

Volume 134/Number 7 July 2021

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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TURNS

50





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The Postal Service at 50



Fredric V. Rolando

The beginning of this month marks the 50th anniversary of the United States Postal Service. Of course, by July 1, 1971, the U.S. Post Office was approaching its bicentennial. It was created on July 26, 1775, by the First Continental Congress, even before our country won its independence. The Postal Reorganization Act of 1970 (PRA) did just what the name suggests: It reorganized the Post Office Department in fundamental ways. Spurred by the Great Postal Strike of 1970 that was led by our great union, the PRA transformed our agency. It went from a poorly performing, taxpayer-supported cabinet department whose workers relied on Washington lobbying (collective begging) to advance their

interests and living standards to a self-sustaining public enterprise with collective bargaining conducted under private-sector labor law.

By all objective standards, the PRA was a huge success. It modernized the nation's postal networks to increase efficiency and improve service, and it allowed USPS to operate with the world's most affordable postage rates, which it still does. At the same time, it permitted postal workers to claim a stable position in the middle class, with the ability to buy homes, save for their children's education and build retirement nest eggs. The PRA was a "win-win-win"—taxpayers saved tens of billions of dollars, ratepayers got better service at low, steady rates, and postal employees won dignity at work. The public enterprise model worked.

All this is worth celebrating, as we do in this issue (see story, page 10). But it also presents a suitable moment for reflection about whether our existing model still makes sense. Can the Postal Service thrive in the 21st century as a financially independent public enterprise? I believe the answer to this fundamental question is "yes." Before discussing why I believe this, it is worth noting that not everybody agrees. Indeed, senior postal management has been arguing for years that the "business model is broken." On the surface, the Postal Service's chronic financial woes since 2007—with average losses of \$6.3 billion annually—certainly seems to support that view. Technological change is certainly reducing the volume of letter mail, and many advanced countries around the world have privatized their postal operators. All true. But that does not mean that the public enterprise model cannot be revitalized in the United States.

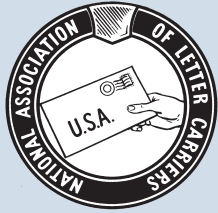
First, while technology has reduced First-Class Mail volume, it is also driving explosive growth in parcels, and the Postal Service is well positioned to capture this work with the deepest and best first-

mile and last-mile networks in the country. Second, marketing mail is still an incredibly effective advertising medium that stands out from the blizzard of electronic messages that most Americans tune out—the USPS should focus on growing that business. Third, new uses of First-Class Mail can and should be fostered. Mail-order prescription drugs have revolutionized the way Americans get their medicines. Vote-by-mail has exploded in popularity—and extending postal voting to union elections, party primaries, city and state elections, and ballot initiatives is doable. Same-day and next-day delivery of hyper-local products and communications for neighbors and small businesses can be promoted. Fourth, the financial crisis facing the Postal Service in recent years was largely manufactured by poor public policy decisions—the retiree health pre-funding mandate (responsible for 84 percent of reported losses since 2007) and the overly strict consumer price index price cap are the main culprits. These policies are being changed. Finally, postal privatization attempts elsewhere have largely failed—postage rates soared in privatized countries and volumes declined even more sharply than in the United States.

As we have learned over the past 16 months during the pandemic, the Postal Service is an essential public service. Supplementing postage revenues with taxpayer appropriations could certainly be justified—indeed, for much of its 246-year history, the Post Office received such appropriations. And even with its creation of the public enterprise model, the PRA authorized a "public service subsidy" set at 10 percent of costs (which Congress phased out in the 1980s). But we do not necessarily need to return to taxpayer subsidies.

If we combine timely public policy changes in the near term with creative policy and service/product innovations over the longer term, the Postal Service's current model can continue to work. The near-term changes include enacting H.R. 3076, the bipartisan Postal Reform Act of 2021, administratively implementing a fair allocation of Civil Service Retirement System pension obligations between the Postal Service and the federal government (under consideration by the White House), and public investment in electrifying the Postal Service's vehicle fleet, as proposed in President Biden's national infrastructure plan. The longer-term policy and service innovations include legislation to improve the way we invest the \$330 billion in retirement assets set aside for postal annuitants (now restricted to low-yielding Treasury bonds) and authorization to use the Postal Service's universal networks to meet unmet public needs, including financial services for people not served by banks, identification of verification services, public health assistance, and the delivery of state, local and federal government services.

As we mark this important USPS milestone, let us look ahead just four short years to when we will celebrate the 250th anniversary of the U.S. Post Office. And let us dedicate ourselves to using the period between these two important celebrations to do all we can to preserve and protect this invaluable institution for the American people.



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The Postal Record

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How to help Mail Service work better for you

On July 1st, the new United States Postal Service will be officially launched as an independent arm of the government, dedicated to providing the services you need efficiently and economically. The improvements we plan will take time, but we are confident they will be accomplished. Your cooperation is important too and so we have sent you this leaflet to help you help us make the mails work better.

Winton M. Blount
Postmaster General



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Two California carriers tell us about their experiences officiating for baseball, basketball and softball

Communications talent



Philip
Dine

Interacting with letter carriers daily, I marvel at how many of you are skilled communicators in one way or another.

Is it the job—the independence and space for thinking, the interactions with customers, the variety of situations you encounter—that provides the inspiration and the material? Or are people already predisposed to creativity drawn to the craft by those very factors?

Either way, we have some gifted folks in our ranks.

Worcester, MA Branch 12's Dave Flattery's talent for calligraphy shines through the art he creates on his envelopes. Yet, as striking as the envelopes are, they are no match for what's inside: artfully drawn messages from a Gandhi or Harry Truman, a Plato or Martin Luther King, including a stirring one about the power of the letters of the alphabet.

Over the past difficult months, he has sent uplifting messages to many, designing posters that can be folded and sent in a First-Class envelope.

"I just love to do it," Dave said. "You can do a lot for a lot of people with this. This pandemic, you couldn't see people or associate with them. If I find something that someone would appreciate, something inspirational, if I can make someone else happy or if it comforts someone—yes, absolutely."

Dave, who retired in June 2020 "after 33 years of pounding the pavement in Worcester," has studied, practiced and taught calligraphy for four decades-plus—even designing the official invitations to dignitaries for the grand opening of Worcester's postal store—but never more meaningfully than the past 16 months.

His goal throughout the pandemic: to "brighten people's mailboxes." And, thereby, their spirits.

For years, a poet in postal uniform traversed Lancaster, OH—Ernest Karcher's love for poetry born of loneliness for his family during World War II. As a soldier, he composed poems like "The Alphabet Plate," depicting his wife teaching the alphabet to their three little children.

It was honed delivering mail from 1947 to 1969, as he trod territory he loved and delivered to people he knew—his own home (a log house that in his childhood had no electricity or running water), his brother next door, his daughter/granddaughter around the corner.

Retired librarian Joyce Harvey drew me in with her recent headline in the local newspaper—"Remember When: Ernest H. Karcher, a Postman who 'delivered' poetry."

The "self-made poet," a Verse Writers' Guild of Ohio member, portrayed his hometown, from its residents to the town's cov-

ered bridges to his stint picking fruit for a living. The *Selected Poetry of Ernest Karcher* was published in 1977.

"He loved writing poetry because it was people he had met and situations he had encountered," his granddaughter, Cindy (McLaughlin) Smith, told me. "He enjoyed working in the post office, and he enjoyed carrying the routes."

She added: "Grandpa was a paratrooper and a disabled American veteran. Shrapnel came through, crushed his kneecap. It was amazing he had that postal career, but after he retired, he ended up in a wheelchair."

The Branch 340 member's "tribute" poem after President John F. Kennedy's assassination ran in the January 1964 *Postal Record*.

Proud of her grandfather's poetry and contributions to Lancaster, Cindy is working on a book about his legacy.

As a youngster in Oakland, CA, John Brennan was fascinated by airplanes, then worked at the Smithsonian National Air and Space Museum in Washington, DC. His interest took on a decidedly tangible cast during his military service.

"My own Army aviation tour in Vietnam gave me a leg up later in civilian life in knowing what subject to tackle before it was lost to history," he says.

After a quarter-century carrying mail, John decided he had a story to tell—about the unofficial network with which U.S. soldiers adorned their helicopters in Vietnam, expressing the "everyday voice of the everyday soldier."

And tell it, he has—in eight books since 2011. Online reader comments speak for themselves: "extremely well researched," "excellent," "really interesting book," "John Brennan's books are of the highest quality," "astonishing art." The latest is 2021's *Vietnam War Army Helicopter Nose Art, Vol. 2*.

True to the ethos of both uniforms he's worn, the retired Greater East Bay, CA Branch 1111 member is quick to deflect—and share—credit: "I count myself lucky as an author in being able to pursue a subject that I love, aviation, and in the process interact with thousands of Army aviator veterans in documenting the history of helicopter nose art. It was both my contribution and my brother vets' contributions, through their photographs, collected data, and their recollections, that helped fill a void that was in danger of being omitted from history.

"Luckily, thousands of iron butterflies were saved from extinction."

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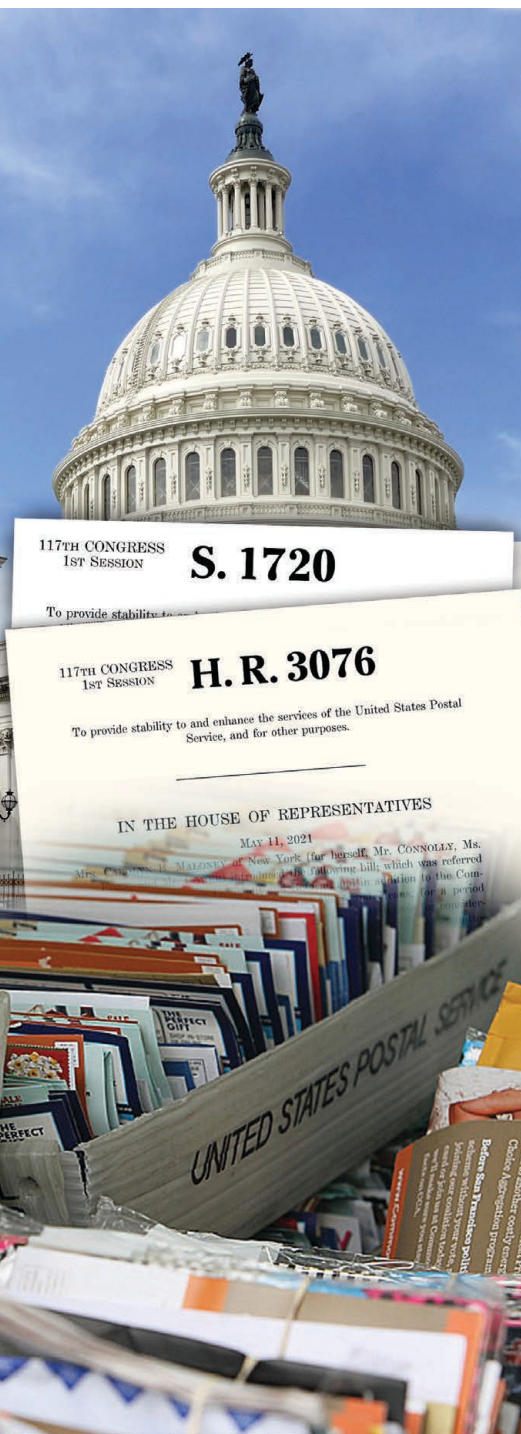
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News from Washington

Can postal reform make it to President Biden's desk?



The House of Representatives and the Senate have reached an important phase with regard to postal reform. As letter carriers will recall, the House advanced the Postal Service Reform Act (H.R. 3076) out of the Committee on Oversight and Reform in May, as reported in last month's *Postal Record*.

The Senate companion bill (S. 1720), which mirrors H.R. 3076, was introduced after the last issue of *The Postal Record* went to print and is now before the Senate. The bill is being led by Homeland Security and Governmental Affairs Committee (HSGAC) Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH).

Including Peters and Portman, the original co-sponsors of the Senate bill consist of 10 Democrats and 10 Republicans: Tom Carper (D-DE), Maggie Hassan (D-NH), Joe Manchin (D-WV), Alex Padilla (D-CA), Jacky Rosen (D-NV), Brian Schatz (D-HI), Krysten Sinema (D-AZ), Tina Smith (D-MN), Ron Wyden (D-OR), Roy Blunt (R-MO), Richard Burr (R-NC), Shelley Capito (R-WV), Susan Collins (R-ME), Steve Daines (R-MT), Josh Hawley (R-MO), Mike Rounds (R-SD), Dan Sullivan (R-AK) and Thomas Tillis (R-NC).

With the partisan makeup of the Senate evenly split 50-50 and legislation needing 60 votes to overcome a filibuster, having 10 original Republican co-sponsors is an important accomplishment. If all Democrats support this critical legislation, it could be signed into law. As this magazine was going to print, an additional Republican, South Dakota Sen. Kevin Cramer, joined the growing list of co-sponsors.

Just like the House bill, S. 1720 would repeal the mandate that the Postal Service pre-fund decades' worth of health benefits for its future retirees,

which was enacted through the Postal Accountability and Enhancement Act of 2006, in line with the bipartisan USPS Fairness Act (H.R. 695 and S. 145).

In addition, the legislation maximizes participation in Medicare once active postal employees (as of Jan. 1, 2023) retire and reach age 65. Annuitants as of Jan. 1, 2023, will be given the choice of whether to remain in the existing Federal Employees Health Benefits (FEHB) Program or participate in the postal version of the program that requires enrollment in Medicare Parts A and B—and retirees over the age of 65 who have chosen not to enroll in Medicare Part B will be given a one-time opportunity to do so with no late-enrollment penalty. Annuitants who elect to remain in the existing FEHB Program will not be required to enroll in Medicare. NALC also successfully lobbied to ensure exceptions to the requirement to enroll in Medicare for those covered under other insurance arrangements (such as under the Department of Veterans Affairs, or VA) and for those who live in places where there are not Medicare-participating providers.

S. 1720 also contains language that requires the Postal Service to maintain “integrated” delivery of both mail and packages six days a week. If this bill becomes law, the six-day requirement would be a statutory mandate. Since 1983, the policy mandate to deliver mail six days a week has had to be renewed annually in the appropriations process. This bill would eliminate the need for the annual fight to maintain six-day delivery.

In addition, the bill: requires the Postal Service to report semiannually to Congress on the implementation of USPS's 10-year strategic plan; provides for a public dashboard using nationwide delivery metrics to track

In the February 2021 issue of *The Postal Record*, a \$500 contribution to the Letter Carrier Political Fund from Joseph McHale should have been listed under Greater East Bay, CA Branch 1111. McHale wishes to make the contribution in the name of his deceased father, Joseph McHale Sr., a postal worker.

delivery performance; directs the Postal Service to use the most efficient means available to transport mail, likely switching from air to ground transportation; mandates a Postal Regulatory Commission (PRC) review of competitive and non-competitive products and a study of nationwide processing efficiency of flats (magazines and catalogs); provides the PRC with independent budget authority through the Postal Fund, preventing it from being directly affected by sequestration/shutdowns; provides a special postage discount for newspapers; and consolidates the Postal Service's and the PRC's Inspectors General into a single office.

"NALC appreciates Chairman Peters and Ranking Member Portman's introduction of this important legislation in the Senate," NALC President Fredric Rolando said. "NALC recognizes the senators who have put partisan tensions aside to show strong support for this bipartisan legislation that is crucial to help restore financial and operational stability to the Postal Service."

The road map through Congress

As this publication was going to print, both the House and Senate were aiming to continue working toward passage in each chamber. The House had set a goal of bringing H.R. 3076 to the floor this month, and the Senate HSGAC was in the process of scheduling a markup of S. 1720. Despite the growing bipartisan support for both bills, the road map to their becoming law is not a straight one.

The bills must get the blessing of some key committees regarding the Medicare Part A, B and D provisions, which fall under the jurisdiction of the House Committee on Energy and Commerce, the

House Committee on Ways and Means, and the Senate Finance Committee. NALC has been educating lawmakers about the fundamentals of the Medicare proposals and correcting rampant misinformation about the bills as they move forward in the two chambers.

Explanation of the health care provisions of H.R. 3076/S. 1720

Many letter carriers may have questions about the FEHB Program and Medicare provisions included in these bills. Unfortunately, misinformation about them is common. Let us start with the proposed changes in FEHB.

FEHB reform

Under the legislation, postal employees and annuitants would participate in a restructured FEHB Program. All major plans now available to participants—Blue Cross Blue Shield, the NALC Health Benefit Plan, Kaiser, etc.—would continue to be offered to postal employees and retirees as a postal-only version of their FEHB plans. But their premiums would be significantly reduced, because postal participants would be placed in a separate risk pool with new rules regarding Medicare enrollment.

The new legislation would not change a current postal annuitant's right to decide whether he or she wants to enroll in Medicare. Although 90 percent of current postal annuitants are automatically enrolled in Medicare Part A (hospital services) and nearly 80 percent of them voluntarily enroll in Medicare Part B (medical services), no current annuitant would be required to enroll in either Medicare Part A or Part B. All active employees under the age of 64 (as of Jan. 1, 2023) would be automatically placed in the postal version of

the health plan they choose, and if retired upon reaching Medicare age, they would be enrolled in Medicare (absent the exceptions discussed below).

Active postal employees (as of Jan. 1, 2023) who are 64 or older and all current postal annuitants as of that date would be given the choice of whether to join the postal-only version of FEHB plans (integrated with Medicare) or to remain in the non-postal version of such plans, depending on whether they want to enroll in Medicare Part B, which currently carries a premium of \$148.50 per month. The reason most annuitants already choose to enroll in Medicare Parts A and B when they turn 65 is that enrolling virtually eliminates any out-of-pocket costs such as deductibles and co-payments. However, under the proposed law, current annuitants (as of Jan. 1, 2023) would decide whether to enroll. Those who do not want to enroll in Medicare would remain in the non-postal version of their FEHB health plan—and the Postal Service would continue to pay the government's share of their premiums.

The postal-only plans in FEHB would be regulated and operated in the same way that current FEHB plans are regulated and operated today. There would be an annual Open Season that would allow participants to choose among a range of plans with separate rates for postal and non-postal participants.

Special protections

NALC lobbied aggressively for the inclusion of special exceptions that are contained in the legislation. Future postal annuitants who do not need Medicare because of coverage by VA or by another non-FEHB program, or who cannot use Medicare because they live in a place (for example, overseas) without



Anton Hajjar

News from Washington (continued)

Medicare providers, would be allowed to enroll in the non-postal version of their FEHB plan. We also worked to include a provision to give current annuitants who did not enroll in Medicare Part B at age 65, but who now wish to do so, a one-time opportunity to enroll in Part B without the late-enrollment penalty that currently applies. That penalty, which raises Part B premiums by 10 percent for each year after age 65 that a retiree delays enrollment, is costly.

