Br. 5 60 years old	John Buffer Frankfort, IL - Br. 4016 79 years old	John Onsager Eau Claire, WI - Br. 728 76 years old
Ubaldo "Al" Herrera Oak Brook, IL - Br. 825 46 years old	Thomas Juillerat Wilmington, OH - Br. 43 62 years old	Jody Kotowski Buffalo, NY - Br. 3 56 years old	Jeff Jameson Oklahoma City, OK - Br. 458 51 years old
Joseph Veckov New Castle, PA - Br. 22 54 years old	Benedicto Fajardo Deerfield, IL - Br. 4739 55 years old	Gregory Sutak Cleveland, OH - Br. 40 66 years old	Rosemary Villegas Richmond, CA - Br. 1111 68 years old
Ana Palafox Garden Grove, CA - Br. 1100 60 years old	Joseph Mercurio Alton, IL - Br. 309 64 years old	Roy Orona Las Vegas, NV - Br. 24 74 years old	Robert "Bob" Condon Harrisburg, PA - Br. 500 90 years old
Bill Dew Jr. Northern Virginia - Br. 3520 65 years old	Danny Pocchiari St. Petersburg, FL - Br. 1477 94 years old	Johnson McPherson II Norwalk, CT - Br. 147 54 years old	James Drury Garden Grove, CA - Br. 1100 87 years old
Pamela Carter-Butler Pottstown, PA - Br. 920 64 years old	Robert Bracy Louisville, KY - Br. 14 71 years old	William "Hosea" Hunter Medford, OR - Br. 1433 73 years old	Vincent Welsh Utica, MI - Br. 4374 79 years old
Robert Beasley Los Angeles, CA - Br. 24 88 years old	George Kazonis Hammond, IN - Br. 580 70 years old	Fred Yates High Point, NC - Br. 936 57 years old	Alexander Morin Gilford, NH - Br. 44 94 years old
Duane Dudgeon Minneapolis - Br. 9 82 years old	Griffith Low Sonora, CA - Br. 4625 72 years old	Roger S. Mezynski Worcester, MA - Br. 12 73 years old	Melvin Fonville Long Island Mgd. - Br. 6000 64 years old
Patrice Roy Portland, ME - Br. 92 78 years old	Edwin Ventura Tri-Valley, CA - Br. 2902 30 years old	Theodore "Ted" Popovich Youngstown, OH - Br. 385 74 years old	Robert William "Bob" Meeson Albany, NY - Br. 29 70 years old
Gerald Lubin Royal Oak, MI - Br. 3126 80 years old	Harold Long Lexington, KY - Br. 361 81 years old		Stanley "Stacky" Wojcik Wheeling, WV - Br. 66 70 years old

the coronavirus.

"We mourn the loss of our brothers and sisters in this unprecedented health crisis," NALC President Fredric Rolando said. "NALC offers its prayers and support to their families, because they are part of our letter carrier family, too."

April 28 is Workers Memorial Day, the day each year when we remember workers who have died while on the job or due to injury or disease caused by their work. This year's observance is made more poignant by the risk of COVID-19 exposure that all active letter carriers face on the job.

"Whether or not they contracted the virus while working, the loss of these carriers shines a light on the heroic and dedicated service that letter carriers are providing to a nation that needs their help more than ever," Rolando said. "Throughout the pandemic, letter carriers have brought supplies, medication, election ballots, checks, census documents and vital information to households—and along the way we are delivering a sense of connection and hope."

Let us remember and honor the letter carrier victims of this terrible pandemic. **PR**

Music from the heart

Music has always been a family affair for **Tim Sullivan**, and the guitar in particular has always intrigued him.

When he was about 13, “some of my brother’s friends played, and it looked cool to me,” he said. When one of those friends was going out of town, Sullivan asked to borrow his guitar while he was away, and he practiced like crazy. He was hooked.

The New Hampshire Merged Branch 44 member took lessons for a short time, but then he began to figure the instrument out on his own by ear. He did so by doing tablature, a form of musical notation that indicates instrument fingering instead of musical pitch.

Sullivan played in his first “real band,” Mindscape, right out of high school, playing “punk, hard-core mu-

Tim Sullivan performing in his 20s



sic” before getting into heavier music that he said would “make Metallica sound mellow.” The band played clubs in Salisbury Beach, MA, as well as occasionally in Boston, and even opened for some national acts such as Gwar, Bolt Thrower and Meliah Rage. But, as the band members got older and their priorities changed, they went their separate ways.

“In my mid- to late 20s, I got the itch to play again,” Sullivan said. He had an acoustic guitar, but soon bought an electric guitar and formed a band with his brother and his best friend, playing backyard barbecues. After a while, they ended that band, too, as some members started families, and Sullivan laid down the guitar again.

His musical taste also has changed a bit over the years. Early on, he says, Iron Maiden was his favorite band, along with other heavy metal musicians. As he got into adulthood, he turned to Billy Joel, the Dave Matthews Band and Mastodon.

After starting with the Postal Service 20 years ago, he eventually began playing acoustic guitar around the house in front of his three children and three stepchildren. His son, Jonah, played several instruments, so they would sometimes have jam sessions. “My kids could always sing,” he said. “I’m not a singer. I can’t sing to save myself.”

His younger daughter, Jenna, “was always super shy,” he says, but when she entered middle school, she got into

theater and music and began to open up. “[When she was] in high school, they were doing open mics around town,” he added.

Though she was initially hesitant, Sullivan eventually convinced Jenna to perform with him at an event in Derry, NH, in early 2016. He accompanied her singing on his guitar. “She picked the songs,” he said, and since she liked country, “I had to learn some country songs.”

He added, “Our style was that she’d hand me songs, and I’d learn them and play them over and over and over again.”

They’ve now broadened the musical genres that they play. Some of their favorite songs to perform are “Always” by Killswitch Engage, “Great Escape” by Pink and “Wheels” by Foo Fighters.

Open-mic nights generally are on Friday nights. Because Sullivan typically works on Saturdays, he asks Jenna to arrive early to get them signed up, as the earlier you sign up, the sooner you perform.

The carrier says that although he used to occasionally play guitar in front of a crowd of thousands with his band performing their own songs, these days, he gets more stage fright at the coffee shop performances, because he has to learn other artists’ works. “I do enjoy it,” he says, but “I’m petrified of losing focus. I like when she chooses easier songs.”

In late 2016, Jenna’s friend, Jason Flood, with whom she had played on

Tim Sullivan and daughter Jenna perform at an outdoor festival from before the COVID-19 pandemic.



the open-mic circuit, died by suicide. To honor his memory, his parents put together a non-profit organization, The Jason R. Flood Memorial, to help raise awareness of suicide prevention and focus on mental health. The signature event, Pizzastock (“think of Woodstock,” Sullivan says), is in honor of Jason’s band’s dream of putting on a music and pizza festival by the same name, with proceeds going to local charities, such as a soup kitchen. (A battle of the bands has since been added in between the annual music festivals.)

The event takes place at a park in Derry, and Jenna sometimes has emceed. The last time Sullivan and his daughter played the outdoor event was in the summer of 2019; Pizzastock has since been moved online during the ongoing COVID-19 pandemic, and has been offered at more frequent livestream events.

Sullivan’s daughter named the duo “Express Mail” on an event invitation on Facebook for one Pizzastock performance. When the carrier saw it, he thought, “That’s gotta be us. It was cute.” Jenna’s friends—and occasionally Jenna herself—call him “Tim the Mailman.” And the online performance went off without a hitch—once Sullivan and Jenna logged in, the event “went like it was an open mic night.”

The Jason R. Flood Memorial is “a good organization, and we’ve become close with the Floods,” Sullivan added.

“They’re doing [Pizzastock] to keep Jason’s memory alive. It gave an added meaning to what Jenna and I were doing.”

Some co-workers of “Tim the Mailman” have come to the 25-plus events they’ve done to support them, though he says with pride that the positive feedback is “always about Jenna.”

Guitar-playing remains an important part of Sullivan’s life and a way to relieve stress. “It’s something I’ve always enjoyed doing. It’s been a constant,” he said, before adding with a laugh, “I’ve been playing guitar for 35 years. I should be a lot better than I am.”

Sullivan hopes to continue performing with Jenna in the future, both at open-mic nights and outdoor events. “With the pandemic, I’ve been playing at home and waiting for things to get back to normal,” he said.

The carrier says there’s “no better feeling” than participating in the live

music scene with Jenna. “Out of all the things I’ve done music-related, none have been more fulfilling than standing next to her while she sings, trying my best not to embarrass her,” he said. **PR**

Jenna introduces her dad as “Tim the Mailman”



NATIONAL
SUICIDE PREVENTION LIFELINE
1-800-273-TALK (8255)
suicidepreventionlifeline.org

NALC leadership, structure and you

With the recent ratification of the 2019 National Agreement, this is a good time to review how our union is structured to serve members.

NALC's message to all carriers, and especially to new members, is: "You are the union." NALC is designed to provide the best representation for you, both on the workroom floor and at the national level, through collective bargaining. NALC democracy is firmly rooted in a written constitution that spells out election procedures, officers' duties, convention responsibilities and other key matters. The *NALC Constitution* has evolved over the years to meet the union's changing needs and to strengthen members' control over union affairs. The lifeblood of a democratic union is the active participation of its members. You—the letter carrier—make union democracy work.

NALC's National Convention is the union's supreme governing body. The convention is held every two years, and elected delegates from every branch across the country are eligible to attend. At the convention, delegates consider proposed constitutional amendments and resolutions on a variety of topics. Delegates also discuss key issues in standing committees and set national policy for NALC.

Your union, headquartered in Washington, DC, is led by the Executive Council, which is composed of 10 elected national resident officers, three national trustees and 15 national business agents (NBAs), with each of the latter overseeing one of the 15 geographical regions that together cover the country. NALC's branches (akin to "locals" in other unions) are the heart and soul of the union. Branches are where NALC members share information about both

local and national issues; voice their opinions at meetings; and develop, promote, and coordinate union activities, from advocacy efforts to charitable and social events. Each of these branches has its own elected officers who guide them and administer the National Agreement at the local level.

Each of NALC's resident officers has specific responsibilities outlined in the *NALC Constitution*. These elected national officer positions are president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, director of city delivery, director of safety and health, director of retired members, director of the NALC Health Benefit Plan and director of life insurance. Every officer must be an NALC member. Candidates are nominated for office at every other biennial convention and are elected to four-year terms by NALC members, via secret mail-in ballots. The next nomination of national officers will be held during the next biennial national convention, Aug. 8-12, 2022, in Chicago.

The president carries out the duties set by the membership, as per Article 9 of the *NALC Constitution*, and has overall authority over the organization.

The executive vice president's duties include overseeing collective bargaining, organizing and legislative activities. The executive vice president also stands in for the president, if he or she cannot fulfill his or her duties, until the next election.

The vice president's duties include assisting the executive vice president and overseeing the national business agents insofar as their duties relate to his/her duties.

The secretary-treasurer keeps the records and accounts of the union and assists branch leaders with their responsibilities.

The assistant secretary-treasurer serves under direct oversight of the president, performing duties assigned by the president. He or she serves as the secretary of the NALC Executive Council when it is in session, and serves as the secretary-treasurer in the absence of the sitting secretary-treasurer.

The director of city delivery handles issues related to mail delivery and how letter carriers do their jobs, including developing and distributing training materials.

The director of safety and health works to assure that letter carriers are safe from the many hazards they may confront while doing their jobs. This includes advocating for safe Postal Service procedures and policies, and educating and training carriers on how to protect their safety and health and that of their co-workers.

The director of retired members advocates for retiree benefits, and assists and educates active and retired members on retirement issues.

The director of the Health Benefit Plan administers the NALC Health Plan, a not-for-profit health insurance program founded by NALC that is open to letter carriers and other federal employees.

The director of life insurance administers the U.S. Letter Carriers Mutual Benefit Association, a not-for-profit insurance program founded by NALC that offers letter carriers life insurance and other insurance and financial benefits.

The Board of Trustees, composed of three trustees, oversees the financial affairs of the union, auditing its books, reporting on the audits and other financial information, and managing its property.



Fifteen elected NBAs, each responsible for one of 15 regions of the country, serve the members and branches in their region. Acting under the national president's ultimate direction, NBAs have extensive authority over union affairs in their regions and serve on the Executive Council. An NBA's primary responsibility is contract administration—handling grievances, presenting arbitrations and dealing with regional postal management. He or she also deals with organizing and respond to requests for advice and assistance from branches in their regions.

Each region employs at least one regional administrative assistant (RAA), who are appointed by the NALC president. The RAAs assist the NBAs in a variety of ways, including monitoring the grievance-arbitration process; organizing, developing and conducting training sessions; and supporting community service activities. Each region also has the assistance of a regional grievance assistant (RGA) and a regional workers' compensation assistant (RWCA), both of whom also are appointed by the president. RGAs have extensive grievance-handling experience and advanced education in the dispute resolution/arbitration process. The RGAs' duties include helping local branches handle grievance backlogs, conducting specialized training or simply filing grievances. RWCA's have comprehensive knowledge of the Federal Employees' Compensation Act (FECA) and the Office of Workers' Compensation Programs (OWCP). RWCA's assist members who have suffered on-the-job injuries or who have more complex compensation cases than their local branch representatives may be able to handle. All this work by RGAs and RWCA's ensures that all of our members are well represented.

NALC state associations are responsible for legislative and political matters that affect letter carriers. State associations work closely with branches, NBAs and NALC Headquarters on legislative and political issues. These efforts are important as we work in the halls of Congress to secure both the future of the Postal Service and our jobs. The NALC president also appoints legislative and political organizers (LPOs) to assist state associations in promoting and protecting letter carrier interests on Capitol Hill. LPOs help develop and implement plans specifically designed for the legislative challenges within each state. They assist with the education and training of other letter carriers, officers, and rank-and-file activists to help carry out the plans.

Within local branches, letter carriers are designated as union shop stewards for individual stations or facilities. Whether you're a newly hired city carrier assistant or a veteran carrier, you should know that NALC business starts, and often ends, with the work of the shop steward. From filing grievances to offering workplace advice, these front-line defenders of the contract are the union's main presence in a carrier's station.

"It's long been said that stewards have the hardest job in the union," NALC President Fredric Rolando said, "and I believe that to be true. But the work that stewards do is among the most important, too, because it all starts with them."

No matter how big or small your issue is, your steward is the person to approach. If your work schedule is incorrect, consult with your steward. If you see an issue with your paycheck, talk to your steward. Whatever the issue, bring it to your steward. The steward will know whether management is violating

the contract, and if so, what to do about it. For a more complete description of a shop steward's role and the grievance process, see "Understanding the Grievance Procedure" in the March 2021 edition of *The Postal Record*.

If your steward is unavailable, contact your branch. In a small branch, that could mean contacting the branch president directly. In a larger branch, you might be directed to talk to a specific officer who is responsible for your area. If the officer isn't in your station and you can't talk to him or her in person, call the branch office. Your steward and branch officers can and will handle most contractual situations. If you are unable to contact the steward or branch officers, that's when you should contact your NBA's office. NBAs can help you deal with just about any issue and provide you with answers to your questions.

While stewards and branch officers can be contacted locally in person or by phone, sometimes your NBA's office may be a few states away. To communicate with your NBA, call or write his or her office. The office numbers and addresses are listed on page 2 of each issue of *The Postal Record* or online at nalc.org. Additionally, NALC Headquarters includes many departments, all designed to serve you. A list of departments and phone numbers can be found at the "Contact Us" tab on the NALC website.

"NALC is here to make sure the Postal Service follows the contract, and we all know management doesn't always follow the letter of the contract," Rolando said. "So, remember, when you have an issue, no matter how big or small, start with your steward, then your branch, then your NBA. We are here to help you." **PR**

No stopping our commitment to



Over the last 70 years, letter carriers have raised more than \$100 million for our union's official charity, the Muscular Dystrophy Association (MDA). We kept the commitment to supporting MDA in 2020—but last year was no ordinary

year. The pandemic that changed so many facets of our lives also curtailed a large number of MDA events.

But in the same way that letter carriers adjusted to a new reality on the job and at home, we found new ways to support MDA.

With traditional events such as bow-lathons and golf tournaments called off because of safety concerns related to COVID-19, branches had to generate creative ideas to raise money for the union's only official charity. The efforts allowed NALC to continue the union's commitment to supporting MDA's medical research and support programs for people living with neuromuscular diseases and for their families—a commitment that began with MDA's founding in 1950.

"NALC's support for MDA has never wavered, because letter carriers don't give up, even in a pandemic," NALC President Fredric Rolando said. "Letter carriers are essential workers on the job, and our support also is essential to the families dealing with neuromuscular diseases that depend on MDA for help and hope."

NALC declared MDA its official charity in 1952 and became its first national sponsor. The union's first nationally coordinated campaign to raise funds for MDA was during Thanksgiving week in 1953, when tens of thousands of letter

Help MDA find cures and save lives

Buy an MDA Shamrock pinup and help fund research and cures for those living with muscular dystrophy, ALS, and related neuromuscular diseases.

PURCHASE YOUR VIRTUAL SHAMROCK



Above: MDA used shamrock pinups as a pandemic-safe fundraiser.



Pawtucket, RI Branch 55

carriers in more than 800 cities returned to their routes for a second time after completing their holiday-heavy mail deliveries. The all-volunteer effort was called “The Letter Carrier March for Muscular Dystrophy.” Individual letter carriers repeated their appointed rounds in the evening, soliciting donations door to door. Because of the late hour, the volunteers got the nickname of “the porch light brigade.” Each year since then, letter carriers have held new and innovative fundraising events such as bowlathons, golf tournaments, walks and raffles.

Since 1950, their efforts have yielded a total of \$105 million for MDA.

In this issue of *The Postal Record*, you will find the annual MDA Honor Roll recognizing the branches, in 10 categories by size, that raised the most funds for MDA, as well as the total amount raised from every branch.

Some of these branches relied on fundraising events that have worked well in prior years; others brought new ideas to the table. While we celebrate their efforts, every dollar from every branch makes a difference. It is the overall national effort that has made support for our official charity so successful.

MDA and NALC adapt to a difficult year

The pandemic affected more than fundraising. Letter carriers also vol-

unteer at MDA Summer Camps, where thousands of children with neuro-muscular diseases make friends, grow more confident, and get the chance to enjoy life like other kids each summer. As MDA volunteers, we get to see firsthand the people we serve and the results of our efforts and help MDA fulfill its mission.

Sadly, the pandemic forced MDA to cancel its summer camps last year, replacing them with online activities. MDA shifted its summer activities to virtual camps to keep children connected and engaged. With the help of adult volunteers who facilitated the conversations, participants met online to have fun doing activities such as arts and crafts projects, cooking activities, music-making events, scavenger hunts and a virtual escape room. (MDA recently announced that it will hold only online events this summer as well.)

NALC also shifted many of its fundraising events to the internet in 2020.

To sustain NALC’s commitment to raising funds for MDA during the pandemic, NALC Assistant to the President for Community Services Christina Vela Davidson issued a branch “Deliver the Cure” challenge last July. She asked branches to create a virtual donation page to support NALC’s 2020 campaign for MDA and called on every letter carrier to give at least \$10 to MDA through his or her branch’s donation page. Vela Davidson worked with MDA to create

web-based fundraising tools to make it easy for any branch to participate.

The top two fundraising branches in the July challenge, New Jersey Merged Branch 38 and Pawtucket, RI Branch 55, were recognized with a Zoom call with an MDA ambassador, a person with a neuromuscular disease who represents MDA. Vela Davidson held another online challenge in September. The top two branches in that challenge were Branch 38 and New City, NY Branch 5229; both also were also recognized in a call with an MDA ambassador.

As expected, letter carriers responded with generosity. “I am so proud of our letter carriers, who always rise above and press on, no matter what condition is thrown at them,” Vela Davidson said. “Not even a pandemic stopped them from raising funds for MDA. Helping those in need ranks high among our letter carriers and I am proud to be a letter carrier and part of NALC.”

“Social media really came through,” Carmel, IN Branch 888 President **Ronnie Roush** said. Participating in the July challenge, Roush and other carriers watched as the effort took off like a rocket.

“I sent it to all my friends, even people not in our branch,” he said, and when the contributions rolled in, he kept increasing his stated fundraising goal. “First I set the goal at \$500, then

I changed it to \$1,000, then I changed it to \$1,500,” Roush said. The branch ended up raising about \$3,000.

Roush received donations from many letter carriers, other postal employees and friends. He sent his appeals to other branches, and they sent theirs to him. “Seven or eight of

us donated to each other,” he said, multiplying their efforts.

Branch 888 also sold 50/50 raffle tickets (with 50 percent of the proceeds going to MDA and the other 50 percent to the winner) at their branch events, some held outdoors for COVID-19 safety. The raffles netted about \$500 for MDA.

New Jersey Merged Branch 38, a consistent top fundraiser for MDA, relies on several annual events—a horse-racing event, a Tough Mudder obstacle run, a New York Jets football raffle and the sales of MDA Shamrock donation cards among them. When the pandemic closed in right around St. Patrick’s Day in 2020, though, most of the social events had to be canceled, and suddenly the MDA Shamrock campaign—unaffected by social distancing and other COVID-19 restrictions—was one of the most important fundraisers for the branch.

“We made a challenge to shop stewards in each station,” asking them to sell as many MDA Shamrocks as they could among fellow postal employees.

Branch 38 Executive Vice President and MDA Committee Chairman **Dan Szucs** said. “That’s been very successful.”

The MDA Shamrocks, a familiar sight in grocery stores and other retail locations that sell them to customers, are paper clovers that list the name of the donor and are displayed on a wall. With 165 stations, Branch 38 had lots of wall space for shamrocks and plenty of postal employees to buy them. The branch sold the shamrocks for \$5 each, and soon they filled the walls of many stations, raising upwards of \$6,000.

“Our carriers stepped up,” Szucs said. “It was amazing, the response we got.”

Szucs’s branch already is rolling out another shamrock campaign this year. The branch also is planning its other traditional in-person events, with the hope that the pandemic subsides enough this year to allow them to be held safely and in accordance with the guidelines of the Centers for Disease Control and Prevention (CDC).

Branch 38 rounded out its fundraising efforts with a strong showing in the July MDA challenge, placing first with \$11,625 raised, followed by Pawtucket, RI Branch 55 at \$5,280.

“NALC and MDA made it super easy” during the July challenge, Branch 55 President **Jim Langlois** said. “That was hands-down the easiest way to raise money. It was almost effortless.”

Using the online tools provided for the challenge, Branch 55 tapped into its network of potential donors. “We would send them the link, with a little explanation,” he said. “We asked them to forward that to family, friends and other postal workers.

“We were blasting that around,” he



Carmel, IN Branch 888 President Ronnie Roush at an MDA camp before the COVID-19 pandemic

New Jersey Merged Branch 38 traditionally holds a golf tournament (right, photographed in 2019) to raise money for MDA.

said, “and in a few weeks, we had over \$5,000.”

Using online tools boosted the experience, Langlois said, by making it a branch-versus-branch challenge. Since every branch was participating in the same event and the results were posted on the website, each branch could see its progress and have a race to the finish.

“It was a fun competition,” Langlois said. The online tools also made things easier for branches by removing the need to handle the money, he added—all the funds went directly to MDA through the website.

MDA’s annual Muscle Walks are a popular way for branches and individuals alike to raise funds for MDA. Though 2020 is history, the pandemic isn’t over yet, and nobody knows quite when normal life will return. For that reason, along with the fact that its summer camps will remain online this year, MDA’s Muscle Walk events will again be virtual. Participants are raising funds, as always, but instead of having a group walking event, they are moving on their own. Since participants are going it alone at their own pace, the “walk” now involves people running, cycling, working out or otherwise moving their muscles to generate donations.

Nevertheless, the pandemic has sharply limited the regular fundraising events MDA relies on, so Vela Davidson has asked each branch to create a virtual donation page to raise funds in 2021, and every carrier to give \$5 as part of a 2021 Branch Challenge.

It’s easy to create a fundraising page by going to mda.donordrive.com/event/nalc2021 and clicking “create a page.” It’s that simple. Dona-



tions are tracked by branch, with all fundraisers listed on the page.

Letter carriers can support NALC’s campaign for MDA in other ways as well this year. Team NALC will participate in the MDA virtual Muscle Walk on Aug. 7. Go to mda.donordrive.com/team/teamnalcvirtualwalk to donate to their effort. NALC participants also plan to run in the 2021 Tough Mudder 5K in October; go to mda.donordrive.com/participant/teamnalcToughMudder for more information.

NALC MDA gift bags are on sale online for \$100 each; to purchase, go to mda.donordrive.com/participant/nalcmdagiftbags. For NALC’s MDA poker chips, sold for \$2 each, go to mda.donordrive.com/participant/NALC-MDApokerchips.

“I look forward to seeing the different ways, including online donor campaigns, that our branches devise to keep resources flowing to MDA in 2021 and to support its vital efforts,” Vela Davidson said.

Checks and offline gifts received in March count toward the NALC Branch Challenge for MDA. Send in donations using the NALC Donation Allocation Form (available at nalc.org/mda) to MDA, 161 N. Clark St., Suite 3550, Chicago, IL 60601.

MDA puts the money to good use

The funds that letter carriers raise for MDA get results for people with

muscular dystrophy and other neuromuscular diseases.

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

MDA sponsors medical research to develop medications and treatments that ease symptoms and extend life spans. For instance, in the past most children with Duchenne muscular dystrophy (DMD) died in their teens, but there now are some 40-year-olds living with the disease. Several new drugs for treating DMD have been approved in recent years thanks to MDA’s research programs. MDA’s online data center links medical researchers with results by aggregating health care, genetic and patient-reported data—transforming health outcomes and drug development in neuromuscular disease.

MDA has been involved in research into basic muscle and nerve biology since its inception, when little was known about how muscles were formed or how they functioned. Since then, thousands of published scien-

Members of New Jersey Merged Branch 38 show off their MDA Shamrocks (photographed before the COVID-19 pandemic).



tific papers have explained how the tissues work and what goes wrong in neuromuscular diseases, building a knowledge base for finding treatments. MDA funding supported the research that led to the identification of the genetic causes of dozens of genetic diseases, starting with the discovery of the dystrophin gene in 1986. This research is paying dividends as new medications and therapies are being developed.

MDA also helps improve the quality of life for children living with these diseases and for their families through its programs, such as summer camps and other life-enriching events. MDA supports a network of care centers that provide best-in-class care for people with neuromuscular diseases at top health care institutions. The MDA Resource Center is

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

The combined efforts of letter carriers resulted in a grand total of \$537,775 raised for MDA in 2020.