Why prospective Medicare integration makes sense

It makes sense to create postal-only plans within FEHB and to maximize Medicare participation because it would reduce health care costs for both the Postal Service and participants. FEHB premiums would be reduced for active and retired postal employees alike. Because Medicare is the first-payer insurer for its enrollees, the costs covered by postal-only FEHB plans would be reduced, thereby reducing the premiums for postal employees. This would reduce the Postal Service's health care expenses by hundreds of millions of dollars annually and reduce its future liability for retiree health benefits by approximately \$50 billion.

Battling misinformation

Since the introduction of these bills, misinformation about the Medicare provisions included in the legislation has circulated. Most notably, the National Active and Retired Federal Employees Association (NARFE) has distributed inaccurate information about the bills. NARFE has falsely claimed that these bills would cause the premiums of non-postal federal employees and annuitants to increase, allow the Postal Service to “cherry-pick” individuals who

are less costly to insure, and allow the Postal Service to avoid its full financial obligation to those retirees who choose not to enroll in Medicare.

None of this is true. In fact, non-postal FEHB premiums would decline somewhat (by about 1 percent), because the non-postal workforce is younger and less expensive to insure than is the postal workforce. A recent professional actuarial analysis of the proposed FEHB reforms conducted by PRM Consulting Group for the Postal Service demonstrates this clearly. That analysis mirrors the findings of the Congressional Budget Office (CBO) review of S. 1486 (the Postal Reform Act of 2014), which also included FEHB and Medicare integration reforms. The CBO Cost Estimate for S. 1486 (July 14, 2014) states on page 14:

The effect of the legislation on federal on-budget payments for health insurance premiums in the FEHB program would partially offset the increase in Medicare spending. Premiums charged to non-postal enrollees in the FEHB program would be based on expected health costs of the employees, annuitants, and dependents remaining in the FEHB program after the health care costs of USPS workers, annuitants, and their dependents are shifted to the PSHB program. Because non-postal enrollees cost FEHB plans slightly less than postal enrollees, on average, CBO estimates that premiums in the FEHB program would be lower than under current law. Thus, the amount the federal government would contribute toward its share of annuitant premiums would be lower.

CBO estimates that federal payments for health insurance premiums for non-postal annui-

tants enrolled in the FEHB program would be reduced by about \$1.6 billion over the 2015-2024 period.

Finally, USPS would not be able to cherry-pick whom to insure—it would pay the full cost of all postal participant premiums, whether participants are in the postal or non-postal version of their FEHB plans. NALC, along with other postal unions, addressed these false claims in-depth in a letter to the president of NARFE. Read the letter on nalc.org.

As the legislation progresses in the House and Senate, NALC will need the full engagement of letter carriers to help educate members of Congress on how this legislation would protect employees and our essential network. Keep an eye out for more information in the “Government Affairs” section of nalc.org and on the NALC Member App. Members are encouraged to install the app on their smartphones so that NALC can communicate with you when the legislation is released and when it moves in the halls of Congress.

Hajjar confirmed to USPS Board of Governors

The Senate approved the nomination of Anton Hajjar to serve on the Postal Service Board of Governors (BOG) on May 28.

Hajjar holds a term that is effective immediately and expires on Dec. 8, 2023. Hajjar's confirmation comes one month after the Senate confirmed Amber McReynolds and Ronald Stroman, and fills the final vacant BOG seat. The Postal Service now has a full BOG for the first time in more than a decade.

“NALC congratulates Anton Hajjar on this important confirmation,” President Rolando said. “We look forward to working with a complete BOG for the first time in years, and we appreciate the Senate's swift action on these confirmations.” **PR**

Virtual conference for deaf and hard-of-hearing members to be held

NALC Director of Safety and Health Manuel L. Peralta Jr. and Director of Retired Members Dan Toth have announced a virtual conference for deaf and hard-of-hearing members to be held Sunday, Aug. 8, at 2 p.m. Eastern time.

This conference will consist of a training on Management Instruction EL-670-2021-x, Providing Communication Accommodations to Employees and Applicants Who Are Deaf or Hard of Hearing, as well as a brief overview of other relevant contractual provisions regarding deaf and hard-of-hearing accommodations.

Accommodations

The conference will use certified American Sign Language interpreters as well as closed captioning. The conference will run approximately two hours.

Branch officers and shop stewards

In addition to any deaf or hard-of-hearing members who wish to attend, branch officers and shop stewards who represent deaf or hard-of-hearing members are encouraged to join. To register, follow the instructions below.

Registration

Registration will open to members on July 12 and will close the day of the conference, Aug. 8. To register, go to nalc.org and click on the Members Only portal button in the upper right-hand corner. Once logged on to the Members Only portal, click the “Meetings Registration” button, which will display a list of upcoming meetings. From there, select the “Deaf and Hard of Hearing Conference” and submit your registration information. Branch and state presidents also can register their members by logging on to the Mem-

bers Only portal and then clicking the “Meetings Registration” button, which will display a list of upcoming meetings. From there, presidents can register members by entering their last names in the “Search” box and selecting the correct members from the drop-down list. A member also can be removed from the “Registry” list by checking the box under the delete column next to the corresponding member.

Training materials

Training materials and other pertinent information will be supplied in the form of PDFs. Access to these documents is available during the registration process. These PDFs also will be available to registrants on their Members Only page. The documents can be printed, copied or saved.

Accessing meeting information and joining the meeting

When a registered member wants to access training materials or join the conference, he or she can go to nalc.org and log on to the Members Only portal. Once logged in, the member will press the “Deaf and Hard of Hearing Conference” button. For each meeting, there will be three buttons: The “Documents” button, which will give the member access to the training materials; the “Topics” button, which will give the member access to a list of topics (if any); and the “Join” button. The “Join” button will appear 30 minutes prior to the start time on the day of the meeting.

If you log on to the Members Only portal more than 30 minutes prior to the start of the meeting, you will need to exit to the home page and re-enter to access the “Join” button.

Once you select the “Join” button, you will be taken to a Webex portal

Rolando appoints RWCA

NALC President Fredric Rolando has appointed Royal Oak, MI Branch 3126 member **Misty Wenger** as a regional workers’ compensation assistant (RWCA). Misty has been assisting retiring RWCA Joanne Wright with OWCP cases in Region 9 (Florida, Georgia, North Carolina and South Carolina) for the past 16 months, and will be working out of the Region 9 office in Marietta, GA.

RWCAs help members who suffer on-the-job injuries with Office of Workers’ Compensation Programs (OWCP) claims.

After working as a postal clerk, Wenger joined the letter carrier craft in 2011 in Lansing, MI, and joined Lansing Branch 122. She served as a steward, secretary, CCA Academy instructor and union orientation coordinator for the branch.

Wenger moved to Royal Oak in 2019 and joined Branch 3126. She served her new branch as a steward and OWCP representative. She also assisted the Region 6 (Kentucky, Indiana and Michigan) national business agent’s office on multiple assignments.

Wenger graduated from the NALC Leadership Academy in 2018. **PR**



titled “Starting your meeting...” Scroll down to select “Join from your browser.” When joining, the member will be prompted to enter his or her name and email address to attend the meeting. Proceed by selecting the “Next” button followed by the “Join Meeting” button.

Self-identification

Those who identify as deaf or hard of hearing can self-identify by going to the NALC website at nalc.org, clicking on the Members Only portal in the upper right-hand corner, and logging in. From there, you can simply check the appropriate box if you would like to be identified as deaf or hard of hearing. Doing so will let NALC know who you are and which branch you belong to, for the purpose of providing services and help when needed. **PR**

Joint NALC-USPS pilot program for COVID-19 testing held in New York City

In May, NALC and USPS began jointly testing a program to help contain the spread of COVID-19 in postal facilities by taking temperatures of postal employees as they enter a facility, as well as by providing rapid-result COVID tests. The test continued for a 30-day period.

At the Morgan General Mail Facility in New York City, employees stop at the door to have their temperatures checked with a non-contact, hand-held thermometer. While most of the employees there are postal clerks, about 100 letter carriers represented by New York Branch 36 also work in the building.

Under the pilot program, which follows Centers for Disease Control and Prevention guidelines, if an

employee has a temperature of 100.3 degrees or above, he or she is directed to an isolated area for a follow-up temperature check to confirm the first reading. If the employee still shows an elevated temperature, the employee may opt to take a quick-result COVID-19 test on site, administered by a nurse in an isolated room in the facility, or to go home and use a COVID-19 test mailed to his or her home by USPS. The employee will not be charged for either test. COVID-19 testing is also made available to employees who have not shown an elevated temperature.

An employee who goes home after showing a high temperature and who does not have a positive COVID-19 test result may return to the facility on his

or her next scheduled workday and, if the temperature registers below 100.3 degrees, return to work.

An employee who is sent home with an elevated temperature and has an elevated temperature when returning to work must follow the current USPS return-to-work protocol for COVID-19 infection before returning to work again. An employee who was sent home and tested positive for COVID-19, or who is advised to stay home by a medical professional, also must follow the protocol.

The month-long pilot program seemed to be working smoothly, according to Branch 36 President **Charlie Heege**. “I haven’t heard any complaints from any carriers so far,” he said. **PR**

CCA retention pilot program started

NALC and the Postal Service have launched a joint pilot program designed to improve the experience of newly hired letter carriers and to prompt more new carriers to stick with the job.

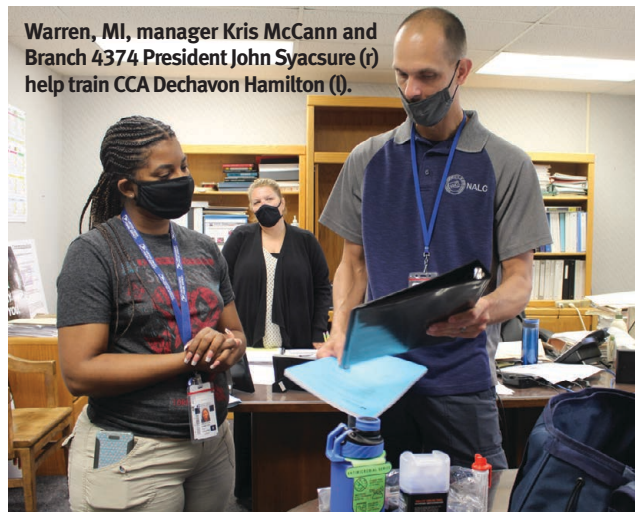
Many city carrier assistants (CCAs) and part-time flexibles (PTFs) find the job tough at first—the long hours, physical work and steep learning curve take their toll. Unfortunately, too many new hires quit within a few months. The experience is not only an unpleasant way to start the job as a carrier; it’s a waste of time and resources when new hires leave.

The pilot program began in May in the main post office in Warren, MI, and in the West Milwaukee station in Milwaukee. The program involves various new and modified practices for all CCAs and PTFs in these offices. It is scheduled to run for about a year.

The pilot program focuses on improving the experience of new carriers from Day One. Designed together by NALC and USPS, it includes a variety of improvements, such as a structured welcome, better training, limits on work hours during the carrier’s first six weeks on the job, more consistent route assignment and availability of necessary supplies and information needed to do the job.

“This joint program has the potential to assure that new letter carriers start their jobs on the right foot and stay long enough to enjoy the rewards of carrying the mail,” NALC President Fredric Rolando said. “It’s a win-win.”

Under the program, new carriers receive the attention and materials they need for success, with a welcome



Warren, MI, manager Kris McCann and Branch 4374 President John Syacsure (r) help train CCA Dechavon Hamilton (l).

checklist for supervisors to use to assure that all bases are covered. On their first day, carriers are handed a welcome package—a satchel with items inside such as a USPS cap, vest, water bottle and dog spray.

Before their Carrier Academy training concludes, new carriers will receive information such as the address of their employing office where they are scheduled to report, and the proper shoes and clothing to wear for their first days on the route. The pilot includes a Day One office tour introducing the new employee to the station, to other employees, and to union representatives. The new carriers will receive essential information such as how to contact supervisors or stewards as well as the location of safety and other employee bulletin boards and emergency exits.

“The goal of the pilot program is to give new carriers what they need to succeed and to feel welcome,” Rolando said.

The program includes additional help for CCAs as they ease into the job. After completion of Carrier Academy and On-the Job Instruction, the pilot program encourages stability in route assignments with gradual increases in workload to help promote confidence in the new employee. The program ensures that once the new carrier is out delivering a route alone, both a steward and a supervisor will check on the CCA on a regular basis. The pilot program also restricts new carriers to working only in their employing office for the first four weeks following completion of Carrier Academy.

A new carrier’s weekly hours will be capped at eight hours a day and 40 hours a week for the first two weeks, and 10 hours a day and 56 hours a week for the next two weeks, followed by a limit of 11.5 hours a day and 60 hours a week.

The pilot program also assures that CCAs receive frequent check-ins to

track their success and provide help when they need it, including ensuring that they receive the required evaluations at 30, 60 and 80 days into the job. During these progress reviews, management will identify opportunities for improvement, offer constructive feedback, and consider whether additional training could benefit the new carrier.

Throughout the pilot program, CCAs will be asked for feedback, including through surveys, to evaluate the program’s effectiveness.

High turnover among CCAs has been an ongoing concern since the CCA position was created in 2013. As part of negotiations for the 2019-2023 National Agreement, NALC and USPS agreed to form a joint City Delivery and Workplace Improvement Task Force, with a renewed commitment to improving the experience and retention of newly hired CCAs as part of its agenda.

A subcommittee of the task force composed of NALC and USPS representatives studied the issue. It relied heavily on input from CCAs about their initial experience joining USPS, gathered through several focus groups.

Using this information, the subcommittee developed the pilot program and agreed in a memorandum of un-

derstanding (MOU Re: New Employee Experience and Retention Program) to test it. For a detailed explanation of everything the pilot program entails, see M-01949 in NALC’s Materials Reference System in the “Resources” section of the NALC website or at nalc.org/mrs.

“In the long run, the pilot program is part of an effort to improve the overall culture at USPS,” Rolando said.

“Letter carriers, especially new CCAs, need to know that the Postal Service gives them room for work-life balance and respects them,” he added. “This collaborative effort is a great first step in transforming USPS for the benefit of both the Service and its employees.”

Several provisions in the new National Agreement improve the status of all CCAs, Rolando noted, including removal of the lowest pay step to boost their starting pay, an increase in the employer contribution for health care benefits and a guarantee of conversion to career status within 24 months of their hire date.

“We can all do our part to help our new carriers—who are the future or our union, after all—by supporting them as they join our ranks,” Rolando said. “Let’s welcome newly hired carriers and give them a helping hand.” **PR**



Letter carrier Lakeyia Terry (l) provides on-the-job training to newly hired CCA Robert Hessel in Warren, MI.



UNITED STATES POSTAL SERVICE®

TURNS

50



REMEMBERING POSTAL SERVICE DAY 1971



Top: Castlewood, VA, celebrated Postal Service Day

Above: A first-day cancellation of the new USPS stamp on July 1, 1971

Last year marked the 50th anniversary of the Great Postal Strike: On March 18, 1970, letter carriers—starting in New York, but ultimately extending to cities nationwide—walked off the job and onto the picket lines. The successful wildcat strike resulted in the establishment both of collective bargaining for letter carriers and of the United States Postal Service. (For more on the strike, see the March 2020 edition of *The Postal Record*).

But when the strike ended on March 25, 1970, that kicked off a long and difficult process for the Post Office Department to become the Postal Service, and for NALC and the other postal unions to negotiate the first contract with the new organization. Both storylines collided 50 years ago this month.

NATIONAL POSTAL SERVICE DAY

On Aug. 12, 1970, President Richard Nixon signed the Postal Reorganization Act into law, which would transform the Post Office Department into the United States Postal Service. While parts of the law would go into effect

months earlier, it would become fully effective on July 1, 1971.

Nixon declared that the date would be commemorated as National Postal Service Day “to give recognition to the contributions made through the years by the men and women of the Post Office who have served the Nation so faithfully and to mark the inauguration of the United States Postal Service,” he stated in Proclamation 4061.

Postmaster General Winton Blount, who was to continue on as the chief executive of the new organization, made June 21-27 Postal Clean-Up Week “to present our very best image to our customers,” he told the *Postal Bulletin*.

As part of the transformation, USPS got a new logo, replacing the Pony Express rider that had been used for decades. The new eagle logo was chosen because eagles are powerful, stately, determined and already a symbol of the United States.

USPS mailed a leaflet with mailing tips and announcements about the July 1 activities to homes throughout the country. It also distributed souvenir envelopes, which could be used for an 8-cent stamp featuring the new eagle logo, which would be released that day. Breaking a tradition of releasing stamps



only in a single city on the first day, the stamps were available at every post office, so anyone could get his or her stamp canceled with the July 1 date.

While postal headquarters marked the day with an official ceremony featuring PMG Blount and the new Board of Governors, local post offices held festivities “from helicopter delivery of mail at Glen Falls, New York, to Miss ZIPs in hot pants in Louisville, Kentucky,” *The Postal Leader* reported. (Reflecting the times, Miss ZIPs were women in blue miniskirts and beauty contestant-style red and white “Miss ZIP” sashes, who answered customer questions, provided mailing tips and sold stamps in post office lobbies.)

The most common local events involved tours, flag-raising ceremonies, live music, and coffee and donuts. USPS sent post offices photography exhibits called “These are the people who are the U.S. Postal Service” featuring employees at work, and the 11-minute film, “More and Louder.” The film included man-on-the-street interviews about the public perception of the Postal Service, showed postal workers on the job, and featured an animated “history of the U.S. Mail from Colonial America to the Moon.”

In New York City, on the very steps in front of the Main Post Office where letter carriers had walked the picket lines the year before, the New York Post Office Band performed while employees distributed “seemingly limitless quantities” of the souvenir envelopes, *The New York Times* reported. Regional Postmaster General Harold Larsen, speaking at the celebration pointed to the change from the old to the new with the Postal Service’s new logo: “Today we lose our horse and rider,

but we are gaining the eagle as a symbol more in keeping with the times.”

ONGOING NEGOTIATIONS

Even as the pomp and circumstance for National Postal Service Day was being held, letter carriers and other postal employees were still fighting for their first national agreement with the Postal Service. Negotiations had begun on Jan. 20, 1971, between the Post Office Department and the Council of American Postal Employees (CAPE), the coalition of 650,000 postal workers who were members of the seven exclusive postal unions

In the July 1971 edition of *The Postal Record*, NALC President James Rademacher announced that CAPE had filed an unfair labor practice charge with the National Labor Relations Board against the Post Office Department for refusing to negotiate in good faith, and vowed to do so against USPS when it came into being on July 1. The charges ranged from management’s refusal to make any specific proposals on wages to its forcing the unions to bargain together in perpetuity.

“We welcome the United States Postal Service with muted voices and with minds charged with suspicion,” Rademacher wrote. “We have not entirely given up on the modified Corporation idea but a great deal of the original enthusiasm for the new concept has already gone down the drain.”

The day before July 1, in New York, where the wildcat strike leaders distrusted both the Post Office and the



Top: The crowd for Postal Service Day in New York City

Above: Miss ZIPs wore sashes that read “Miss USPS” for the day’s events.



UNITED STATES POSTAL SERVICE®

URNS

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The Dante, VA, post office featured the photo display from postal headquarters.

national union leaders, 12,000 postal workers in the city rallied in support of “a no contract—no work” position.

Despite the animosity on both sides as the July 18 deadline for negotiations passed and the parties moved to take their cases to arbitration, an agreement was struck on July 20.

“For the first time in history,” Rademacher wrote in the August 1971 edition of *The Postal Record*, “unions representing postal workers actually negotiated a settlement.”

There was much for letter carriers to like about the new agreement. The new contract provided wage increases and a cost-of-living adjustment—the first ever for postal employees—as well as a “no lay-off” clause that prohibited the Postal Service from laying off carriers and other bargaining-unit employees “on an involuntary basis.” This contract also saw the establishment of the grievance-arbitration procedure, which allowed stewards to force managers to abide by the contract.

Still, some carriers criticized the

agreement’s failure both to improve fringe benefits and to preserve strict craft lines between carrier and clerk duties. In addition, the wide disciplinary powers granted management were soundly attacked.

One New York rank-and-file letter carrier said that the contract had given unbridled authority to the new budget-conscious postal management, and that the new contract would lead to “increased supervision and harassment of letter carriers; arbitrary discipline; increased productivity with no benefits; reductions in personnel; elimination of carrier assignments; accelerated changes and additions to letter carriers’ routes; deteriorating service which would bring unfair criticism from the patrons to the letter carrier; and an overall and large-scale problem of low morale.”

The agreement was not sent to the membership for ratification; the Executive Council agreed to it without input from the membership. In October, the rank-and-filers held a conference, where they made it one of their central issues that all nationally negotiated collective-bargaining agreements would have to be submitted to the membership for ratification. By the time the second agreement was negotiated in 1973, the Executive Council voluntarily sent it to the membership for ratification, and this process became part of the *NALC Constitution* at the 1974 national convention.

And so, 1971 was a time of transition for the Postal Service and for the collective-bargaining process. While it wasn’t always a smooth transition for the Postal Service or for NALC, from these beginnings letter carriers have negotiated, arbitrated and ratified their own national contracts. Much like National Postal Service Day in 1971, that is something worth celebrating. **PR**

President Richard Nixon (seated) signed the Postal Reorganization Act, creating the United States Postal Service.



NALC cancels postponed 2020 National Convention

At the end of May, NALC President Fredric Rolando sent letters to branch and state association presidents informing them of the cancellation of the postponed 2020 National Convention. The next convention will be the 72nd National Convention, to be held in Chicago in 2022.

In the spring of 2020, the NALC Executive Council voted to indefinitely postpone the convention because of the COVID-19 pandemic, which made it “impossible for delegates to travel safely or to meet in large numbers during 2020,” Rolando stated in his letter. The Executive Council subsequently decided that it wasn’t possible to hold the convention in 2021 and voted unanimously to cancel it.

Officer reports that would have covered the two-year period leading up to the convention will be expanded to cover the four-year period between 2018 and 2022 and will be distributed at the Chicago convention. Financial and other select convention reports that would have been distributed in Honolulu will be available in the next several weeks, either on NALC’s public website or in the Members Only portal.

All resolutions and amendments that were submitted for the 2020 convention will be placed into consideration for action at the 2022 convention.

AFL-CIO delegates were to have been elected at the 2020 convention. Instead, the

delegates elected in 2016 will represent NALC at the AFL-CIO quadrennial convention in 2022. That convention was originally scheduled for October of 2021 but was postponed. It has been announced that it will be held sometime before June 30, 2022, at the discretion of the AFL-CIO Executive Council.

Additionally, awards for the branch publications contest, Letter Carrier Political Fund contributions, Muscular Dystrophy Association fundraising, organizing and the Stamp Out Hunger Food Drive that would have been presented at the 2020 convention will be presented in Chicago, along with the winners of the 2022 awards. Winners of the 2020 awards will be announced on nalc.org when the 2020 convention materials are released.

President Rolando will make new

convention committee appointments for the Chicago convention early next year, and members appointed to standing committees after the 2018 convention will continue to serve on those committees through the 2022 convention.

Branches were advised to follow their bylaws in electing delegates to the 2022 convention.

“As our country recovers from this terrible pandemic, nothing will give me greater joy than the ability to once again meet in person with the thousands of branch activists and leaders who give the NALC its strength,” Rolando said. “The losses of 2020 and 2021 will make the convening of the NALC’s 72nd National Convention in Chicago all the sweeter. I look forward to being with you all in August of next year.” **PR**



McCormick Place in Chicago will be the site of the convention in 2022.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective June 19, 2021 (Elimination of Table Three Step CC)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
TBA*	July COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAs will be calculated and paid by USPS as soon as practicable.

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	452
Carrier Technician**	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician**	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician**	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237	1,850	
Carrier Technician**	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649	1,889	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62	
Carrier Technician**	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33		
Carrier Technician**	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA	BB	AA
City Carrier (Grade 2)	18.51	19.01	20.00	20.50
Carrier Technician (add 2.1%)	18.90	19.41	20.42	20.93
Steps (From BB to AA) in weeks	52		52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

CCA Step CC eliminated

As part of the 2019-2023 National Agreement, Step CC of Table Three of the pay chart for city carrier assistants (CCAs) was eliminated on June 19. Any CCAs who were in Step CC on June 19 were moved to Step BB, currently \$18.51 an hour. These CCAs will maintain their time-in-step credit toward step AA and will receive their next step increase to CCA Step AA after 52 weeks of service. CCAs who were in Step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward Step AA. This will ensure that all CCAs will reach Step AA after 52 weeks of service. Step BB will become the new entry step for newly hired CCAs. (The new pay chart can be seen on page 14.)

The CCA wage rates have evolved since the CCA position was established in January 2013, when Arbitrator Shyam Das set the terms of the 2011-2016 National Agreement. When he set up this new category of city carrier, he also created a new pay table, Table Three, to determine how much

CCAs were to be paid. This new pay table provided no step increases based on a CCA's longevity with the Postal Service.

In May of 2017, NALC and USPS reached tentative agreement on the 2016-2019 National Agreement, which was ratified by the membership in August of 2017. The new National Agreement included a modifying of Table Three to set up two step increases of 50 cents each. These step increases were achieved by CCAs when they reached 12 and 52 weeks of service, respectively. These new step increases were in addition to the general wage increases each November.

In November of 2020, NALC and USPS reached tentative agreement on the 2019-2023 National Agreement. This tentative agreement was ratified by the membership in March of 2021. While the new agreement includes general wage increases each November, it also includes the elimination of Step CC. **PR**

State conventions being held online and in person

After most state associations postponed or canceled their state conventions last year, many are resuming those sessions this year. Some are meeting virtually. Some are meeting in person. Some are a mix, or in person with guests appearing remotely. Here's a roundup of some of the ways state associations are getting back together safely as the pandemic wanes.

The California State Association plans a live convention in San Diego in November. With up to 1,000 delegates showing up for a typical convention, the state association has

struggled with planning a meeting that can follow COVID-19 social-distancing protocols. After postponing its triennial convention scheduled for April of 2020, the state has shifted the date four times, and now has pegged November of this year for its gathering. The host hotel has accommodated the date changes; however, moving the date again would incur a financial penalty. If that happens, California State Association President **Harold Kelso** said, the convention probably would be moved to an online meeting. "If that's the way we have to go," he said, "that's the way we have to go."

After canceling last year's convention, Colorado held its annual meeting in April with a hybrid approach, State Association President **Danielle Fake-Moorman** said. Most of the delegates—about 75—met in person in Pueblo following the Centers for Disease Control and Prevention guidelines, including masks and temperature checks, and an additional 25 or so participated remotely via Zoom. Some guest speakers, including NALC President Fredric Rolando, also appeared via Zoom.

At press time, Indiana was readying the state's in-person convention

State conventions (continued)

for the last week of June in Indianapolis. State Association President **John Triplett** said he expected about 190 delegates. Though most COVID-19 restrictions in the city have been lifted, he said, “we’re going to try to social distance as much as possible.”

Louisiana’s state association held its convention in person in June. With 100 delegates, the meeting involved the standard COVID-19 safety protocols, State Association President **Troy Scott** said. “We had masks; we had social distancing; we had hand sanitizer,” he said. “It went well.”

With a biennial convention in odd-numbered years, Maine didn’t have a meeting to cancel last year, but the state association did push back this year’s convention, to be held in Bangor, from May to October, Maine State Association President **Mark Seitz** said. Seitz is optimistic that the pandemic will be under control at that point. “I think by October, we should be good to go,” he said. “Maine is the most vaccinated state now.”

Massachusetts, too, had no convention scheduled last year, but it had to move this year’s convention from April to November due to COVID-19 concerns, State Association President **Scott Doughy** said. The state association plans to hold an in-person convention in Hyannis, with the expectation that the pandemic will have receded by then.

Montana held its 2020 convention in person with 28 delegates in Helena last September, State Association President **Julie Quilliam** said. The state held this year’s convention in person with 30 delegates in Billings in May.

New Hampshire held an in-person convention on the first weekend of June; it was in North Conway with 62 delegates present, just as COVID-19 restrictions were eased in the state, State Association President **Shauna Houghton** said. Still, “some things were altered,” she noted, such as foregoing the usual breakfast, and having speakers appear online instead of in person.

As COVID-19 infections waned in New Mexico, the state association held an in-person convention in Albuquerque in June. The event included safety measures, including masks, hand sanitizer and social distancing, State Association President **Marie Montano** said.

North Carolina has odd-year conventions. At press time, it was scheduled to hold a three-day virtual gathering this month, including a training day, State Association President **Craig Schadewald** said. A total of 168 delegates registered for the meeting.

North Dakota holds odd-year conventions, and the one scheduled for April was held—but virtually instead of in person. Fewer branches participated this year, State Association President **Rachel Freehauf** said, and the camaraderie of meeting and celebrating in person was missing. “I think that it worked for getting done what we needed to get done,” Freehauf said, “but it definitely wasn’t the same. You really need that time with your fellow union activists.”

Ohio plans to hold its biennial convention in Cleveland this month. The hotel’s convention hall can accommodate 320 people with social distancing, State Association President **John Dyce** said. The state’s conventions

have attracted an average of 350 delegates in past years, so Dyce has worked with the hotel to provide overflow rooms with television feeds so every delegate can participate. Even if Ohio eases COVID-19 restrictions by then—at press time, the governor’s plan was to eliminate nearly all of them in early June—and the hotel follows, the overflow rooms will give delegates with health concerns a place to continue social distancing, Dyce said.

Tennessee held an online convention in June with about 70 delegates participating. The meeting went smoothly, thanks to advance “warmup sessions” to ensure that delegates knew how to use the online meeting application, State Association President **Laurie McLemore** said. In addition, McLemore worked to make the meeting feel more personal and entertaining—she even mailed “swag bags” to the delegates. “We’re trying to make it a little bit special, because all of our meetings have been on the web, and people are tired of it,” she said.

Washington held an in-person convention in early June. Though the state’s COVID-19 restrictions included a 50 percent capacity limit for indoor meetings, the venue in Lynnwood was large enough to allow for a full complement of roughly 160 delegates to meet in person, State Association President **Brian Wiggins** said. The delegates were supplied with plenty of masks and hand sanitizer.

Letter carriers continue to conduct state association business in ways that responsibly address COVID-19-related concerns. **PR**

Dog bite reports increased last year

The number of dog attacks reported by letter carriers on their routes increased last year, and the Postal Service is continuing its efforts to help carriers avoid bites. The Postal Service held its annual Dog Bite Awareness campaign last month to focus on the dangers dogs can present to letter carriers.

Under this year's theme "Be Aware: Any Dog Can Bite," and using the hashtag #dogbiteawareness, the awareness campaign focused on educating letter carriers about how to avoid dog attacks and teaching dog owners about how to keep their dogs away from carriers on their routes.

Though USPS did not release the number of dog attacks reported by carriers in 2020, it said the figure was higher than the 5,803 reported attacks in 2019. The top five cities for dog attacks were Houston, TX (73 attacks), Chicago, IL (59), Los Angeles, CA (54), Cleveland, OH (46) and Denver, CO (44).

Most dog attack reports are minor, but some involve serious injuries. And even when we think we are safe, a dog attack can surprise us.

In April of last year, **Michael Benson** of Kansas City, KS Branch 499 was delivering on his route in the city and knocked on the door at the house of a customer he knew often had outgoing packages. The customer's daughter answered the door with the family's pit bull next to her.

The dog "was not happy to see me," Benson said, and lunged at him. As carriers are trained to do, Benson put his satchel between his body and the dog. "Unfortunately, my dog spray was on my satchel," Benson said, so he could not reach it. When Benson fell to the ground, the dog latched its jaws on his arm and wouldn't let go—until

it bit his face. The dog released Benson when he screamed, and an adult came to the door and pulled the dog away.

Luckily, his injuries were not severe. Benson had several stitches and plastic surgery for the wounds on his face and lost a few days of work, and he has fully recovered. He recommends that carriers be wary of open doors and have their dog spray at the ready in an easily accessible place. He now carries two dog sprays.

The Postal Service helps carriers avoid bad encounters with dogs by giving advice in training sessions, stand-up talks and written material, as well as by providing dog spray, dog warning cards, and notifications in scanners to alert carriers of dangerous dogs at certain addresses.

To enhance the warning cards, USPS is experimenting with warning stickers as part of its "Dog Paw" pilot program. Any letter carrier who knows of a dog on his or her route that may pose a threat can post one of two warning stickers on a mailbox. A yellow paw sticker warns that there may be such a dog at the next home on the route; an orange sticker (consistent with the orange color of dog warning cards) means there is a threatening dog at that address.

The dog paw stickers were rolled out in North Dakota, South Dakota and Montana as a pilot program last November.

New carriers who don't have experience dealing with dogs and who may not be familiar with the dogs located on their routes are especially vulnerable to dog attacks, NALC President Fredric Rolando said. "Letter carriers who are still learning the job have so many things to remember, but they shouldn't forget the threat of dog



bites," he said. "Knowing where the dogs are is important, but you also need to know what to do when you encounter a dog."

Whether or not you are warned in advance of a dangerous dog, here are some dos and don'ts for avoiding dog trouble on your route:

- Do check for dog warning cards, carry dog spray and keep an eye out for dogs at all times.
- Don't run past a dog. The dog's natural instinct is to chase people who run.
- Don't scream if a dog threatens you. Avoid eye contact. Try to remain still until the dog leaves, and then back away slowly until the dog is out of sight.
- Don't approach an unfamiliar dog, especially one that's tethered or confined.
- Do try to place something between yourself and the dog, such as a satchel or backpack, if a dog threatens to attack.
- Do report it to a supervisor if you observe a potentially dangerous situation involving a dog, or if you are attacked or threatened by one. **PR**

Opportunities to get involved—Part 2

In many union workplaces, non-career employees are not eligible to join the union, vote, hold office, or otherwise participate in the governance of the union. NALC is different. City carrier assistant (CCA) letter carriers play a prominent role in NALC and, just like career letter carriers, they have the right to join the union, vote in union elections, attend union meetings and hold any union position.

Since the establishment of the CCA category of letter carrier in 2013, many CCAs throughout the country have become actively involved in NALC and have volunteered for, or have been elected to, a wide-ranging list of leadership roles within the union. CCAs are the future career letter carriers of the Postal Service, and their involvement in NALC is vital to maintaining the long-standing strength and solidarity of the union.

Last month's article discussed various ways outside of traditional representational duties that new members can get involved with NALC to assist in

achieving our common goals of decent wages, benefits and working conditions. This month's article will focus on the more traditional ways members can get involved. NALC offers opportunities to participate with your local branch in and outside the workplace. Some members choose to support their local branch by running for an elected position such as branch officer or convention delegate. Members also can get involved by serving in various workplace union-related positions; many dedicated, hardworking city carriers have stepped up to serve as safety captains, on-the-job instructors (OJIs), Carrier Academy facilitators or shop stewards.

For some members, NALC's primary mission—contract enforcement—is the best way to get involved. If you're tired of the way you and other carriers are treated on the workroom floor, maybe you're ready to start gaining the knowledge and skills to serve as a shop steward. There's no better way to know what is going on in the union and play a role in how the union operates than

by becoming a steward. Shop stewards are the foot soldiers in NALC's effort to enforce the National Agreement, and a strong steward system is the bedrock of a strong union.

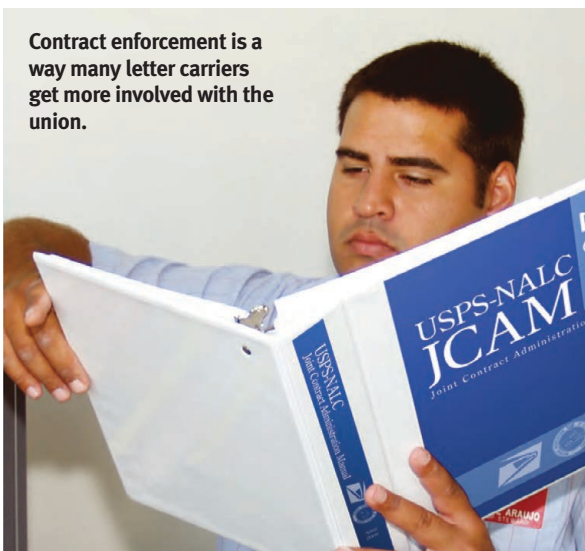
You also can assist in representing city carriers by serving in a leadership position within your branch. Branches are run entirely by letter carriers. Elected officer positions include president, vice president, recording/financial secretary,

treasurer or trustee. Members elect their own branch officers in free and fair elections, and any regular member in good standing may run for office.

Pursuant to branch bylaws, members also can be elected as delegates to represent the branch at national and state conventions. NALC's national convention is the union's supreme governing body. The convention meets every two years and elected delegates from every branch across the country are eligible to attend. At the convention, delegates elected by their local branch consider constitutional amendments, discuss key issues in standing committees, and set national policy for NALC. Delegates also have the opportunity to attend various educational breakfast meetings, workshops and seminars that are run every day before and after the daily general business sessions. In addition, delegates to every other convention nominate national officers for election. Every NALC member has a right to have his or her voice heard as part of the NALC democratic convention process, and convention delegates are their voice.