“While NALC raised less in 2020 than the \$1.3 million we raised for MDA the previous year, half a million dollars in an historic pandemic and economic crisis is an extraordinary number,” Rolando said. “It shows that letter carriers never give up on their support for our official charity.”

Their efforts are greatly appreciated by MDA, whose resources are down over the past year because the pandemic forced the cancellation of in-person fundraising events. Mean-

while, the organization has faced rising expenses with the need to increase advocacy efforts on state and federal levels to secure priority access to vaccines, the need to pivot to a telehealth model instead of in-person care for MDA patients, and other pandemic-related factors. Meanwhile, COVID-19 also has affected clinical trials and research, which have been changed to virtual models, something that also wasn’t funded prior to the pandemic.

“The work we do to raise funds for MDA makes a real difference in people’s lives,” Rolando said.

MDA Honor Roll

Each year, *The Postal Record* publishes the MDA fundraising results

while, the organization has faced rising expenses with the need to increase advocacy efforts on state and federal levels to secure priority access to vaccines, the need to pivot to a telehealth model instead of in-person care for MDA patients, and other pandemic-related factors. Meanwhile, COVID-19 also has affected clinical trials and research, which have been changed to virtual models, something that also wasn’t funded prior to the pandemic.

Not only has NALC’s work helped MDA with needed resources in a tough period; it has provided an important intangible.

“The impact of the efforts by letter carriers on people with muscular dystrophy and their families extends beyond money—it’s also about hope,” added Vela Davidson. “They saw how we didn’t give up on them, and they know we will be back, when it is safe to do so, to fundraising events and summer camps.”

If your branch is missing from this list because it did not donate to MDA, perhaps it is time to contact your branch leadership and volunteer as an MDA coordinator. If your branch supported MDA but you do not see your branch’s donations listed, or the amount is inaccurate, please contact Vela Davidson at mda@nalc.org or 202-662-2489 as soon as possible.

“A special thank-you goes to every letter carrier who worked to raise funds for or donated to MDA during this trying year,” Rolando said. “Your efforts made a difference and gave hope to many children and families who are living with these diseases.”

2020 MDA Honor Roll

Category 1 (2,000+ members)

New Jersey Mgd. Br. 38	\$25,514.94
St. Louis, MO Br. 343	\$10,860.14
Boston, MA Br. 34	\$9,261.00

Category 2 (1,500-1,999)

Buffalo-Western NY Br. 3	\$13,722.96
Portland, OR Br. 82	\$10,020.00
Denver, CO Br. 47	\$6,150.00

Category 3 (1,000-1,499)

Northern Virginia Br. 3520	\$10,700.00
Tampa, FL Br. 599	\$10,018.95
Arizona Mgd. Br. 1902	\$7,627.00

Category 4 (700-999)

Syracuse, NY Br. 134	\$5,400.00
Clearwater, FL Br. 2008	\$4,394.96
Northeastern New York Br. 358	\$3,700.00

Category 5 (500-699)

Birmingham, AL Br. 530	\$11,085.00
Grand Rapids, MI Br. 56	\$5,250.00
Colorado Springs, CO Br. 204	\$3,527.75

Category 6 (350-499)

Yonkers, NY Br. 387	\$14,325.00
Columbia, SC Br. 233	\$6,000.00
Spokane, WA Br. 442	\$5,795.11

Category 7 (200-349)

Green Bay, WI Br. 619	\$10,194.50
Cherry Hill/Haddonfield, NJ Br. 769	\$6,873.00
Pawtucket, RI Br. 55	\$5,225.00

Category 8 (100-199)

Fargo-West Fargo, ND Br. 205	\$11,870.63
Greeley, CO Br. 324	\$8,932.00
Appleton, WI Br. 822	\$6,897.00

Category 9 (50-99)

Manitowoc, WI Br. 490	\$10,351.00
Granite City, IL Br. 1132	\$3,516.64
Jefferson City, MO Br. 127	\$2,219.00

Category 10 (1-49)

Shenandoah, IA Br. 851	\$3,459.25
Porterville, CA Br. 1469	\$2,000.00
Apopka, FL Br. 5192	\$1,220.00

Alabama

Anniston Br. 448	\$25.00
Huntsville Br. 462	\$3,020.70
Mobile Br. 469	\$365.00
Birmingham Br. 530	\$11,085.00
Florence Br. 892	\$1,050.00
Tuscaloosa Br. 1096	\$100.00
Dothan Br. 1630	\$2,750.00
Jasper Br. 3099	\$100.00

Alaska

Anchorage Br. 4319	\$350.00
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Arizona

Phoenix Br. 576	\$1,847.00
Tucson Br. 704	\$585.00
Arizona Merged Br. 1902	\$7,627.00
Sun City Br. 6156	\$1,064.50

Arkansas

Fort Smith Br. 399	\$500.00
Hot Springs Natl. Park Br. 543	\$535.00
Jonesboro Br. 1131	\$1,250.00
Conway Br. 1592	\$25.00

California

Central CA Coast Br. 52	\$2,467.00
San Diego Br. 70	\$310.00
Sacramento Br. 133	\$100.00
San Francisco Br. 214	\$100.00
Central California Br. 231	\$466.00
San Bernardino Br. 411	\$117.25
Garden Grove Br. 1100	\$5,282.05
Greater East Bay Br. 1111	\$1,010.00
Santa Clara Br. 1427	\$420.00
Porterville Br. 1469	\$2,000.00
Hayward Br. 1707	\$60.00
Upland Br. 2168	\$112.50
Pasadena Br. 2200	\$2,128.48
Canoga Park Br. 4006	\$1,005.00

Colorado

Denver Br. 47	\$6,150.00
Colorado Springs Br. 204	\$3,527.75
Greeley Br. 324	\$8,932.00
Fort Collins Br. 849	\$1,739.00
Arvada Br. 4405	\$200.00
Centennial Br. 5996	\$205.00

Connecticut

New Haven Br. 19	\$2,431.73
Connecticut Merged Br. 20	\$2,145.00
Stamford Br. 60	\$1,525.00
Hartford Br. 86	\$1,618.00
Derby Br. 109	\$25.00

Delaware

Newark Br. 1977	\$2,755.00
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District of Columbia

Washington Br. 142	\$4,109.00
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Florida

Pensacola Br. 321	\$71.50
Tampa Br. 599	\$10,018.95
South Florida Br. 1071	\$1,670.00
Central Florida Br. 1091	\$200.00
West Coast Florida Br. 1477	\$1,925.00
West Palm Beach Br. 1690	\$50.00
Bradenton Br. 1753	\$550.00
Clearwater Br. 2008	\$4,394.96
Sarasota Br. 2148	\$35.00
Fort Lauderdale Br. 2550	\$50.00
Emerald Coast Br. 4559	\$1,730.00
Naples Br. 4716	\$2,275.00
Apopka Br. 5192	\$1,220.00

Georgia

Atlanta Br. 73	\$1,146.00
Augusta Br. 263	\$25.00
Marietta Br. 1119	\$25.00
Lilburn Br. 1537	\$500.00
Dalton Br. 1833	\$65.00
Roswell Br. 4862	\$125.00

Hawaii

Honolulu Br. 860	\$100.00
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Idaho

Boise Br. 331	\$5,000.00
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Illinois

Chicago Br. 11	\$475.00
Peoria Br. 31	\$2,035.00
Springfield Br. 80	\$1,000.00
Galesburg Br. 88	\$325.00
Aurora Br. 219	\$862.00
Rockford Br. 245	\$4,917.94

Rock Island Br. 292	\$655.00
Joliet Br. 305	\$1,444.00
Decatur Br. 317	\$285.00
Moline Br. 318	\$3,550.00
East St. Louis Br. 319	\$660.00
Bloomington Br. 522	\$15.00
Oak Park Br. 608	\$50.00
De Kalb Br. 706	\$500.00
Elmhurst Br. 825	\$3,027.00
Granite City Br. 1132	\$3,516.64
Naperville Br. 1151	\$30.00
Downers Grove Br. 1870	\$545.00
Des Plaines Br. 2076	\$285.00
Melrose Park Br. 2183	\$70.00
Arlington Heights Br. 2810	\$525.00
South Suburban Merged Br. 4016	\$2,895.00
Mundelein Br. 4364	\$266.00

Indiana

Indianapolis Br. 39	\$1,330.00
Muncie Br. 98	\$2,274.00
Fort Wayne Br. 116	\$935.00
South Bend Br. 330	\$1,165.00
Evansville Br. 377	\$50.00
Marion Br. 378	\$321.53
Anderson Br. 489	\$2,580.00
Elkhart Br. 547	\$250.00
South Central Indiana Br. 828	\$5,672.37
Carmel Br. 888	\$5,915.00
Crown Point Br. 1624	\$2,000.00

Iowa

Council Bluffs Br. 314	\$100.00
Central Iowa Merged Br. 352	\$200.00
Davenport Br. 506	\$600.00
Waterloo Br. 512	\$35.00
Shenandoah Br. 851	\$3,459.25

Kansas

Topeka Br. 10	\$2,000.00
Lawrence Br. 104	\$2,030.64
Kansas City Br. 499	\$650.00

Kentucky

Louisville Br. 14	\$7,211.00
Lexington Br. 361	\$2,448.54

Louisiana

Baton Rouge Br. 129	\$447.00
Monroe Br. 136	\$200.00
Houma-Thibodaux-Lockport Br. 2464	\$1,440.00

Maine

Maine Merged Br. 92	\$160.00
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Maryland

Baltimore Br. 176	\$88.00
Hagerstown Br. 443	\$3,811.50
Annapolis Br. 651	\$25.00
Silver Spring Br. 2611	\$316.00
Rockville Br. 3825	\$50.00

Massachusetts

Lynn Br. 7	\$1,653.00
Southeast MA Br. 18	\$502.00
MA Northeast Merged Br. 25	\$563.00
Boston Br. 34	\$9,261.00
Western MA Br. 46	\$25.00
Fall River Br. 51	\$2,378.00

Michigan

Grand Rapids Br. 56	\$5,250.00
Lansing Br. 122	\$465.00
Mid-Michigan Branch Br. 256	\$1,298.00
North Oakland County Br. 320	\$2,800.00
Ann Arbor Br. 434	\$5,000.00
Mount Clemens Br. 654	\$91.00
Niles Br. 775	\$1,500.00
Western Wayne County Br. 2184	\$1,251.82
East Lansing Br. 2555	\$879.00
Royal Oak Br. 3126	\$528.00
South Macomb Br. 4374	\$7,450.00

Minnesota

Minneapolis Br. 9	\$785.50
St. Cloud Br. 388	\$1,162.00
Rochester Br. 440	\$1,522.00
Hopkins Br. 2942	\$2,464.64

Mississippi

Hattiesburg Br. 938	\$500.00
Greenwood Br. 1080	\$950.00
Corinth Br. 2202	\$75.00

Missouri

Jefferson City Br. 127	\$2,219.00
St. Louis Br. 343	\$10,860.14
Columbia Br. 763	\$250.00
St. Charles Br. 984	\$1,456.00
Cape Girardeau Br. 1015	\$350.00
Hazelwood Br. 5847	\$1,807.00

Nebraska

Omaha Br. 5	\$140.81
Lincoln Br. 8	\$2,370.00
Fremont Br. 89	\$200.00
Grand Island Br. 390	\$385.00
North Platte Br. 1258	\$500.00

Nevada

Las Vegas Br. 2502	\$1,545.00
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New Hampshire

New Hampshire Merged Br. 44	\$609.00
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New Jersey

New Jersey Merged Br. 38	\$25,514.94
Jersey City Br. 42	\$2,000.00
Elizabeth Br. 67	\$4,133.00
Trenton Br. 380	\$1,350.00
Plainfield Br. 396	\$760.00
Garden State Merged Br. 444	\$575.00
Camden, NJ Merged Br. 540	\$5,565.35
Cherry Hill/Haddonfield Br. 769	\$6,873.00

West New York Br. 1501	\$1,325.00
Toms River Br. 2128	\$763.00
Brick Town Br. 5420	\$1,000.00
Willingboro Br. 5801	\$2,193.00

New York

Buffalo-Western NY Br. 3	\$13,722.96
Elmira Br. 21	\$783.00
New York Br. 36	\$6,670.00
Brooklyn Br. 41	\$1,075.00
Syracuse Br. 134	\$5,400.00
Hudson Valley Merged Br. 137	\$1,070.00
Rochester Br. 210	\$5,635.00
Binghamton Br. 333	\$1,200.00
Long Island City Br. 357	\$1,000.00
Northeastern New York Br. 358	\$3,700.00
Yonkers Br. 387	\$14,325.00
Westchester Merged Br. 693	\$50.00
New City Br. 5229	\$800.00
Long Island Merged Br. 6000	\$8,100.00

North Carolina

Asheville Br. 248	\$40.00
Durham Br. 382	\$110.00
Raleigh Br. 459	\$100.00
Winston-Salem Br. 461	\$440.00
Wilmington Br. 464	\$1,000.00
Charlotte Br. 545	\$1,080.00
Hickory Br. 1250	\$50.00
Burlington Br. 2262	\$5,746.00
Roxboro Br. 4122	\$500.00

North Dakota

Fargo-West Fargo Br. 205	\$11,870.63
Grand Forks Br. 517	\$1,000.00
Bismarck Br. 957	\$1,950.00

Ohio

Cleveland Br. 40	\$873.00
Cincinnati Br. 43	\$1,385.32
Columbus Br. 78	\$50.00
Mansfield Br. 118	\$2,550.00
Dayton Br. 182	\$50.00
Elyria Br. 196	\$4,000.00
Canton Br. 238	\$145.00
Youngstown Br. 385	\$1,670.00
Lorain Br. 583	\$100.00
Martins Ferry Br. 1061	\$20.00
Willoughby Br. 3688	\$150.00

Oklahoma

Oklahoma City Br. 458	\$25.00
Muskogee Br. 1042	\$100.00
Stillwater Br. 1595	\$150.00

Oregon

Portland Br. 82	\$10,020.00
Albany Br. 959	\$367.00
Medford Br. 1433	\$2,150.00

Pennsylvania

Scranton Br. 17	\$340.00
New Castle Br. 22	\$105.00
Philadelphia Br. 157	\$6,518.25
Reading Br. 258	\$2,094.00
Lancaster Br. 273	\$100.00
Erie Br. 284	\$1,581.00
Johnstown Br. 451	\$3,459.25
Harrisburg Br. 500	\$2,106.00
Uniontown Br. 520	\$900.00
Norristown Br. 542	\$80.00
Southeast PA Merged Br. 725	\$125.00
Bux-Mont Br. 920	\$45.00
Great Valley Merged Br. 4317	\$517.00

Rhode Island

Pawtucket Br. 55	\$5,225.00
Newport Br. 57	\$300.00

South Carolina

Columbia Br. 233	\$6,000.00
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South Dakota

Sioux Falls Br. 491	\$2,763.00
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Tennessee

Nashville Br. 4	\$100.00
Memphis Merged Br. 27	\$3,045.00
Chattanooga Br. 62	\$300.00

Texas

Dallas Br. 132	\$1,849.00
Austin Br. 181	\$3,930.00
Houston Br. 283	\$25.00
Laredo Br. 354	\$909.01
Waco Br. 404	\$1,860.00
San Antonio Br. 421	\$62.00
El Paso Br. 505	\$1,000.00
Greenville Br. 698	\$100.00
Corpus Christi Br. 1259	\$10.00
Big Spring Br. 1891	\$20.00

Virginia

Norfolk Br. 456	\$238.00
Richmond Br. 496	\$434.00
Roanoke Br. 524	\$50.00
Newport News Br. 609	\$50.00
Fredericksburg Br. 685	\$384.00
Virginia Beach Br. 2819	\$510.00
Northern Virginia Br. 3520	\$10,700.00
Chesapeake Br. 6066	\$69.00

Vermont

Rutland Br. 495	\$200.00
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Washington

Seattle Br. 79	\$2,949.28
Tacoma Br. 130	\$1,842.53
Spokane Br. 442	\$5,795.11
North Sound Br. 450	\$266.00
Snohomish County Br. 791	\$350.00
Longview Br. 2214	\$25.00

Wisconsin

Fond Du Lac Br. 125	\$1,030.00
Superior Br. 337	\$25.00
Racine Br. 436	\$1,135.00
Manitowoc Br. 490	\$10,351.00
Janesville Br. 572	\$1,003.34
Green Bay Br. 619	\$10,194.50
Appleton Br. 822	\$6,897.50

West Virginia

Parkersburg Br. 481	\$75.00
Charleston Br. 531	\$25.00

Other

Headquarters donations and events	\$2,541.75
Nalcrest 5K & Donation	\$822.43
Aux. 1200 (Newport News, VA)	\$100.00

State Associations

California	\$2,000.00
Colorado	\$3,452.00
Idaho	\$1,021.00
Illinois	\$1,200.00
Indiana	\$200.00
Wisconsin	\$1,955.00

Grand Total**\$537,775.84**



Veterans Group

For more information, go to nalc.org/veterans

Join the NALC Veterans Group today

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have more than 14,800 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation.

The creation of the NALC Veterans Group is intended to be something tangible and useful.

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It also is intended to give veterans a sense of family and more brotherhood/sisterhood. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

NALC has made it easier for all veterans to sign up for the group. You can fill out the form on the website and mail it in, or you can fill out the form shown below and mail it in.

And you can go to nalc.org/join-veterans, which will generate an email. You then will need to enter the information requested—name, address, branch number, military branch and any affiliated veterans groups. Once the fields are completed, press “send” and the email will be sent to me. I will then enter you in our NALC Veterans Group and send you an NALC Veteran pin.

Don't forget about the Veterans Group memorabilia that is available to purchase if you are a member of the Veterans Group. These items would make a great gift from a branch to its veterans; call the Supply Department at 202-662-2873 to order. All proceeds go toward future Veterans Group projects.

Always remember, brothers and sisters: Serving you is my job, and



Joining the Veterans Group online is easy. Simply go to nalc.org/join-veterans, click the link to generate an email and send your information to NALC Headquarters.

...serving our communities is all of our jobs. As I always say, “Help those in need, because you never know when it might be you in need.”

This month's column was written by Assistant to the President for Community Services Christina Vela Davidson.

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 right and mail it to the address included. **A fillable version is also available at nalc.org/veterans.**



You continue to serve your country—**THANK YOU!**

NALC Veterans Group

Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144

NAME: _____
ADDRESS: _____
CITY, STATE, ZIP: _____
NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Free
to join

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. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers

Heroism, 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.

Neighborhood evacuated as fire spreads

Pittsburgh, PA Branch 84 member **Erin Pennington** was delivering packages in a neighborhood on her route on July 6, 2020, when she noticed an unusual odor in the air. "It smelled like wires burning," she recalled. The two-year carrier looked around, but she couldn't see any smoke coming from the nearby row houses.

As Pennington continued to make her deliveries, she turned down an alleyway that ran behind the houses. It was at that point that she saw the source of the smell. "It was the back corner of a vacant house—about three feet of [the house] was on fire," she said.

The carrier immediately leaped into action. She spotted a neighbor coming out of a nearby house, and Pennington asked them to call 911. Then, she "raced up to the front to evacuate the other houses," she said.

Pennington rushed from door

to door, knocking on the neighboring houses and telling the occupants about the fire. At one house, the carrier could hear dogs barking, but the homeowner was slow to respond. Eventually, a woman appeared; she had been sleeping upstairs and had been roused only by Pennington's shouts. "She grabbed her dogs and their leashes and ran out of the house," the carrier said.

The fire quickly spread through the houses, including into the bedroom of the woman who had evacuated just in time. Before the fire department arrived, three houses were engulfed in flames. In total, seven houses were damaged, but nobody was injured.

The carrier was modest about her role in the situation. "I did what I hope anyone would have done," she said. "I just thought, 'I need to make sure that everyone here is safe.'"

Despite suspected bomb, carrier keeps calm

While delivering on her route on Feb. 5, Fort Collins, CO Branch 849 member **Carla Barnett** struggled to open one of the curbside mailboxes on her route. When she did manage to get the box open, she noticed something suspicious immediately. "It was a little piece of pipe," she recalled, "with wires coming out."

The mailbox was in front of an AutoZone store, so she went inside to ask the employees about the device. When they said that they did not recognize the object as an automobile part, the 12-year carrier became increasingly concerned. Barnett conferred with her supervisor, and they decided that they needed to contact the police, given the possibility that the object was a pipe bomb.

Due to safety concerns, police met the carrier down the street from the mailbox; after officers saw the pictures she had taken of the device, they decided to call in a bomb squad.

Barnett said, "I didn't think it was a

big deal, until the police told me they weren't sending in a human" to investigate. Instead, officers used a robot to approach the mailbox. Fortunately, after looking at the pictures taken by the robot, the bomb squad was able to determine that the device was an advanced capacitor for a car, and not an explosive.

Police later took donuts into the post office to thank the carrier for her quick thinking, and recognized her on their Facebook page. "[Barnett] did exactly the right thing by contacting law enforcement," they wrote on the department's post. "Her diligence and concern for public safety were admirable in such an intense situation."

Carrier provides comfort to injured woman

"It was at an apartment complex," San Antonio, TX Branch 421 member **Julio Dominguez** recalled about delivering his route on April 23, 2020. "I had just driven in when I saw a woman lying there [in the street]."

Curious, but initially not overly concerned, the 27-year carrier got out of his truck and walked over to the woman. "I thought she was sleeping," he said. However, as he approached her, he saw that her legs were covered in scrapes and bruises. When the woman began stirring, he realized that she had been unconscious, not asleep.

Dominguez swiftly called 911 to report the situation, and sat next to the woman

as she slowly regained consciousness. He said, "I could see that she was more injured" than the visible wounds on her body demonstrated. The carrier was so



Julio Dominguez



Erin Pennington

Eye on the elderly

While on his route on Sept. 11, 2020, Boston, MA Branch 34 member **Tom Zulon** went into the screened porch of Agnes Keady's home to deliver her mail. Keady's mailbox is on the outside of her house, but the 28-year carrier made a special accommodation so that his elderly customer did not have to walk outside every day. He had a warm friendship with Keady; in addition to seeing her on his route most days, Keady's son had worked as a postal clerk for many years. Zulon was horrified by what he found on this visit to the house. "Her feet were lying at the edge of the [screen] door," he recalled. She had collapsed hours before and was barely conscious. "Her color was so gray, I was scared," Zulon said. "She was going into shock." Zulon recalled seeing an ambu-



Tom Zulon

lance in the neighborhood dropping off a patient, so he raced outside hoping to catch the EMTs. "Everything lined up, and they were still on the street," he said. "I went banging on the window of the ambulance and said, 'I've got a customer that collapsed on her porch!'" The EMTs rushed over to the house, while the carrier managed to obtain contact information for Keady's family from a neighbor. Zulon informed her family about the situation; meanwhile, Keady was taken to the hospital, where doctors determined that she had broken her hip. She since has gone to a rehabilitation center, where she is recovering. Zulon says he is grateful that everything worked out to help Keady. "Your instincts and adrenaline just kick in, and you want to help anyone," he added. "You just do what anyone would do."

In August of 2020, Toledo, OH Branch 100 member **Robert Giles** was walking on his route when he saw two of his customers, an elderly couple, in an unusual situation in front of their house. "[The elderly man] was under his car like he was looking at something," Giles recalled, but as the carrier walked closer, he "could see he was trying to stand up." The



Robert Giles

man's wife reached to help him, but as she grasped his arm, she also fell to the pavement. Seeing their distress, "I put the mail back in my bag and ran to help," the four-year carrier said. Giles helped the woman to her feet first; then, with her assistance, he carried the man into their house, as he still seemed unsteady on his feet. "We got him settled," Giles said, at which point he found out that the man had been trying to bring their garbage cans in. "I put the garbage cans away for them," the carrier said, and then he continued on his route. The couple later called the post office to thank Giles for his help. Giles, an Army veteran, said that he talks to the couple regularly, and he was simply happy that his timing allowed him to assist them. "I was glad I was in the right place at the right time," he added.

On Jan. 6, New York, NY Branch 36 member **Vincent Jines** noticed that one of his customers, Dorothy Arato, had not picked up her mail from the previous day.

man's wife reached to help him, but as she grasped his arm, she also fell to the pavement. Seeing their distress, "I

Jines has delivered on the same route for 20 years, and knew that this was odd for the elderly woman, who usually greeted him every day. He knocked on the door, but after receiving no response, thought it was possible that Arato had gone to visit family. The next day, however, her mail was still untouched. "I thought, 'No, this isn't good,'" the 22-year carrier said. Jines went to a neighbor's house and asked if they had seen Arato recently; the neighbor told him that she hadn't seen her for a few days. After hearing Jines's report about the uncollected mail, the neighbor decided to call Arato's son, who drove to the house to investigate. When her son went inside the house, he found his mother lying on the floor, where she had been for several days. Arato was taken to the hospital, where it was determined that she had broken her hip. She is now recovering at a rehabilitation center. Arato's family wrote a note to the Postal Service commending the carrier. "If Vincent didn't take action, the outcome could have been much worse," the letter said. "It is encouraging and wonderful to know that there are people like Vincent out there." **PR**

intent on soothing the woman that he didn't ask her what had happened to her. "My attention was all on her," he explained.

When a police officer arrived on the scene, however, he immediately figured out what had happened. "[The officer] looked up straight away, and he saw an open window" at an apartment

four stories above the scene, Dominguez said. The officer asked the woman if she had fallen from the window, which she was able to confirm.

The woman was taken to the hospital, and has since made a full recovery.

Dominguez said that he was pleased to be able to help, but brushed off his contribution as a part of the job. "It's

what we do," he said. "It's second nature, really." **PR**

Correction: In the December 2020 issue of *The Postal Record*, Eric Beu and Mark Simone were erroneously listed as members of Branch 40. They are members of Oklahoma City, OK Branch 458.

Customer Connect adds up for USPS

By touching every address in the United States at least six days a week, letter carriers naturally develop special relationships with their customers. Since USPS's Customer Connect program began in 2003, thousands of carriers have successfully leveraged their interactions with business customers to encourage them to use the Postal Service, rather than rely on private delivery and mailing services. Below are some recent stories about Customer Connect leads submitted by letter carriers that have helped USPS earn new revenue.

In Texas, a carrier perfects his sales pitch

"If I see a competitor in [a business on my route], I see if there is something we can ship instead," said Dallas, TX Branch 132 member **Mandell Moss**, describing his strategy for generating leads for Customer Connect.