Our state associations are a key piece of our legislative and political success. The primary focus of state associations is to develop relationships with each member of Congress within the states. There is no better way to educate and influence members of Congress to support letter carriers than having them hear our message from letter carriers who live and vote in their states and congressional districts. NALC branches elect delegates to serve at conventions held by our state associations. These conventions usually include training and other activities.

Contract enforcement is a way many letter carriers get more involved with the union.





However, the primary purpose of these conventions is to chart the course for the state association until the next convention, just as the national convention does. Every state officer and delegate to each state convention should view it as an opportunity to better position the state association for success. State associations use the convention to propose, debate and ultimately decide what changes are needed. Letter carriers have a strong voice on Capitol Hill because of the work done over the years in Washington, DC, and at the state and local levels.

Being a letter carrier can be a dangerous job, and safety is a priority for city carriers. Article 14 of the National Agreement provides an obligation to promoting safety in the workplace. NALC members work with the Postal Service on joint safety committees at various levels of the organization. Often, post offices will have NALC safety captains to educate employees about safety issues, help monitor conditions on the workroom floor, and assist management in resolving unsafe conditions or practices. If you are devoted to promoting safety in the workplace, there might be a need for a safety captain in your office or local branch.

If you have a passion for teaching, and want to mentor new letter carriers, NALC offers members the opportunity to work with the Postal Service in the training of new carriers. NALC members can volunteer to educate new city carriers in the classroom, as Carrier Academy facilitators. Also, many locations are looking for enthusiastic OJIs willing to share their knowledge and expertise to acclimate new letter carriers to the job as they get their start in the delivery unit and on the street. If you want to be a part of mentoring new city carriers for the future, ask a branch officer how you can get involved.

NALC takes pride in the excellent level of representation it affords its members. To promote continuity, growth and development, NALC offers many opportunities for you to gain contractual knowledge and develop leadership skills at various levels of the organization. Local branches and regional offices offer a variety of training seminars to educate members on a variety of topics, including contractual rights, workers' compensation, retirement and the grievance process. NALC Headquarters offers additional programs to assist interested letter carriers in developing skills for the future, such as the NALC Leadership

Attending state and national conventions, such as the 2018 national convention in Detroit (above), allows members to have a greater say in the direction of the union and to get valuable information to help carriers at the local level.

Academy, the Advanced Formal A and Beyond training program and arbitration advocacy training, just to name a few. Talk to your branch president or national business agent about these and other opportunities.

The last year and more have certainly been challenging for members and their families. Despite those challenges, NALC was able to negotiate significant improvements for all city carriers in the 2019-2023 National Agreement. These achievements were made possible by the dedication, focus and perseverance of NALC members—like you—at every level. NALC is a diverse organization consisting of letter carriers working together, embracing varied perspectives, with new ideas and a unified motivation to accomplish our common goals. If you are passionate about city carrier concerns, rights and benefits, and about defending the National Agreement, ask your branch officers how you can be a part of NALC's continued success. **PR**

TAKE ME OUT TO THE Ball Game

Two letter carriers spend their free time as sports officials

"Strike Three and you're out!" Two carriers utter those words on a regular basis in their capacity as baseball umpires.

Santa Rosa, CA Branch 183 member **Chad Lamb**, who's delivered mail for 25 years and is currently a steward, branch trustee and Formal A rep, has served as a Little League umpire for the past four years in the Napa area of Northern California. As Napa Little League's current umpire in chief, besides officiating at his own scheduled games, some of his duties include making sure umpires are scheduled, ensuring that there is enough equipment for the games, interpreting any rule questions that come up during games, and training new umpires.

Four hundred miles to the south, Tri-Valley, CA Branch 2902 member **Glen Lopez**, a 33-year carrier who also works as lead facilitator at his local Carrier Academy training new carriers, is not

only a high school and adult recreation league baseball and softball umpire, but also a basketball referee for the youth, high school and adult levels in Southern California. He's refereed for basketball in an unofficial capacity for more than three decades, and he has been certified for it for the past 10 years. He's been officially certified for baseball and softball umpiring for eight and five years, respectively.

Each began his hobby because of a simple love of sports.

Lopez played basketball as a guard from age 8 through high school. "I've been around it my whole life," he said, "so I got into refereeing."

His son began playing baseball in elementary school. Lopez wanted to get involved, so he soon started as an umpire, and his participation has escalated from there. His son was fine with it, and Lopez never officiated his games, saying it would be a "conflict of interest."

Lamb also got involved with baseball umpiring because his son played in the league. "It looked like they were short-handed," he said. "I asked about it, and they said, 'We can have you umpire next week.'"

His son, who was around 10 years old when he started playing baseball, enjoyed the fact that his dad would umpire—although never for his games. "When he got old enough, he became an umpire as well," Lamb added.

Lamb has been a lifelong fan of the sport. During his childhood, he says not many games were shown on TV, and most were broadcast only locally to clubs' home cities. He got his baseball

Umpire Chad Lamb (l) referees a game.





fix while growing up mainly by going to minor league baseball games. He then played baseball in a rec league during his seven years in the Air Force. “I played catcher, and admittedly I wasn’t that great, and neither was the team I played on,” he said. “It was fun, though. It was just a local, tiny league that just stayed on base.” (No pun intended.)

Umpiring, he says, is “my way of giving back to sports.”

Being in charge of a game means you can get a variety of reactions from players and parents.

“You never know how people will take things,” Lopez said, but “with experience, you learn to block out the crowd. You’re taught, once you verify a score, you walk out of the building.”

Lamb agreed. “You’ve got to have a thick skin,” he said. “I had one young man—a 9-year-old—I called him out on strikes, and he said, ‘That’s what you think.’

“He, his coach and I had a discussion.”

Despite that interaction, “We don’t see a lot of confrontation,” Lamb said. “You don’t see coaches come screaming out of the dugout. Parents aren’t screaming at you when you leave the field.”

And do they ever ponder later whether a call they made was right or wrong?

“I never question a call, but I evaluate my performance,” Lopez said. “It’s an ongoing self-examination.”

Lamb agreed, saying that umpiring is always a work in progress. “You always try to improve on the game you just called,” he said. “I do not ponder the actual call, because unlike in [Major League Baseball], there’s no calling

New York to get a replay challenge. I just try to work harder about getting into the best position possible, to see the whole picture, to get the call right.”

Both say that working with youngsters is a big plus of the job.

“I enjoy working with the kids,” Lopez said. Lamb says he likes the fact that “I get to see some of the kids mature as ball players throughout the season. It’s fun to watch them develop,” adding that some go from not being able to hit a pitch to getting it out to the outfield.

Serving as a sports official is time-consuming but well worth it, both carriers say, and they are able to work around their postal schedules.

Lopez says that how often he serves as an official varies by sport and division. For the high school leagues, he usually does it three to four times a week, and for the adult leagues, two times a week for each sport. Games can take place both on weekdays and weekends.

He added that assignments are partly based on the official’s experience, partly on the official’s own choices.

Lamb says he serves as an umpire three to four games a week during the busy spring Little League season, which typically begins in late March or early April. In October, there also is “fall ball,” which is “less stress, but gets the kids out there on the field,” Lamb said.

For Little League, “you set your own schedule,” he added. “It’s pretty flexible.”

And every once in a while, both carriers say, they may take some annual leave to officiate a special event, such



Chad Lamb

as during a championship week or district all-star games.

Those events garner more attention, and sometimes bring more pressure.

“Those games, you have more family attending, more friends, and just baseball fans in general,” Lamb said. “You definitely hear more from the stands.

“I enjoy it more because I can focus on the game. I get to be a part of some great baseball and see some of the area’s best players in action,” he continued, and added, “The most enjoyable game was when [it] went to extra innings, and this player hit a home run off the scoreboard to win it for his team. It happened to be his first home run he ever hit, and it was a big fly.”

Lopez says big games can bring more attention, but he doesn’t let it faze him. “I treat every game the same. Every one is important, regardless of level of play,” adding that for the players, “this is the game of their life.”

The year 2020 was, of course, an unusual one, due to the ongoing COVID-19 pandemic. The season was

TAKE ME OUT TO THE Ball Game

“pretty much canceled” with a year to a year and a half off, Lopez said. “This year, we weren’t sure if there would be a season.” Sadly, the adult leagues were halted, though fortunately in 2021, the students were able to have a condensed two-month season both for

baseball and for basketball, as well as a six-week season for softball.

Last year was the same for Lamb’s league. “We got in a whole week before we had to shut down,” he said. “This year, we started a good month late. It’s still up in the air whether we’ll have district all-stars,” although he’s holding out hope.

When it comes to baseball, position matters.

For Napa Little League, Lamb says that being at home plate can be fun. “It depends on who’s pitching,” he said with a laugh. “You’re kind of getting beat up out there. You’re dealing with 10-, 11- and 12-year olds. You can get some bruises on your thighs.”

Umpiring at a base is less stressful, he said, because the calls are fewer and often less contested, though “you can get some real close-up plays at first [base],” Lamb says.

However, he adds, “No matter what call you made, half the people will love it and half will hate it.”

Lopez explains that for umpiring high school and adult baseball and softball in California, most of the games are a one-person show—just at home plate. “You can always put in your request” for a base position, he said, though it might not get assigned.

For basketball games, it’s always a two-

person assignment. There’s a referee, who is the primary official and is in control of calling the game, tossing the ball and verifying the result. Then there’s an umpire, who is secondary and is in charge of starting and stopping the game clock. Lopez almost always serves as the referee because of his extensive experience.

Both carriers keep up to date on the rules of the sports they officiate.

Lopez takes classes each year to be certified as a referee and umpire for the California Interscholastic Federation, which governs high school sports, and for the Southern California Municipal Athletic Federation for the adult leagues. He also must take annual qualification exams and pass multiple evaluations “to decide what levels you’re authorized to do.” For basketball officiating, he’s a member of the California Basketball Officials Association.

The carrier says there generally are only “minute” changes to the rules each year, though in their training, they also will look at and discuss various problems from the past season, which can be helpful.

Lamb agreed, noting that Little League International, which is the ruling body of Little League, updates some of the rules every few years. “You have to refresh yourself a little bit,” he said.

Luckily, though, Lamb says, as an umpire, you can “always bring your rule book on the field. You can look it up if a question arises.”

Both carriers love officiating and hope to continue for as long as possible.

“It’s fun if you’ve played and followed the game as long as I have,” Lopez said.

Lamb concurred. “I can get outside and enjoy a sport,” he said of umpiring. “This is my way to be a part of a game.” **PR**



Below: Glen Lopez makes a call as a basketball referee.



What's happening on social media

Various news stories and interesting anecdotes that celebrate letter carriers and the mail have been flying around social media. We plan to collect the best ones in this space. If you come across a story you'd like us to consider featuring, send it to social@nalc.org.

Carrier earns rare honor after 2 million miles of safe driving

In his 45-year postal career, Louisville, KY Branch 14 member **Rick Evans** has achieved a rare feat: traversing 2 million miles safely delivering mail to families and businesses without an accident.

In late May, work at his downtown Louisville post office stopped one



Rick Evans of Louisville, KY Branch 14 (front l) was recognized in May for his 2 million miles of safe driving.

morning to celebrate his achievement.

"I've been in the post office 26 years. This is the first one that I've been involved in," Louisville's acting postmaster Chris Carroll told Kentucky's Spectrum News 1 about the carrier's award.

Along with the carrier's proud co-workers, many regional managers said they needed to make the trip to honor Evans. They also had not seen a carrier achieve such a long, spotless driving record.

Evans didn't want all of the attention, but he thanked his co-workers and supervisors.

"You're blessed to make friends," he told Spectrum News 1. "I mean, you have concern for the people, that they receive the things that they want to receive, and you take it seriously when they don't."

Fellow Branch 14 member **Audrey Harrod** has known Evans for all of her 16-year USPS career. "We're just lucky to have people like Rick here, and hopefully lots of us get to stick around that long, you know, and not have accidents," she told the news station.

Though carriers in the area get to choose their routes based on seniority, Evans picked a ZIP code with some of the busiest streets and businesses in downtown with near-constant construction. Despite this, Evans has maintained an unblemished safety record.

He told the television station that the same thing that's kept him a model employee can make us better people: "If we can be in the moment and share the eye contact, share the moment with the people, and make decisions in the moment, we'll all be safe. We'll all have better relationships. Those are the things that count."

Lifting spirits through postcards

After her retirement as a children's librarian, a Minnesota woman wanted a new project to concentrate on.

Mary Steinbicker has loved postcards since her childhood travels—even asking her own wedding guests



Minnesota resident Mary Steinbicker carried out a pandemic project to send postcards every day in 2020 to friends and strangers alike to spread kindness and cheer through the mail.

to bring postcards in lieu of gifts—so she came up with a New Year's resolution in January 2020: She'd send out one each day the entire year to spread kindness and cheer through the mail.

She had an abundance of postcards already, as her affinity for them is well known. Being a librarian, she was organized in her approach and kept a list of every recipient to prevent multiple cards from being sent to the same person.

Steinbicker sent postcards to her large family, members of her church congregation and friends from the library, but also to people she'd never met, including musicians in the Minnesota Orchestra, a newspaper editor, and Minnesota Gov. Tim Walz as well as other elected officials.

She'd start her missive with: "Dear Recipient, You are No. 138 in my Postcard Project." Then she'd include a message tailored to the person, along with a disclaimer that she was not at the postcard's depicted location, due to the COVID-19 pandemic.

The woman especially wanted youngsters who grew up in the internet age to experience mail as a source of joy, and as something that's much more than bills and ads. "You should

Social media (continued)



Bob Criss of Pittsburgh, PA Branch 84 received a retirement party from his customers on his route in April.

be excited when the mail comes,” Steinbicker told Minneapolis’s *Star Tribune*.

On Jan. 1, 2020, the project officially was kicked off when she sent the first postcard to a former co-worker’s 9-year-old son; she has helped him learn cursive through their communication.

Longtime friend Kay Christianson was excited to receive Postcard No. 174 from Steinbicker. “When you get a postcard in the mail, it’s the first thing I look at because there’s some adventure or story of some kind that’s greeting you,” Christianson told the *Star Tribune*. “Usually it’s someone who’s traveling, but in this case it wasn’t, so there was another story to be told.”

Steinbicker hopes that even though a postcard is small, it can have a significant impact. “How do we maintain a relationship when we’re not together? How do we maintain the sense of community when you’re afraid to walk up to somebody?” she told the newspaper. “I’d like to think I did a little

bit in maintaining those connections, so that people wouldn’t feel so isolated. It certainly made me not feel so isolated.”

Steinbicker’s project was so well received that it lives on in 2021 in a more occasional form, telling the USPS Link that she calls it her “Intermittent Postcard Project.”

“Thank all your letter carriers,” she told the publication. “Tell them I couldn’t have done it without the Post Office.”

Pennsylvania carrier receives warm sendoff from grateful customers

Patrons on the route of Pittsburgh, PA Branch 84 member **Bob Criss** decided to surprise him on his final day of deliveries on April 29, even though it was a rainy one.

Unbeknownst to the carrier, a few days earlier, the Gorman family had printed and distributed a flyer that read, in part: “Bob is an amazing guy, who always has a smile, a friendly wave and a kind word. He’s gotten to know so many families and watched their children grow up. If you’ve never had the pleasure of a conversation with him then take a moment to say hello before it’s too late.”

Included with the note was an orange balloon for each house to blow up and attach to the mailbox, as well as a postcard to send Criss well wishes.

As “Mailman Bob,” as the neighborhood kids call him, pulled up that day, he gave pause as he saw all of his smiling—and some crying—customers, as well as banners and balloons. He

was even given a cake that read “Best Mailman Ever.”

“He was very moved, and it made us happy,” customer Jim Krally told the *Pittsburgh Post-Gazette*.

“Oh man, they got me going,” Criss told the newspaper, adding that he had recorded some of the signs on his phone as “a little remembrance” and is keeping the pile of postcards.

The carrier had delivered on the route for about six or seven years of his career, but he joked that people on his former routes still want him back. “I have a tendency to say hi to everyone,” he told the *Post-Gazette*.

Criss told the paper that in retirement, he plans to take care of his father-in-law, who’s moving in with him and his wife, Kim; to tackle his honey-do list; and to take Kim to a winery on the weekends. They raised two now-adult children, Tyler and Emily, who he said “were always supportive of my career and understood that I had to work on Saturdays, as well as a few Christmas days.”

Criss doesn’t know why his patrons gave him such a sweet sendoff, but he feels the same about them.

“Felt like family,” he told the newspaper, adding to his patrons, “Thank you very much for all you’ve done for me.”

The Traveling Diary helps connect women by mail

In April 2020, a New Jersey woman thought that keeping a diary during the COVID-19 pandemic might help her sort through her feelings. Kyra Peralte wrote about the challenges of balancing work, marriage and motherhood during a global crisis.

Peralte was curious about how other women in her situation were coping. She

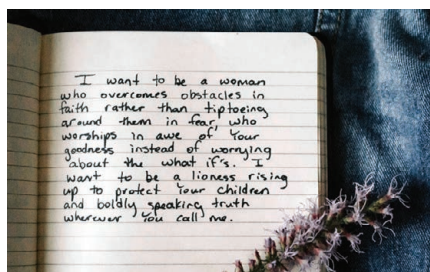
craved connection, so soon after, she made the decision to drop her journal in the mail to share it with a stranger.

She had invited other women from around the globe to fill the remaining pages of her composition notebook with their own stories of life during the pandemic.

“I wanted an interaction that felt human, and it feels very human to read someone else’s writing,” Peralte told *The Washington Post*.

She explained to the newspaper that she had dreamed up “The Traveling Diary,” which would be a simple notebook that would travel by mail and collect handwritten stories with the ultimate goal of creating a community.

A year later, seven notebooks have traveled from North America to Australia to Africa. A growing group



Through her website (top), New Jersey resident Kyra Peralte sends notebooks (above) to women around the world for a project called “The Traveling Diary” to help them sort through their feelings during the COVID-19 pandemic.

of people—115 and counting—have signed up for a turn with a notebook.

Peralte found the first willing participant on a Zoom conference for entrepreneurs, during which she mentioned the traveling diary. Following that, a woman from North Carolina contacted Peralte and said she would like to share her tale next.

In May, Peralte posted an article she wrote on Medium, an online publishing platform, titled “Why I’m collecting stories from different women in a traveling diary” to recruit more participants to contribute.

Word spread, and she created a website, thetravelingdiarytour.com, so women could sign up.

Each person has a three-day limit and is allowed to fill the notebook with as many pages of writing or art as she wants, before mailing it to the next person in the queue.

“Everyone approaches the blank pages in their own personal way,” Peralte told *The Washington Post*.

Women from different cultures, races and lifestyles shared their experiences during the ongoing pandemic, capturing the moment they were written. Some stories were about heartbreak or ongoing protests, and other women wrote about joyous occasions or in ways that celebrated their families.

Peralte now has her original notebook back, while the other six are still circulating the globe.

“It was beautiful to have it again and to read it,” she told the paper.

She loves that she feels a strong bond with women who have shared their experiences, women whom she otherwise never would have met. “The Traveling Diary is making sisters out of strangers,” she added.

New York carrier retires with much fanfare from her devoted patrons

Dozens of customers on Oneonta, NY Branch 97 member **Mary Brower’s** route celebrated her retirement on April 30 with posters, banners, balloons, flowers and lots of well wishes.

“She’s going to be missed in this neighborhood,” customer Fred Gerowe told Oneonta’s *The Daily Star*. “Whoever takes over this route is going to have some big shoes to fill.”

Brower had delivered mail on the route for seven years, walking at least 10 miles a day. (Prior to going to Oneonta full time, Brower worked for 16 years as a carrier part time out of Deposit, NY.)

She was touched by her patrons’ reaction to her retirement.

“They’re all just the nicest people,” Brower told *The Daily Star*. “I told them I’ll come by every week and I’ll actually have time to visit with them.”

Customer Jodie Gerowe loves the fact that Brower remembered so much about the people she delivered to. “Mary knows the name of everyone on her route, their kids, their grandkids and their pets,” she told the newspaper. “If she knows you’re waiting for a package, she’ll come running to give it to you.”

Another resident, Erica LaBuz, praised his carrier’s affable personality: “She’s just so kind and fun to chat with,” LaBuz told *The Daily Star*. “She always makes time for everyone. She has a big route, so she could say ‘No, I’m busy,’ but she never does.”

Brower said that in retirement she’s looking forward to taking the time to learn Spanish and sign language, play music and spend time doing ministry.

“I think I’m going to spend my first month or two writing everyone thank-you notes,” Brower told the paper. **PR**

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.

A second glance saves lives

In early April, Phoenix, AZ Branch 576 member **Delilah Benavidez** was driving on her route when “I looked to my right, and I saw smoke coming out of the other side of the neighborhood,” she recalled. Judging by the location of the smoke, the eight-year carrier thought that it must be coming from a nearby field. She decided to drive closer to see what was going on. “I wanted to make sure that no one had lit anything on fire, because it was a very hot day,” Benavidez said.

However, when she got closer, she realized that the flames were coming from a customer's back yard. Benavidez drove up to the resident's home, parked and got out to warn them about the fire. When nobody responded to her knock at the front door, she walked around the house to see the size of the fire, and was horrified to find that a whole section of the house already was in flames.

Benavidez rushed back to the front door and began pounding on it. “I can hear them inside, but I think they

think they have a package,” she said. “So I started screaming, ‘The house is on fire! Get out!’”

She could tell from the screams inside that the customers had heard her warning—within moments, they were at the front door, including the young girl in the family. “She comes up to me right away, because I give out lollipops,” Benavidez said. Scooping up the child, the carrier rushed across the street and placed her safely in the care of a neighboring family.

Benavidez then crossed the street again; given how rapidly the fire was burning, she was concerned about her postal vehicle potentially being in the path of the flames. As she moved the vehicle, she noticed that the house next door also had caught on fire. The carrier quickly went up the door of that house to alert the woman who lived there. Thanks to the warning, the elderly woman was able to evacuate in time.

It took six fire trucks to extinguish the fire, which destroyed both houses and killed the family's dog. However, all of the residents were safely evacuated from their homes. Despite her fears, Benavidez said, “I was more scared for my customers.”

The carrier added that she was relieved that she had decided to follow her gut and investigate the smoke.

“I would have felt horrible if I didn't check,” she said.

Carrier's quick decisions save customer's life

“I was coming up the other side of the street for curbside delivery, when I heard someone talking on the other side of the street,” Sun City, AZ Branch 6156 member **Darin Chew** recalled about his route on Dec. 26, 2020, when “I heard [Patti Clark] say, ‘He fell and hit his head, and he's not getting up.’” The 24-year carrier continued on his route, listening intently, until he heard her say, “He's not breathing.” At those chilling words, the Marine Corps veteran leaped into action.

Clark's husband, Lee, had been pumping air into his tires when his wife went inside to get something. When Patti came back outside, however, her husband was lying on the pavement underneath the car, unconscious. Patti quickly called 911, which was the phone call that Chew had overheard.

“I heard her say, ‘The mailman's running over,’” the carrier recounted. Lee's body was partially under the car—Chew figured that he must have rolled after falling to the ground, but Lee's position made it difficult to determine how bad his injuries were. “I reached under [the car] and felt for a pulse, but I got nothing,” Chew said. He managed to pull the man out from under the car. “Then I tipped his head back and started doing chest compressions,” the carrier said.

Chew hadn't performed CPR since his military training, but he was determined to keep Lee alive until paramedics arrived. “I felt like I could just give him a fighting chance until someone with medical training



Sun City, AZ Branch 6156 member **Darin Chew** (l) sits with customer **Lee Clark**. Chew was recognized for his role in performing CPR on Clark during the customer's heart attack.

Eye on the elderly

Edgewater, FL Branch 5951 member and city carrier assistant **Christopher Hill** was delivering mail in August of 2020 when he spotted one of his elderly customers lying on the ground outside her house. “I saw her covered in blood,” the three-year carrier recalled. “I thought she had been robbed.” He rushed up to the door and spoke to her; despite her injury, she was still conscious. “I picked her up and took her in the house,” Hill said. Once inside, he shouted for the woman’s brother, who was out in the back yard, to call 911. While they waited for the paramedics to arrive, “I tried to keep her calm, and I prayed with her,” the carrier said. The customer was taken to the hospital and spent a week in the intensive care unit; it was later determined that her heart had stopped, which caused her to fall and

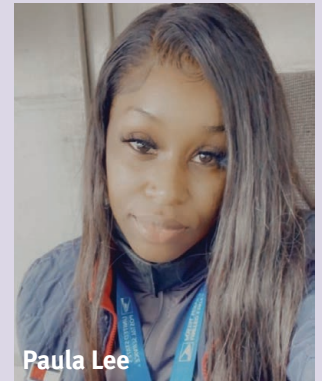


Christopher Hill

hit her head. The woman has since recovered and returned home. Hill described the experience as “scary,” but said that his former job as a police officer gave him the experience and training to keep calm in the situation. “I was just concerned about her,” he added. Her family later wrote a letter to the Edgewater post office to thank Hill for his actions and attention. “Our

mere words cannot express our deep appreciation,” the letter said. “We thank God for sending her an angel at the perfect time.”

On April 30, Greater East Bay, CA Branch 1111 member and city carrier assistant **Paula Lee** saw one of her customers watering his lawn while she made her afternoon deliveries. After the carrier delivered the mail to his home, she moved on to the next house. However, as she was walking, “I heard a big scream” from behind her, Lee recalled. “I looked back and didn’t see anything,” she said, so she made her final deliveries on the street and then walked back to her vehicle. As she walked past the man’s house, she looked at his front door. “He was lying on the front porch, with the mail scattered all around him,” Lee said. “And his



Paula Lee

head was completely gushing blood.” The carrier rushed over to help. She happened to have a dry cloth with her, which she held to his head to help stop the bleeding. While holding the cloth with her right hand, “I took my left hand and called 911, so he could get medical attention,” she said. Emergency operators were able to walk her through additional first aid steps until paramedics arrived. At the hospital, the customer told his family, “The mail lady saved my life!” The man received 18 stitches, but he has since recovered. During his recuperation, his wife regularly updated Lee about his condition. “His wife and son really were very appreciative of me,” Lee said. “I never was in a position to help someone else before—it was just an instinct that I needed to help this customer and make sure he was OK.” **PR**

could come save his life,” he said.

He continued doing chest compressions until EMTs reached the scene and took over. Lee was defibrillated three times before his pulse was restored. Paramedics credited Chew’s medical attention with saving Lee from possible brain damage, due to the length of time he was without a pulse.

Lee was placed in a medically induced coma at the hospital and later underwent heart surgery, but has since completely recovered. He was extremely grateful to Chew for helping save his life. “He put [the story] in the newspaper here,” Chew said. “He wants everyone to know.” Patti also called the post office to thank Chew for his actions in helping her husband, calling him “a miracle from God.”

The carrier, however, was modest about his role. “I was just glad I happened to be across the street,” he said.

Carrier gives first aid to gunshot victim

On April 8, Little Rock, AK Branch 35 member **Sherri Baker** was helping out on another route, delivering mail at an apartment complex. The 22-year carrier was walking across the crowded courtyard outside the apartment building—“There were about 30 people out there, including kids,” Baker said—when she noticed a young man walking slightly ahead of her. “I could see the guy walking about 15 to 20 feet away from me,” she recalled. “And then I heard someone yelling, ‘Look out!’”

A car had pulled up in front of the building, and several men got out of the vehicle. As Baker watched, “they shot him twice in the back.” When the victim fell to the ground and rolled over, he was shot multiple times again, this time in the

front. The shooters then fled the scene.

Despite the chaos that immediately broke out, Baker rushed to help. “I did CPR and everything I could,” she said. “I’m trained to do CPR—it’s something everyone should learn.”

She also called 911 and followed the operator’s instructions. Police and paramedics arrived shortly afterward and took over. Unfortunately, the victim was pronounced dead at the scene. Baker, along with other witnesses, was later interviewed by police, but at press time the suspects had yet to be apprehended.

The story, including Baker’s actions, was covered by many media outlets, including local Fox and ABC affiliates. The carrier, however, rebuffed any praise for her role. “It’s not even a hero thing,” she said. “We have to look out for everyone on our route. We’re not just carrying mail; we’re looking out for everyone.” **PR**

Help on the way

“I was on my route in the morning, and [was] headed to a cluster box outside a set of condos,” Madison, WI Branch 507 member **Richard Griffin Jr.** recalled about his eventful day in November of 2020. “I happened to look over to my right, and I saw a lady in the fetal position on the grass,” he added. At first, the six-year carrier thought that the woman was exercising—there were other people around, and nobody else had seemed to notice anything out of the ordinary. But then Griffin glanced again, and this time, “something made me stare a bit,” he said. “She wasn’t working out, and the position she was in seemed weird.” As he walked toward her, he grew increasingly disturbed; it seemed that the woman had not moved since he had first seen her. When he finally was close enough to see her face, the carrier realized that his gut instinct had been correct. “She looked to be suffering from a seizure,” he said. “Her eyes were glassed over.” Griffin rushed to her side and started asking her questions to determine her level of awareness. The woman was conscious but could not speak. The carrier quickly called 911, then stayed with her until paramedics arrived. Once the woman was in the ambulance, Griffin continued on his route. “I’m just glad that I noticed her,” he said. “I don’t know what would have happened otherwise.”

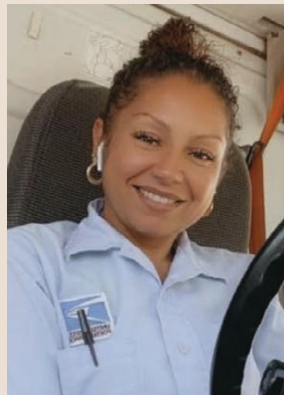
On May 6, Rochester, NY Branch 210 member **Marlene Cruz** had just finished delivering mail to a hardware store on her route. When she walked outside, “I saw two men—one was standing and talking on the phone, and the other was sitting down on the ground,” the four-year carrier said. When she looked closer, the man on the ground appeared to be in medical distress. “I asked the man standing up, ‘Is he OK?’” Cruz recalled. “He said, yeah, he was fine, but [the other man] was purple.” The man on the phone began speaking in Spanish, but Cruz, who speaks the language, could tell that he was not talking to a 911 operator. She decided to call 911 herself. While dialing, she approached the man on the ground. “I touched him, and he was cold,” she said. “He was sweating and pale.” When Cruz reached an emergency operator, she was instructed to position the man on his side and make sure that he wasn’t choking. “Then, [the operator] said, ‘We need you to start CPR,’” she said.

Cruz, who had no medical training, was rattled: “I was like, what?” However, she was determined to help the man, so she followed the operator’s instructions and performed CPR until firefighters arrived on the scene. The emergency workers, suspecting a drug overdose, administered Narcan and then took the man to the hospital. “Everything happens on my route,” Cruz said, but she added that this incident was particularly scary: “You don’t expect to walk into something like this.” The carrier said that she had borrowed experience from her previous job as a 911 operator to keep calm under the pressure of the situation. “I just did what I thought was right, and followed directions,” Cruz added.

In August of 2020, “I was pulling out of the parking lot when I saw that all the traffic had stopped,” Milwaukee, WI Branch 2 member **Kara Dahl** recalled. When she looked ahead to see what had caused the traffic jam, “there was a FedEx truck on its side—people were starting to

gather around it.” Observing the scene, the two-year carrier noticed that the FedEx driver had managed to get out of his truck. “He was sitting alone, and he looked to be in really bad shock,” Dahl said. “He was FaceTiming his wife, but he kept dropping the phone.” She got out of her vehicle and went to check on him. After making sure that someone had already called 911, she stayed next to the driver and tried to keep him calm until the ambulance arrived. “I didn’t know how bad his injuries were,” she said. “There was blood coming out of his ear, so I was worried about a head injury.” Dahl was also able to comfort the man’s wife over the phone. When the driver tried to hang up on his wife to call his supervisor, Dahl urged him to stay on the line. “I called my office, and had my supervisor call the FedEx supervisor,” she said, allowing the driver to stay in contact with his family. She then waited with him until paramedics reached the accident scene. The driver was taken to the hospital, where

doctors determined that he had suffered a concussion. The man has since completely recovered. “His comments several days later were that in the midst of the stress and disorientation, he just remembers what a calming influence Kara was,” Menomonee Falls Post Office Supervisor Gail Gephart said. “He was so grateful for her presence that day.” **PR**



Richard Griffin Jr. (l), Marlene Cruz (c) and Kara Dahl (r) all assisted members of their communities who were experiencing medical emergencies.



Veterans Group

For more information, go to nalc.org/veterans

Veterans legislative update

Despite the challenges of virtual legislating due to COVID-19, the 117th Congress has been an active one, especially when it comes to prioritizing the needs of the nation's veterans during this public health emergency. While numerous bills have been introduced nearly seven months into the new Congress, perhaps the legislation with the most significant impact for veterans is the American Rescue Plan (Public Law No: 117-2), which was signed into law in March.

As letter carriers recall, this \$1.9 trillion package provides sick and family medical leave for postal employees and deemed a COVID-19 diagnosis for postal employees as work-related with regard to workers' compensation benefits. It also provides another round of targeted stimulus payments, child tax and dependent care tax credits, unemployment benefits, health insurance subsidies due to job loss, funding to states and municipalities, and investment in vaccines, testing, schools, transit/rail/aviation, restaurants, small businesses, food and nutrition benefits, housing and expanded Medicare programs.

While all those important top lines support letter carriers and Americans during the pandemic, what was not widely reported was what the American Rescue Plan contains to support the nation's veterans during this critical time.

To address slow processing of claims and appeals by the Department of Veterans Affairs (VA) due to COVID-19, the law provides additional funding to support staffing and overtime to enable the Board of Veterans Appeals to hold virtual hearings and bolster electronic records processing into VA systems.

As the country pivoted to virtual life during the pandemic, the new law provided the Veterans Health Admin-



istration with funding to adapt and to provide resources and support for telehealth medical services, women's health issues, homelessness programs and suicide prevention during the pandemic.

With regard to the VA's supply chain, the Act invests in modernization efforts aimed at addressing future health emergencies. These efforts look to address better management and tracking of inventory of critical items such as masks, gloves, sanitization and other medical supplies to better support VA facilities.

COVID-19 took a toll on many senior and assisted-living facilities—and, unfortunately, state VA homes also have suffered during this crisis, uncovering a critical need for support at these facilities to better care for veterans, especially as they were quarantined for many months.

To provide more robust oversight of the VA's response to the pandemic, the Act also provides additional funding to the VA's Office of the Inspector General.

Finally, the surge in COVID-related unemployment left thousands of our nation's veterans without work. While unemployment benefits and stimulus payments could provide some relief during the pandemic, lawmakers funded 12 months of assistance for career retraining specifically for veterans who were unemployed because of COVID-19 and who did not already benefit from veteran education benefits.

While not included in the American Rescue Plan, the new Congress and administration have worked in concert to pass the "Strengthening and Amplifying Vaccination Efforts to Locally Immunize All Veterans and Every Spouse Act" or the "SAVE LIVES Act" (Public Law No: 117-4) to prioritize vaccinations for veterans. The act, which was also signed into law in March, requires the Department of Veterans Affairs to vaccinate "covered individuals" for COVID-19.

The law also prioritizes VA-enrolled veterans, followed by veterans who are not VA-enrolled but use VA medical and hospital services within 12 months of their service separation for "specified disabilities," followed by those who provide care for or spouses of prioritized veterans.

As Congress resumes more "normal/pre-COVID" in-person operations, legislation that affects the recovery aspect of our nation's veterans during the COVID-19 pandemic is expected to remain a top priority. NALC will continue to monitor and engage on legislation that affects our veteran members.

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 their military service and membership in NALC.

If you are interested in joining the group, complete the sign-up card at nalc.org/veterans.

Reporting requirements and PS Form 3996



**Brian
Renfroe**

One of the responsibilities nearly all letter carriers have on a daily basis is the process of estimating their workload each morning. When a carrier is of the opinion that he or she cannot complete the assignment in the regularly scheduled time, letter carriers and managers have responsibilities to fulfill. Every few years, I've written about this topic and offered advice for letter carriers on how to best handle this routine.

Handbook M-39, Handbook M-41 and several national-level settlements have defined a process that both letter carriers and managers are required to follow when a letter carrier cannot complete his or her daily assignment within their normally scheduled time frame. Some detailed advice that covers a variety of situations on this subject can be found in the "DOIS Projections, PS Form 3996 and PS Form 1571" section beginning on page 85 of the 2019 *NALC Letter Carrier Resource Guide*. It also is available in the "Resources" section of the NALC website under "Workplace Issues." Some basic advice on how letter carriers can best handle these situations is below.

- 1. Orally inform your manager:** Sections 131.41 and 131.42 of *Handbook M-41* require you to orally inform your manager when you believe you cannot carry all the mail distributed to your route in eight hours or within your normal schedule.
- 2. Request PS Form 3996:** Section 122.33 of *Handbook M-39* requires the manager to provide you with a PS Form 3996 when requested. When you request a 3996, no matter what your manager says to you, say, "I am requesting a 3996," and explain the reasons for your request. If you are denied the form, immediately request to see your shop steward.
- 3. Fill out the form completely:** It is important that you fill out the form completely. In the "reason for request" box, write down why you believe you cannot complete your assignment in eight hours. Fully explain the reasons for your request. General comments such as "heavy volume" or "route overburdened" are not enough in this section.