Moss, who has worked as a carrier for more than 25 years, said that his sales pitch revolves around the customer's specific priorities. "You talk to the contact person [in the business]," he explained, "and figure out what they need."

The carrier said that if the business is using a competitor, he looks to see how much it is shipping, and then explains how USPS can serve its shipping needs better. "If they ship volumes with UPS, why can't they do that with the Post Office?" Moss added.

One customer that he approached said that "he always wanted to ship with USPS but never knew who to contact," Moss said. The carrier was able to take the customer's information and pass it onto the USPS sales team.

Recently, Moss was also able to assist a business that ships 3D LED products. The customer was looking for ways to save on cost while still meeting customer delivery expectations, and was convinced by the carrier's explanation of the Postal Ser-



Mandell Moss

vice's rates and delivery times. Moss then submitted the lead to a Dallas business development specialist, who persuaded the owner to switch to USPS for shipping.

Thanks to Moss's connection with the customer, the sale generated more than \$274,200 in estimated annualized revenue for USPS.

Ohio Customer Connect coordinator inspires by example

Lima, OH Branch 105 member **Ned DeLong** has twice been named the top Customer Connect carrier for his district—but reaching that accomplishment has only pushed him to work harder. In addition to working as his branch's health and safety officer, DeLong serves as the Lima Customer Connect coordinator, helping motivate and instruct his fellow carriers on how to generate potential sales leads.

"When it comes to finding a lead, make it simple," the 17-year carrier said he tells newer carriers. "It's a business. Get a business card." This strategy has produced many leads for carriers, including some that have generated millions in revenue for USPS.

For his own leads, DeLong says that he never misses an opportunity to bring business to the Postal Service, including reaching out to family members and even making connections while on vacation.

He encourages branch members to use their ties to local businesses as well.

"I know a good quality sale [lead] when I see it," DeLong said. "You just have to be knowledgeable on what we can offer them, and look for an opportunity."

One of DeLong's key tips is to reach out to customers in the beginning of the year. Many delivery services raise rates in January and February, he said, but USPS "has a competitive rate, with no surcharges." Once he's made his pitch, DeLong then passes the customer's specific needs along to the sales team to close the deal.

Despite his busy schedule, DeLong says that he views his work as essential for keeping USPS in business. "I'm driven to keep [the Post Office] going—I love this place," he said. "If you do nothing, then nothing's going to happen."

Carrier's attention keeps customer with USPS

"I had a collection route, and I kept watching the volumes [of shipping] go down" at one of the businesses on his route, Oklahoma City, OK Branch 458 member **Richard Holland** explained. The company, Esellsimple, regularly ships auto parts through USPS, but recently, the store's shipping volume had declined dramatically. Finally, the three-year carrier decided to inquire about the shift.

He approached the owners—"they're very friendly people"—and asked what had changed. The owners told Holland that they were switching to UPS as their store's shipping provider. During the discussion, the carrier discovered that the customers felt let down by the USPS claims process.

The next day, Holland had a chance encounter with the Oklahoma City postmaster, Mike Allision. He told Allision about his customers' decision to change providers, and their specific concerns.

The postmaster got in contact with Esellsimple and, along with the sales

team, figured out a way to address the owners' desire for improved customer service. The store ended up switching back to USPS, using Priority Mail with a consistent pick-up service and improved transit times. Holland's sales lead generated more than \$926,000 in revenue for the Postal Service.

Holland was modest about his contribution to the lead, saying, "It's just one of those things—this one happened to be a home run." But he strongly encouraged other carriers to follow in his footsteps and reach out to the customers on their route.

"As carriers, we are face-to-face with our customers daily; we have the op-

portunity to keep every customer a loyal USPS customer," he added. For carriers who are new to the Customer Connect program, Holland says to keep the sales pitch simple. "You say: 'How would you like to get a competitive bid [for shipping]?' And who is going to say, 'No, we don't want to save money?'" **PR**

Election Notices

Indiana

This is official notice of the nominations and elections of the officers of the Indiana State Association of Letter Carriers. Nominations and elections will be held June 28-29 at the 2021 state convention in Indianapolis. The officers being elected are president, executive vice president/director of education, recording secretary, treasurer, director of retirees and seven executive board members.

Catherine Bodnar, Rec. Sec., ISALC

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for branch officers, one trustee and delegates to the state conventions will be held during the regular branch meeting on May 7. Candidates for branch officers and trustee must be present during the nominations to accept nomination for office or have, in the hand of the secretary, written certification of acceptance for a specific office.

Election of delegates to the state convention and trustee will be conducted during the regular branch meeting on June 4. If you have any questions, please contact me at P.O. Box 190872, Little Rock, AR 772219-0672, or call 501-565-8106.

Jackie Maddox, Pres., Br. 35

Martinsburg, West Virginia

Nominations for officers and delegates of Branch 1475 will be accepted at the regular October branch meeting. Elections for officers and delegates will be by secret ballot at the regular November branch meeting.

Chris Lindner, Sec.-Treas., Br. 1475

McAlester, Oklahoma

Branch 1166 will be holding a merger vote at the May regularly monthly meeting. The meeting will take place on May 18 at 6:30 p.m. at the VFW. The address is 1426 Morris St., Krebs. All members are encouraged to attend.

The merger agreement will be between McAlester, OK Branch 1166 and Muskogee, OK Branch 1042. If passed, the new branch will be Muskogee Merged Branch

1042. All McAlester assets would become Muskogee's. Muskogee's bylaws will be the surviving bylaws. If passed, the proposed agreement to be voted on will become effective on June 1, upon approval of NALC Headquarters.

Jacob Evans, Pres., Br. 1166

Ohio

This is an official notification to all members of the Ohio State Association of Letter Carriers that nominations and elections for the offices of president, vice president, secretary, treasurer, director of legislative and political affairs, director of retirees and board members will be held during the 70th state convention. The convention will be held at the Hilton Cleveland Downtown July 23-24. The term of each office shall be two years.

Dale M. Liptak, Sec., OSALC

Pawtucket, Rhode Island

This is official notice to all members in good standing of Branch 55 that nominations for all officers will take place on Wednesday, May 12. Our meeting and the nomination of officers will take place outdoors, rain or shine. We will meet in the rear parking lot of the Lincoln Post Office, located at 203 Front St., Lincoln. The meeting starts at 7 p.m.

Any member in good standing wishing to accept a nomination and unable to attend the May 12 meeting must submit a letter in writing to the recording secretary, Kenneth Cahoon, and signify the acceptance of the specific nomination by the same May 12 meeting. The following positions are up for nomination: president, executive vice president, vice president, financial secretary-treasurer, recording secretary, health benefit representative (must be enrolled in the NALC Health Benefit Plan), sergeant-at-arms and three trustee positions.

The officers/positions will be elected for two-year terms. The election results will be by secret mail ballot, and election results will be shared with the members in accordance with the Branch 55 bylaws.

Kenneth Cahoon, Rec. Sec., Br. 55

Santa Fe Springs, California

This is official notice to all members of Branch 4941 that nomination for officers will take place at the regular branch meeting on May 19. The election will be at the regular branch meeting on June 16.

Dave Donovan, Pres., Br. 4941

Tennessee

The Tennessee State Association of Letter Carriers will hold its state officers' nominations on May 2. They will be held via web after receiving a dispensation letter from President Fredric Rolando.

Laurie McLemore, Pres., TSALC

Texas

The nomination and election of officers for the Texas State Association of Letter Carriers shall be conducted by mail. The nomination form shall be mailed to all delegates, as well as to each branch in Texas. Any regular member, in good standing with their branch, shall be eligible for any office of this association, and candidates running for a district board member position must be a member of the branch for that specific district.

Candidates running for a district board member position shall be elected by delegates of their respective district. No person shall nominate themselves for more than one office. The nomination form must be acknowledged and signed by each candidate running for office. Every nominee must certify that he or she has not served in a supervisory capacity for the 24 months prior to being nominated.

Upon its completion, the nomination form must be received by May 31, and shall be mailed to: TSALC Secretary Julian Alvarez, 181 W. 87th St., Odessa, TX 79764-2326.

This election by mail shall include only duly elected delegates by and for their branch. All ballots shall be mailed to the delegates' address of record with NALC membership. Ballots must be received by Aug. 26 to be counted at their weighted value (weighted value=total number of branch members, divided by the total number of delegates voting).

A branch may choose to vote unit

rule for the entire membership, and this decision must be made in writing and received by TSALC by June 30.

All candidates running for TSALC office may contact Reilly Echols Printing Inc. (214-428-8385) to print and mail their campaign material to all delegates, at the candidates' expense.

Julian Alvarez, Sec., TSALC

Torrance, California

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 2207 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, MBA officer, health benefit officer and three trustees will be taken to the floor at the October branch meeting. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the October branch meeting.

The election of officers for Branch 2207 will be held at the November branch meeting. The election of delegates to the national and state conventions will also be elected.

All elected officers will serve from Jan. 13, 2022, to January 2024.

Joyce Cudanes, Sec., Br. 2207

Western Wayne Co., Michigan

This is official notice to all members of Branch 2184 that nominations for branch president, executive vice president, vice president, recording secretary, financial secretary-treasurer, health benefits representative, sergeant-at-arms, retirees' officer (who shall be a retired member), three trustees and all station stewards, as well as the state and national convention delegates for the 2021-2023 term, will be taken at a special meeting, to be held on Sunday, May 23, at 2 p.m. at the Branch 2184 office at 6969 Monroe St., Taylor. All branch officers, by virtue of their positions, are automatic delegates to the state and national conventions.

Elections will be conducted by mail and the results will be announced at the executive board meeting on July 26.

John Hite, Sec., Br. 2184

Emergency federal employee leave



**Brian
Renfroe**

The American Rescue Act was signed into law by President Biden on March 11. The bill provides an important leave benefit for letter carriers affected by COVID-19 in a number of ways. Effective March 12, it establishes a new category of leave called emergency federal employee leave (EFEL).

Each full-time letter carrier may use up to 600 hours of EFEL for any of the qualifying reasons listed in the chart on the right. Part-time employees will be credited with an amount of leave proportionate to the hours they work. The bill includes a fund to reimburse the Postal Service

for the cost of EFEL. This leave will remain available through Sept. 30—or until the funding established in the Emergency Federal Employee Leave Fund for reimbursement is exhausted. The amount any employee can be paid for using EFEL is limited to \$2,800 per pay period. Time spent using EFEL does not count as creditable service toward an employee’s retirement benefits.

“Each full-time carrier may use up to 600 hours of EFEL for any of the qualifying reasons listed.”

Letter carriers seeking to use EFEL should submit a PS Form 3971 indicating for which of the eight qualifying reasons on the chart (at right) they must take leave, and employees must affirmatively state that they are unable to work because of the qualifying reason. Please note that this is subject to change based on expected guidance from the Department of Labor, which was not available at the time this issue of *The Postal Record* went to press. We expect this guidance to also include answers to some questions that may arise.

This leave makes sure that letter carriers who continue to perform an essential service during the COVID-19 pandemic do not suffer lost pay if required to miss work due to the continuing effects of COVID-19. Please look to the NALC website or contact the appropriate national business agent’s office for more information.

Emergency Federal Employee Leave	
Qualifying Reasons	Leave Eligibility
<p>An employee is entitled to take EFEL related to COVID-19 if the employee is unable to work because the employee:</p> <ol style="list-style-type: none"> 1. is subject to a federal, state or local quarantine or isolation order related to COVID-19. 2. has been advised by a health care provider to self-quarantine due to concerns related to COVID-19. 3. is caring for an individual who is subject to such an order as in (1) or has been so advised as in (2). 4. is experiencing COVID-19 symptoms and seeking a medical diagnosis. 5. is caring for the employee’s son or daughter if the school or place of care of the son or daughter has been closed, requires or makes optional a virtual learning instruction model, requires or makes optional a hybrid of in-person and virtual learning instruction models, or if the child care provider of the son or daughter is unavailable, due to COVID-19 precautions. 6. is experiencing any other substantially similar condition. 7. is caring for a family member with a mental or physical disability, or who is 55 years of age or older and incapable of self-care, without regard to whether another individual other than the employee is available to care for such family member, if the place of care for such family member is closed or the direct care provider is unavailable due to COVID-19. 8. is obtaining immunization (vaccination) related to COVID-19 or is recovering from any injury, disability, illness or condition related to such immunization. 	<ul style="list-style-type: none"> • All career and non-career employees, regardless of tenure, are immediately eligible for EFEL. • Full-time employees can receive up to 600 hours of paid EFEL, capped at \$2,800 per pay period. • Part-time employees can receive up to the proportional equivalent of 600 hours, capped at a proportional equivalent of \$2,800 per pay period.
Other Considerations	
<ul style="list-style-type: none"> • EFEL does not count as creditable service toward an employee’s retirement benefits. • Employees cannot contribute to the Thrift Savings Plan (TSP) while on EFEL. 	

Local negotiations are coming, Part 3



**Lew
Drass**

Some branches normally avoid opening local negotiations for fear of losing something previously achieved. I've always seen the 30-day local negotiations period as an opportunity to gain something not previously achieved instead. My reasoning is grounded in management's limited ability to force changes to a local memorandum of understanding (LMOU).

The 22 items that both parties are required to discuss in good faith (if raised by either party) are listed in Article 30 and were explained in last month's Contract Talk. Either party also is free

to raise issues outside the scope of these 22 items. However, the other party is not required to discuss such items, and neither party has the right to impasse such items. This means that if you have an existing provision(s) in your LMOU—such as management supplying ice each day, pizza each pay day or birthday leave—and management raises the issue with the intent of eliminating the provision, you can simply let them know that you are not interested in discussing the provision. That will be the end of it. Even if they attempt to impasse the item, they will get nowhere, provided the provision in question is outside of the 22 items listed in Article 30.

Management has only two rights to pursue if they want to force a change or remove an existing provision in an LMOU that falls within the 22 items listed in Article 30 of the National Agreement.

The first right they have is to claim that a provision is “inconsistent or in conflict” with the National Agreement. However, management's right in this regard is very limited. There are only two ways that management can successfully raise the “inconsistent or in conflict” with the National Agreement claim.

One way is if they raise this claim in the very next round of bargaining after the provision in question becomes part of an LMOU. So, let's say your LMOU has a provision that grants you two 15-minute breaks each day, or that says every letter carrier can select four consecutive weeks of annual leave during the choice vacation period. While both examples are “inconsistent or in conflict” with the National Agreement, the only way that management can successfully make this claim is

if the provision in question was first negotiated during the last local implementation period that took place as a result of the 2016-2019 National Agreement. That round of local negotiations took place in 2017.

If the provision in question has been in your LMOU longer than that, management is barred from making the “inconsistent or in conflict” claim. This point is illustrated in paragraph 6 of the Memorandum of Understanding Re: Local Implementation found in the 2019 National Agreement.

“If you have an existing provision outside the 22 items in your LMOU and management raises the issue with the intent of eliminating the provision, you can simply let them know that you are not interested in discussing the provision.”

The only other way that management can make the “inconsistent or in conflict” with the National Agreement claim is if a change was made to the 2019 National Agreement that caused an existing provision in an LMOU to become “inconsistent or in conflict” with the National Agreement. I cannot think of an example for the 2019 National Agreement, so we will use one from the 2016 National Agreement.

An example from 2016 would be if you had a provision in your LMOU that says overtime worked on your own route does not count toward equitability at the end of the quarter. As you know, one of the changes made in the 2016 National Agreement was to count overtime worked on your own route toward equitability at the end of the quarter (an hour is an hour). In this example, the existing LMOU provision became “inconsistent or in conflict” with the 2016 National Agreement, so management could challenge this provision during the 2017 round of local negotiations as such. However, if they didn't challenge this provision during the 2017 round of local negotiations as being “inconsistent or in conflict” with the National Agreement, they would be barred from making this claim during local negotiations this year or in the future. In either case, the old adage “speak now or forever hold your peace” applies.

The second right that management has to impasse an item is to claim that an existing provision in an

(continued on next page)

Local negotiations (continued)

LMOU creates an “unreasonable burden” on them. The “unreasonable burden” claim can be made to any provision within the scope of the 22 items listed in Article 30 of the National Agreement. However, arbitrators have consistently ruled over the years that, for management to be successful with this claim, they must carry a heavy burden. In other words, they have to prove something more than the fact that the provision in question causes them an inconvenience, or even some additional expense that they would like to reduce or eliminate. Additionally, the longer a provision has been in an LMOU, the heavier the burden management must carry to force a change to or remove an existing provision from an LMOU.

On the other hand, the union has no such burden or limitations when attempting to make a change to an existing provision or to add a new provision to an LMOU. Arbitrators normally look for the union to show that there is an existing problem, and that the change or new provision proposed solves the problem, and/or that what we are proposing is justified. The point is that our burden is much lighter than management’s when it comes to making changes to an LMOU. It is a good idea to gather any information you can to document the problem you are attempting to address and/or to justify the new language you are proposing. This information/documentation will also be helpful in the later steps of the local negotiations process in the event you cannot reach agreement during the 30-day local negotiating period and decide to impasse the item/issue in question.

We are also free to raise issues outside the scope of the 22 items listed in Article 30 of the National Agreement during the 30-day local negotiations period. Once again, keep in mind that management can decline to discuss such issues just the same as we can if the shoe is on the other foot. Also, if there is no agreement locally, we cannot successfully impasse issues outside the scope of the 22 items listed in Article 30 of the National Agreement.

If you follow the preparation advice discussed in my last two (January and March) articles, as well as in the 2021 *Local Negotiations* book that was distributed through your national business agent’s office, you will be all set for the upcoming round of local negotiations.

You should decide which member of your local negotiations committee will be the notetaker before your initial meeting with management. This person should focus on nothing else but taking good notes during your local negotiations meetings. These notes can be very important in the later steps of the local negotiations

process or can be used to clarify the intent of an agreed-to provision should the need arise at a later time.

You should present and explain your initial proposal for each item at your first meeting. If management is not willing to agree to your initial proposal on an item, you should ask management if they have a counterproposal to offer. If they make a counterproposal, you should consider what they offer within your negotiating committee before your next meeting. If they do not offer a counterproposal, this fact should be documented by your notetaker. This process should be repeated at each meeting as you submit alternate proposals during the 30-day negotiating period.

If management is unwilling to agree to a proposal you offer, you should listen carefully to their reasoning. Sometimes you can figure out a way to achieve what you seek and take care of their concerns with a subtle change to your proposal.

It is advisable to begin by discussing items that are normally easier to reach agreement on, such as fixed or rotating days off, to set a good tone before trying to tackle more difficult items. When you come to agreement on an item/issue, both parties should initial copies of the proposal with the agreed-upon language.

If you need time to consider a proposal within your negotiating committee during a meeting, you should call a caucus and go to a private place to discuss the matter. Caucuses also can be used as a cooling-off period if the negotiations become heated.

It is fine to submit proposals for items/issues that are outside the 22 items listed in Article 30 of the National Agreement, but if management is not interested in discussing such items, do not waste a lot of time or energy in pressing these matters.

If you come to the point where it becomes obvious that you are getting nowhere on a proposal for one of the items that fall within the scope of the 22 items listed in Article 30 of the National Agreement, it is a good idea to table the item and come back to it later in the meeting or wait until your next meeting. Just be sure to ask management if they have a counterproposal, as discussed above.

Do not give up on the prospect of reaching agreement. Just keep on negotiating until the 30-day local negotiations period has ended. Oftentimes, agreement can be reached before the end of the 30-day negotiating period. This is especially true for the most difficult items, even though it appears that you are at a total impasse and the end of the negotiating period is drawing near.

Next month, I’ll discuss the impasse process.

Branch audits: a guide for trustees



**Nicole
Rhine**

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

To assist trustees of small local unions, the Department of Labor (DOL) Office of Labor-Management Standards prepared a guide called *Conducting Audits in Small Unions – A Guide for Trustees to a 10-Step Audit*. This guide is available at dol.gov and at nalc.org on the secretary-treasurer’s page under “Resources.”

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

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

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

- **Step 1:** Trace canceled checks to the bank statements and disbursements journal.
- **Step 2:** Scan the disbursements journal and record unusual entries.
- **Step 3:** Trace the branch roster’s total dues deposited by NALC Headquarters on behalf of the branch to the receipts journal and bank statements.
- **Step 4:** Confirm that receipts from all other sources (interest, rent, raffles, etc.) have been properly recorded and deposited. Trustees may need to refer to the branch’s minutes to determine if raffle money was deposited.

- **Step 5:** Identify all bank accounts, verify their ending balances, and review withdrawals and transfers. Verify that all withdrawals during the audit period from savings, money market accounts or certificates of deposit were used for legitimate union purposes, as approved by the membership. Trustees may need to refer back to the branch’s minutes to confirm expenditures and transfers.
- **Step 6:** Inventory fixed assets such as computers, photocopiers, filing cabinets, etc. If a list does not exist, create one—either indicating their original cost, estimated current value or value as carried in the branch’s books (if a list exists), and the asset’s location.
- **Step 7:** Confirm that the annual LM report for the latest completed fiscal year was filed on time.
- **Step 8:** Determine whether financial records were properly maintained. (For length of retaining records, see Chapter 6 of the *NALC Branch Officer’s Guide to Finance and Administration* for more information. This guide can also be found on the NALC website on the secretary-treasurer’s page.)
- **Step 9:** Ensure that all officers and employees who handle funds are adequately bonded. (Fiduciary officers may consult Chapter 5 of the *NALC Branch Officers Guide to Finance and Administration* for more information.)
- **Step 10:** Confirm that no officers or employees were loaned more than \$2,000 by the branch. Loans exceeding \$2,000 are prohibited by the Labor Management Reporting and Disclosure Act of 1959.

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

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

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

Bylaws and frequently asked questions



**Paul
Barner**

As chairman of the Committee of Laws, I frequently receive calls from members regarding branch bylaws. Below, you will find a few of the most common by-law questions.

Q: Can a steward serve on the executive board of the local branch?

A: The answer depends on how stewards are elected in your branch. If stewards are elected by the entire branch, the answer is yes. However, if as in most branches, the stewards are elected only by those in the immediate work area, then the answer is no.

Articles 4 and 5 of the *Constitution for the Government of Subordinate and Federal Branches*

(*CGSFB*), in accordance with federal law, require that all executive board members be elected by vote of the entire membership. Your shop stewards may sit on the executive board only if they are elected by the entire membership. Unelected stewards may perform the functions described in Article 4, Section 5 of the *CGSFB*, but may not act in an executive capacity for the branch. However, there is no law prohibiting stewards from participating in an advisory role.

“I urge each branch to maintain copies of the current bylaws and keep them in a location generally known by officers and branch items.”

Q: How many officers must the branch have to be in line with the *CGSFB*?

A: Article 4, Section 1 of the *CGSFB* states:

The officers of the Branch shall be a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, a Health Benefit Representative, and a Board of Trustees composed of either three or five members.

Branches may have additional officers, but they must also be listed in their branch bylaws. With the exception of the office of president, branches may consolidate offices. However, when this consolidation occurs, their duties must be spelled out in the branch bylaws.

Branches with fewer than 10 active letter carriers are addressed in Article 4, Section 3 of the *CGSFB*, which states: “However, if there are less than ten (10) active members, the office of President may be combined with other offices.”

Q: Can a retiree vote at a branch meeting or run for office?

A: Yes. This is covered in Article 2, Section 1(a) of the *NALC Constitution*, which defines retirees as regular NALC members. The only limitation on the rights of retirees is that they:

shall have no voice or vote in the Branch in any matter pertaining to the ratification of a national working agreement, local memorandum of understanding, or proposed work stoppage.

Q: Can a branch president change the time of a regular meeting to accommodate his or her schedule?

A: No. Article 3, Section 1 of the *CGSFB* states: “The regular meetings of the Branch shall be held not less than once a month, at such time and place as may be designated in the Branch by-laws. Each Branch, with prior approval of its membership, shall have the option of only meeting ten (10) times per year.” This language requires that the time of branch meetings be fixed in the branch bylaws. (It would be permissible, however, for the branch to change the time of meetings in the event of unforeseen circumstances.)

Hopefully, this will assist you when reviewing branch bylaws. Additionally, a few branches have requested copies of their current bylaws. Please note that the Committee does not maintain an updated set of the bylaws of each branch, but rather, pursuant to Article 11, Section 3 of the *NALC Constitution*, only a chronological record of each approved bylaw amendment. I urge each branch to maintain copies of the current bylaws and keep them in a location generally known by officers and branch members.

On another note: normally, during this time of year, preparations would be in full swing by the NALC branches and members for the upcoming Letter Carriers’ Stamp Out Hunger Food Drive, traditionally held on the second Saturday in May. Unfortunately, NALC is unable to hold the food drive this May due to safety concerns related to the COVID-19 pandemic. However, each of us can still contribute to the battle against food insecurity by donating through the Stamp Out Hunger Donor Drive. For more information, go to nalc.org/food.

Spring updates



Christopher Jackson

Over the years, the Postal Service has introduced new vehicles, equipment and technologies for use in city delivery initiatives. As the director of city delivery, I communicate regularly with USPS regarding these projects and often get to observe these equipment advances and new technologies firsthand. I want to use this month's article to provide an update on a few of these initiatives.

NGDVs

As I am sure many of you are aware, on Feb. 23, NALC received notice that USPS had awarded a 10-year contract to Oshkosh Defense to manufacture the Next Generation Delivery Vehicle (NGDV). NALC and city carriers have been involved in providing input and feedback on the NGDV since the beginning of the program in 2014.

Under the initial contract, Oshkosh will finalize the production design of the NGDV—a purpose-built, right-hand drive vehicle for mail and package delivery. The NGDVs will include fuel-efficient gasoline engines or gasoline-electric hybrid powertrains, air conditioning, 360-degree cameras and significantly improved safety features. The vehicles will also have increased cargo capacity to better accommodate higher parcel volumes.

The purpose of the NGDV is to replace the aging fleet of Long Life Vehicles (LLVs) and to expand the current delivery fleet. The Postal Service anticipates that Oshkosh will produce between 50,000 and 165,000 vehicles under the initial contract. Based on the anticipated 18-month timeline communicated to NALC, the first NGDVs will be deployed before the end of 2023. To bridge the gap between today and the deployment of the NGDV, the Postal Service has acquired commercial off-the-shelf vehicles, such as the right-hand drive Mercedes Metris and the Dodge ProMaster, to supplement the delivery fleet. For more information on the NGDV and NALC's involvement in the development and selection process, visit the NALC website's "News and Updates" section.