Sometimes managers will tell you that you don't need the requested overtime or auxiliary assistance because of what DOIS projects for your route. Multiple national-level settlements (e.g., M-01664 and M-01769) have held that these time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional letter carrier. Simply provide your best estimate and the reasons why, and move on to the next step.

- 4. Keep your cool:** While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell him or her that you will do your best. Politely ask what you should do if you are not able to deliver all of the mail, and return to the office when he or she wants you back.
- 5. Don't argue:** There is no reason to argue with your manager at this point. The best thing you can do is tell your manager that you will do your best and ask for a copy of your 3996. Finish your office work and go to the street. All you have to do is your best. Work professionally. Never compromise your safety or skip breaks or lunches to make it back to the office by a certain time.
- 6. Don't make decisions:** Letter carriers get paid to deliver mail. Managers get paid to make decisions. If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager has approved, you should do everything you can to put any further decisions in the manager's hands. The best way to handle this situation is to call your supervisor, per local instructions. If you have no local instructions, try calling approximately two hours before the time you are scheduled (approved on PS Form 3996) to be back. Let your supervisor know where you are and how long you think it will take you to finish. Ask whether he or she wants you to bring the mail back or finish the route. Follow whatever instructions your supervisor or manager gives you.

If the supervisor or manager refuses to tell you what to do with the rest of the mail, or if you can't finish your assigned duties in the amount of time initially specified by your supervisor, you should return to the office in the allotted time and ask for further instructions. Again, you should follow whatever instructions your supervisor or manager gives you.

Arbitrator selection process



**Lew
Drass**

There are several tasks that the parties must work through whenever a new contract is negotiated. One of these tasks is selecting arbitrators to serve on our panels in each NALC region. As explained last month in this space, there are three types of arbitration that make up our system for hearing arbitration cases at the regional level: expedited, regular and impasse arbitration panels. All three panels must be negotiated in every region around the country.

Every aspect of creating arbitration panels is done jointly. The National Agreement provides for the existing arbitration panels to continue serving for up to six months after a contract is agreed to through ratification or by an arbitration award. In this

case, the clock started ticking on March 8, when the 2019-2023 National Agreement was ratified by the membership.

The new panels of arbitrators will start hearing cases in September, but we schedule arbitration hearings 90 days in advance nationwide. This means that we will be scheduling cases in July for the new panels to hear in September. That usually does not leave much time to complete the selection process. That was especially true this time.

I have been involved at every level of the arbitrator selection process at some point during my career. I have served as an advocate offering opinions on arbitrators who were on the current panels in my region, as a national business agent selecting arbitrators to serve on the Region 8 panels, and in my current position overseeing the process for the country. I can report that this round of selecting arbitrators was like no other I have seen in my career.

Arbitrator selection has always been a contentious and challenging process. Each side wants what it wants as far as which arbitrators to select, and neither side can have that. It is natural for there to be talk of not retaining certain arbitrators on any given panel. One side will say it does not want Arbitrator A. The other side will say, “If that is the case, then I do not want Arbitrator B.” This conversation goes back and forth until there is no panel left. Normally, both sides decide to accept some arbitrators whom they do not particularly like in exchange for keeping arbitrators they do like, and the panels either remain the same or have very little change. This time was very different.

We anticipated what was coming, so the parties at Headquarters agreed to perform this task in an orderly fashion.

- **Step 1:** We asked the parties at the NALC regional/USPS area level to meet and decide which arbitrators they were

willing to retain. We had a total of 150 arbitrators on the panels nationwide—just 52 were retained. This kind of turnover is unprecedented.

- **Step 2:** We agreed to the number of arbitrators that would serve on each panel. This usually is another contentious point. USPS at the regional level will want a smaller panel, whereas NALC will want a larger panel so that we can resolve our grievances as soon as possible. We looked at each region realistically and decided to create a total of 214 arbitrator panels to serve the country. In arriving at this number, we considered the number of cases currently pending arbitration and the fact that several arbitrators had resigned from our current panels without being replaced. As reported last month, we agreed to increase the number of expedited arbitrator panels from 38 to 60. We also increased the number of regular arbitrator panels from 112 to 154 and agreed, as we have done in the past, to ask all of the regular panel arbitrators to serve as impasse arbitrators as well.
- **Step 3:** We asked the regional/area parties to meet over the course of a few weeks and attempt to create panels by filling the slots we agreed to in each region. The parties did remarkably well with this. After the regional/area parties finished these meetings, we filled the few remaining slots where the regional/area parties could not reach agreement. We then sent out offer letters to all of our potential arbitrators. Once an arbitrator receives an offer letter, he or she either accepts or declines the offer and sends back the answer. Many arbitrators receive offer letters asking them to serve on panels in several different regions. Some either do not want to travel as far as they are being asked to do, or simply cannot accommodate the number of days per month they would have to commit to, so they decline certain offers.
- **Step 4:** By the time all of the offers were returned, the pool of arbitrators had declined 45 offers around the country, so we repeated Step 3 above to finalize our panels.

I want to take this opportunity to thank all of the national business agents, regional administrative assistants, regional grievance assistants and advocates around the country for all of their input, research and efforts to complete the task of creating arbitration panels in their regions under these unique circumstances. Everyone did a great job!

Arbitrators have the final say with respect to our grievances, which is why arbitrator selection is so important. I will make this prediction: When negotiations for the 2023 National Agreement are finished and we get back to selecting arbitrators again, both sides will have arbitrators on their panel that they like and some that they do not like. I just hope that the parties then do not choose the nuclear option to fill the panels, as was done this time.

Collection of dues and the per capita tax roster



Nicole
Rhine

Branch secretaries often contact the NALC Membership Department with questions regarding the dues payments of members who are receiving payments through the Office of Workers' Compensation (OWCP) and may or may not have retired from the Postal Service.

Active members on OWCP who remain on the branch's dues roster in a no dues deduction (NO-DED) status because they have not been separated from the Postal Service:

National Headquarters deducts the national per capita and state dues from the branch's reimbursement check for NO-DED members; Headquarters does not deduct local dues. The branch may seek full dues payment (national, state and local dues) from NO-DED members, or it may choose to seek repayment from the member for only the national and state portion of the dues. Some branches choose to forgive the entire dues amount. (The branch absorbs the cost of the national and state per capita.) Once the branch selects a policy, all members under the same circumstances must be treated equally. (See Article 7, Section 3 (b) of the *Constitution for the Government of Subordinate and Federal Branches*.)

Members on OWCP who are separated from the Postal Service: These members will show up on the branch's biweekly dues roster as separated from USPS employment (SEP). Members listed as SEP because they are on OWCP have the option of retaining their NALC membership. These members will fall into one of two categories:

1. If they have not yet retired, they must pay active letter carrier dues until they apply and obtain retirement status from the Office of Personnel Management (OPM). The branch should notify the Membership Department in writing that the member intends to continue membership in the NALC. After notification, the Membership Department will list the member on the semiannual per capita tax call, which bills branches semiannually for national and state dues for members who are not on the dues withholding roster. It is the branch's responsibility to collect national, state and local dues—unless the branch has a policy in which some or all of the dues will be waived—

remitting the national and state portion to NALC Headquarters.

2. Members who retire and receive wage-loss compensation from OWCP in lieu of OPM retirement benefits also must be placed on the semiannual per capita tax call, as the Department of Labor does not allow for dues deductions from OWCP payments. The branch must notify the Membership Department in writing that the member does not receive an annuity payment from OPM, but instead receives payments from OWCP, and that the member should appear on the semi-annual per capita tax roster.

When a branch has a member who has failed to pay dues and the local branch seeks to discontinue the member, the branch secretary must notify my office in writing and include evidence that the branch has attempted to bill the member for the dues owed prior to requesting removal from the rolls. (See Article 7, Section 4 of the *Constitution for the Government of Subordinate and Federal Branches* for more information.)

Important: Branch secretaries are reminded that the completion of the semiannual branch per capita tax roster is the duty of the branch. Any semiannual branch per capita tax roster returned to the Membership Department that is not in final form may result in the branch being assessed \$100 for investigating and calculating the per capita tax left unpaid.

Instructions regarding completion of the roster are included with each semiannual per capita tax call. However, if you have questions, please contact the Membership Department for assistance. As a reminder, per capita tax calls are sent each June and December.

Note: Only branches with direct-pay members receive a semiannual per capita tax call.

Reminder: Branch presidents, secretaries and treasurers, as well as state presidents, secretaries and treasurers, have their branch biweekly dues rosters, quarterly branch retiree dues rosters and monthly state dues rosters available to them through the Members Only portal. The rosters can be sorted, downloaded, saved and printed.

In addition, a retired-member listing for branches is now available to branch presidents, secretaries and treasurers. The list includes all current retired members of the branch, and it notes which of the retired members are gold card members. Any member showing on the list as "pending 1189" indicates that NALC Headquarters has not yet received a Form 1189 from the member.

NALC's rich history



**Paul
Barner**

NALC was founded in August of 1889 in Milwaukee, WI, by 60 letter carriers from across the country. The date was chosen to coincide with the reunion of the Grand Army of the Republic, an organization of Union veterans from the Civil War. The hope was that the reduced train fares resulting from the veterans' reunion would translate into increased attendance at the meeting of the letter carriers.

Since its humble beginnings, NALC has continued to thrive and grow as the sole representative of city letter carriers across all 50 states, Guam, Puerto Rico and the Caribbean. What began

with those 60 founding members has today grown to 285,000 members strong, with NALC boasting a rich and proud history of achievements.

It doesn't require much research into the extraordinary history of NALC to realize its diverse organizational structure. Over the years, NALC has defined itself over and over again by promoting the cause of letter carriers.

In addition to delivering first-class representation on workroom floors across the country, history shows that NALC has been a proven leader in providing invaluable benefits to its members and advancing the prosperity of workers and their families.

From the very beginning, NALC convention delegates began the process of structurally framing the union. The Mutual Benefit Association was established at the 1891 NALC convention in Detroit, MI, and continues to provide life insurance and a hospital confinement plan, as well as annuity products to NALC members and their families.

In 1905, the NALC Auxiliary (then called the National Ladies Auxiliary) was founded by a group of wives during the NALC convention in Portland, OR, for the purpose of assisting in gaining favorable legislation to provide better working conditions for letter carriers. NALC affiliated with the American Federation of Labor in 1917, the same year that women were first hired as temporary letter carriers as men went off to war. The NALC Health Benefit Plan began operations in 1960, and continues to provide quality and affordable health

care to thousands of its members through the present day. And in 1964, Nalcrest, a retirement community for letter carriers located in central Florida, was dedicated.

NALC also has history rooted in civil disobedience in the advancement of the rights and conditions of letter carriers. In 1970, NALC branches around the country took strike votes, resulting in thousands of letter carriers walking off the job. This wildcat strike, prompted by the poverty level wages being paid to letter carriers, culminated in the passage into law of the Postal Reorganization Act, arguably one of the most impactful events in NALC history.

Along with the organizational additions, NALC over its history has championed many improvements affecting letter carriers, from contractual changes and improved workers' rights and benefits to legislative initiatives. Many rights and benefits enjoyed by letter carriers today are the result of grueling negotiations and hard-fought arbitrations and court battles. NALC's numerous monumental advances in letter carrier and workers' rights are etched throughout its history.

“Many rights and benefits enjoyed by letter carriers today are the result of grueling negotiations and hard-fought arbitrations and court battles.”

The NALC Information and Research Department serves as the repository of our union's historical archives. NALC's official archives are catalogued in preparation to be housed at the Walter P. Reuther Library at Wayne State University in Detroit. Many other precious documents, publications and memorabilia are on display in the NALC library, as well as other locations at NALC Headquarters. Thanks to the dedicated work of many over the years, the history of NALC is documented so that it can be shared and enjoyed both now and into the future.

For more information on the history of NALC, refer to *Carriers in a Common Cause: A History of Letter Carriers and the NALC*, which can be found on the NALC website or through the NALC Supply Department.

City delivery updates



Christopher Jackson

Summer has arrived, it's time for Independence Day, and with coronavirus restrictions easing, I hope you are enjoying the warmer weather and outdoor events with family and friends. Summer seems to be a busy time for everyone, personally and professionally; the Postal Service is no different. I want to take a few minutes in this month's column to update you on a few recent city delivery issues.

MDD testing and deployment

In my article in the May edition of *The Postal Record*, I informed city carriers about two new tests involving the Mobile Delivery Device (MDD). The first test involves the ability for carriers

to input the PS Form 3575-Z, Employee Generated Change of Address information, into the MDD for processing. Recently, the Postal Service notified me that the test process has been so successful that it has implemented the automated PS Form 3575-Z option nationwide.

The second test is related to the submission of Customer Connect lead entries on the MDD. This test, originally scheduled to begin in April, was anticipated to last until the end of June in 10 pilot sites: three in California, three in Arizona and four in Iowa. However, the test was delayed slightly to allow USPS to update the MDD software. USPS states that the MDD has been updated and is now equipped to accept leads electronically. City carriers in the test locations will be asked to complete surveys offering feedback on the electronic submission process. The Postal Service reports that the Customer Connect program has surpassed \$3 billion in revenue since its inception. For more information on these tests, read my article on page 40 of the *May Postal Record*.

In addition to the new test processes, the Postal Service recently provided me with an updated list of the Phase Two deployment of the MDD replacement devices. Phase Two deployment began at the end of March and is anticipated to last until Oct. 1. USPS states that the new devices will be deployed to more than 15,000 additional ZIP codes nationwide over the deployment period.

Discontinuation of FSS

In recent months, I have received multiple letters from the Postal Service regarding the discontinuation of Flat Sequence Sorting (FSS) mail or machines in various locations across the country. In one letter, USPS notified me of plans to discontinue and dismantle individual FSS machines in several mail-pro-

cessing facilities across the country. USPS intends to replace the dismantled FSS machines with package sortation equipment. According to the Postal Service, mail currently processed on the FSS machines scheduled for dismantling will be processed by existing FSS machines within the facility and there should be no impact to city delivery operations.

In another letter, the Postal Service notified me that FSS mail was discontinued in 18 post offices or stations on April 17. City carriers in the affected ZIP codes returned to the traditional casing and processing of the previously automated flat mail. USPS conducted full route count and inspections pursuant to Chapter 9 of *Handbook M-41*, City Carriers Duties and Responsibilities, and Chapter 2 of the *Handbook M-39*, Management of Delivery Services, in these sites beginning on May 15. As of the writing of this article, I haven't received any further notifications regarding additional locations in which FSS mail or machines may be discontinued. However, more reduction of FSS may occur due to the changing mail mix and increases in parcel volume. The Postal Service has communicated to NALC the desire to create additional space and opportunities for automated parcel sortation.

AMP consolidations

In 2015, the Postal Service postponed 62 scheduled Area Mail Processing (AMP) consolidations. USPS reports that in 24 of those facilities, most of the corresponding mail moves were completed; however, the remaining limited operations in those facilities continued in place. The Postal Service states that, as part of its 10-year plan to achieve financial sustainability and service excellence, it will implement the remaining additional operational mail moves in 18 of the 24 previously paused facilities. Of the remaining six facilities, two will be reevaluated for possible action in the future and four will have no action taken at this time. USPS anticipates that the mail moves will be completed in all facilities by November 2021.

USPS affirms that the consolidations will not result in the layoff of bargaining-unit employees. Any potential impacts on employees will be handled in accordance with the appropriate collective-bargaining agreements. At this time, NALC has not received any notification of potential Article 12 withholding events that may occur because of these consolidations. For more information on Article 12 and withholding, see the Contract Talk article in the January 2020 edition of *The Postal Record*, which can be found at nalc.org/workplace-issues/resources/nalc-publications.

For the latest updates affecting city carriers, be sure to visit our website and social media platforms. After the challenges of this past year, I hope you can take some time for well-deserved rest and relaxation. Stay well and have a wonderful rest of your summer.

Safety committees



Manuel L. Peralta Jr.

In the past, we have written about the duties and responsibilities of the local safety committee. The *Handbook EL-809*, titled “Guidelines for Area/Local Joint Labor-Management Safety and Health Committees,” is issued under authority of Article 19 and is enforceable through the grievance procedure.

The introduction states:

...As an individual serving on the safety and health committee, you must have a personal commitment to make accident prevention a part of your daily work...If a workplace is safe, it is because somebody is working to make it safe. As a member of the safety and health committee, you are playing a major role in

making your workplace safe for all employees.

If you are on the committee, what are you working on?

What accident/injury are you investigating and what solutions are you developing to prevent a similar event? Many successful safety committees at the installation or district level are tackling the root cause of accidents/injuries and are making a difference.

Some committees are not as successful. What are they working on? Are we listening to statistics and nodding our heads in reaction to the number of accidents that we have suffered? Does the behavior of your local management team suggest that they are under pressure from above to reduce accidents, and the only way they know how to reduce the injuries is to pressure employees to be safe—and if an injury results, then to issue discipline? That is not the right way to address the needs of our safety world. Discipline is not the answer to improving a safety culture in any work environment.

The *Employee and Labor Relations Manual* contains a section dedicated to this principle at Section 821.3, Accident Analysis. It explains:

...Accident analysis is vital for identifying the hazardous conditions, contributing factors, and root causes of accidents...Installation heads/managers must use the results of accident analyses to address the causes of accidents, develop specific actions (countermeasures), and enter them into an accident reduction plan (ARP)...The ARP serves as management’s primary tool for reducing OSHA injury and illness (OSHA II) and motor vehicle accident (MVA) rates....

In the past, I have written about the need for objective investigation of the facts leading up to an accident/injury.

It is not the blame game that finds solutions to problems. Rather, it is an in-depth dive into the unbiased facts that will lead us to the truth. In my May 2013 column, I addressed accident investigation, drawing observations from the National Transportation Safety Board (NTSB). Its website includes the following history:

In 1974, Congress reestablished the NTSB as a completely separate entity, outside the Department of Transportation (DOT), reasoning that:

...No federal agency can properly perform such (investigatory) functions unless it is totally separate and independent from any other...agency of the United States.

Because the DOT has broad operational and regulatory responsibilities that affect the safety, adequacy and efficiency of the transportation system, and transportation accidents may suggest deficiencies in that system, the NTSB’s independence was deemed necessary for proper oversight. The NTSB, which has no authority to regulate, fund, or be directly involved in the operation of any mode of transportation, conducts investigations and makes recommendations from an objective viewpoint.

How does this relate to you on the committee? The *EL-809* contains a listing of the duties and responsibilities of the committee, including the following:

1. Create and maintain an interest in safety, health and ergonomics, and thereby help prevent accidents.
2. Monitor the progress of accident prevention and health activities and, when necessary, make recommendations for improvement to the installation head. Membership on a safety and health committee does not entitle the members to have access to individual employees’ medical records without the employee’s consent.
3. Determine program areas to receive increased emphasis and make recommendations.
4. Review safety and ergonomics training records to determine if all employees are receiving appropriate training.
5. Review PS Forms 1767, Report of Hazard, Unsafe Condition, or Practice, and responses or corrective action taken.
6. Review PS Forms 1769/301 and statistics from the National Accident Reporting System and the injury compensation program reporting system.

So, as I said earlier, dive into the facts. Review the 1767s and the 1769s. Your managers are required to provide these to you at the installation level, and you are tasked with reviewing them to get to the root cause, not to the easy-to-blame solution.

The purpose is to learn why accidents occur and to teach others what we have learned. Get involved if you aren’t already. Keep an eye on each other.

Impact of Emergency Federal Employee Leave and Leave Without Pay



Dan Toth

This column will address how Leave Without Pay (LWOP) and other special provisions, such as the Emergency Federal Employee Leave (EFEL), that went into effect with the American Rescue Plan Act of 2021 (ARPA) for COVID-19-related leave, can affect retirement benefits for both Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS) participants.

An aggregate of six months of LWOP in any calendar year is creditable service. FERS and CSRS coverage continues at no cost to the employee while in a nonpay status. When employees are in a nonpay status for only a portion of

a pay period, their retirement deductions are adjusted in proportion to their basic pay. As an example, if an employee had seven full months of LWOP during the calendar year, he or she would end the year with 11 months of credit toward his or her retirement. Because the employee exceeded the six months of LWOP in a year, the additional period of LWOP over six months was no longer being credited.

High-3 average salary computations are based on periods of creditable service, so periods of nonpay status of six months or less in a calendar year that fall within an employee's average salary period are included in the calculation of the average salary using the rate of basic pay in effect during the period of nonpay status. So, if a letter carrier has an aggregate of five months of LWOP within a calendar year, his or her high-3 average salary will still include the period of LWOP if it falls within his or her three highest consecutive years. However, the periods of LWOP that exceed the six months in the calendar year are excluded.

EFEL went into effect in March, and can be used for several COVID-19-related circumstances. Although EFEL is paid leave, it carries some unique effects on retirement benefits. As a requirement of the law, any EFEL provided reduces the employee's total service used to calculate any retirement annuity benefit. Total creditable service is therefore reduced by the amount of EFEL used, but only during the annuity benefit calculation.

EFEL leave remains creditable service for purposes of determining an employee's total service credit in establishing eligibility for a retirement annuity and determining periods of time during which an employee has a rate of

basic pay used in computing an employee's high-3 average rate of basic pay. In conclusion, EFEL leave will not affect your eligibility to retire or your high-3 average salary, but it will reduce the total credit used when calculating the annuity amount.

The Office of Personnel Management (OPM) is the government agency responsible for administering the related ARPA provisions, as well as FERS and CSRS benefits. OPM requires that agencies (such as the Postal Service) document the employee's use of EFEL—and that when providing a retirement estimate to an employee, the total hours of EFEL should be excluded from the total service toward the annuity calculation so that the employee receives an accurate estimate of his or her retirement benefits. I have reached out to the Postal Service to inquire about how it plans to comply with this requirement. At this time, the Postal Service is still exploring the change. I will report back when a system has been established to ensure that retirement estimates correctly account for EFEL leave.

If an employee is receiving benefits from the Office of Workers' Compensation Programs, credit generally is given for the entire period of compensation if he or she is carried on the agency rolls in a LWOP status. This time would count toward both eligibility and the annuity calculation, as well as the enhanced annuity, if eligible (see my March *Postal Record* column).

Military LWOP can have different effects depending on the date and type of service performed. I have heard several reports recently of carriers with military LWOP that was not accurately recorded by the Postal Service. When this military LWOP is not properly accounted for, the employee is unable to accurately plan for retirement and can feel misled by the information provided by his or her agency. Anybody with LWOP for military reasons should be sure to research the potential effects of his or her specific service and inquire about the eligibility to make a deposit for those periods, if necessary.

Keep in mind that LWOP can affect other benefits as well. For instance, you are not able to contribute to your Thrift Savings Plan or receive matching contributions for the corresponding LWOP periods. Similarly, you are not contributing to Social Security while on LWOP. Extended periods of LWOP can have a substantial impact on your overall retirement because FERS is designed around the use of the Thrift Savings Plan and Social Security. Other benefits also can be affected, such as your annual and sick leave, health insurance and life insurance. Although extended periods of LWOP are usually unavoidable, one should be sure to understand the consequences.

Protected health information



**James W.
“Jim” Yates**

The United States Letter Carriers Mutual Benefit Association (MBA) offers annuities, life and hospital confinement products designed exclusively for letter carriers and their families. MBA is a covered entity within the description of the Health Insurance Portability and Accountability Act of 1996, commonly known as HIPAA. Under HIPAA, MBA is legally required to provide all participants with notice of our legal duties and privacy practices with respect to protected health information (PHI).

PHI includes any individually identifiable information that relates to a member’s physical or mental health, health care received or payment for health care—including the member’s

name, address, date of birth and Social Security number.

The notice of privacy practices describes how medical information about a member may be used and disclosed and how the member can get access to this personal information.

The MBA is considered a “hybrid entity” because not all of the benefits offered by the MBA are covered by HIPAA privacy protections. Currently, the only plan offered by the MBA that is subject to HIPAA is the Hospital Plus plan.

However, the MBA is legally required to maintain the privacy of a member’s PHI. The primary purpose of our privacy practices notice is to describe the legally permitted uses and disclosures of PHI, some of which may not apply to the MBA in practice. The notice also describes a member’s right to access and control PHI.

Permitted uses and disclosures

We use and may disclose a member’s PHI under certain circumstances. Generally, we will make every effort to disclose only the minimum necessary amount of PHI to achieve the purpose of:

- **Treatment**—This means the provision, coordination or management of health care. While we do not provide treatment, we may use or disclose PHI to support the provision, coordination or management of care. For example, we may disclose PHI to an individual responsible for coordinating the member’s health care, such as a spouse or adult child.
- **Payment**—This means activities in connection with processing claims for health care. We may need to use or disclose PHI to determine eligibility for coverage, medical necessity and for utilization review activities. For example, we could disclose PHI to physicians engaged by the MBA

for their medical expertise to help us determine eligibility for coverage.

We also may disclose PHI to third parties known as “business associates” who perform various activities for us; in such circumstances, we will have a written contract with the business associate, which requires the business associate to protect the privacy of PHI.

We also may disclose PHI and dependents’ PHI on explanations of benefit forms (more commonly known as EOB forms) and other payment-related correspondence that are sent to the member.

PHI also may be disclosed to the trustees in connection with appeals that are filed following a denial of a benefit claim or a partial payment. In addition, any trustee may receive PHI if a member requests that that trustee assist in filing or perfecting a claim for benefits under the MBA’s Hospital Plus plan. Trustees also may receive PHI if necessary for them to fulfill their fiduciary duties with respect to the MBA. Such disclosures will be the minimum necessary to achieve the purpose of the use or disclosure. Such trustees must agree not to use or disclose PHI other than as permitted in this notice or as required by law, not to use or disclose the PHI with respect to any employment related actions or decisions, and not to use or disclose PHI with respect to any other benefit plan maintained by the trustees.

We may disclose PHI to anyone a member may authorize. Contact the MBA to obtain a copy of the appropriate form to authorize the people who may receive this information.

We may disclose PHI to your personal representative in accordance with applicable state law or the HIPAA Privacy Rule. A personal representative is someone authorized by court order, by power of attorney, or the parent of a child (in most cases). In addition, a personal representative can exercise your personal rights with respect to PHI.

We may use or disclose a member’s PHI to the extent that we are required to do so by federal, state or local law. The member will be notified, if required by law, of any such uses.

In addition to not disclosing PHI, the MBA is bound not to disclose any personal private information about a member without written consent from that member.

To see the entire notice of privacy practices, please visit nalc.org/mba and click on “Privacy Policies.”

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. Eastern time. You also can visit our website at nalc.org/mba.

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.

Paying attention to heart health



**Stephanie
Stewart**

Each year during February, we take time to recognize Heart Health Month and focus on cardiovascular health. Although we highlight the topic during that month, we must be diligent to make sure it remains a health focus throughout the rest of the year, as well.

The human heart is one of the body's most essential organs. If we are not careful, we can get busy or distracted and take the steady beat in our chest for granted. The normal pumping of blood and oxygen circulating within our system becomes so routine that we can lose motivation to adopt and maintain healthy behaviors.

Unfortunately, when this happens, we ignore the risk and forget the importance of a healthy heart. Some symptoms of an unhealthy heart that may signal trouble include:

- Chest discomfort
- Nausea, indigestion or heartburn
- Dizziness or lightheadedness
- Fatigue
- Sweating
- Swelling in the legs or feet
- Shortness of breath

Remember, this is not an inclusive list. If you are experiencing any of these symptoms or have additional concerns, please seek medical help.

During a recent meeting between the American Heart Association and our Health Benefit Plan employees, we were once again reminded that cardiovascular disease remains the No. 1 killer disease in the country. The good news is that you can take preventive measures.

In support of you and your heart, let's discuss steps you can take on your journey to heart health. First, please quit smoking; second, take the time to know your numbers; finally, strive for a healthy weight and lifestyle.

Although quitting a smoking habit can be tough, the long-term health effects from years of nicotine can be far worse. According to the Centers for Disease Control and Prevention, each year, nearly half a million Americans die prematurely of smoking or exposure to secondhand smoke; 16 million more live with a serious illness caused by smoking. In addition, each year the country spends nearly \$170 billion on medical care to treat smoking-related disease in adults.

If you are familiar with our Health Benefit Plan, you will know that we can help. No matter which plan you are enrolled in—High Option, Consumer Driven (CDHP) or Value Option—we want to assist you with taking a step toward a healthier you.

Not only are the Plan's tobacco-cessation programs cost-free, you also can earn health savings rewards for participation. Each program includes telephonic counseling sessions, online tools and over-the-counter nicotine replacement therapy.

If you are enrolled in the High Option plan and want more information, you can visit quitnow.net/nalc or call 866-784-8454. If you are enrolled in the CDHP or Value Option Plan, you can visit mycigna.com or call 855-246-1873.

Next, knowing your numbers is critical. High blood pressure or hypertension occurs when the blood flowing through the arteries is too forceful and creates higher-than-normal pressure. Often, individuals will not recognize or experience symptoms, which can lead to severe health complications over time. I implore you: Please know and understand what your blood pressure numbers are telling you.

Other numbers to be mindful of are weight, blood cholesterol and blood sugar levels. If you are unsure of where you stand, again, we are here to help.

Included in the Plan's preventive care benefits is an annual biometric screening. A biometric screening is a measurement of important vital statistics. While the biometric screening should not take the place of a regular exam with your primary physician, or cover all health issues, it will highlight risk areas. Some elements included in the exam are:

- Calculation of body mass index (aka BMI)
- Waist circumference measurement
- Total blood cholesterol
- Blood pressure check
- Fasting blood sugar

Like the tobacco-cessation programs, not only is it cost-free under your preventive benefits, but you will receive health savings rewards upon completion.

Finally, make sure to enjoy some physical activity. Many studies recommend at least 30 minutes a day of aerobic exercise. Whether it is a brisk walk in the park, gardening, swimming or cycling, try to get your heart pumping to strengthen your heart and other muscles. Physical activity can also boost your mood and decrease stress, which also works hand in hand with heart health, so it is a win-win.

As always, if you are unsure what physical activity is safe for you, make sure to check with your health care provider.

"What you do today can improve all your tomorrows."—Ralph Marston

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

Excessing

Last month's Contract Talk discussed the contractual provisions regarding career letter carriers who wish to voluntarily transfer from one installation to another. This month's column will explain the rules and regulations that apply when career employees are involuntarily reassigned outside of their employing office, under the excessing rules found in Article 12 of the National Agreement.

These provisions exist to protect letter carriers when the Postal Service determines the need to reduce the number of career employees within an office faster than the reduction can be accomplished through normal attrition. Attrition occurs when employees permanently leave the office through retirement, resignation, termination, death, and/or when an employee transfers to another office or craft.

Excessing in the letter carrier craft may occur when the Postal Service determines that there are more full-time employees than full-time assignments available in an office. This usually happens after an office goes through a route inspection and full-time assignments are eliminated because of the adjustments. These assignments include both full-time routes and carrier technician assignments.

Once management has established the need to excess a full-time letter carrier from an installation, Article 12 must be read and fully understood to determine that the appropriate rules are followed, depending on the specific circumstances. Management must determine the employee to be excessed, which in most circumstances is the most junior full-time regular letter carrier in the installation.

Letter carriers on light or limited duty are included when determining which employee will be excessed; however, they must meet the minimum qualifications of the position into which they are being excessed. National Arbitrator Stephen Goldberg, in case number Q01C-4Q-C1265307 (C-31339), determined that the minimum qualifications include the physical requirements of the position. This requirement prevents an injured letter carrier from being excessed into an assignment that exceeds his or her medical restrictions.

There are two exceptions to the requirement to excess the junior full-time letter carrier. The first occurs when the shop steward or chief steward is one of the letter carriers identified to be excessed. Letter carriers occupying these positions may be excessed only if there is no other full-time assignment within the installation. This exception is found in Article 17.3, which states in part:

While serving as a steward or chief steward, an employee may not be involuntarily transferred to another tour, to another station or branch of the particular post office or to another independent post office or installation unless there is no job for which the employee is qualified on such tour, or in such station or branch, or post office.

A second exception occurs when a veteran's preference-eligible letter carrier occupying a carrier technician assignment is identified as the employee to be excessed. Pursuant to the Memorandum of Understanding (MOU) Re: Involuntary Reassignment – Preference Eligible, a preference-eligible carrier technician cannot be involuntarily reassigned into a residual Grade 1 vacancy. In this circumstance, the most junior non-preference eligible carrier technician would be excessed instead. A copy of this MOU is found on pages 195 and 196 of the 2019-2023 National Agreement.

Prior to being excessed, the full-time letter carrier being affected may choose to revert to part-time flexible (PTF) status and stay in his or her current installation. This right is found in Article 12.5.C.5.b(5), which states:

A full-time employee shall have the option of changing to part-time flexible in the same craft or occupational group in lieu of involuntary reassignment.

Also prior to management excessing a letter carrier outside of their installation, management must offer the work being performed by city carrier assistants (CCAs) to the affected employee. This provision is found in Appendix B, on page 135 of the 2019-2023 National Agreement:

In order to minimize the impact on employees in the regular work force, the Employer agrees to offer the impacted employee the opportunity to work any letter carrier duty assignments performed by CCA employees, or to separate, to the extent possible, CCA employees working in the city carrier craft and installation prior to excessing any regular city letter carrier out of the installation.

After management complies with the language in Appendix B and the affected letter carriers have elected not to revert to PTF, management must observe the following rules if there is still a need to excess a letter carrier.

First, management must seek to keep the inconvenience and dislocation to a minimum. The language establishing this requirement is found in Article 12.4.A, which states:

A primary principle in effecting reassignments will be that

(continued on next page)

Excessing (continued)

dislocation and inconvenience to employees in the regular work force shall be kept to a minimum, consistent with the needs of the service. Reassignments will be made in accordance with this Section and the provisions of Section 5 below.

Next, management must determine where to reassign the affected employee. To limit the impact on excessed letter carriers, the National Agreement establishes a pecking order for determining where to involuntarily reassign the employee.

To comply with this pecking order, management must first seek to excess a full-time letter carrier to a full-time vacancy in another craft within the employee's current installation. This requirement is found in Article 12.5.C.5.a(5), which states in pertinent part:

...Shall identify as excess the necessary number of junior full-time employees in the salary level, craft, and occupational group affected on an installation-wide basis within the installation; make reassignments of excess full-time employees who meet the minimum qualifications for vacant assignments in other crafts in the same installation; involuntarily reassign them...

If there are no vacancies in other crafts within the current installation, management may excess a letter carrier to another installation. When this happens, the employee is entitled to no less than 60 days' advance notice, when possible, if he or she qualifies for relocation benefits. If the employee does not qualify for relocation benefits, the notification period is 30 days. This obligation is found in Article 12.5.B.5, which states in pertinent part:

Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who qualify for relocation benefits shall be given not less than 60 days advance notice, if possible.

Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who do not qualify for relocation benefits shall be given not less than 30 days advance notice, if possible.

When excessing a letter carrier outside of the installation, management must first seek to reassign the employee to a full-time residual vacancy within the letter carrier craft under the provisions of Article 12.5.C.5.b(1), which states:

Involuntarily reassign such excess full-time employees starting with the junior with their seniority for duty assignments to vacancies in the same or lower level in the same craft or occupational group in installations within 100 miles of the losing installation, or in more distant in-

stallations if after consultation with the affected Union it is determined that it is necessary, the Postal Service will designate such installations for the reassignment of excess full-time employees.

As stated above, letter carriers may be excessed only within the letter carrier craft to offices within 100 miles. However, this distance may be expanded, if necessary, after consultation with the union at the national level.

The last option is to reassign the employee to a vacancy in another craft outside of the employee's current installation in accordance with Article 12.5.C.5.b(2), which states in pertinent part:

Involuntarily reassign full-time employees for whom consultation did not provide for placement under b(1) above in other crafts or occupational groups in which they meet minimum qualifications at the same or lower level.

Letter carriers involuntarily reassigned to vacancies in other crafts, whether within or outside of their current installation, must be excessed to assignments at the same or lower level. Prior to the signing of the MOU Re: Pay Schedule Consolidation, found on pages 178 and 179 of the 2019-2023 National Agreement, Grade 1 letter carriers were equivalent to Level 6 employees in the other crafts, while Grade 2 carriers were equivalent to Level 7. In Case Number Q16N-4Q-C18427350 (C-34289), National Arbitrator Shyam Das determined that the new letter carrier pay schedule did not change the equivalent grades. Therefore, for the purposes of excessing, carrier technicians are equivalent to Level 7 in the other bargaining-unit crafts, while all other letter carrier assignments are equivalent to Level 6. Employees excessed to lower-level jobs will be provided saved grade in accordance with Section 512.53 of the *Employee and Labor Relations Manual (ELM)*.

The seniority of letter carriers excessed to another craft is either one day junior to the seniority of the next junior full-time employee in the same level and craft or the seniority they had prior to being excessed, whichever is lesser. Letter carriers excessed to other installations within the carrier craft retain their seniority from their prior installation.

Letter carriers excessed to another installation within the letter carrier craft are excessed regardless of the level of the vacancy in the new installation. As explained earlier, the letter carrier with the least seniority is excessed. This means if a letter carrier occupying a carrier technician assignment has the least seniority in the office, he or she would be excessed even if the residual vacancy in the new installation is not a carrier technician assignment. The MOU Re: Involuntary Re-

assignment Without Regard to Level, found on pages 194 and 195 of the 2019-2023 National Agreement, explains these rules. As described earlier, these rules do not apply when the carrier technician is a veteran's preference-eligible employee.