MDD-TR

In August of 2020, the Postal Service began deploying the new Mobile Delivery Device – Technology Re-

fresh (MDD-TR) to replace the current MDD in various locations nationwide. On Feb. 26, USPS provided me with an updated list of the remaining offices where the MDD-TR will be deployed. Approximately 1,000 offices that employ city letter carriers are scheduled to receive the new scanner by the end of May 2021. For more information on the new MDD-TR devices, see my article in the December 2019 edition of *The Postal Record*.

“The NGDVs will include fuel-efficient gas engines or gas-electric hybrid powertrains, air conditioning, 360-degree cameras and significantly improved safety features.”

Virtual MSPs

On Feb. 10, the Postal Service advised me of implementation of the new virtual managed service points (VMSPs) on city delivery routes. USPS indicates that VMSPs will provide near real-time data of identified locations, with the ability to observe when the locations have been serviced and include documented time stamps. On the day of implementation, the current MSPs listed in the Delivery Operations Information System (DOIS) program migrated to the DMS platform and became the initial VMSPs. Time and location breadcrumb data of these VMSPs will be recorded automatically by the MDD/MDD-TR when the carrier comes within 30 feet of the mapped geofence coordinates for the delivery point. The Postal Service is currently developing a stand-up talk for carriers describing the VMSP program. Letter carriers should alert management of any issues with the current MSP locations/labels to prevent any interim discrepancies between the traditional MSP program and the VMSPs.

The 2019 USPS-NALC National Agreement contains a memorandum of understanding that provides for the termination of the traditional barcode-scanning managed service point (MSP) program. The current manual city delivery process of requesting, printing and physical scanning of street barcodes will cease within 60 days of ratification of the 2019 National Agreement. Since the VMSP information is automatically recorded by the MDD, there will no longer be any need for carriers to scan the traditional MSP barcodes once the traditional MSP program

(continued on next page)

Spring updates (continued)

has ended. In the interim, city carriers will continue to scan the current MSPs as part of their normal duties.

Smart Lockers

In my December 2020 article, I informed the membership of a partnership between the Postal Service and Smarte Carte to pilot test the usage of USPS Smart Lockers in 10 Northern Virginia locations. USPS hopes to use the Smart Lockers to enhance the customer package delivery experience by providing increased visibility, 24-hour access and reduced failed first delivery attempts.

Testing of the Smart Lockers began in Annandale, VA, in December and to date, five of the 10 locations have begun using these lockers. For more detailed information on Smart Locker usage and the test process, refer to my article from December.



A bank of Smart Lockers in Vienna, VA, is shown. Testing of the Smart Locker program began in December of 2020.

“USPS hopes to use the Smart Locker to enhance the customer package delivery experience by providing increased visibility, 24-hour access and reduced failed first delivery attempts.”

SDUS

In February of 2018, USPS began testing a smaller version of the automated delivery unit sorter (ADUS) machine, ultimately named the small delivery unit sorter (SDUS) in Centreville, VA. USPS stated that the SDUS machine was designed to support the process-

ing of large volumes of packages received in small to medium-sized delivery units. The SDUS is capable of sorting 2,250 packages an hour to carrier routes and/or segments within a carrier route. In July of 2020, the Postal Service provided me with notification of a contract with the supplier for acquisition and deployment of an additional 100 SDUS machines. Included with the notification was an anticipated list of sites that would receive the SDUS.

On Feb. 12, I received an updated list of the delivery units where USPS intends to install the SDUS. To date, there is only one SDUS machine in use for city delivery, in York, PA. City carriers are reminded that usage of the SDUS for parcel sortation does not change any handbook provisions related to the handling of small parcels and rolls (SPRs) and parcels.

These are just a few of the recent USPS initiatives related to city delivery. Be sure to visit nalc.org, the NALC Member App and our social media outlets for all of the latest news and updates.

Our new president prioritizes worker safety during pandemic



Manuel L. Peralta Jr.

In January, following his inauguration, President Biden issued a number of executive orders to address COVID-19 and how federal agencies were to focus on the problem and work toward a solution.

In March, Congress passed the American Rescue Plan Act of 2021, which was whittled down from the House version.

Section 2101 provides additional funding to the Occupational Safety and Health Administration (OSHA) in the amount of \$100 million for worker protection activities, including enforcement related to COVID-19.

Section 3101 provides an additional \$10 billion for enhanced use of the Defense Production Act

for diagnostics, personal protective equipment (including N95 masks, which NALC has been mentioning since the beginning of the pandemic), drugs, devices/products for use in treating COVID-19 and for any activity necessary to meet critical public health needs of the United States. There are many additional allocations specific to the needs of the public—too many to identify here.

On March 11, the Workforce Protections Subcommittee of the House Education and Labor Committee held a hearing on the subject of “Clearing the Air: Science-Based Strategies to Protect Workers from COVID-19 Infections.” This was held as a Zoom meeting; it is available for your review at the Education and Labor Committee’s website under “Committee Activity.”

Subcommittee Chairwoman Alma Adams (D-NC) opened the hearing with a clear message: OSHA was missing in action and was not fulfilling its congressionally stated purpose until the Biden administration took over in January. You may recall that in my July 2020 column, I noted that the previous administration’s head of OSHA refused to acknowledge that COVID-19 was a grave danger. Rep. Adams indicated that “we must also take clear steps to keep track of workplace infections.”

The first witness called was Linsey C. Marr, PhD., professor of civil and environmental engineering at Virginia Tech, who shared that she has studied airborne transmission of viruses for the past 12 years, that she had published 30 scientific papers on this subject and that she recently had co-authored (along with 12 other leading medical and scientific experts) a letter to the Biden administration and the Centers for Disease Control and

Prevention (CDC) calling for immediate action to address inhalation exposure of SARS-CoV-2 to prevent COVID-19 infections and deaths. Marr testified that you can get infected by (1) touch transfer, (2) contact with large respiratory droplets, or (3) inhaling small aerosol particles from the air.

Marr said that there are zero documented cases of transmission from a contaminated surface. She then explained that COVID-19 cases appear to be traced to close contact through droplets, which she believes to be an incorrect interpretation in a close contact situation—explaining that when people breathe, talk, sing, laugh, cough or sneeze, they release far more aerosols than droplets, and that this aerosol floats in the air like cigarette smoke. She supported her expert opinion by referring to super-spreading events, citing the example of the choir practice where 53 of a 61 choir attendees were infected (as well as a few other examples).

Marr then explained the difference between a face covering (to minimize the spread) and true personal protective equipment (such as the above-referenced N95).

She made clear that, in her view, CDC’s current guidance has not kept up with scientific knowledge and CDC’s refusal to acknowledge airborne transmission of COVID-19 is a danger.

The next witness, Dr. David Michaels, head of OSHA during the Obama administration, re-affirmed that COVID-19 is transmitted by particles floating in the air, much like cigarette smoke. He emphasized that a face covering can minimize droplet spray exposure, but cannot prevent contamination through inhalation of the airborne material. Michaels also testified that the prior administration and its Department of Labor had blocked OSHA from issuing COVID-19 emergency workplace safety measures, and that OSHA had been forced to cease its work on an infectious disease standard in 2017, a full three years before we were hit with our current pandemic. He also testified that much of the guidance from the CDC is based on old science, and that it must embrace the newest science.

Michaels then addressed the need to accurately track infections and exposure, as only with real data can we derive a better understanding of the risks and then find a solution.

COVID-19 is an airborne infectious disease. Wear the best quality mask (use an N95 or better if you can) that you can get to protect yourself and your family. As hopeful as we all are about the distribution of the vaccine, we cannot become complacent. Keep an eye on each other.

Military deposit after 41 years and 11 months of CSRS service



Dan Toth

When I first wrote this article in December of 2019, there were approximately 4,500 Civil Service Retirement System (CSRS) letter carriers employed with the United States Postal Service. Though that number has been declining for years, I felt it was important to circulate this article again to inform active CSRS employees about the benefits of making a deposit for their military service prior to retirement.

CSRS employees should consider making a deposit for their military service even if they have, or will have, exceeded the maximum annuity of 80 percent.

The maximum is achieved after 41 years and 11 months of service.

Any time you consider making a deposit for military time, it is important to understand both the cost of the deposit and the benefit received. Compare the cost of the deposit to the annual increase in your annuity that the service would provide, and determine the number of years necessary to break even. If the payback time is within your life expectancy, then it may be a wise financial decision to make the deposit. Typically, a deposit for military service will break even in just a few years, and the decision to make a deposit is clear. You should make this comparison for yourself and decide if the deposit is in your (or your spouse's) best interest.

By law, CSRS employees have a maximum annuity of 80 percent, not including any unused sick leave at retirement. Generally, this maximum is achieved after 41 years and 11 months of service. When CSRS employees have exceeded, or plan to exceed, 41 years and 11 months of service, they may assume that there is no reason to make a deposit for their military service. This is because they correctly think that their annuity will not exceed the 80 percent maximum (except for unused sick leave), so the deposit is paid for no additional annuity. However, there still is a possible benefit for those considering a deposit for military service beyond 41 years and 11 months of total federal service.

When CSRS employees reach 41 years and 11 months of service, they continue making the same employee contributions they have made their whole career. But after retirement, the Office of Personnel

Management (OPM) will refund the retirement contributions made during those excess years. Interest is paid on the refund payment at the rate of 3 percent per year, compounded annually.

When CSRS employees with more than 41 years and 11 months of service make a deposit for their military service, they are effectively changing the date they have reached the maximum 80 percent benefit, and thus have increased the number of excess years. In exchange for making a deposit for military service prior to your career, you receive excess contributions at the end of your postal career.

Because the cost of a deposit for military service is based on pay earned, and because for most CSRS employees this military service will have been more than 30 years ago, the base pay will be relatively small compared to a present-day top step letter carrier. CSRS employees contribute 7 percent of their base pay toward retirement. Currently, Step 0 (top step) letter carriers receive a base pay of approximately \$65,000 per year, resulting in employee contributions of \$4,550 per year.

Using the same method earlier to determine the financial impact of a military deposit, one should weigh the cost of the deposit versus the approximate amount of excess contributions that would be received after retirement. This, again, would be a separate calculation for each carrier depending on the earned base pay and on when the military service was performed (which affects the compounding interest). In many situations I have seen, the cost of the military deposit is outweighed by the refund of excess contributions.

If you are one of the few remaining CSRS employees and have not made a deposit for your military service, you should consider taking the first step by starting the process to see how much the deposit will cost. This is the only way for you to make an informed decision.

Federal Employees Retirement System (FERS) carriers are not faced with the same situation, as there is no maximum FERS annuity. All FERS carriers should consider making a deposit for military service by comparing the cost to the benefit, as mentioned earlier.

To receive credit for military service, the deposit must be completed prior to separation. To begin the process, contact the Human Resources Shared Service Center (HRSSC) at 877-477-327, option 5, or TTD/TTY866-260-7507.

Beneficiaries



**James W.
“Jim” Yates**

One of the most important decisions to make when purchasing life insurance is choosing a beneficiary. Simply defined, a beneficiary is the person designated to receive the benefits of the policy upon the death of the insured. However, this relatively simple concept can be quite complicated.

Applications for the Mutual Benefit Association (MBA) and most other life insurers include a section for the applicant to designate who will be named as the beneficiary of the policy. Some life insurance applications have specific language for the designation of a beneficiary; for example: “Death benefits will be paid to the spouse of the insured, if living. If the

spouse of the insured is not living, death benefits will be paid to the living children of the insured, in equal amounts. If no spouse or children are living, death benefits will be paid to the estate of the insured.”

A policy applicant is well advised to specifically designate a beneficiary on his or her life insurance policy. This will ensure that the person (or persons) who are supposed to receive the life insurance actually do receive the proceeds. Each beneficiary should be identified as clearly as possible, using his or her full name, Social Security number and relationship to the insured. Providing this information can help in locating and properly identifying the beneficiary after the insured’s death.

Choosing a beneficiary for a life insurance policy can be challenging, and no one can tell the applicant whom to name. In addition, the applicant is not limited to having only one beneficiary. The “primary beneficiary” (or beneficiaries) of a life insurance policy is the first person (or persons) who will receive the benefits upon the death of the insured. More than one person may be named as primary beneficiary. A “contingent beneficiary” (or beneficiaries) will receive benefits only if the primary beneficiary predeceases the insured. This beneficiary is often called a secondary beneficiary. As with the primary beneficiary, more than one person may be designated as a contingent beneficiary.

In a case where there are multiple beneficiaries on a life insurance policy, the proceeds generally are divided equally among all beneficiaries. However, the applicant or policy owner, prior to the death of the insured, may designate a specific percentage or amount to be given to each beneficiary.

A beneficiary may be “revocable” or “irrevocable.” Naming a beneficiary as revocable means that the policy owner has the right to change the beneficiary at any time (prior to the

insured’s death). If a beneficiary has been named as an irrevocable beneficiary, the policy owner may change the beneficiary only with the consent of the original beneficiary.

One consideration when deciding whom to designate as beneficiary is the person’s age. Minors cannot legally manage their own money. A life insurance company cannot pay the proceeds of a policy to a minor. However, the policy owner can name a guardian for the minor and the insurance company can pay the proceeds of a life insurance policy to the minor’s guardian, for the benefit of the minor.

A policy owner may choose to make the “estate of the insured” or the “insured’s living trust” the beneficiary. If so, the life insurance company must receive a copy of the living trust prior to paying benefits. In addition, the executor of the estate or a trustee of the trust must complete all the forms for requesting the proceeds.

A will also is an important part of securing the financial future of family members, and it plays a critical role in helping them after the death of the insured. Listing life insurance policies in a will can help family members know that the coverage exists. However, life insurance proceeds will be paid to the beneficiary designated in the life insurance policy, regardless of what is stated in the will. That is why it is so important to specifically designate a beneficiary on life insurance policies.

Designating a life insurance beneficiary is not something that a policy owner should do once and forget about. The policy owner should review the policy every few years and after major life events such as marriage, having children or divorce.

Communication is a very important part of life insurance. It is wise to tell beneficiaries about life insurance policies. They should know where the policy is, how to obtain it and how to contact the insurance company. This knowledge can aid the beneficiary at the time of the insured’s death. It will save time and possible confusion during a very stressful period.

To update a beneficiary on a U.S. Letter Carriers Mutual Benefit Association life insurance policy, please contact the MBA home office for a Beneficiary Designation form. You can also go to nalc.org/mba. On the website, go to “MBA Brochures, Applications and Forms.” Under “Forms,” go to “Life Insurance & General Information.” Click on “Designation of Beneficiary form.” Complete the form and send it to the MBA home office.

For information regarding any of the MBA products, please call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m., or call 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. (all Eastern time). You also can visit our website at nalc.org/mba.

Please note: Currently, due to the COVID-19 pandemic, the MBA phone lines are open only on Tuesdays and Thursdays from 8 a.m. to 3:30 p.m. Eastern time.

Changing your plan outside of Open Season



**Stephanie
Stewart**

Over the past few months, we have received a lot of questions regarding eligibility outside of the Open Season dates. In addition, some letter carriers experience problems with their health insurance coverage enrollment and contact the Plan for assistance. Both situations can be confusing, so I thought I would touch on them for this month's article.

Common requests are for the Plan to correct a lapse in coverage, determine a policy effective date or implement a cancellation to coverage. Unfortunately, the Plan does not determine who is eligible for coverage and cannot change your status without information from your employing or retirement office. Once the correct

agency has updated the enrollment, the Plan will receive a corrected form and process the changes.

Qualifying life events

Outside of Open Season, you can enroll in the Federal Employees Health Benefits (FEHB) Program, change your enrollment, change to Self Only or cancel coverage in connection with certain events called qualifying life events (QLEs). What is a QLE? A QLE is a term defined by OPM to describe events deemed acceptable by the IRS that may allow premium conversion participants to change their premium conversion outside of Open Season, including marriage, divorce or the birth of a child.

For the sake of time and space, I am unable to cover the complete list of QLEs; however, I would like to highlight some of the most common scenarios we see. For a complete list, you can go to opm.gov/healthcare-insurance/life-events.

1. Change in family status that results in a increase or decrease in the number of eligible family members, including:
 - Marriage, divorce or annulment.
 - Birth, adoption or acquiring foster child or stepchildren.
 - Death of spouse or dependent.
2. Employee or eligible family loses coverage under FEHB or another group insurance, including the following:
 - Loss of coverage under another FEHB enrollment due to termination, cancellation or change to Self Only of the covering enrollment.
 - Loss of coverage due to termination of membership in employee organization sponsoring FEHB plan.
 - Loss of coverage under another federally sponsored health benefits program, including TRICARE, Medicare and Indian Health Service.

- Loss of coverage under a non-federal health plan, including foreign, state or local government or private sector.

3. Enrolled employee or eligible family member gains coverage under FEHB or another group insurance plan, to include the following:
 - Medicare (employees who become eligible for Medicare and want to change plans or options).
 - Health insurance acquired due to spouse's or dependents' change in employment status (includes state, local or foreign government, or private-sector employment).

Other circumstances to keep in mind

If you are recently divorced, you must let the Plan know the date the divorce decree is final, so that your ex-spouse can be removed from your enrollment. This is the case even when the court has ordered you to provide health coverage or the court order stipulates otherwise. Fraud or misrepresentation of material fact is strictly prohibited, and it is your responsibility to know and keep the Plan informed when you or a family member are no longer eligible for FEHB health coverage.

If you retire, you can usually stay in the FEHB Program. Generally, you must have been enrolled in the FEHB Program for the last five years of your federal service. However, if you are a federal annuitant and decide to cancel your coverage, you cannot re-enroll in the FEHB Program.

City carrier assistant conversions to career

All employees will have an opportunity to enroll in an FEHB plan for 60 days after conversion to career status.

If you were enrolled in the USPS Non-Career Employees Benefits Plan and converted to a career position, your enrollment is terminated either the last day of the month that is 28 days after you are converted, or if you have chosen to enroll in a FEHB plan, the date your FEHB plan begins, whichever is earlier.

If you do not enroll within the 60 days after the career conversion, you will not be able to make another selection until the next Open Season.

For employees who elect to enroll in a FEHB plan, coverage will be effective on the first day of the first pay period that begins after HRSSC received the enrollment.

Whom to contact

If you are an active postal employee and need to determine if you're experiencing a QLE, you will need to contact the Human Resource Shared Service Center (HRSSC). It can be reached at 877-477-3273.

If you are a retired employee, you will need to contact the United States Office of Personnel Management (OPM) at 888-767-6738.

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

Administrative leave for acts of God

When “acts of God,” events that include extreme weather and natural disasters, occur and prevent letter carriers from reporting to work or completing their shifts, postmasters and other installation heads have the authority to approve administrative leave. This article will cover some of the relevant provisions and provide guidance to document the necessary criteria. The rules and regulations pertaining to acts of God are found in the *Employee and Labor Relations Manual (ELM)*, Section 519. These rules and regulations are incorporated into the National Agreement via Article 19.

Section 519.215 explains that carriers may receive administrative leave when unable to report or prevented from working due to an act of God:

Employees scheduled to report who are prevented from reporting or, who after reporting, are prevented from working by an act of God may be excused as follows:

- a. Full-time and part-time regular employees receive administrative leave to cover their scheduled tour of duty not to exceed 8 hours.
- b. Part-time flexible employees receive administrative leave, subject to the 8-hour limitation, for their scheduled workhours, as provided in 519.214c.

Section 519.211 defines acts of God:

Acts of God involve community disasters such as fire, flood, or storms. The disaster situation must be general rather than personal in scope and impact. It must prevent groups of employees from working or reporting to work.

ELM, Section 519.211 sets out three criteria for determining the appropriateness in granting administrative leave for acts of God: It must create a community disaster, the event must be general rather than personal in scope and impact, and the event must prevent groups of employees from working or reporting to work. Most arbitrators agree that all three criteria must be met before a request for administrative leave will be considered appropriate.

The first criterion identified in Section 519.211 requires that acts of God involve community disasters such as fire, flood or storms. In most cases, the act of God event in question must have been of unusual severity. In considering whether these events fit the definition of an act of God, arbitrators have looked at such factors as the amount of snow or rain, the length of the storm, wind strength, temperature and destruction. However, more important than these elements is whether the event created disastrous conditions. News

articles, information from local authorities and weather data should be used to document the severity of the situation. It may be useful to include information from websites that provide historical weather data, such as Weather Underground (wunderground.com/history). Pictures and videos of the event and its aftermath also can document the severity. Proof that there was a shutdown of community services and warnings or directives from local officials will go a long way in showing there was a community disaster.

The second criterion set forth in Section 519.211 requires that acts of God be general in scope and impact. This can be done by looking at the direct impact on the community, and the reaction of the general population. Evidence to establish that the impact of the catastrophic event was not limited to the Postal Service but rather overwhelmed the community should be included in any grievance file. This would include reports of property damage estimates, vehicle accidents, casualties, utility outages, road closures, school and business closures, disruption of community services and “state of emergency” declarations. Keep in mind that Section 519.211 imposes no requirement that the office be closed, or operations curtailed, before employees may receive such leave.

The third criterion cited in the *ELM* is that the disaster affects groups of employees. While some arbitrators have required that 50 percent or more of the employees were unable to come to work because of conditions, other arbitrators have pointed out that the *ELM* sets no such arbitrary figures, and that the fact circumstances of each case must be considered. Time records can be used to document the number of letter carriers who were able to report that day and of those who were unable to do so. These records will also show what kind of leave was charged for the absences.

Though some arbitrators look to employee reporting percentages of the office as a whole when determining the impact to the group, other arbitrators give consideration, when documented, to groups of employees within the office who are from a certain area more adversely affected and as such were unable to report to work. Maps are useful in demonstrating areas where employees live and whether the event prevented employees from specific areas from reporting to work.

Union representatives should look at why carriers were unable to report, and identify the similarities with others who did not report and the differences between that group and those who did report. Employee statements are crucial pieces of evidence in establishing impact. Arbitrators may consider one employee’s particu-

(continued on next page)

lar difficulties in getting to work, but if other employees from the same area were able to report, the arbitrator may consider the disaster personal rather than general, and not grant administrative leave.

Section 519.213 addresses determining the cause of the absences:

Postmasters and other appropriate postal officials determine whether absences from duty allegedly due to “acts of God” were, in fact, due to such cause or whether the employee or employees in question could, with reasonable diligence, have reported for duty.

Because management must weigh the amount of reasonable diligence that the affected employees showed in trying to come to work in accordance with ELM 519.213, arbitrators may likewise evaluate the efforts of the employee. Some arbitrators will look at general conditions and not require specific proof of individual attempts to come to work—but in other cases, arbitrators have required that employees present evidence of their diligence. Arbitrators may look for an employee to show that alternative means were unavailable, or the effort would have been futile.

Information that demonstrates carriers’ diligence is best documented by interviewing the carriers and obtaining statements. If carriers made multiple attempts to report, that should be included in their statement in detail. The following are examples of some of the questions that can be asked and answered: How long did they work trying to dig out? How far away is the closest bus station? Was there any alternate transportation? Were the buses even running? Were the roads closed? Did the police turn them away? Was there a mandatory evacuation? In addition to employee statements, newspaper articles from the time-frame in question may also help provide some of the documentation and substantiate the carriers’ claims.

Administrative leave for an act of God may still be appropriate for carriers who reported to work but were then sent home early because of the weather or event. Maybe the mail did not make it to the office, or conditions worsened so delivery was suspended and there was no other productive work available.

Section 519.214 addresses early dismissal due to an act of God:

When employees are dismissed from duty before the normal completion of their duty due to an act of God, the following applies:

a. Full-time employees are entitled to credit for hours worked plus enough administrative leave to complete their tour of duty. This combination of work and leave is not to exceed 8 hours in any one day.

b. Part-time regular employees are entitled to credit for hours worked plus enough administrative leave to complete their scheduled hours of duty. This combination of work and leave is not to exceed 8 hours in any one day.

c. Part-time flexible employees are entitled to credit for hours worked plus enough administrative leave to complete their scheduled tour. The combination of straight time worked and administrative leave may not exceed 8 hours in a service day. If there is a question as to the scheduled workhours, the part-time flexible employee is entitled to the greater of the following:

- (1) The number of hours the part-time flexible worked on the same service day in the previous service week.
- (2) The number of hours the part-time flexible was scheduled to work.
- (3) The guaranteed hours as provided in the applicable national agreement.

Once a full-time employee reports, he or she is entitled to eight hours’ work or pay. Part-time flexible employees are entitled to enough hours to complete their scheduled tour. Carriers are not required to take annual leave if sent home and should use PS Form 3971, Request for or Notification of Absence, to request administrative leave in such a situation. If administrative leave is denied, this will document that the request was made and show that management sent them home. As always, city carrier assistants should receive their guaranteed hours (either two or four, depending on the size of the installation) if they were scheduled, and report to work in accordance with Article 8.8 of the National Agreement.

As provided for in ELM, Section 519.216, employees who already were using annual leave, sick leave or leave without pay are not entitled to administrative leave.

ELM, Section 519.216 states:

Employees on annual leave, sick leave, or LWOP remain in such status. They are not entitled to administrative leave.

If city carriers believe they have unfairly been denied administrative leave in community disaster situations, they should contact their shop steward to investigate and, if necessary, file a grievance. Shop stewards should attempt to show that all of the criteria of Section 519.211 existed and that carriers exercised reasonable diligence in trying to report to work. If there is a violation, shop stewards should be sure to utilize the grievance starter in the *NALC Steward’s Guide* and tool kit.

Democrats deliver for injured carriers



Assistant to the President
for Workers' Compensation
Kevin Card

Since the pandemic began more than a year ago, nearly 14,000 letter carriers have tested positive for COVID-19. More than 500 letter carriers have filed claims for COVID-19 exposure in the workplace. In the early days of the pandemic, the Office of Workers' Compensation Programs (OWCP) developed guidelines for federal and postal employees who contracted COVID-19 at work.

Acknowledging that it is difficult to determine the precise moment and method of virus transmission,

federal workers who are required to have in-person and interactions in close proximity with the public on a frequent basis—such as members of law enforcement, first responders, and front-line medical and public health personnel—were considered to be in high-risk employment.

The high-risk designation gave those workers presumptive exposure to the virus, which meant they did not have to provide a medical report with a rationalized causal explanation linking the infection to a specific work event. Other essential workers, including letter carriers, were excluded from the high-risk designation.

NALC regional workers' compensation assistants (RWCAAs) began reaching out to letter carriers with positive COVID-19 diagnoses to help file claims and develop necessary documentation. Due to the nature of the virus, claimants need a detailed work narrative explaining the close personal contact that occurs inside the office and out on the street.

Due to the challenges facing the medical community, letter carriers with COVID-19 diagnoses struggled to find doctors who would write medical reports linking the COVID-19 infection to the workplace.

Presumptive exposure quickly became a national issue, as essential workers in transportation, groceries and meat processing started having high rates of infection. Protections that should have been mandated by the Occupational Safety and Health Administration (OSHA) were weak and voluntary. For many workers, it appeared that the administration supported profits over people.

That is no longer the case.

The COVID-19 bill that President Biden signed on March 11 is set to deliver a lot of help to individuals, small businesses and communities recovering from the coronavirus pandemic. A section of the legislation directly benefits federal and postal employees who

were exposed to the virus.

Section 4106, Eligibility for Workers' Compensation Benefits for Federal Employees Diagnosed with COVID-19, legislates that:

A covered employee shall, with respect to any claim made by or on behalf of the covered employee for benefits under subchapter I of chapter 81 of title 5, United States Code (FECA), be deemed to have an injury proximately caused by exposure to the novel coronavirus arising out of the nature of the covered employee's employment.

Such covered employee, or a beneficiary of such an employee, shall be entitled to such benefits for such claim, including disability compensation, medical services, and survivor benefits.

The term "covered employee" is defined as a federal or postal employee:

- (i) who is an employee under section 8101(1) of title 5, United States Code, employed in the Federal service at anytime during the period beginning on January 27, 2020, and ending on January 27, 2023;
- (ii) who is diagnosed with COVID-19 during such period; and
- (iii) who, during a covered exposure period prior to such diagnosis, carries out duties that:
 - (I) require contact with patients, members of the public, or co-workers; or
 - (II) include a risk of exposure to the novel coronavirus.

"An injury proximately caused by exposure to the novel coronavirus arising out of the nature of the covered employee's employment" means that a letter carrier who files a claim based on a positive COVID-19 diagnosis no longer has to get a doctor to provide a medical report describing the causal relationship between their work and their COVID-19 infection. That's a big deal.

Claims for COVID-19 infections should be filed using Form CA-1, Claim for Traumatic Injury. To be successful in getting a claim accepted, letter carriers who file claims for COVID-19 contracted in the workplace need to write a detailed description of contact they have with co-workers and customers.

OWCP is developing procedures to comply with the new legislation. OWCP will be sending letters asking those with denied claims if they want to have the claim adjudicated in accordance with the new legislation.

If your claim was denied and you have questions, contact your national business agent's office for a referral to an RWCA.

The Biden bill also provides financial relief for federal agencies and the Postal Service outside of the normal charge-back process. That means that the Postal Service budget will not be affected by costs associated with wage-loss compensation and medical benefits.

Monthly CSRS annuity payments for letter carriers who retire on July 1, 2021

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 July 1, 2021. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step 0 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 ²	CC Grade 1 / High-3 Average ¹ : \$65,293			CC Grade 2 / High-3 Average ¹ : \$66,658		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,972	\$175	\$1,798	\$2,014	\$179	\$1,835
21	2,081	186	1,896	2,125	190	1,935
22	2,190	197	1,994	2,236	201	2,035
23	2,299	207	2,091	2,347	212	2,135
24	2,408	218	2,189	2,458	223	2,235
25	2,517	229	2,287	2,569	234	2,335
26	2,625	240	2,385	2,680	246	2,435
27	2,734	251	2,483	2,791	257	2,535
28	2,843	262	2,581	2,902	268	2,635
29	2,952	273	2,679	3,013	279	2,735
30	3,061	284	2,777	3,125	290	2,835
31	3,169	294	2,875	3,236	301	2,935
32	3,278	305	2,973	3,347	312	3,035
33	3,387	316	3,071	3,458	323	3,135
34	3,496	327	3,169	3,569	334	3,235
35	3,605	338	3,267	3,680	346	3,335
36	3,714	349	3,365	3,791	357	3,435
37	3,822	360	3,463	3,902	368	3,535
38	3,931	371	3,561	4,013	379	3,635
39	4,040	382	3,659	4,124	390	3,734
40	4,149	392	3,756	4,236	401	3,834
41	4,258	403	3,854	4,347	412	3,934
41+11 months & over ⁵	4,353	413	3,940	4,444	422	4,022

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between July 1, 2018, and June 30, 2021, at Step 0 (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 \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 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.

Clip and save - may not be printed every month. Always available at nalc.org.

Monthly FERS annuity payments for letter carriers who retire on July 1, 2021

The 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 July 1, 2021. 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 ²	CC Grade 1 / High-3 Average ¹ : \$65,293			CC Grade 2 / High-3 Average ¹ : \$66,658		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,088	\$109	\$979	\$1,111	\$111	\$1,000
21	1,143	114	1,028	1,167	117	1,050
22	1,197	120	1,077	1,222	122	1,100
23	1,251	125	1,126	1,278	128	1,150
24	1,306	131	1,175	1,333	133	1,200
25	1,360	136	1,224	1,389	139	1,250
26	1,415	141	1,273	1,444	144	1,300
27	1,469	147	1,322	1,500	150	1,350
28	1,524	152	1,371	1,555	156	1,400
29	1,578	158	1,420	1,611	161	1,450
30	1,632	163	1,469	1,666	167	1,500
31	1,687	169	1,518	1,722	172	1,550
32	1,741	174	1,567	1,778	178	1,600
33	1,796	180	1,616	1,833	183	1,650
34	1,850	185	1,665	1,889	189	1,700
35	1,904	190	1,714	1,944	194	1,750
36	1,959	196	1,763	2,000	200	1,800
37	2,013	201	1,812	2,055	206	1,850
38	2,068	207	1,861	2,111	211	1,900
39	2,122	212	1,910	2,166	217	1,950
40	2,176	218	1,959	2,222	222	2,000
Each additional year ⁵	54.41	5.44	48.97	55.55	5.55	49.99

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between July 1, 2018, and June 30, 2021, 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 \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 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.

WHEN AN ACTIVE LETTER CARRIER DIES . . .

- ✓ Notify employee's immediate supervisor, postmaster and personnel section (if any). Give supervisor locker keys and badge as well as information on time and place of memorial services. Check with USPS personnel or postmaster for benefits for spouse and any dependent children.
- ✓ Fill out forms (obtain from USPS personnel section or postmaster): application for death benefits under the retirement system; claim for unpaid compensation; claim for FEGLI death benefits.
- ✓ If the carrier had a TSP account, notify the TSP Death Benefits Processing Unit, Fairfax Post Office, DEDIS—P.O. Box 4450, Fairfax, VA 22038-9998, or call 877-968-3778.
- ✓ Notify the carrier's NALC branch.
- ✓ If veteran, notify the Veterans' Administration local office.
- ✓ Notify banks and other financial institutions.
- ✓ Call the local office of the Social Security Administration or toll-free 800-772-1213.
- ✓ Notify insurance companies (life, health, home, automobile, etc.). If the carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318. If the carrier belonged to the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call 703-729-4677.
Note: Health benefit coverage for a surviving spouse and dependent children continues automatically if carrier had family coverage at time of death *and* if a monthly survivor annuity is payable.
- ✓ Have mortuary officials obtain enough certified death certificates for your needs (they can suggest how many).

WHEN A RETIRED LETTER CARRIER DIES . . .

- ✓ Notify U.S. Office of Personnel Management (OPM), Retirement Operations Center, Boyers, PA 16017, or call toll-free 888-767-6738 and provide: full name of deceased; date of birth; date of death; Social Security number; CSA claim number; and survivor's name, address and relationship to the deceased.
- ✓ For quicker action, provide the above information to NALC's Director of Retired Members, 100 Indiana Ave., NW, Washington, DC 20001-2144, 202-393-4695, or call toll-free 800-424-5186 only on Monday, Wednesday, or Thursday, 10 a.m.-noon and 2-4 p.m. (Eastern). NALC will alert OPM so that survivor benefits will commence as quickly as possible, and will send you the application for death benefits under the retirement system, and the claim for death benefits under FEGLI.
- ✓ Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope. If payments are being deposited directly to a bank or other financial institution, contact them with the retiree's date of death and advise them to return any future payments to the Treasury Department.
- ✓ Call the local office of the Social Security Administration or toll-free 800-772-1213.
- ✓ If the retired carrier had a TSP account, notify the TSP Death Benefits Processing Unit, Fairfax Post Office, DEDIS—P.O. Box 4450, Fairfax, VA 22038-9998, or call 877-968-3778.
- ✓ Notify the retired carrier's NALC branch.
- ✓ If veteran, notify the Veterans' Administration local office.
- ✓ Notify banks and other financial institutions.
- ✓ Notify insurance companies (life, health, home, automobile, etc.). If the carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318. If the carrier belonged to the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call 703-729-4677.
Note: Health benefit coverage for a surviving spouse and dependent children continues automatically if retiree had family coverage at time of death *and* if a monthly survivor annuity is payable.
- ✓ To request a duplicate 1099R, Statement of Annuity Paid, call 888-767-6738. Callers will need the former carrier's CSA number and the last four digits of their Social Security number.
- ✓ Have mortuary officials obtain enough certified death certificates for your needs (they can suggest how many).

If the spouse of a retired letter carrier dies, call the NALC retirement office for instructions on how to restore annuity to full amount; switch health coverage from family to self (unless dependent children), and change beneficiaries.

California

I thank all those active members of our great union who took the time to vote on the now-ratified contract that our representatives negotiated with the USPS. At a time when many businesses folded and millions of Americans are still out of work due to the coronavirus pandemic, our union delivered a collective-bargaining agreement (CBA) that maintains yearly raises and cost-of-living adjustments (COLAs). I hear many in our craft complaining that the new CBA doesn't do enough for newer employees, that the raises aren't big enough. Let's talk about the common objections I've read.

City carrier assistant (CCA)/transitional employee/casual time served after 1988 cannot count toward retirement. That is a legislative issue, not a contractual one.

Raises aren't big enough. OK, 4.8 percent over the life of the contract isn't earth-shattering, but we kept our COLAs. Do you know what COLAs are? They are inflation insurance! You can count on two hands how many crafts get COLAs—and we're talking about all bargaining units, public and private sector.

The CBA allows the USPS to have too many CCAs on the rolls. All of us would like to have an all-career workforce, no doubt about it. We would also like to have a balance sheet in the black, which we did not have last year.

CCAs still don't make enough of a starting salary. It's true that there are entry-level jobs elsewhere that offer a comparable wage. But the new contract offers career status in two years, and with that, life insurance, Thrift Savings Plan match, and access to the entire Federal Employees Health Benefits Program network—and all time from that point on counts toward retirement. Oh, and lest I forget, layoff protection after six years. Other jobs don't offer that.

Aren't you glad to be represented by the National Association of Letter Carriers?

Eric Ellis

Florida

Since 2012, state officers, letter carrier congressional liaisons and other carriers from the Florida State Association of Letter Carriers have joined with the AFL-CIO's Working Family Lobby Corp (WFLC) in Tallahassee during the state's legislative session to lobby for issues important to working men and women, and to lobby against issues we consider harmful.

There, we join with men and women of other unions each morning at the state AFL-CIO headquarters for the day's briefing. We then spend the remainder of the day in the Florida Capitol, meeting with our representatives and senators, urging their support for or opposition to various bills. We get frequent texts directing us to attend committee meetings to speak for or against bills, and to attend press conferences. This method has been successful in getting some legislation helpful for working men and women passed, and deterring some that would be harmful. Last year, we were successful in keeping several anti-union (union-busting) bills from passing.

This year, due to the pandemic and closure of the state Capitol to visitors, the WFLC efforts

are virtual, via Zoom meetings, texts, emails and telephone calls. This has made our efforts more difficult. The union-busting bills that we successfully deterred in 2020 are back on this year's agenda. Not being able to meet with our representatives and senators face to face creates a challenge to overcome, but as letter carriers and devoted union members, we will do our best to persevere. Thus far this year, FSALC members participating are Kevin Byrne, Matty Rose, me, Frank Marinacci, Joanne Cannon, Bob Henning, Mike Clark, Shane Ulbin, Al Friedman, Frank Ramirez, Billie Nutter, George Maceo, Dennis Bonilla, Gene Carroll, Sandy Llea and Mike Monopoli.

On a lighter note, presently the FSALC convention is still scheduled for Aug. 13-15 in Orlando at the Hilton Orlando Buena Vista Palace Disney Springs.

O.D. Elliott

Kentucky

All Kentucky State Association of Letter Carriers activists should continue to lobby our U.S. representatives to co-sponsor and support NALC legislation. The first bill is H.B. 695 to repeal pre-funding of future retiree health care, which costs USPS \$5 billion a year. The other bill and resolutions are listed on our website, nalc.org or on the NALC app.

Legislative and Political Organizer Anna Mudd sent detailed info to all six of our letter carrier congressional liaisons (LCCLs). You can call district or Washington, DC, offices, off the clock and out of uniform for active carriers. It may be just as easy to email the U.S. representative where you live. For instance, in KY-6, I just sent an email through barr.house.gov and sent my requests for our NALC bill support. Rep. Yarmuth in KY-3 has co-sponsored or supported NALC legislation in the 116th Congress, and now the 117th.

Congratulations to Zed Waltz for being appointed to LCCL for KY-6. NALC worked very hard in the elections of 2020 and 2021, so now we must work hard equally in legislation. Our futures, and that of our employer, must be addressed in the next two years, before the next federal elections!

Bob McNulty

Tennessee

The 97th TSALC convention that was scheduled to be held in Gatlinburg is now being held via web on June 13. Notices have been sent to Tennessee State Association locals via the mail.

Also, as in the past, TSALC is awarding two \$500 scholarships to the son/daughter of a retired, active or deceased letter carrier who was a member of TSALC. For more information, write to: Scholarship Committee c/o Ray Maki, 2405 Old Russellville Pike, Clarksville, TN 37040.

There are many new fact sheets on the legislative section of the NALC website. Please stay informed and stay safe.

Laurie McLemore

Texas

There seems to be legislative news daily. As this article is written, the American Rescue Plan Act (H.R. 1319) passed in the House and the Senate. Now there will be reconciliation of the two versions and on to President Biden to sign it into law.

The House has just passed the PRO Act (H.R. 842), which seeks to restore protections that give workers the right to organize and bargain for better wages, benefits and working conditions.

About bargaining: The active membership of the NALC voted to ratify the tentative 2019-2023 National Agreement with the USPS. Congratulations, all, and thank you for the hard work. Now is the time to help others organize and fight for the right to bargain, just like our brothers and sisters did for us.

Continue to press our congressional representatives to support the following: repealing the pre-funding mandate (H.R. 695, S. 145), passing the Social Security Fairness Act of 2021 (H.R. 82), keeping door delivery (H. Res. 109), keeping six-day delivery (H. Res. 114), upholding service standards (H. Res. 119) and anti-privatization (H. Res. 47).

There are plenty of issues that we can talk to, write or email our representatives about. One issue at a time. Thank you in advance for stepping up.

Houston Branch 283 will host the 2023 Texas State Association convention.

Finally, the nomination and election of officers for the TSALC will be conducted by mail. Nomination forms will be mailed to branch delegates on April 15 and must be received by May 31. Mail to Julian Alvarez, TSALC Secretary, 181 W. 87th St., Odessa, TX 79764. If necessary, an election committee will be convened to conduct the election. Ballots would be mailed out on July 15 and would have to be received by Aug. 26. With that said, any Texas member in good standing is eligible to run for any office.

Carlos Rodriguez

NALC Member App

Available for free in the Apple App Store and the Google Play Store

Retiree Reports

Hartford, Connecticut

Glad to see that we at last have a new contract for the NALC. Apparently, we receive annual 1.1 percent raises for the first two years. I assume our cost-of-living adjustments are intact as well. I hope that other federal workers obtain the same type of raises for themselves as well. I hope the Consolidated Casing fiasco will be discontinued by P.O. management. Nothing but bad reports on that failed experiment.

The Post Office has awarded a new postal vehicle contract to the Oshkosh Corporation. It is quite different from our aging LLV fleet. We never did get the newer CRV at the Naugatuck P.O., though in my trips to Danbury, CT, they have some CRV postal vehicles there. Our new P.O. vehicle has a large bubble-shaped front window. I have been told you can stand up in the back of the new vehicle.

Amazon workers in Alabama are attempting to unionize. I hope they will consider affiliating with the NALC. In a strange twist, Amazon now opposes mail-in balloting for the union certification vote there...yikes.

Many states in the South and West are ending mask mandates. That should help tourism and P.O. letter carriers there. Here in Connecticut, New Jersey, New York, Pennsylvania, Michigan and California, a considerable number of deaths from COVID-19 are elderly residents in nursing homes. Health care union workers here blame the Connecticut government, etc., for the large number of deaths in retiree residences in the state.

I hope our union in Connecticut can resume

indoor gatherings and meetings in the near future. Take care and stay safe.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

On voter suppression: "It will cut Stacely Abrams off at the knees... All I care about is winning." —Lauren Witzke, former U.S. Senate candidate

Currently there are 165 bills pending in 33 states to limit and suppress voting. These bills are sponsored by Republicans to limit voting by mail. States with the most bills are Arizona, Pennsylvania and Georgia; all three states were crucial to Democrats and especially in the presidential election. Voting matters—ask a Republican!

Branch 124 Vice President Tammy Hawkins wrote about this very issue in our local publication, *The Mailbag*. Her article is worthwhile reading if you haven't done so; it's "Politics and the Postal Service." Having served as 2nd Congressional District liaison, I know firsthand the importance of being involved in the political arena, so hopefully by the fall, Louis (no)DeJoy will be on permanent suspension. Only the Board of Governors with a Democrat-majority-appointed governors will do the right thing and get rid of (No)Joy.

Coming up on my 14th year of retirement, I'm cognizant of the fact that my benefits can be reduced or eliminated; therefore, it's in my self-interest to be involved and actively advocating on behalf of the Postal Service, and retirees especially.

"Letter carriers, like our fellow American citizens, are diverse, opinionated and passionate

about their values and politics... But a line has been crossed that can never be excused, accepted or repeated." —NALC President Fredric Rolando in the February *Postal Record*

Here's sending my fellow retiree Pete Marutiak (of the Albuquerque branch) and his family positive vibes as he recovers from his illness, and my condolences go to Brother Wendell Guy and his family.

Branch 124 retirees meeting at 1 p.m. on April 14. Kudos to our *Postal Record* staff on the ICLA awards.

Donate to LCPF; keep the faith!

Stanley L. Taylor, Branch 124

Paterson, New Jersey

On behalf of all of the retirees of the National Association of Letter Carriers Branch 120, we extend our wishes for a safe, healthy and happy new year.

This year, we are all looking forward to a year of continued success, full of great health and optimism. With 2020 now in the past, many of us are looking for a better year this year.

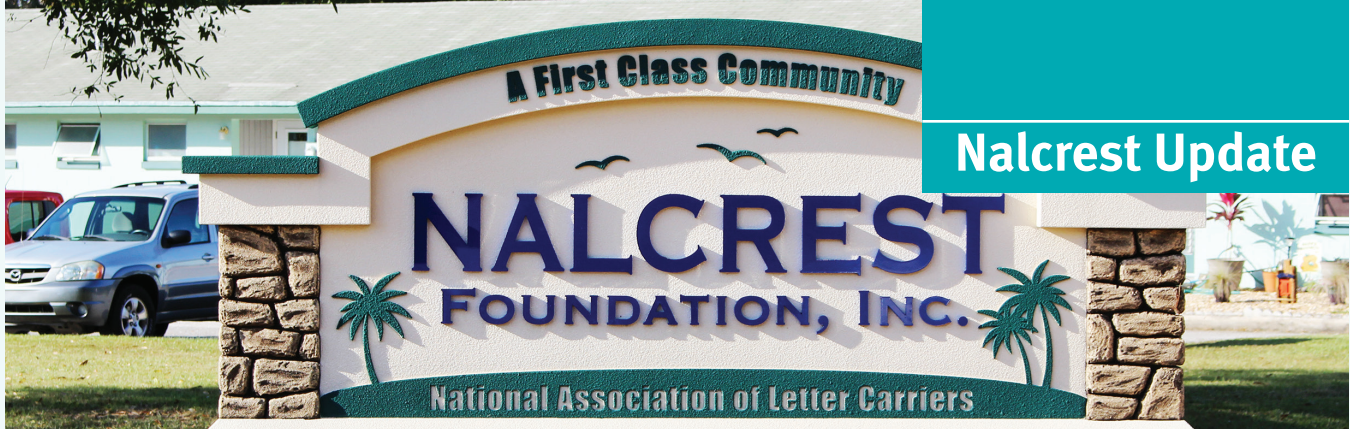
This branch and union has always valued safety and health as some of the most important items when working. Your health should remain a top priority when delivering our nation's mail. As one gets older and more mature, staying healthy and maintaining health becomes our No. 1 agenda item. We can only hope that all of the letter carriers keep this in mind as we continue to attempt to eradicate this current pandemic.

Joseph Murone, Branch 120

In Memoriam

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

J. R. Bond	Br. 1630	Dothan, AL	Patrice A. Roy	Br. 92	Maine Mgd.	Anthony Puccio	Br. 36	New York, NY
Robert Velazquez	Br. 576	Phoenix, AZ	James W. Padfield Jr.	Br. 638	Cumberland, MD	Richard E. Labiak	Br. 661	N. Tonawanda, NY
Allen S. Rathbun	Br. 704	Tucson, AZ	Kin Woo	Br. 2611	Silver Spring, MD	John M. Daniels	Br. 210	Rochester, NY
Billy G. Cline	Br. 543	Hot Springs, AR	Alfred C. Tolson	Br. 2611	Silver Spring, MD	Donald M. Steinburg	Br. 210	Rochester, NY
James V. Drury	Br. 1100	Garden Grove, CA	Henry W. Fleming	Br. 34	Boston, MA	Frank Ballas	Br. 693	Westchester Mgd., NY
Ana L. Palafox	Br. 1100	Garden Grove, CA	Michael J. Reardon	Br. 34	Boston, MA	George S. Scaglia	Br. 693	Westchester Mgd., NY
Beecher L. Porter	Br. 1100	Garden Grove, CA	Roger A. Debrosse	Br. 51	Fall River, MA	Robert C. Roach	Br. 148	Akron, OH
Robert E. Beasley	Br. 24	Los Angeles, CA	John R. Rua	Br. 51	Fall River, MA	Donald D. Yarger	Br. 148	Akron, OH
Ryan J. Averilla	Br. 4724	Rancho Cordova, CA	Robert C. Dickinson	Br. 25	MA Northeast Mgd.	Thomas N. Juillerat	Br. 43	Cincinnati, OH
Edward J. Preston	Br. 214	San Francisco, CA	Deborah W. Albert	Br. 742	Norwood, MA	Cassandra L. Ousley	Br. 184	Portsmouth, OH
Richard L. Clifton	Br. 229	Pueblo, CO	Donald D. Cook	Br. 2184	Western Wayne Co., MI	Paul M. Hoak	Br. 45	Springfield, OH
Andrew J. Vargo	Br. 32	Bridgeport, CT	Avery R. Penney	Br. 2184	Western Wayne Co., MI	Philip M. Guerriere	Br. 385	Youngstown, OH
Donald W. Goyette	Br. 2313	Fairfield, CT	John D. Thompson	Br. 30	Kansas City, MO	Robert A. Richard	Br. 1274	Corvallis, OR
Johnson McPherson II	Br. 147	Norwalk, CT	Clarence E. Koch	Br. 343	St. Louis, MO	William H. Hunter	Br. 1433	Medford, OR
Keith L. Spencer	Br. 142	Washington, DC	Clemens R. Ruemker	Br. 343	St. Louis, MO	Richard V. Donaghy	Br. 920	Bux-Mont, PA
Donald J. Dubay	Br. 1091	Central Florida	Sandra A. Presto	Br. 2862	Elko, Nevada	Robert L. Kelly	Br. 500	Harrisburg, PA
George B. Myers	Br. 1091	Central Florida	Alexander A. Morin	Br. 44	New Hampshire Mgd.	Edward R. Fix Jr.	Br. 274	Lehigh Valley, PA
Russell E. Troyer	Br. 1091	Central Florida	William A. Sheridan	Br. 44	New Hampshire Mgd.	Miles L. Revis	Br. 725	Southeast PA Mgd.
Harry E. Helmlinger Sr.	Br. 2072	Fort Myers, Florida	Ross V. Anzaldi	Br. 425	Bergen Co. Mgd., NJ	Bryan W. Daniels	Br. 15	Providence, RI
Oscar L. Fambro	Br. 53	Northeast Florida	Louis J. Villano	Br. 425	Bergen Co. Mgd., NJ	James A. Williams	Br. 4	Nashville, TN
David Bennett	Br. 1071	South Florida	Thomas R. Devico	Br. 444	Garden State Mgd., NJ	Carl R. Mcneal	Br. 1037	Amarillo, TX
Roy V. Thomas	Br. 536	Rome, GA	Walter M. Deile	Br. 38	New Jersey Mgd.	Sherry L. Jackson	Br. 251	Denison, TX
Cheryl D. Allen	Br. 11	Chicago, IL	Enrico L. Emanuele	Br. 38	New Jersey Mgd.	Robert E. Harris	Br. 226	Fort Worth, TX
George N. DeSalvo	Br. 11	Chicago, IL	Joseph F. Gratta	Br. 38	New Jersey Mgd.	Joe B. Cotner	Br. 4065	Plano, TX
Eugene T. Fisher	Br. 11	Chicago, IL	David M. Neushafer	Br. 908	South Jersey, NJ	Augustine Ruiz	Br. 421	San Antonio, TX
Louis J. Lira	Br. 11	Chicago, IL	William J. Revak	Br. 908	South Jersey, NJ	Harry P. Condas	Br. 111	Salt Lake City, UT
Henry J. Mazur	Br. 11	Chicago, IL	Carlos Araiza	Br. 504	Albuquerque, NM	Charles C. Grange	Br. 111	Salt Lake City, UT
Casey J. Miller	Br. 11	Chicago, IL	Hobart H. Boyer	Br. 504	Albuquerque, NM	Billy E. Dew Jr.	Br. 3520	Northern Virginia
Meade H. Clark	Br. 305	Joliet, IL	Albino G. Gallegos	Br. 504	Albuquerque, NM	Forest T. Foster	Br. 3520	Northern Virginia
Ubaldo Herrera	Br. 825	Oak Brook, IL	Thomas G. Ribble	Br. 333	Binghamton, NY	Carol E. Niccolls	Br. 3520	Northern Virginia
Leroy E. Wild	Br. 825	Oak Brook, IL	Daniel J. Anthony	Br. 3	Buffalo-Western NY	Edward J. Spence	Br. 3520	Northern Virginia
Rex W. Hathaway	Br. 39	Indianapolis, IN	Chester R. Kaczmarczyk	Br. 3	Buffalo-Western NY	John D. Janousek	Br. 79	Seattle, WA
Norman A. Kizer	Br. 820	Mishawaka, IN	Edward J. Hogan	Br. 300	Corning, NY	Paul Cox	Br. 791	Snohomish Co., WA
David E. Bammes	Br. 1018	Manhattan, KS	Melvin F. Orr	Br. 300	Corning, NY	Ralph J. Krabbe	Br. 822	Appleton, WI
Walter Ward Sr.	Br. 14	Manhattan, KS	Nicholas J. Fiano	Br. 6000	Long Island Mgd., NY	Scott A. Schrank	Br. 2	Milwaukee, WI
Richard E. Durost	Br. 92	Maine Mgd.	Louis A. Garofolo	Br. 6000	Long Island Mgd., NY	Billy N. Stoltz	Br. 215	Wausau, WI
Ernest P. King	Br. 92	Maine Mgd.	Reimer M. Sutherland	Br. 6000	Long Island Mgd., NY			



Nalcrest Update

From the Trustees

The Nalcrest community has been in operation since the early 1960s. The benefits of residing there have been significant throughout the years for many, many of our residents. Imagine, if you can, trying to survive in retirement on what a letter carrier's salary provided you back then.

In November of 1967, a letter carrier who worked 80 hours...plus 11 hours of overtime... took home a gross check of \$253.44. After deductions for taxes, health insurance, retirement and life insurance, the take-home pay was \$194.16—for two weeks' work! Without figuring the overtime differential, that comes to about \$2.78 per hour. Imagine what a meager retirement income that provided. And that was four years after Nalcrest opened its doors.

Those first Nalcrest residents were extremely thankful for the wonderful idea that then-NALC President William Doherty and his administration had come up with. Letter carrier retirees were able to live a comfortable retirement, thanks to the creation of Nalcrest by the National Association of Letter Carriers. Rent at Nalcrest in the early years was around \$65 a month. Residents

gathered together and formed clubs for various activities and volunteered for many tasks. They held many pot luck dinners, etc., which helped everyone make ends meet, all the while forming a bond of unionism seen nowhere else.

The Great Postal Strike of 1970, and the subsequent salary increases negotiated by NALC, were other big benefits to letter carriers. While salaries began to increase, retirement income did as well.

Through the years, many things changed. Letter carriers no longer were forced to work a second job, though many did just to help qualify for Social Security benefits, which were denied those under the Civil Service Retirement System.

The cost of living steadily increased, as did the costs associated with keeping our retirement community afloat. Through the years, the balance has been well maintained. We find ourselves making adjustments to try to keep the price of rentals at a minimum, while still keeping up to date with the needs of our retirees.

We find comfort in the fact that our residents are happy and comfortable, and there are now 208 union members on the waiting list to join us at the only union retirement

community in the country.

Don Southern

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, or call 863-696-1121.

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

Auxiliary Update



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

Hello, union brothers and sisters! I hope 2021 has started out well for you and your family. My husband and I started the new year as emergency foster parents to our 2-year-old great-nephew and 5-month-old great-niece. This has definitely been a challenge for us.

This is registration season, and we need each auxiliary to get their registration in ASAP. We currently have 236 members registered.

May will be member recognition month. We are asking *all* members to send in the following information by May 1 to be included in *The Postal Record*: name, auxiliary number and the number of years in the auxiliary. Example: Cythensis Lang, Auxiliary 2517, 31-year member.

Contact me with this information by phone at home at 217-864-4684 or cell at 217-620-9193, by email at cbragg5414@comcast.net or by mail at 835 Westland Drive, Mt. Zion, IL 62549.

Everyone, stay safe and pray that COVID-19 will soon be under control and that we can embrace our new normal.

Crystal Bragg

AUXILIARY OFFICERS

Cythensis Lang, President
319 Chelsea Court
Satsuma, AL 36572
251-679-4052
cslang54@gmail.com

Cynthia Martinez, Vice President
3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-843-8676
camslm@yahoo.com

Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion IL 62549
217-864-4684
cbragg5414@comcast.net

Linda Davis, Assistant Secretary
620 S. 70th Ave.
Yakima, WA 98908
509-969-1334
lindadyakima@gmail.com

Pam Fore, Treasurer
3618 Hileman Drive S.
Lakeland, FL 33810
863-853-2113
sdprfore@aol.com

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

Charles T. Belgrove Philadelphia, PA Br. 157

70-year pins

Francis R. Baird Los Angeles, CA Br. 24
 George A. Fernandez Los Angeles, CA Br. 24
 Joseph H. Langley Los Angeles, CA Br. 24
 Theodore T. Pickens Los Angeles, CA Br. 24
 Paul E. Weimers Los Angeles, CA Br. 24
 Ronald S. Rose Westchester Mgd., NY Br. 693
 Thomas J. Moylan Jr. Philadelphia, PA Br. 157
 William H. Overby Philadelphia, PA Br. 157
 William R. Rowe Philadelphia, PA Br. 157

65-year pins

William C. Branford Los Angeles, CA Br. 24
 Thomas B. Jepperson Los Angeles, CA Br. 24
 Milton Smith, II Los Angeles, CA Br. 24
 Frydrk J. Bernat Southeast MA Mgd. Br. 18
 Thomas J. Jenkins Southeast MA Mgd. Br. 18
 Edward J. Mani Bergen Co. Mgd., NJ Br. 425
 Sal L. Mule Bergen Co. Mgd., NJ Br. 425
 Gerard F. Fitzgibbon Long Island Mgd., NY Br. 6000
 Edward S. Banick Syracuse, NY Br. 134
 Henry L. Goldacker Syracuse, NY Br. 134
 William A. Dzamba Westchester Mgd., NY Br. 693
 George H. Stelling Westchester Mgd., NY Br. 693
 Robert L. Wendell Cincinnati, OH Br. 43
 James A. Cummings Philadelphia, PA Br. 157
 Jacob W. Dennison Jr. Philadelphia, PA Br. 157
 Gus C. Henryhand Philadelphia, PA Br. 157
 Gerald J. Morris Philadelphia, PA Br. 157
 Albert J. Pellecchia Philadelphia, PA Br. 157
 Floyd M. Smith Philadelphia, PA Br. 157
 Charles E. Sola Philadelphia, PA Br. 157
 Larry J. Valecce Philadelphia, PA Br. 157
 Washington Webb Philadelphia, PA Br. 157
 Jack C. Clemens Anderson, SC Br. 1871
 Hal E. Sherrod Knoxville, TN Br. 419

60-year pins

Richard Hong Los Angeles, CA Br. 24
 Alex J. Rhem Los Angeles, CA Br. 24
 Sylvester L. Roach Los Angeles, CA Br. 24
 Alvin Turner Jr. Los Angeles, CA Br. 24
 Louis M. Tancik Denver, CO Br. 47
 Richard R. Buczek S. Suburban Mgd., IL Br. 4016
 Harold H. Long Fort Wayne, IN Br. 116
 Warren S. Shave Southeast MA Mgd. Br. 18
 Howard J. Koning Kalamazoo, MI Br. 246
 Brunnell D. Malcom Kalamazoo, MI Br. 246

Philip A. Scobey Kalamazoo, MI Br. 246
 Michael A. Addabbo Syracuse, NY Br. 134
 Jerry E. Segovis Syracuse, NY Br. 134
 Howard P. Tarolli Syracuse, NY Br. 134
 Alex A. DeGeorgia Canton, OH Br. 238
 John M. Ashford Philadelphia, PA Br. 157
 Anthony F. D'Alicandro Philadelphia, PA Br. 157
 Walter K. Debes Philadelphia, PA Br. 157
 Thomas Fiore Philadelphia, PA Br. 157
 Ray J. Gerhart Philadelphia, PA Br. 157
 James C. Hueber Philadelphia, PA Br. 157
 Rudolph F. Latzko Philadelphia, PA Br. 157
 Ambrose W. Lewis Philadelphia, PA Br. 157
 Louis F. Osinski Philadelphia, PA Br. 157
 William H. Ray Philadelphia, PA Br. 157
 James J. Razler Philadelphia, PA Br. 157
 William G. Richardson Sr. Philadelphia, PA Br. 157
 Donald A. Russell Philadelphia, PA Br. 157
 Kenneth C. Scheffel Philadelphia, PA Br. 157
 Edward R. Schneider Philadelphia, PA Br. 157
 Frederick D. Smith Philadelphia, PA Br. 157
 Walter F. Thompson Philadelphia, PA Br. 157
 Daniel Wellman Philadelphia, PA Br. 157
 Leonard G. Smith Midland, TX Br. 3792
 Eugene E. Imbleau Jr. Bellingham, WA Br. 450
 Willard A. Johnson Bellingham, WA Br. 450

55-year pins

Carroll M. Crowley Phoenix, AZ Br. 576
 Robert Navarro Phoenix, AZ Br. 576
 Ronald E. Thoene Phoenix, AZ Br. 576
 Michael Cancino Los Angeles, CA Br. 24
 George D. Hendrickson Jr. Los Angeles, CA Br. 24
 Ferdinand McLean Los Angeles, CA Br. 24
 Alonzo N. Miller Los Angeles, CA Br. 24
 Johnny L. Phillips Los Angeles, CA Br. 24
 Leopold Sanchez Jr. Los Angeles, CA Br. 24
 Anthony J. Manzo S. Suburban Mgd., IL Br. 4016
 Stephen H. Sea S. Suburban Mgd., IL Br. 4016
 Robert C. Hall Southeast MA Mgd. Br. 18
 Peter A. Melo Southeast MA Mgd. Br. 18
 Amos L. Allgyer Kalamazoo, MI Br. 246
 Philip A. Scobey Kalamazoo, MI Br. 246
 Duane R. Simonds Kalamazoo, MI Br. 246
 Michael Touroso Bergen Co. Mgd., NJ Br. 425
 Patrick Trivisonno Bergen Co. Mgd., NJ Br. 425
 Daniel J. Brilbeck Syracuse, NY Br. 134
 Ottavio P. Nami Syracuse, NY Br. 134
 Louis Petrilli Syracuse, NY Br. 134
 Kerry K. Rose Syracuse, NY Br. 134
 Richard J. Vallier Syracuse, NY Br. 134
 Douglas J. MacArthur Westchester Mgd., NY Br. 693
 Richard C. Trombacco Westchester Mgd., NY Br.

693
 Carl F. Bockman Cincinnati, OH Br. 43
 Harold W. Burns Cincinnati, OH Br. 43
 Robert R. Caldwell Cincinnati, OH Br. 43
 Thomas A. Feist Cincinnati, OH Br. 43
 Raymond P. Layman Cincinnati, OH Br. 43
 Albert W. Matheus Cincinnati, OH Br. 43
 Herbert Mitchell Cincinnati, OH Br. 43
 William E. Murphy Cincinnati, OH Br. 43
 Melvin E. Paul Cincinnati, OH Br. 43
 William C. Price Cincinnati, OH Br. 43
 Thomas M. Rouse Cincinnati, OH Br. 43
 Ronald D. Sharp Cincinnati, OH Br. 43
 Lester V. Weber Cincinnati, OH Br. 43
 Jerry Bernstein Philadelphia, PA Br. 157
 Robert E. Blum Philadelphia, PA Br. 157
 Joseph P. Casale Philadelphia, PA Br. 157
 Merrick A. Centola Philadelphia, PA Br. 157
 Joseph A. Clark Jr. Philadelphia, PA Br. 157
 William J. Constantino Philadelphia, PA Br. 157
 Richard E. Cunningham Philadelphia, PA Br. 157
 Albert J. Davey Philadelphia, PA Br. 157
 Joseph F. Donohue Philadelphia, PA Br. 157
 Edward P. Dunn Philadelphia, PA Br. 157
 Anthony D. Fleming Philadelphia, PA Br. 157
 Thomas U. Gagliardi Philadelphia, PA Br. 157
 Lawrence R. Haigh Philadelphia, PA Br. 157
 John A. Huboky Philadelphia, PA Br. 157
 David L. Lee Philadelphia, PA Br. 157
 Arthur B. Maultsby Philadelphia, PA Br. 157
 Charles J. McAnally Philadelphia, PA Br. 157
 Nicholas S. Muriella Philadelphia, PA Br. 157
 Ettore A. Ricci Sr. Philadelphia, PA Br. 157
 Anthony N. Salvatore Jr. Philadelphia, PA Br. 157
 Robert A. Scotese Philadelphia, PA Br. 157
 Joseph F. Sicilia Philadelphia, PA Br. 157
 Joseph G. Smith Philadelphia, PA Br. 157
 Donald A. Strausbaugh Philadelphia, PA Br. 157
 Paul R. Williams Philadelphia, PA Br. 157
 Joseph J. Yannuzzi Philadelphia, PA Br. 157

50-year pins and gold cards

William Aceves Los Angeles, CA Br. 24
 Raymond B. Alvarado Los Angeles, CA Br. 24
 Mary F. Arnold Los Angeles, CA Br. 24
 Daniel F. Arquette Los Angeles, CA Br. 24
 Pedro Arrambide Los Angeles, CA Br. 24
 Arthur J. Arzate Los Angeles, CA Br. 24
 William S. Bartlett Los Angeles, CA Br. 24
 Evesta G. Bell Los Angeles, CA Br. 24
 Reginald K. Carter Los Angeles, CA Br. 24
 Darryl J. Doucette Los Angeles, CA Br. 24
 Robert K. Felten Los Angeles, CA Br. 24

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

Dorothy F. Glover	Los Angeles, CA	Br. 24	Martin W. Scanlan	S. Suburban Mgd., IL Br. 4016	Anthony Scelso	Long Island Mgd., NY	Br. 6000
Constance Graham	Los Angeles, CA	Br. 24	Cary B. Schultz	S. Suburban Mgd., IL Br. 4016	Philip T. Alexander	Syracuse, NY	Br. 134
David J. Lehr	Los Angeles, CA	Br. 24	Scott P. Simone	S. Suburban Mgd., IL Br. 4016	Charles J. Tilbe	Syracuse, NY	Br. 134
Michael F. Lombardi	Los Angeles, CA	Br. 24	James E. Smith	S. Suburban Mgd., IL Br. 4016	Charles E. Tipton Jr.	Syracuse, NY	Br. 134
Ruben D. Martinez	Los Angeles, CA	Br. 24	Gene D. Snapp	S. Suburban Mgd., IL Br. 4016	Byron M. Warren	Syracuse, NY	Br. 134
George Munoz	Los Angeles, CA	Br. 24	Wilmer A. Stallinga	S. Suburban Mgd., IL Br. 4016	Charles R. Wilcox	Syracuse, NY	Br. 134
Jose G. Reyna	Los Angeles, CA	Br. 24	Richard E. Stell	S. Suburban Mgd., IL Br. 4016	Denis Cammerato	Westchester Mgd., NY	Br. 693
Billy Rowe	Los Angeles, CA	Br. 24	Harry J. Stephens	S. Suburban Mgd., IL Br. 4016	Stanley M. Majdanski Jr.	Westchester Mgd., NY	Br. 693
Angel M. Salgado	Los Angeles, CA	Br. 24	Raymond S. Szwabowski	S. Suburban Mgd., IL Br. 4016	Frank R. Tringali	Westchester Mgd., NY	Br. 693
Fernando Simental	Los Angeles, CA	Br. 24	Wayne J. Tarsitano	S. Suburban Mgd., IL Br. 4016	Neil D. Battista	Canton, OH	Br. 238
Ronald A. Washington	Los Angeles, CA	Br. 24	Wayne W. Waite	S. Suburban Mgd., IL Br. 4016	James R. Gorby	Canton, OH	Br. 238
Maurice Wilkerson	Los Angeles, CA	Br. 24	Raymond F. Walenga	S. Suburban Mgd., IL Br. 4016	John D. Ley	Canton, OH	Br. 238
Darrell L. Hortman	Tucker, GA	Br. 6070	Gary W. Weber	S. Suburban Mgd., IL Br. 4016	John S. Lovaty Jr.	Canton, OH	Br. 238
Gary V. Singleton	Tucker, GA	Br. 6070	Stanley C. Wolf	S. Suburban Mgd., IL Br. 4016	Archie L. Morris	Canton, OH	Br. 238
George B. Anderson	Rockford, IL	Br. 245	Alan W. Wollenzien	S. Suburban Mgd., IL Br. 4016	Dennis M. Williams	Canton, OH	Br. 238
Harry E. Martin, III	Rockford, IL	Br. 245	Lynn G. Oetting	Fort Wayne, IN	Pasquale M. Borghise	Philadelphia, PA	Br. 157
Terrence A. Baker	S. Suburban Mgd., IL Br. 4016		Neal R. Rekoweg	Fort Wayne, IN	Bernard J. Brennan	Philadelphia, PA	Br. 157
Ronald A. Bambuch	S. Suburban Mgd., IL Br. 4016		Keith W. Ollinger	Fort Dodge, IA	Lawrence A. Brown Jr.	Philadelphia, PA	Br. 157
Alvin B. Belle	S. Suburban Mgd., IL Br. 4016		Peter O. Oppedahl	Fort Dodge, IA	Joseph R. Casey	Philadelphia, PA	Br. 157
Maxine S. Bushee	S. Suburban Mgd., IL Br. 4016		Thomas E. Salvatore	Fort Dodge, IA	Herman Chris	Philadelphia, PA	Br. 157
Jack Chin	S. Suburban Mgd., IL Br. 4016		Mark F. Schultz	Fort Dodge, IA	Vincent L. Cimino	Philadelphia, PA	Br. 157
Donald W. Cirar	S. Suburban Mgd., IL Br. 4016		Robert D. Cook	Southeast MA Mgd. Br. 18	James H. Clampffer Jr.	Philadelphia, PA	Br. 157
James C. Cook	S. Suburban Mgd., IL Br. 4016		Paul K. Cronin	Southeast MA Mgd. Br. 18	Francis J. Connors Jr.	Philadelphia, PA	Br. 157
Terry A. Cremer	S. Suburban Mgd., IL Br. 4016		Paul A. Cutler Jr.	Southeast MA Mgd. Br. 18	Eugene J. Cullen	Philadelphia, PA	Br. 157
Nancy T. Crowley	S. Suburban Mgd., IL Br. 4016		Roger D. Hines	Southeast MA Mgd. Br. 18	Robert E. Dillon	Philadelphia, PA	Br. 157
Thomas J. Dillman	S. Suburban Mgd., IL Br. 4016		Donald T. Krudys	Southeast MA Mgd. Br. 18	Alfred J. Gargano	Philadelphia, PA	Br. 157
Carolyn L. Downie	S. Suburban Mgd., IL Br. 4016		James E. Murphy	Southeast MA Mgd. Br. 18	Alan P. Glass	Philadelphia, PA	Br. 157
Richard L. Elkin	S. Suburban Mgd., IL Br. 4016		Rodney M. Ord Jr.	Southeast MA Mgd. Br. 18	Joseph W. Hollingsworth	Philadelphia, PA	Br. 157
Henry L. Fuller	S. Suburban Mgd., IL Br. 4016		Michael O. Riordan	Southeast MA Mgd. Br. 18	James F. Jordan	Philadelphia, PA	Br. 157
Mary K. Gilliam	S. Suburban Mgd., IL Br. 4016		Manuel J. Silva	Southeast MA Mgd. Br. 18	Michael J. Kolodziejski	Philadelphia, PA	Br. 157
Donald W. Green	S. Suburban Mgd., IL Br. 4016		Jean Paul Villiard	Southeast MA Mgd. Br. 18	Steven E. Lang	Philadelphia, PA	Br. 157
Morgan M. Gruich	S. Suburban Mgd., IL Br. 4016		Nelson P. Westgate	Southeast MA Mgd. Br. 18	Charles L. Lentz	Philadelphia, PA	Br. 157
Philip M. Gustafson	S. Suburban Mgd., IL Br. 4016		Thomas A. Woodward	Southeast MA Mgd. Br. 18	John D. MacLean	Philadelphia, PA	Br. 157
James M. Halama	S. Suburban Mgd., IL Br. 4016		Mark N. Barrett	Kalamazoo, MI	Charles J. McGuire	Philadelphia, PA	Br. 157
Christel C. Hansen	S. Suburban Mgd., IL Br. 4016		Richard L. Bogema	Kalamazoo, MI	James F. McPhillips	Philadelphia, PA	Br. 157
Frank W. Harden	S. Suburban Mgd., IL Br. 4016		Daniel Hough	Kalamazoo, MI	Joseph B. Murphy	Philadelphia, PA	Br. 157
Russell G. Hartog	S. Suburban Mgd., IL Br. 4016		Gordon S. Howes	Kalamazoo, MI	Alexander J. Oscilowski	Philadelphia, PA	Br. 157
Gerald E. Henning	S. Suburban Mgd., IL Br. 4016		Steven L. London	Kalamazoo, MI	Joseph W. Ostrowski Jr.	Philadelphia, PA	Br. 157
Albert J. Hering	S. Suburban Mgd., IL Br. 4016		Janet F. Miller	Kalamazoo, MI	Jerry M. Peace	Philadelphia, PA	Br. 157
John R. Horgen	S. Suburban Mgd., IL Br. 4016		Stephen J. Nelson	Kalamazoo, MI	Thomas R. Pomrunk	Philadelphia, PA	Br. 157
Wilburn T. Huckaba	S. Suburban Mgd., IL Br. 4016		Alan H. Oxley	Kalamazoo, MI	John J. Quinn	Philadelphia, PA	Br. 157
Paul D. Huegel	S. Suburban Mgd., IL Br. 4016		Philip A. Scobey	Kalamazoo, MI	Thomas W. Read Sr.	Philadelphia, PA	Br. 157
Steven W. Josma	S. Suburban Mgd., IL Br. 4016		Medford L. Starr	Kalamazoo, MI	Alfred D. Rogers	Philadelphia, PA	Br. 157
Margaret A. Kealey	S. Suburban Mgd., IL Br. 4016		Donald E. Tungate	Kalamazoo, MI	Joseph F. Strain	Philadelphia, PA	Br. 157
Lowell F. Kincaid	S. Suburban Mgd., IL Br. 4016		David B. Washburn	Kalamazoo, MI	Frank J. Veltri Jr.	Philadelphia, PA	Br. 157
Harry A. Kortge	S. Suburban Mgd., IL Br. 4016		Kenneth E. Watkins Jr.	Kalamazoo, MI	Theodore J. Walheim	Philadelphia, PA	Br. 157
Calvin Koster	S. Suburban Mgd., IL Br. 4016		Wayne A. Gorman	Austin, MN	Lillian Young	Philadelphia, PA	Br. 157
Kenneth D. Koster	S. Suburban Mgd., IL Br. 4016		Fred N. Fisher	Ironton, MO	Randy O. Zebin	Philadelphia, PA	Br. 157
William R. Kramer	S. Suburban Mgd., IL Br. 4016		Thomas R. Blankenship	Joplin, MO	Ronald R. Grech	Pittsburgh, PA	Br. 84
Philip J. Krause	S. Suburban Mgd., IL Br. 4016		Robert C. Conner	Joplin, MO	Gerald H. Banister	Anderson, SC	Br. 1871
Walter Ladalski Jr.	S. Suburban Mgd., IL Br. 4016		Robert G. Crocker	Joplin, MO	Robert A. Ferguson Jr.	Anderson, SC	Br. 1871
Robert J. Lambrigger	S. Suburban Mgd., IL Br. 4016		Gary L. Greenwood	Joplin, MO	Willie J. Gaines	Anderson, SC	Br. 1871
George P. Livingston	S. Suburban Mgd., IL Br. 4016		Arwin D. Grinnell	Joplin, MO	Thomas H. Mauldin	Anderson, SC	Br. 1871
Tommie L. Lofton Jr.	S. Suburban Mgd., IL Br. 4016		John A. Hornick	Joplin, MO	Jack A. McCurry Sr.	Anderson, SC	Br. 1871
William H. Loos	S. Suburban Mgd., IL Br. 4016		Jimmy D. Howerton	Joplin, MO	Wilton W. Newton	Anderson, SC	Br. 1871
Joseph Maiberger Jr.	S. Suburban Mgd., IL Br. 4016		Rex B. Jones	Joplin, MO	Billy E. Nichols	Anderson, SC	Br. 1871
Mary A. Meier Roche	S. Suburban Mgd., IL Br. 4016		Kenneth W. King	Joplin, MO	Harold L. Nichols	Anderson, SC	Br. 1871
Charls R. Meisner	S. Suburban Mgd., IL Br. 4016		Edward N. Schumaker	Joplin, MO	Douglas M. Pruitt	Anderson, SC	Br. 1871
Jon A. Melby	S. Suburban Mgd., IL Br. 4016		Harold D. Summerlin	Joplin, MO	William R. Pruitt	Anderson, SC	Br. 1871
Joseph H. Minetti	S. Suburban Mgd., IL Br. 4016		Gary A. Vickers	Joplin, MO	Herbert F. Vaughn Jr.	Anderson, SC	Br. 1871
Richard T. Mora	S. Suburban Mgd., IL Br. 4016		Gale L. Wade	Joplin, MO	Kenneth H. Williams	Anderson, SC	Br. 1871
William F. Mulcahy	S. Suburban Mgd., IL Br. 4016		John W. Wiegel	Joplin, MO	Rudolph C. Casias	San Antonio, TX	Br. 421
Robert J. Neberz	S. Suburban Mgd., IL Br. 4016		John J. Coleman	Bergen Co. Mgd., NJ	Benjamin J. Martinez	San Antonio, TX	Br. 421
John M. Nerren	S. Suburban Mgd., IL Br. 4016		Paul D. Fragale	Bergen Co. Mgd., NJ	Manuel Martinez	San Antonio, TX	Br. 421
Lawrence T. O'Neil	S. Suburban Mgd., IL Br. 4016		Peter J. Lumia	Bergen Co. Mgd., NJ	Genaro E. Solis	San Antonio, TX	Br. 421
Walter C. Pahr	S. Suburban Mgd., IL Br. 4016		Dennis J. Spoto	Bergen Co. Mgd., NJ	John F. Ranard	Bellingham, WA	Br. 450
David G. Perozzi	S. Suburban Mgd., IL Br. 4016		Donald R. Ramella	Albany, NY	Thomas W. Groh	Spokane, WA	Br. 442
Albert C. Piper Jr.	S. Suburban Mgd., IL Br. 4016		Eugene S. Skorupski	Albany, NY	Richard J. Perry	Spokane, WA	Br. 442
John Radecky	S. Suburban Mgd., IL Br. 4016		Dominic A. Prestano	Long Island Mgd., NY			
Robert P. Sabel	S. Suburban Mgd., IL Br. 4016		David A. Riha	Long Island Mgd., NY			

Branch Items

Albany, New York

Congratulations to Ravena letter carrier Paul Spring, who converted to full-time regular in February.

The branch sends our condolences to the families of our departed brothers Lloyd Hartling and Fred Pfromme. Lloyd was a Vietnam veteran who served in the Navy. Fred worked in New York City before coming to our branch in 1980. Rest in peace, brothers.

Jay Jackson, Branch 29

Anchorage, Alaska

Hopefully, by the time you're reading this, most of our brothers and sisters across the country are vaccinated. Alaska recently opened vaccine eligibility to all U.S. postal employees, regardless of age. Thankfully, the state continues to recognize the importance of an essential service such as USPS.

Our current pandemic and vaccine rollout reminds me of the courageous sled dog teams of the 1925 serum run to Nome, AK. Nome is a coastal town located along the western-most front of Alaska. During the winter months, the town was only accessible via dogsled. The mushers and their furry companions were a lifeline to the residents of Nome, transporting vital supplies as well as being the primary source of mail.

In the winter of 1925, a few residents were diagnosed with the lethal disease diphtheria. The town doctor quickly realized their supply of anti-toxin had expired and was ineffective. The doctor sent out emergency telegrams desperately seeking a million doses to prevent an epidemic. Included in the telegram was the line, "Mail is only form of transportation." Along with the mayor, the doctor issued a quarantine order for the entire town. Sound familiar?

Eventually, a relay was set up between sled dog teams using the mail route to deliver the anti-toxin to Nome. In the end, 20 mushers and 150-plus dogs completed the 674-mile journey to Nome in just over five days. Even though they faced sub-zero temperatures, whiteout snowstorms and the intense Alaskan wilderness, they overcame and made good on their promise to deliver, just as we do today.

Over the past year, letter carriers have faced tremendous obstacles: working long hours with no days off; parcel volume exploding, causing more wear and tear on our bodies; and missing valuable time with our families and friends. All this while, we're also trying to avoid the deadly coronavirus. Well, we're still delivering; it's what we do.

Tommy Devros, Branch 4319

Boston, Massachusetts

As of March 1, the Boston District has had 1,069 positive cases since Oct. 1, 2020. Prior to Oct. 1, 2020, there were 256 cases, for a total of 1,325 since the pandemic began one year ago. The cases are down to a 30-per-week average, and management has now cut down the weekly COVID-19 Zoom meetings with the union to once a month. Management has told all employees that they are "on their own" to

get the vaccine, and Gov. Charlie Baker has no issue moving postal employees further and further down the line to be able to get the vaccine. We have been contacting our local representatives and the governor's office weekly about these issues, and to get us specifically listed on the current list of stages in Massachusetts.

I would like to congratulate and welcome the 70 CCAs who were converted to regular on Feb. 27 in the Greater Boston District. Additional congratulations go out to our recent retirees: John "Jack" Considine, Bernard "Bernie" Higgins, Augustine Iapicca, John Keyes Louis "Lou" Nardone Jr., Ronald "Ronnie" Small and James "Jimmy" Suptiwosky. Enjoy your well-deserved retirements; you have earned it!

Our sincere condolences to the families of active carrier Jonathan "John" Stack (Auburndale) and retired carriers Edward Wharton (Braintree), Gerald Berren (Woburn) and David Black (Mattapan). Rest in peace, our brothers.

Jerry McCarthy, Branch 34

Brick Town, New Jersey

Congratulations to our most recent Brick Post Office retiree, Richard Schieman. I was lucky enough to have Rich as one of my OJIs when I first started. His professionalism and positive attitude toward the job left a lasting impression.

One thing he said to me on my very first day on the job was to "do the job every day like someone's watching, because someone usually is." GPS, doorbell video cameras, smartphones in everyone's pocket, nosy neighborhood busybodies, wandering 204b's with nothing better to do—chances are someone is watching you almost every moment of every day while you're out on the street. At first, this may seem like a daunting prospect. Once you embrace it, it can be liberating. If you have nothing to hide, the GPS does nothing but back up your story when you're questioned about the day's happenings.

Do the job "by the book" every day. It may take longer, but it'll pay off in spades. Come route inspection season, you'll be due relief instead of an addition—18/8/70 in the office are the only standards management can hold us to, period. Once you swipe to the street, you get to set the pace you feel safe and comfortable at which to work.

Fill out your PS 3996s accurately and honestly, and get a copy before you depart for the route. There are far more carriers doing actual work than there are "yes men" with ties and clipboards trying to force DOIS/PET numbers down our throats. Their numbers mean nothing. Your PS 3996 is all you need to make them vanish into thin air.

Thank a steward, or better yet, start going to branch meetings and become the steward. Your rights aren't really yours unless you assert them. Be professional; be union.

Anthony Baszkowski, Branch 5420

Carmel, Indiana

The members have spoken loud and clear with the overwhelming ratification vote for our new contract. There were approximately 18 "yes" votes to every "no" vote, with 60,111

members voting for, and only 3,341 members voting against, the new agreement. The NALC Executive Council and staff should be commended for their ability to negotiate such a superb agreement in the eyes of the membership. More than 94 percent of the votes were to ratify, so I believe that is considered an astounding majority!

I know there were several out there in Facebook fantasy land and on the alternative facts and fake news sites who were projecting how godawful this new agreement was, but it appears that they were in the staggering minority on this one. The members are never wrong, and each vote by the members is the right course of action for the NALC. We are a democracy, and the active members have signaled their support in a mind-blowing manner.

I am very thankful for the 12 possible pay increases, keeping our COLAs and our generous TSP matching funds, as well as our no-layoff clause after six years and the ban on subcontracting out letter carrier work. It is like Christmas in March. I am very grateful that the membership voted to ratify our National Agreement. It is very good for letter carriers in all categories, and every carrier will be able to enjoy a new Step P in our pay scale, which will help increase our high-3 for retirement. I am very happy for our CCAs to see a 24-month automatic conversion to career, especially in our smaller offices.

I will have to say, a select few put up a noble effort in hopes that the membership would vote against this new National Agreement.

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

We here at Branch 545 would like to announce the merger of our branch with Albenarle Branch 3281. We are excited that they have joined our branch and look forward to working together to make this branch and this union even stronger.

The branch would like to recognize and honor our fellow union member, Marlon Avila, on his recent retirement. We thank you so much for your 32 years of service and support of this union. We wish you all the best in the next phase of your life.

The union leadership would also like to let everyone know that we are continuing to work within the parameters established by our local government leaders with regard to COVID-19. We are hopeful that we can resume in-person union meetings as soon as possible, in accordance with established guidelines.

Justin Fraley, Branch 545

East Lansing, Michigan

My wife pronounced the new replacement postal vehicles from Oshkosh Defense as "cute." I told her that maybe the hardworking men and women of the Post Office who would soon have to drive the things would not appreciate working in something that looked like it belonged in a Pixar movie.

But then again, maybe we should be glad and satisfied that at least carriers would no

longer be risking their lives every moment they were driving around just trying to do their jobs. At least these new vehicles have airbags and don't randomly burst into flames. And we won't be wasting millions of dollars a year on constant repairs and maintenance. And at least they get much better than the 8 to 10 miles per gallon we were getting out of the old LLV rust-buckets. And at least a good percentage of these new vehicles will be clean, quiet, non-planet-killing electrics, for oshgosh sakes!

"Cute," she says. Well, I guess they are, kinda. But these Next Generation Delivery Vehicles (NGDVs) have cameras all around, automated emergency braking, and front and rear collision avoidance systems. Visibility is excellent, and there's air conditioning and even a decent heater. I say welcome to the latter parts of automotive 20th century, and even a small nudge into the 21st century. With this level of vehicular improvement, I think we can deal with "cute." As long as too many kids don't gather around expecting ice cream.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

I have worked with some *great* postmasters, OICs and supervisors in my time in the USPS. I could talk with them and get things done. It was simple, we respected each other. Management knew that my word was bond and I respected them and knew that their word was bond as well.

My, how things have changed. Nowadays, you can look a manager in the face and know that they are lying. It is a shame. It is so simple to just do the right thing and all parties will benefit. In my branch, I feel that I have a *great* bunch of officers and stewards, and we communicate daily. I only wish it were the same with management. Not try to go to certain stewards or officers trying to drive a wedge between us. What they have failed to realize is that we are *union strong*. Talking to certain officers, stewards or carriers trying to make the president mad will not work. The key to any successful mission is understanding, working together and communicating with one another. Once management understands it, we will have a better working relationship between the union and other counterparts (management).

I have been doing this for more than 25 years. I have had some excellent mentors, the Roses, Hennings, Rolandos, Gibbs and Friedmans, just to name a few. So, I think I have been prepared properly for this position by the best of the best. I have tried to share my lessons with the future leaders in my branch, and I hope that they pass it on to others. So, I will close by saying that I have probably forgotten more than one may think they know, because it is obvious they don't.

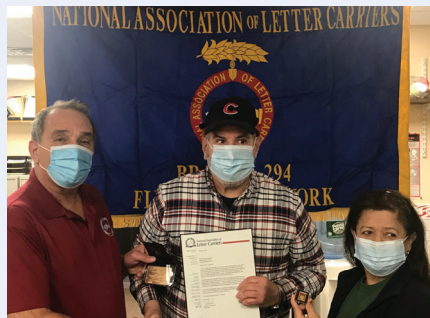
Percy Smith Jr., Branch 4559

Evansville, Indiana

I'm sure many of you who consider yourselves contractual scholars have noticed a glitch found within Article 8, that glitch being no remedy for a violation of CCA work over 11.5 hours

in a day. Arbitrator Mittenthal was very specific about remedies for full-time regular carriers who are forced to work more than 12 hours in a day or 60 hours in a week, but I don't think the 11.5-hour problem existed at the time of his award.

Our Region 6 NBA recently sent out a spreadsheet asking for Article 8 violations. So we got to looking at our past grievances, specifically the 12/60 and 11.5 violations. From the first of October to the end of February, Evansville has had 70 grievances covering 107 days of violations.



Flushing, NY Br. 294 honored Manny Zepnick with a 50-year gold card. Pictured (l to r) are Branch President Tony Paolillo, Zepnick and Branch Director of Retirees Clara Sarmiento.

Management had been paying the CCAs an additional 50 percent of the straight-time rate for all work over 11.5, the same remedy as Mittenthal dictated for the regulars. Then they got the bright idea that since there was no prescribed remedy for the 11.5-hour violations, they would make one up. So they offered an additional 10 percent for all work over 11.5.

I didn't find the humor in that, so even though they offered the original 50 percent at Formal A, I sent it to the DRT, asking for penalty overtime pay for all hours over 11.5, asking that they cease and desist the violations, and that the decision be precedent-setting for all future grievances.

We didn't get the penalty overtime pay, but we did get a 50 percent precedent-setting decision from the DRT—which management had steadfastly refused to put in writing when settling the grievances.

So I'll wait for another 100 violations, then we'll surprise them with an escalating remedy to 100 percent. Believe it or not, they will be surprised.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

A few weeks ago, our hardworking clerks were congratulated and thanked on the intercom for getting 99-something on AAU scans for incoming parcels. Taking nothing away from them, because they deserve recognition for their hard work, but they received this praise for holding a parcel under a scanner and allowing it to read the barcode. The next day, the station manager questioned carriers about going over their projections. I was asked why I went over 40 minutes of DOIS projections on my all-walking

route the day before. It was -30 wind chill, the sidewalks were ice and snow covered, many layers of heavy winter clothing and double gloves were necessary, not to mention using a scanner that is terrible are just a few of the reasons. No thanks were given for my hard work.

The recently announced reorganizing of districts is something to look forward to for us in Fargo-West Fargo. We are all hopeful that joining the Northland District will be a long-awaited positive change after years in the Dakotas District. Early indications are that the district manager is willing to listen and include the local union in communications. Hopefully, we will be treated as we should, with appreciation.

For those carriers who have worked out of the Prairiewood station and had to deliver to the "boar's nest" apartment behind West Acres, change has finally happened. After many decades of cut knuckles and frustrations because the old boxes could only fit a few letters and a flat, the owners finally installed large, newer style boxes.

Our sympathies go out to the family and friends of Grant Hoffner, who recently passed away. After his retirement, Grant would seek out and enjoyed a conversation with any carrier about the local postal situation.

Brian Priszano, Branch 205

Fresno, California

Part of protecting NALC members includes keeping them educated about our rights and benefits. A year-long pandemic has made that more difficult, with the social distancing and all. Many monthly meetings, branch board meetings and shop steward classes have been canceled. That makes our union publications all the more important. They help to keep our members up to date. Yet, some in our membership do not bother to even read any articles. There is loads of information to be read.

Of course, national, state and local representatives can be reached by phone, internet and at their offices, despite what some will have you believe. As a retiree and branch OWCP representative, I get plenty of phone calls. Not a problem; that's what I do.

Many younger new CCAs have much to learn. Your union dues come with rights, benefits and representation. Do not keep it all bottled up inside. Reach out to your branch representatives. If you do not talk, you will not be heard. Sure, this pandemic has caused many problems. Your rights and benefits are still there. Postal management often will not tell you your rights, or do not know them. But your unions reps do. If they do not know an answer, they have access to many resources to find out. Educate yourself; it's for the best of everybody.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

Congratulations to the active letter carriers of NALC and to the NALC leadership! The 2019-2023 National Agreement with the U.S. Postal Service has been ratified by more than 94 percent of participating eligible members.

Branch Items

A few thoughts for us to ponder: Had the Trump regime been able to successfully steal the 2020 election, with all its big lies and other efforts to rig the election before, during and after, ultimately leading to the right-wing, white supremacist Jan. 6 violent insurrection at the Capitol, there likely would be no negotiated union contract now.

The high regard of people of all political persuasions for the public post office prevented Trump and DeJoy from carrying out their nefarious plan to starve the USPS. The struggle by the postal public, the postal unions and organized labor to defend mail-in ballots and the Postal Service itself was crucial. And the “essential” role of letter carriers and postal workers in the 2020 election contributed to arguably the least corrupt country-wide election in U.S. history, even according to virtually all the Trump-appointed officials responsible for supervising the federal election.

Indeed, in 60 court cases the Trump campaign was unable to “convince” even the many Trump-appointed judges in states around the country of wide-scale voter fraud. Otherwise, Trump might have snatched an illegitimate coup victory from his decisive legitimate defeat by Biden/Harris. Likewise, in the face of the sitting president’s overt and covert threats, most Republican election officials in swing states showed integrity in upholding the fairness of the elections they had supervised.

Finally, in spite of huge lines, Trump campaign threats and other obstacles, the determination to vote by the Stacey Abrams-led African-American people and allies in Georgia and elsewhere, including NALC, is an inspiration to us all.

For in our unity lies our strength!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

The greatest source of contention on the workroom floor most likely comes at that moment you and your supervisor disagree on how long you should take, either in the office or on the street. Often your supervisor will wave some computer-generated figures at you trying to prove their case. And if they only have those figures to make their claim, they have already violated the contract. DOIS, PET or any other computer-generated time-projection system is meant to be used as a tool only. You are under no obligation to make those figures merely because a computer says you should.

Many of our assigned duties as described in the *M-41 Handbook* are not accounted for in these programs. Entries made into these programs are also subject to estimation or other human errors. It has even happened that entries are intentionally left out, only to be added in afterward. Our only reporting requirements are found in Section 131.4 of the *M-41 Handbook*. It is your responsibility to report to your supervisor your estimation of your workload. If that estimation changes during the day, you can report that to your supervisor and file or amend your 3996 at any time. Allowing your supervisor to bully you into accepting computer-generated time projections is allowing them to create a hostile work environment.

I would like to congratulate Larry Wisher and Kevin Ferraro on their recent retirements. Having that time to spend with family and to pursue your interests is priceless and well earned. I would also like to congratulate PTFs Matt Miller and Mondale Allen, as well as CCAs Brenden Colbert and Lori Oakes. All four carriers have now been promoted to full-time regular. Best wishes to you all on your new chapter in work life.

Larry Wellborn, Branch 443



Jesup, GA Br. 3513 President Jamie Davis (r) presented Charles Leggett (l) with a 50-year gold card and pin.

Kansas City, Missouri

My final lingering effects from 2020 have been transformed by changing my outlook. No longer does the lump in my throat come from watching casemates and other NALC members succumb to COVID-19 in varying degrees. Or wondering since we were deemed “essential workers,” where/what was the plan? Then the election happened, and soon the lump became a victory swallow from having participated in creating a new chapter of postal history—the saving of a democracy (the intended plan). The tears and prayers for those who lost family members or had significant life-changing experiences cleared my vision and left me optimistic for a future that corrects some of the wrongs perpetrated in the past. The repeal of the pre-funding mandate would be an excellent start.

With more members being added to the postal Board of Governors, the cure to many ills (namely PMG NoJoy) can be eliminated. This second-level carnival barker continues his kamikaze attack on the Postal Service, all while smugly giving Congress the finger. His moronic idea of further lowering service standards and charging our customers more is like finding Louis Vuitton at Walmart. It just ain’t happenin’.

However, the “can do, will do” legacy of the NALC that was again demonstrated during the height of the pandemic/economic crisis will get us only so far. It is one thing to have the trust of the public; it’s quite another with those who make decisions on your future. Even with the White House and both houses of Congress under slim Democratic control, things have changed. NALC must maintain old alliances and create new ones. This is done by contributing to the Letter Carrier Political Fun (LCPF). Unfortu-

nately, you have to pay to play, so if you play, it may as well be to win.

In unity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers.

The branch offers condolences to the families of our departed brothers Billy McCulley and Frank Terrell. Billy had 65 years and Frank had 35 years in our union. Billy worked out of South Station and Frank worked out of Burlington Station. Both had many great friends and customers. Both were quiet men of devout faith and family, and fun to be around. As most carriers, they had a sense of humor. Both were military veterans. Billy was an all-state high school football player, and Frank played football at Tennessee Agricultural and Industrial State College, which is now Tennessee State University. Rest in peace, brothers.

And what do you call a carrier who is happy on a rainy or snowy Monday? Retired! Congratulations go out to brother Terry Maples, who hung it up after 49 years in the Postal Service. His friends knew him as a quiet, hardworking carrier with a sense of humor. He was a perennial OTDL member who would tell carriers to not use the word “common sense” in the office because it did not exist there. He was also an unknown poet who would write a poem for retiring letter carriers at Cedar Bluff Station. One of his gifts from his fellow carriers was a cake wrapped in dollars with a couple of lottery tickets on top. So, Brother Terry, you can now wake up smiling, take naps in the afternoon, visit family and friends, make memories and be grateful for the days when it’s raining or snowing. To quote General Douglas MacArthur, “Duty, honor and country.” Traits that are common in the military and in these three brothers! We thank you for your dedication to our union and our branch.

Tony Rodriguez, Branch 419

Louisville, Kentucky

The months are flying by, and unfortunately COVID-19 is still here in 2021. We’re now so essential that you’re able to get the vaccination. I don’t know about your cities, but it’s still a difficult task unless you’re over the age of 60. The real question is: Are you going to get the shot? Make sure you’re doing your research and doing what’s best for you and your family. As a member who’s had COVID myself, I don’t wish it upon anyone. No matter what changes are coming, and they are coming, you should all still be protecting yourself and wear a mask.

What’s new? The National Agreement was ratified. Up next is preparing for your LMOU negotiations. Big in Branch 14 is voting for/against rotating off days. Due to COVID-19, we weren’t able to have that heated debate, but the vote will still be able to happen. Then with the shift in district, we should see a lot of demands from the Post Office in this local agreement negotiations. We shouldn’t let up on them. Carriers are tired, frustrated and ready for some change. Although we can’t control some things (hint:

COVID), we still need something to help us retain carriers coming in.

Remember, knowledge is power!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

In the time before, during and after the 1970 wildcat strike, a sense of togetherness prevailed at Branch 9. In 1968, our own Jerome J. Keating retired from his position as NALC national president. Audie Carlson became our national health benefits director and Walt Couillard was field director of four states. Our membership topped 1,800 carriers.

Carriers struggled to make ends meet. Past Branch 9 Vice President Wain Pearce stated, "Myself, I don't care who gets credit for the pay raise, just so long as I get it sometime prior to the loan company repossessing my car and my landlady putting my suitcases out on the sidewalk. In fact, some time in 1970 would be nice."

Things came to a head when New York Branch 36 voted for a wildcat strike that began on March 18, 1970. Branch 9 members voted on March 20 to join them on the 21st. By the 23rd, the strike was 200,000 members strong nationwide.

The strike was illegal and carried heavy consequences. Those on strike faced the risk of losing their job, their retirement, and possible jail time. Warrants were issued for the arrest of Branch 9 officers, who stood firm with the rank and file.

At the U.S. District Courthouse on March 23, our branch leadership was asked to bring our carriers back to work. They replied that a vote was taken to go on strike together, and it would take a vote to bring everyone back. As stated by Branch 9 President Vern Doll, this was not "not a wildcat strike, but a unified decision."

The solidarity of our Branch 9 strikers laid the footwork for the rights and benefits we enjoy today. It's up to us to carry the torch forward with their courage and desire for a better future for all.

In solidarity—

JoAnn Gilbaugh, Branch 9

Norristown, Pennsylvania

Well, we just got the word that our contract has been unanimously approved by our brothers and sisters—94 percent of the voters voted "yes," but this is the thing that bothers me: Out of around 277,000 active and retired carriers, only around 63,000 voted! Now I know some never received their ballot because of how messed up service still is right now, but come on, only 63,000 voted? I know the contract will be up in 2023 and that will come quick, so I beg of you to have your voice heard. Don't be the one who says, "My vote doesn't matter," 'cause truly it does. And don't be the one to say the contract sucks when you never voted.

This is a double-edged sword because there are a lot of people who have not worked in months and want to work (but just not for the P.O.—that's another story for another article). We are lucky to be still working, albeit during a pandemic it's not the best scenario. So, I do believe that in this contract there should have

been something about hazard pay, but I digress. I guess the adage "You can satisfy some of the people some of the time but not all of the people all of the time" comes into play.

Moving on... And another carrier has retired from our branch. Mr. Rich Palladino has joined the ranks of retirees; we sure will miss "How's everybody on this side of the room and how'd the Phillies do?" And the classic: It's date night! Good luck and enjoy; after more than 34 years, ya deserve it! But with all these retirees, we have not gotten any replacement carriers, so again with the OT out the wazoo.

Stay safe, and till next time...peace.

Joel Stimmler, Branch 542

Northeastern New York

It is disheartening as a retired letter carrier to read all of the negative news concerning the Postal Service. In conversations with active letters, there has been a disenchantment concerning their jobs. The Postal Service has always been one of the top-rated agencies in the government. In spite of all the unflattering news, there is some positive news.

Ray Andi, a Schenectady letter carrier, retired at the end of December. A local newspaper, the *Albany Times Union*, wrote a story about Ray. His customers on Ray's route had a "Ray Day" on Dec. 22 to recognize his years of service. He had more than 38 years of service and many years on the same route. Customers came out and shared their thoughts on how Ray went the extra distance to assist his patrons. His commitment and service resonated throughout the community. The article was poignant about the feeling that Ray would retire.

In spite of all the bad news we have been receiving in the past year, we need to be hopeful. With our contract ratified, hopefully we will receive needed legislation in Congress to strengthen the Postal Service, and provide good middle-class jobs. As a retiree, I am content with our benefits, and want to see them continue for our future retirees.

I would also like to congratulate Pat Schermerhorn on his retirement. His nickname is "Happy Pat" because he was always in a jovial mood. The best of luck to both Pat and Ray.

Frank P. Maresca, Branch 358

Oklahoma City, Oklahoma

There is a new regime in town—one that cares about unions and working families. One that cares about the Postal Service and realizes that postal workers and letter carriers are an important part of our nation. They understand just how important and necessary the Postal Service is to our nation and our citizens. How cool is that? Pretty cool!

We have a Congress that is more worker friendly than any we've seen in over a decade. After a year of living dangerously, we are beginning to see the light at the end of the tunnel. The new administration is moving full speed ahead on getting our nation vaccinated.

Letter carriers and postal employees have been on the front lines of the pandemic since it began. They have continued to deliver the mail

throughout the pandemic, putting their lives at risk. It should be remembered that they worked as they always have to deliver the mail, because that is what they do—process and deliver the mail to every single household and business in our nation.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

COVID-19 has killed hundreds of thousands of Americans, from Guam to the continental United States to the Virgin Islands. It has been a devastating year for many people across the globe. The disease, which has shuttered businesses nationwide and sent the economy into a tailspin, has claimed the lives of more than 531,000 Americans since the start of the pandemic in early 2020.

Life, for the families and friends of those who lost loved ones from COVID-19, will never be the same. Together, we mourn and pray for them and for those who left us far too soon. We must always remember the lives well lived.

Positive advances are occurring. Millions of Americans have received their immunization vaccine. Johnson & Johnson has joined with Merck to produce more serum, along with Pfizer and Moderna. The American Rescue Plan (ARP) will deliver \$1.9 trillion in critical aid to the most vulnerable communities who are still suffering the worst effects of the COVID crisis. It is the second-largest bill ever passed. President Biden signed the bill into law, allowing many Americans' lives to improve for the better.

There are more reasons to remain optimistic. Teachers are being vaccinated. Schools are reopening. Local governors are reducing restrictions permitting businesses to increase capacity. President Biden, the former vice president and U.S. senator, has four decades of relationships with union leaders behind him, setting him up to be the most labor-friendly president the United States has ever had. And daylight saving time is here!

As I wrote earlier, it has been a devastating year. But there is light at the end of the tunnel. I hope everyone takes time to see that we are on the verge of positive change. We could all use some good news.

Happy Easter to you and your family, and God bless.

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

By the time you're reading this, we will undoubtedly have a new contract in place. As unremarkable as it may be, letter carriers will maintain the status quo, and that's not a bad thing—even though we deserved more for single-handedly stewarding the economy through an entire year of a once-in-a-lifetime pandemic. The best thing about this contract might be the length, and to cash in, we'll all need to be prepared.

I was afraid that politicians would forget about us after the 2020 election. To my surprise, this has not been the case. Bargaining-unit friendly Postal Board of Governors vacancies are being addressed. The Biden administration

Branch Items

is also contending with the toxic Trump-era Nation Labor Relations Board decisions through personnel changes, which rolled back 10 separate directives harmful to workers by their predecessors.

There is support in Congress for the repealing of the 2006 Postal Accountability Act as well—much more than the stimulus bill that was just passed by simple majority. And now, with a separate bill introduced to provide \$6 billion for new government-subsidized electric vehicles, management is running out of excuses for being “broke.”

My point is this—we’re all going to need to prepare to play our roles in the next few years. Our national contract negotiators need to hold management’s feet to the flames of realization to the vital role we play. Our representatives can’t be afraid to escalate grievances and, perhaps most importantly, the letter carrier *has* to carry their route contractually and be prepared in the coming days to contact their congressional representatives on a consistent basis if needed. The convergence of the privatization pendulum may indeed be swinging back in our direction, but we’ll need to Carpe Postal Diem.

John Conger II, Branch 84

Portland, Oregon

Portland had a snowstorm over Valentine’s Day weekend. It was not much by Midwest or East Coast standards, but it doesn’t take a lot of snow to shut down this rainy city, and it did just that. Mail did not go out on Saturday because the roads were just too bad, nor did CCAs go out on Sunday or Monday, the holiday. We got out in our Yaktrax and chains on Tuesday. Because our office did not have power for several days, it was 1260s for everyone. Let me tell you the joy in being able to work without worrying about 722 and 721. We’ve been hassled a lot lately about both—when to clock to what and how much time is being taken in each. While it was challenging to maneuver through the snow and ice, it was a wonderful change of pace to be left to do what we do best—manage our routes and get the job done—without the clipboards in the way. When the power came back, we were happy for that, too.

The Sun magazine has a section where readers write in on a specific topic for each month. March’s topic was mail. The submissions are each a short story that captures a moment in that writer’s history. This is not a writing contest; it is simply loyal readers who were so inspired by one word, mail, that it moved them to share beautiful and sometimes heart-breaking memories of a letter once received or sent.

What we do matters. Even with the ads and bills, we still have the potential to change lives with any handwritten letter sent from here to there, delivered with kindness, attentiveness and care. Be proud, dear fellow letter carriers.

Suzanne Miller, Branch 82

Providence, Rhode Island

“The more things change, the more they stay the same.” I feel this could be the mantra of the Postal Service sometimes.

New year, new 204-b, new CCAs, new thing to scan, new step added to our daily routine, yet nothing seems to change in the day-to-day routine. Now maybe that is a good thing, like when customers ask if they have mail and you tell them they don’t have any that day and some sigh in relief, saying at least they’re not getting any bills! Thank God for the union, because just dealing with the failures and



USPS District Manager Kathy Hand honored San Diego, CA Br. 70 member Gary R. Bucher for 50 years of service to USPS and the U.S. military.

Chris Paige, Branch 436

mismangement from management itself is difficult enough each day.

Here in the Northeast, we have warmer weather on the horizon, which is much anticipated by all. Overall not a bad winter at all but, understandably, everyone’s ready to pull out the shorts. In my station, three of our favorite mail handlers are transferring out, which has everyone kind of bummed out, but we wish them well in their endeavors.

In other news, as I’m sure many are aware of to this point, but for those who are not, on Feb. 23, NALC received notification that the Postal Service has awarded a 10-year contract to Oshkosh Defense to manufacture the Next Generation Delivery Vehicle (NGDV). The Postal Service anticipates that Oshkosh will produce between 50,000 and 165,000 NGDVs under the initial contract. Based on the anticipated 18-month timeline communicated to NALC, the first NGDVs will be deployed in the summer of 2023.

To keep up to date with news and information, be sure to always check in at nalc.org. Continue to be safe, my postal family, until next time.

Anthony Turcotte, Branch 15

Racine, Wisconsin

I’m going out on a limb by stating “Space Balls,” “Three Amigos” and “Blazing Saddles” just makes for some good TV. Not wanting to deviate from a good-natured monthly article, it appears though I may need to poke the bear a little bit. On a corporate level, the 4-Mile Station and West Racine should fall under the postal uniformity code of operating under one umbrella. So why is 4-Mile’s umbrella broken and won’t open? There’s no engine driving the train. We’re stranded on a sinking ship in full view of port. A mere five miles separates our stations, though

the higher-ups act like we work a hundred miles outside of town or lost on a desert island.

The issue lies at the top. Our supervisors don’t have the support or the backing from upper management. Rudderless and despondent the battle is lost and hope diminished. Running the floor is management’s responsibility. How that is accomplished or not, is up to management. It should be obvious quick fixes and Band-Aids aren’t working. The cracks keep getting deeper. It’s frustrating to all carriers, especially those who are forced and mandated into OT. Grievances are filed; unfortunately, the broken mentality is “not our money.”

Sadly, what has become the norm is either you volunteer or get forced. Sadlier (Is that a word? I’m using it anyway), is that managers don’t seem to care enough how late carriers stay out or the hours used. At some point, one needs to attach a dollar amount versus coveted time off. In other words, there’s money to be made at 4-Mile; come get it.

Branch 436 congratulates our newest retirees: Lee Thomas, Cyndi Patrick and Billy Jo Tryfter. Your sentence is up; throw away your alarm clocks and be free!

Rockville, Maryland

L’Enfant Plaza spares no expense when fighting and attacking our branch. Before this current pack of arbitrators, we won millions for our members and payments to our branch due to repetitive violations of the National Agreement. During our last contract ending May 20, 2016, every arbitrator on our panel paid huge amounts to our members and our local branch.

Then the decision was made to spend unlimited resources to attack us. According to our NBA, nine attorneys at L’Enfant Plaza were allocated to write Formal A contentions, assist with Step B management decisions and write briefs for the management advocates for arbitrations. Postal headquarters even flew in a management expert from Nebraska to assist in this all-out assault on our local. The amount of money allocated by L’Enfant Plaza to fight us must be staggering. The management advocates at Step B have been ordered to impasse almost all of our grievances where a monetary remedy is requested. So, when management claims they have no money and everyone should work harder on their routes, it is just another *evil management lie!*

Our executive board and shop stewards have been meeting once per month via Zoom to keep up with all of the changes in the Postal Service. On March 3, via Zoom, we had a branch informational meeting where any and all questions were taken. The Zoom meeting went fairly well. On April 7, we will have our first union meeting via Zoom where motions can be introduced and voted on.

Please visit our website set up by Union Brother Chuck Clark at nacl3825.com. We now have more than 313,960 hits! We have important information concerning COVID-19 and lots of information on CCA rights and benefits. We have escalating remedy settlements from all steps of the grievance/arbitration procedure.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

With the outcome of the November elections behind us, it's imperative for the Democrats to take advantage of their majorities in the House and the Senate to fulfill the promises they made to the American public.

Bipartisanship is certainly welcomed and would help to unify a divided nation, but the Democratic majority shouldn't hesitate to move forward with a progressive agenda to right this ship of state.

President Biden is moving aggressively to distribute the desperately needed COVID vaccinations throughout the country. The recently passed \$1.9 trillion stimulus bill will put \$1,400 into the pockets of Americans struggling to provide food for their families and helping to pay for expenses directly related to the effects of the COVID-19 pandemic. For the record, not a single Republican signed on to this measure to help provide a bridge to recovery, citing the dangers of inflation and expanding the deficit.

Funny how deficits are only important when Democrats are in charge. Republicans had no problem in 2018 handing out \$3 trillion to the wealthiest Americans in the country, but now \$1,400 distributed to average Americans is social welfare.

Democrats need to stiffen their spines and govern to serve the people and not the privileged. This new stimulus is not a giveaway; it is what it says it is, a stimulus. The intent is for everyone to take the money and spend it. Thousands of dollars flooding back into the economy immediately puts Americans back to work, and puts our economy on a trajectory for economic recovery.

Remember, this money is your money. These are the taxes you paid to the government being given back to you, to use at your discretion. How about that!

Pay some bills. Buy some food. Don't look at it as a handout.

Tom Schulte, Branch 343

San Antonio, Texas

I have big shoes to fill: When Tony Boyd decided not to seek re-election as branch president, he also stepped aside from his duties as scribe. Tony says he wants to start enjoying his grandchildren and honing his golf skills, and I can't blame him. The members he represented in his career will never fully appreciate the time he took from his family so they could spend time with theirs. Thank you, Brother Boyd, for your tireless efforts over the past nine years as president.

We can expect great things from new President Richard Gould and Vice President Louise Jordan. Rumor has it that management at all levels of the district have been conducting workshops on how to address the coming storm they expect from Richard and Louise. Richard thinks contract compliance would avoid almost all of the problems they're afraid of. It doesn't seem too much to ask, but time will tell. He's a nice guy—but if they mistake his kindness for weakness, Richard is among the best at making them understand the error of their ways.

In December, branch members elected station stewards, many of whom are new. It has often been said, and it's true, that the shop steward is the backbone of the union. All the hard work that goes into negotiating a collective bargaining agreement is for nothing if it isn't enforced in the office. To that end, regular branch steward training is planned with experienced stewards mentoring new stewards to prepare them, among other things, for the roadblocks management throws up to impede the grievance procedure. All the stewards are eager to face the challenge.

Lastly, I would also like to recognize Kathy Ruffo for organizing our Adopt-a-Child program, which resulted in many generous gift donations for needy area children this holiday season. Thank you, Kathy!

Jim Ruetze, Branch 421

Seattle, Washington

When I first heard Secretary of Defense Donald Rumsfeld in 2002 natter on and on about known knowns and unknown unknowns; basically a foggy, fog-of-war explanation for attacking Iraq, I thought, this guy is nuttier than grandma's fruitcake. But, when you apply it to the letter carrier craft and what management likes to refer to as their "commitment process"—it can all, kind of, make sense. A carrier has to muster a defense against any number of unknowns.

It's not uncommon to have a carrier supervisor want to mount their high horse, and trot around the workroom floor touting their algorithmic truths: "DOIS says you're to have an eight-hour day." But once you learn the real truth, that these algorithms are flawed beyond repair, it's easy to want to refer to them as unknowns. Honestly, a carrier can only provide their own best estimate; speak their own truth. "This is *my* estimation of *my* workload." But if you attempt to reason with the supervisor, in your mind you can hear yourself channeling Secretary Rumsfeld, "There are the known knowns (the flats and letters) I can see, but

then again, there are the unknown knowns (the accountables and parcels I've yet to see, but which I know are coming), and there are the unknown unknowns (that vehicle of questionable reliability that may or may not spontaneously combust on me)."

Like Rumsfeld, and those fractious WMDs that never materialized, you're stuck between a rock and hard place. Carriers have a commitment they make, but it's not to any leave or return time. It's to their customers. The patrons of the USPS are where the carrier's allegiance lies, not with DOIS or COR or some pie-in-the-sky, all-knowing algorithm. Their commitment is to put the right mail in the right box.

Don Nokes, Branch 79

Silver Spring, Maryland

When I watch our embarrassment of a postmaster general testify before a House committee, I become painfully aware of the fact that he is the epitome of the phrase "in contempt of Congress." What else can explain the arrogance of responding to an official inquiry request by handing in a completely redacted activity schedule calendar? What can explain that he did not face any consequences? One more question: What would he have done to USPS if we had no pandemic to stall him?

We have modern-era precedence in the past actions that were taken against corrupt USPS leadership. Based on current events, it was not fair what happened to "Carvin" Marvin Runyon, who, during his term, in the 1990s, had USPS making more than \$1 billion several years. The DOJ brought "conflict of interest" charges against him for negotiating to put Coke machines in every office while he owned roughly \$330,000 worth of stock in the same company. The only thing that kept him from jail was that it could not be established that he was willfully motivated by personal profit, so he simply paid \$27,550 as a civil settlement to end the criminal investigation.

In the 1980s, Peter Voss, the corrupt vice chairman of the Board of Governors, was sen-

COLA: Cost-of-living adjustment

- ▶ Following the release of the February consumer price index (CPI), the fourth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$250 annually**. This COLA is based on the change in the CPI from the base index month to July 2021, with the previous six COLAs subtracted. The third COLA will be effective March 5, 2021, the second full pay period following the release of the January 2021 CPI. All three COLAs will be paid retroactively to their contractual effective dates.
- ▶ The 2022 projected COLAs for the Civil Service Retirement System (CSRS) and

the Federal Employees Retirement System (FERS), which are based on the CPI's increase between the third quarter of 2020 and third quarter of 2021, is **1.4 percent** and will be finalized with the publication of the September 2021 CPI in October 2021.

- ▶ The 2022 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.1 percent** following the release of the February CPI. This COLA is based on the change in the CPI between December 2020 and December 2021.

Visit nalc.org for the latest updates.

Branch Items

tenced to four years of jail time and an \$11,000 fine for several contract kickback and expense fraud schemes. He was allegedly responsible for the demotion of PMG Paul Carlin because Carlin preferred a different company for postal automation that happened to not kick back payments to Voss.

None of these postal employees did anywhere near the damage current PMG DeJoy has willfully caused USPS. An example should be made of the consequences of purposefully and flagrantly harming a government agency. In the words of Mortal Kombat, "Finish him!"

Lee Taylor, Branch 2611

Southeast Pennsylvania Merged

New year, new district manager, same old bull! I have come to the realization that postal management will never appreciate its workforce. But thank God for NALC.

Hopefully, when you read this article, the membership will have ratified another hard-fought-for contract. These contracts only come about through a lot of hard work and preparation. What we must all remember is that gains through negotiations take generations. In the last contract, a workroom floor task force was established. Now watch as the NALC builds on this. While it takes two sides to "tango," a mechanism must be in place for our workroom floor issues to be addressed contractually.

NALC has provided us with language and binding agreements at every turn (COVID-19). But without our stewards, without our experienced carriers, without all of you, this can be minimized. We need the next generation of leaders to step up before things become critical. When someone complains to me about their office, after trying to help, I always ask, "Why don't you become a shop steward? We will train you." Unfortunately, they act as if it is *our* job. But it is *everyone's* job! We are only as good as our collective efforts. The current stewards are doing their best. And some offices do not have stewards. One the best characteristics of leadership is preparing the next leaders. President Les Dillman speaks on this daily.

So, when the weather gets a little better, and management drives around trying to catch you doing something wrong, remember a few things. Their lazy asses are only there when it is convenient for them. Remember us, the people risking our lives diligently and literally daily? Remember the insane hours we were forced to work? Thank you, letter carriers.

#PleaseLookAfterOneAnother #AttendancelsTheHotIssue #LetterCarriersAreEssential

Eric Jackson, Branch 725

Springfield, Ohio

Congrats to Roy Bibbs, who recently retired after almost 23 years carrying mail. Enjoy your new life, Roy.

We finally managed to conduct branch elections that had been delayed due to COVID-19. Your branch officers are: President Brian DeWELL (who is also the chief steward), Vice President Rob Green (who is also steward), Treasurer Steve Ferrell, Recording Secretary Brian Gour-

lis, Assistant Recording Secretary Jon Veith, Financial Secretary Nate Dallenbach, Sergeant-at-Arms Chris Ogden, and trustees Don Bendure, Butch DeSantis and Chris Brown. Thank you one and all for volunteering your time and efforts to the branch.

A special thanks to Enon letter carrier Andy Gonzales, who recently completed virtual OWCP training and is available to help us out with OWCP issues. If you need to talk to Andy, please see President DeWELL.

And finally, a big welcome to our new CCAs William Underwood, Matthew McAlexander, Jesse McCoppin, Maranda Haynes, Mariah Homeier, Ashlynn Case, Gabriel Webb and Makenzie Roberts.

"Organized labor is responsible for: Social Security, the 8-hour work day, overtime pay, the Five-day workweek, the employment discrimination ban, federal minimum wage law, paid vacations, cost-of-living allowances (COLAs), employer-paid health plans and the Workplace Safety Act (OSHA). Who benefits from the above? Everybody, that's who. Union and non-union alike. What has the non-union side of labor done for you lately?" —Author unknown.

Our stewards filed almost 300 grievances last year protecting our rights and are on a pace to top that number this year. Don't like something your branch officers did or didn't do? Talk to us and we'll tell you why we did or didn't do it.

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15 p.m. Meeting at 6:30 p.m. Show up. Listen. Ask questions. Knowledge is power.

Branch Gourilis, Branch 45

Toledo, Ohio

We received a certified letter from the Toledo Post Office on Feb. 10. Our vice president called downtown and mentioned the letter. Downtown's response was, "We didn't send any certified." They didn't realize he was referring to a letter that was postmarked Jan. 11. One month to go six miles, plus a trip to the Metroplex processing facility. There lies the problem.

Over the years, the Postal Service has moved to more mechanization for sorting. Recently, the PMG ordered removal of many sorting machines. Brilliant move! I would recommend a letter-writing campaign to the Board of Governors, but the letters would probably get lost in Michigan.

With the pandemic restricting people's movement, the need for efficient, timely delivery of the mail has become even more important. And this is not the time to reduce sorting capabilities. Sadly, the machines that were dismantled were cannibalized so there is no chance they can be reactivated.

That's what happens when you have a PMG brought in from private industry with no experience in the Post Office. Same can be said of many in supervision. In the old days, most supervisors were experienced employees who knew how to do the jobs they were supervising. Not anymore!

Last year was rough and this year has added historic weather to the mix. In Northwest Ohio, we had the third most depth of snow on record with three weeks of sub-freezing temperatures.

Final words: DeJoy has got DeGo.

Ray Bricker, Branch 100

Tri-Valley, California

Eventually, all good things come to pass, and a really good thing has come to pass for Branch 2902. Our longtime financial secretary-treasurer, Daniel (Dan) Gorman, did not seek reelection for another three-year term, but instead has decided to hang up his abacus and retire from his job. "Dan, Dan the money man," has been our treasurer forever, as long as Merged Branch 2902 has been in existence. I met Dan in 1990 and he is one of a very small handful of officers still active in the branch.

Old-timers will recall the year 1992, when USPS offered letter carriers an "early out" retirement that included six months' salary as a tasty incentive. On a side note, can you imagine the stamped there would be if USPS offered carriers a similar early out now? Several carriers took advantage of that 1992 retirement offer, and Dan Gorman was one of them. Although Dan retired from USPS in 1992, he has remained our treasurer for all these years since then.

When I became a full-time officer for the branch in 2006, I was able to witness firsthand what a great job Dan did as our treasurer. Dan was meticulous in his work, and we could count on him to make sure everyone was paid properly and on time, year in and year out, and we could count on Dan to ensure that the branch finances were both well maintained and always safeguarded.

Dan turned 88 years old in January, so I will reluctantly give him a pass for not seeking reelection for another term. Best wishes to you on your retirement, and don't be a stranger at the branch office. I will miss you, Dan, as will all of us in Branch 2902.

Ray Hill, Branch 2902

Yonkers, New York

It is with great sadness that we report the recent passing of retiree and former branch officer, Frank Madden.

Frank began his postal career in 1968, just two years before the great strike. He "walked" the walk and because of it, he was able to talk the talk. Having never missed a union meeting, Frank became somewhat of a branch historian, always sharing vivid stories of the bad ol' days prior to the strike, the excitement building up to the strike and then the good ol' days to follow. Frank was a 50-year pin recipient and he served as branch retiree director up until 2017, long after his own postal retirement in 1999.

Frank was always regarded as the carrier who actually took two days to complete a one-day route inspection, which resulted in the creation of another eight-hour bid position. There are so many fond memories that we all have of Frankie that it's best to sum up his selfless demeanor with this one anecdote: One day in the Hastings on Hudson Station, Frank happened to drive his postal jeep past a newer carrier who had been sent from another station to help out. It was the dead of a typical New York winter and Frank noticed this carrier, out of his element, freezing his butt off. Frank pulls up and gives the carrier the gloves off his own hands to do the little bit that he could to remove some of the suffering.

That was Frank. An all-around, genuinely dedicated human being.

He will truly be missed.

Please help us honor Frank's legacy on the second Tuesday of every month by attending and participating in branch general membership meetings.

Brad Jasper, Branch 387

NEW Insignia Products



NALC Insignia Collection

ITEM DESCRIPTION		PRICE EACH	QTY.	TOTAL AMOUNT
INDICATE QUANTITY DESIRED NEXT TO SIZE				
1	Soft Heathered Grey T-Shirt	MD_LG_XL_2X_3X		
2	Men's Raglan Sleeve Sport Shirt	MD_LG_XL_2X_3X		
3	Men's Embossed Pattern Sport Shirt (Black)	MD_LG_XL_2X_3X		
4	Men's White Retiree Shirt	MD_LG_XL_2X_3X		
5	Ladies' Slub Pique Sport Shirt (White)	SM_MD_LG_XL_2X_3X		
6	Men's Tiger Stripe Sport Shirt (Blue)	MD_LG_XL_2X_3X		
7	Men's Black Fade Sport Shirt	MD_LG_XL_2X_3X		
	Men's Blue Fade Sport Shirt	MD_LG_XL_2X_3X		
8	Men's Charcoal Basket Weave Sport Shirt	MD_LG_XL_2X_3X		
9	Ladies' Tiger Stripe Sport Shirt (Blue)	SM_MD_LG_XL_2X_3X		
10	Ladies' Black Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
	Ladies' Blue Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
11	Cotton Mock Turtleneck (White)	MD_LG_XL_2X_3X		
	Cotton Mock Turtleneck (Navy)	MD_LG_XL_2X_3X		
12	Men's 1/4 Zip Slub Pullover Jacket (Navy)	MD_LG_XL_2X_3X		
	Men's 1/4 Zip Slub Pullover Jacket (Black)	MD_LG_XL_2X_3X		
13	Sweatshirt (Extreme Heavyweight, Navy)	MD_LG_XL_2X_3X		
14	Microfiber Sport Jacket	MD_LG_XL_2X_3X		
15	Ladies' White Zip	SM_MD_LG_XL_2X_3X		
16	NALC Winter Cap			\$10.00
17	Navy Cap with Fashion Red Sandwich Visor			\$15.00
18	Gold Medallion Pocket Watch			\$110.00
19	Men's Medallion Watch w/ Steel Link Bracelet			\$85.00
	Ladies' Medallion Watch w/ Steel Link Bracelet			\$85.00
20	Men's Black Medallion Watch w/ Exp. Bracelet			\$85.00
	Ladies' Black Medallion Watch w/ Exp. Bracelet			\$85.00
21	Ladies' Charm Bracelet (Silver or Gold Finish)	SILVER_____GOLD_____		\$20.00
22	Veteran Challenge Coin			\$10.00
23	Money Clip			\$15.00
24	NALC Earring			\$15.00
25	Veteran Drawstring Backpack			\$10.00
26	Veteran Window Static Decal			\$1.00
27	NALC Trailer Hitch Cover			\$10.00



Completely fill out shipping instructions below. Please print or type

Name: _____

Title: _____ Branch #: _____

Address: _____

City: _____

State: _____ Zip: _____

Phone: (_____) _____

Attach check or money order made payable to Secretary-Treasurer, NALC and send with completed order form to: National Association of Letter Carriers, Supply Dept., 100 Indiana Avenue, N.W., Washington, D.C. 20001-2144 Telephone: (202) 393-4695

You can order NALC products at nalc.org/store

Mutual Exchanges

CA: Pica Rivera/San Gabriel Valley (6/94) to San Fernando Valley and surrounding cities. Small office. 31 routes. OT galore. Regulars only. Cecilia, 818-650-7260.

CO: Denver (5/05) to Orlando, FL or surrounding areas. More than 20 bidding stations available in the metro and surrounding areas. Small to large offices to choose from. More than 300 days of sunshine, with all four sea-

sons present. Regulars only. Friendly people and a strong union. A growing and thriving city. Plenty of OT available. Looking to swap due to family reasons. Trinh, 303-594-3814.

CT: New Haven (4/18) to Venice, Suncoast District, FL or surrounding areas. Eight offices to bid from, plenty of overtime. Near NYC. Candice, 475-731-7752 (text) or cking19220@gmail.com.

FL: Fort Lauderdale (6/93) to Lynchburg, VA; Michigan City, IN or surrounding areas. Large office with OT. John, 561-329-0944 or jetorres01@yahoo.com.

FL: Seminole (10/14) to Sebring/Avon Park, FL area. 15 minutes from beaches, awesome office, awesome people. Friendly. Lots to love out here. Lots of OT. Judy, 863-273-4087 or gidget6868@yahoo.com.

NV: Las Vegas (5/18) to Raleigh, NC or surrounding areas. Regular carriers only. No state tax. Large bidding area. For family reasons. John, 970-405-9193 or jdp91665@skybeam.com.

WA: Seattle (3/07) to Lewiston, ID. Regulars only. Large station with three zones. OT if desired. Lots of bidding stations. Mild weather all year. Billie Jo, 206-617-9295 (text).

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., April's deadline is for the May publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1408791

Maile Perdue



Missing Since: Dec 5, 2020
Missing From: Las Vegas, NV
DOB: Mar 1, 2007
Age Now: 14
Sex: Female
Race: Pacific Islander
Hair Color: Lt. Brown
Eye Color: Brown
Height: 4'11"
Weight: 135 lbs

Maile was last seen on December 5, 2020.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Las Vegas Metropolitan Police Department (Nevada) 1-702-828-3111



MISSING

HELP BRING ME HOME

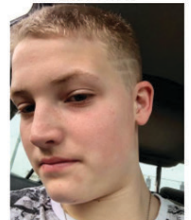
NCMEC: 1411229

Ethan Egold



Missing Since: Jan 16, 2021
Missing From: Knoxville, TN
DOB: Oct 22, 2004
Age Now: 16
Sex: Male
Race: White
Hair Color: Blonde
Eye Color: Brown
Height: 5'6"
Weight: 140 lbs

Extra Photo



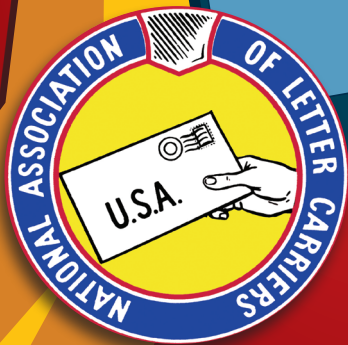
Both photos shown are of Ethan. He was last seen January 16, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Knoxville Police Department (Tennessee) 1-865-215-7450



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.



@*nalc.national*



@*NALC_National*



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*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**