Letter carriers excessed to other installations under these provisions are entitled to be compensated for the expenses necessary to relocate in accordance with Article 12.5.B.5, which states in pertinent part:

They shall receive moving, mileage, per diem and reimbursement for movement of household goods, as appropriate, if legally payable, as governed by the standardized Government travel regulations as set forth in the applicable Handbook.

The current regulations are found in *Handbooks F-15-C, Relocation Policy-Bargaining Employees* and *F-15, Travel and Relocation*. These handbooks are available on the NALC website at nalc.org/workplace-issues/resources/usps-handbooks-and-manuals.

In situations involving a letter carrier being excessed outside of the installation, a letter carrier with more seniority may voluntarily choose to take the place of the employee being excessed. However, he or she may not replace letter carriers being excessed to another craft within the installation. This provision is found in Article 12.5.C.5.b(3), which states in pertinent part:

Any senior employee in the same craft or occupational group in the same installation may elect to be reassigned to the gaining installation and take the seniority of the senior full-time employee subject to involuntary reassignment.

Letter carriers excessed to another craft within their current installation are required to return to the letter carrier craft when an opportunity becomes available. These employees do not have the option of remaining in the new craft. This is governed by Article 12.5.C.5.a(5):

The employee shall be returned at the first opportunity to the craft from which reassigned.

Upon their return to the carrier craft, their seniority date is established as though the employee was never excessed, pursuant to Article 12.5.C.5.a(6):

When returned, the employee retains seniority previously attained in the craft augmented by intervening employment in the other craft.

Letter carriers excessed to other installations, whether to the letter carrier craft or to another craft, have the right to return to their prior installation when a residual

vacancy becomes available. These rights, called retreat rights, are established in Article 12.5.C.5.b(6):

Employees involuntarily reassigned under b(1) and (2) above, other than senior employees who elect to be reassigned in place of junior employees, shall be entitled at the time of such reassignment to file a written request to be returned to the first vacancy in the level, in the craft or occupational group in the installation from which reassigned, and such request shall be honored so long as the employee does not withdraw it or decline to accept an opportunity to return in accordance with such request.

While this language references the first vacancy in the original installation, National Arbitrator Das, in case Q06N-4Q-C11111196 (C-32099), determined that a residual vacancy is the only vacancy "to which a carrier involuntarily reassigned to another location could be returned consistent with other provisions of the National Agreement."

Retreat rights are offered only to the first residual vacancy. If an employee turns down the first vacancy, the retreat rights are terminated and will not be offered again. The only exception to this rule is in the case of a carrier technician excessed outside of the installation. If the first vacancy in the original installation is a Grade 1 assignment, the former carrier technician may turn down the opportunity to retreat and still have the right to retreat to the next residual carrier technician assignment. This is fully explained in the MOU Re: Involuntary Reassignment Without Regard to Level.

Letter carriers with retreat rights in an office that has been part of the Delivery Unit Optimization (DUO) process have these rights carried forward to the new installation. In the event that the assignments are returned to the original installation, the retreat rights would be restored to that installation. The rules governing the DUO process and retreat rights are outlined in the MOU Re: Delivery Unit Optimization – Retreat Rights, found on page 12-25 of the 2014 *Joint Contract Administration Manual*.

Senior letter carriers who elect to be reassigned pursuant to Article 12.5.C.5.b(3) do not have retreat rights; therefore, they must remain in their new craft and/or installation unless they voluntarily reassign.

The provisions of Article 12 and the rules that govern excessing can be complicated. Letter carriers with questions about the excessing process should contact their shop steward or national business agent's (NBA) office. Contact information for the NBA who covers your region is available at nalc.org/union-administration/nalc-regions, or on page 2 of this magazine.

How does fundraising help the MDA?



Christina Vela Davidson



Families are at the heart of the Muscular Dystrophy Association (MDA)'s and NALC's mission. We seek every day to create more hope and answers for families living with muscular dystrophy and related diseases that take away physical strength and mobility. MDA does this by funding research breakthroughs, caring for kids and adults from Day One, and empowering families with services and support in towns across the United States. Below, you can see a few items that your fundraising pays for:



\$35 helps provide telehealth appointments at MDA Care Centers



\$250 helps provide COVID-19 educational training for MDA providers



\$50 helps connect families with MDA-funded clinical trials



\$500 helps fund vital research for a cure

With the money that we help fundraise, here are other ways MDA helps achieve these goals so that individual affected by these diseases can live longer and grow stronger.

Innovations in science

MDA takes a big-picture perspective across the full spectrum of neuromuscular diseases to uncover breakthroughs that accelerate treatments and cures. The power in MDA's research approach is that it can often apply information learned from one disease to achieve progress with other diseases to bring urgently needed answers to all families.

Here are some of MDA's current highlights:

- **Research:** MDA is the largest source of funding for neuromuscular disease research outside of the federal government and has provided more than \$1 billion in funding since its inception.
- **Treatments:** Research that MDA has supported is directly linked to approved, life-changing therapies across multiple neuromuscular diseases.
- **Technology:** MDA's MOVR platform is the first and only data hub that uniquely aggregates health care, genetic and patient-reported data, transforming health outcomes and drug development in neuromuscular disease.

Innovations in care

We all know that early diagnosis, highly specialized care and access to promising clinical trials help ensure the best possible outcomes for individuals and families facing muscular dystrophy, ALS and related life-threatening diseases.

Here are some of MDA's current highlights:

- **MDA Care Centers:** MDA supports the largest network of care centers providing best-in-class comprehensive clinical care at top health care institutions.
- **MDA Resource Center:** MDA's national resource center is staffed by a dedicated team of knowledgeable specialists offering one-on-one support at no cost.
- **MDA Summer Camp:** Every year, thousands of children and young adults learn vital life skills and independence at MDA Summer Camp and other recreational programs at no cost to their families.

Virtual campaigns

The COVID-19 pandemic has slowed down our work, but it has not stopped us. As you see above, we can't afford to wait for this virus to go away. I worked with MDA to create a way for branches to raise money through virtual campaigns. This page has access to tools and resources to rapidly activate your virtual events to raise money and keep social distancing in place for everyone's safety. This virtual campaign can bring your fundraising events to all of your branch members in a safe and healthy way. You can share your fundraising campaign with your friends, family and followers. Live fundraising can be used for any type of event—from walks to poker nights to auctions and other campaigns.

Take these four easy steps today to start your virtual fundraising:

1. **Register your branch:** Be sure your branch is registered at mda.donordrive.com/event/nalc2021.
2. **Fundraise:** Customize your branch page, send emails and start a Facebook fundraiser.
3. **Track your activity:** Once you are registered, download the MDA fundraising app and track your physical activity while you raise money for MDA. To do so, log in and click "Get Active," and connect to your Apple Health/Google Fit. Ask donors to support you/your NALC branch as you support MDA walking your route, doing an activity, etc.
4. **Recognition:** We will recognize the top fundraising branches weekly and share updates on MDA's mission and what your fundraising is making possible!

NALC branch presidents: Checks and offline gifts received in July can count toward the branch challenge; be sure to use the NALC Donation Allocation card (see nalc.org/mda) and mail donations to: MDA, 161 N. Clark St., Suite 3550, Chicago, IL 60601. Please send copies to NALC Headquarters as well.

To contact MDA, please call 312-392-1100 or email nalc@mdausa.org.

Please join us in this effort. I know that President Rolando, the whole NALC Executive Council and MDA appreciate your help.

2021 virtual food drive reminder



Assistant to the President for Community Services
Christina Vela Davidson

The 29th annual Letter Carriers' Stamp Out Hunger® Food Drive, initially scheduled for May 8, was canceled due to the COVID-19 pandemic. However, as you know, NALC has developed a plan where generous residents can donate to help those in need in their community through the Stamp Out Hunger Donor Drive. The donor drive allows us to assist those who need food. This donor drive has not replaced the physical food drive we are accustomed to; this is just a different means—during the pandemic—to help feed those in the community who need assistance.

The annual success of the physical food drive is due to the efforts of letter carriers, other postal employees, and community volunteers and residents. Your safety and their safety is of paramount importance. We look forward to once again holding the traditional food drive—the largest one-day food collection in the country—when it is safe to do so. However, NALC and our national partners recognize that food assistance is even more of a critical need during this challenging period, and we remain committed to helping those in need.

So, NALC and its partners devised the Stamp Out Hunger Donor Drive, a virtual food drive for all communities across the United States, Guam, Puerto Rico and the Virgin Islands. The donor drive will be active until further notice. The Stamp Out Hunger Donor Drive is a drive with a single mission—to feed the hungry in our

country. Please donate what you can to a community food bank at nalc.org/food. Encourage everyone you can to contribute; these donations will stay local and will help keep everyone fed and safe in this time of uncertainty. If you have any questions, please contact me at davidson@nalc.org.



LETTER CARRIERS' DONOR DRIVE

National Partners



Please donate what you can to a food bank in your community.

1. Go to nalc.org/food
2. Select your state
3. Choose a food bank in your area
4. Make a contribution

It's that easy. All collections stay in the local community.

#NALC #stampouthunger #donordrive #lettercarriers #heroesdelivering

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

Compensation claims for heat and sun exposure



Assistant to the President for Workers' Compensation
Kevin Card

Three years ago, on a hot and sunny day in June, a new letter carrier on his first day delivering mail was in trouble. His supervisor noticed that the letter carrier had not progressed much on the route and drove out to check on him. According to the supervisor, the letter carrier was disoriented and unsure of where he was. The supervisor pointed the letter carrier in the right direction and went back to the office.

A few hours later, the supervisor saw that the letter carrier was stationary and on the wrong route. Once again, the supervisor went to check on him. He found the letter carrier unconscious and unresponsive. Paramedics were called. The letter carrier was taken to the emergency room, where he was declared dead. The paramedics noted that the letter carrier's body temperature was 103 degrees.

The carrier had had a 20-year career in the Navy prior to becoming a letter carrier. He left behind a wife and an 8-year-old daughter.

There are many disturbing aspects about this incident, and we may never know everything that could and should have been done to prevent this untimely death. One thing appears to be clear: The new employee was exposed to seasonably high temperatures and sunshine, which contributed to the fatal outcome.

With another summer upon us, many letter carriers are being exposed to long-term heat and sun exposure. In Fiscal Year 2020, there were 442 heat-related injuries reported by the Postal Service. That's a disturbingly high number.

According to the Occupational Safety and Health Administration (OSHA), most heat-related fatalities occur in the first few days of working in warm or hot environments, because the body needs to build a tolerance to the heat gradually over time. The process of building tolerance is called heat acclimatization. Lack of acclimatization represents a major risk factor for fatal outcomes.

In many of the heat-injury cases involving letter carriers, the worker thought that they had taken the necessary precautions, prior to heading out on the route, by carrying ample water. While maintaining adequate hydration is important, heat injuries can slowly creep up on you. Working in full sunlight can increase heat index values by 15 degrees Fahrenheit. As the body slowly overheats, judgment can be impaired. Before you know it, you're in trouble.

During heat waves, you may experience a combination of two kinds of heat-related illness. Exertional heat illness (metabolic heat generated by muscle activity

in the body) results primarily from the type of exertion common to the physicality of letter carrier work. Environmental heat illness is attributed primarily to ambient conditions, including heat, relative humidity and sun exposure, and is related to heat waves, urban heat islands and hot motor vehicles.

Letter carriers who suffer heat injuries while delivering mail should seek immediate medical attention, preferably in a hospital emergency room. Privately run urgent care centers are often ill-equipped to provide the treatment needed for heat-related injuries.

The injured worker also should file a claim for the heat injury with the Office of Workers' Compensation Programs (OWCP). There are a range of heat-related symptoms that can affect anyone, regardless of age or physical condition. A doctor needs to list all of the additional injuries consequential to the overheating, which often include heart and kidney malfunction.

Sun exposure

As letter carriers, we spend a lot of time outdoors exposed to the sun. Sunlight contains ultraviolet (UV) radiation, which can cause premature aging of the skin, cataracts and skin cancer. There are no such things as safe UV rays or safe suntans.

OSHA recommends the following measures to limit sun exposure:

- Cover up. Wear loose-fitting, long-sleeved shirts and long pants.
- Use sunscreen with a sun protection factor of at least 30. Be sure to follow application directions on the bottle or tube.
- Wear a hat. A wide brim hat, not a baseball cap, works best because it protects the neck, ears, eyes, forehead, nose and scalp.
- Wear UV-absorbent sunglasses (eye protection). Sunglasses don't have to be expensive, but they should block 99 to 100 percent of UVA and UVB radiation. Before you buy sunglasses, read the product tag or label.
- Limit exposure. UV rays are most intense between 10 a.m. and 4 p.m.

Letter carriers who have injuries related to sun exposure also can file claims with OWCP. Claims for skin cancer will likely be occupational disease claims filed using form CA-2. You can find step-by-step instructions on how to file occupational disease claims on the "Injured on the Job" page at nalc.org. Letter carriers with accepted skin disease claims also can file for a schedule award. You also can find information on filing schedule award claims on the "Injured on the Job" page at nalc.org.

Be safe, cover up and avoid getting overheated so you can enjoy the summer!

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2021.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2021.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2022. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2022.

Regulations

- Scholarship is to be used toward pursuing undergraduate

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.

- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.

- A transcript of grades must be forwarded to the committee at the end of each school year.

- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.

- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.

- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.

- Children of NALC national officers are not eligible.

In honor of NALC's president from 1941 to 1962, the **William C. Doherty Scholarship Fund** will again award five \$4,000 scholarships to children of members in good standing. The **John T. Donelon Scholarship Fund** will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2021-22 school year.

I am the daughter son active
 *stepdaughter *stepson of retired
 *granddaughter *grandson deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer _____

Signature of NALC parent member (or spouse if deceased) _____

Printed name of branch officer _____

Last 4 digits of Social Security No. _____ Title _____ Date _____

This form must be returned no later than December 31, 2021, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.

Monthly CSRS annuity payments for letter carriers who retire on Oct. 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 Oct. 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 : \$65,670			CC Grade 2 / High-3 Average ¹ : \$67,046		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,984	\$176	\$1,808	\$2,025	\$180	\$1,845
21	2,093	187	1,906	2,137	191	1,946
22	2,203	198	2,005	2,249	202	2,046
23	2,312	209	2,103	2,361	214	2,147
24	2,422	220	2,202	2,472	225	2,248
25	2,531	231	2,300	2,584	236	2,348
26	2,640	242	2,399	2,696	247	2,449
27	2,750	252	2,497	2,808	258	2,549
28	2,859	263	2,596	2,919	269	2,650
29	2,969	274	2,694	3,031	281	2,750
30	3,078	285	2,793	3,143	292	2,851
31	3,188	296	2,891	3,255	303	2,952
32	3,297	307	2,990	3,366	314	3,052
33	3,407	318	3,088	3,478	325	3,153
34	3,516	329	3,187	3,590	336	3,253
35	3,626	340	3,285	3,702	348	3,354
36	3,735	351	3,384	3,813	359	3,454
37	3,844	362	3,482	3,925	370	3,555
38	3,954	373	3,581	4,037	381	3,656
39	4,063	384	3,680	4,148	392	3,756
40	4,173	395	3,778	4,260	404	3,857
41	4,282	406	3,877	4,372	415	3,957
41+11 months & over ⁵	4,378	415	3,963	4,470	424	4,045

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2018, and Sept. 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 CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-three average on the basis of unused sick leave accumulated under CSRS.

Monthly FERS annuity payments for letter carriers who retire on Oct. 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 Oct. 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 : \$65,670			CC Grade 2 / High-3 Average ¹ : \$67,046		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,095	\$109	\$985	\$1,117	\$112	\$1,006
21	1,149	115	1,034	1,173	117	1,056
22	1,204	120	1,084	1,229	123	1,106
23	1,259	126	1,133	1,285	129	1,157
24	1,313	131	1,182	1,341	134	1,207
25	1,368	137	1,231	1,397	140	1,257
26	1,423	142	1,281	1,453	145	1,307
27	1,478	148	1,330	1,509	151	1,358
28	1,532	153	1,379	1,564	156	1,408
29	1,587	159	1,428	1,620	162	1,458
30	1,642	164	1,478	1,676	168	1,509
31	1,696	170	1,527	1,732	173	1,559
32	1,751	175	1,576	1,788	179	1,609
33	1,806	181	1,625	1,844	184	1,659
34	1,861	186	1,675	1,900	190	1,710
35	1,915	192	1,724	1,956	196	1,760
36	1,970	197	1,773	2,011	201	1,810
37	2,025	202	1,822	2,067	207	1,861
38	2,080	208	1,872	2,123	212	1,911
39	2,134	213	1,921	2,179	218	1,961
40	2,189	219	1,970	2,235	223	2,011
Each additional year ⁵	54.73	5.47	49.25	55.87	5.59	50.28

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Oct. 1, 2018, and Sept. 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.

California

What think ye of our union's legislative program? A few years back, the NALC assigned a letter carrier as congressional liaison for each of our 435 members of the House of Representatives. How wise a move was that? Well, it seems as though we've been able to get a majority of members to sign on as co-sponsors to most bills or resolutions we back. Even some representatives we would never expect to back our legislation have signed on.

This brings me to our beloved brother, George Heim from Branch 1100, who recently passed away. He served as liaison to Rep. Ed Royce, who for years would not give George the time of day when it came to our issues. Some would consider the conservative Republican a lost cause. But not George. He kept at it, until 10 years ago, when on a DC lobby trip he and a contingent of letter carriers, including myself, met with Rep. Royce on the subject of maintaining six-day mail delivery. The congressman, after exchanging pleasantries, said, "You know what, I'm going to sign onto your six-day delivery resolution." And then he directed his aide to make it so.

You could hear a pin drop. And as icing on the cake, Rep. Royce invited us in on a Foreign Relations Committee hearing. On the way there, George said to me, "This is better than sex!"

And on every letter carrier issue, it seems, we draw support from politicians on the conservative side. And so if your congressional representative doesn't support our letter carrier issues at first, keep at it, and point out to him or her, among other things, that USPS is the largest employer of veterans outside the Department of Defense.

As our departed brother George taught all of us, persistence works.

Eric Ellis

Florida

The summer has begun and, thankfully, the COVID-19 pandemic seems to be winding down. During this pandemic, NALC—nationally, statewide and locally—has had to adapt different methods of providing training for stewards and officers, holding meetings and representing our members. Training has been done via webinars, Zoom, Vimeo, etc. Meetings have been conducted by many branches via Zoom. Meetings conducted by Zoom had some glitches, but also proved beneficial for some branches. In large branches covering several municipalities over large areas, Zoom meetings allowed members in the outlying areas to participate.

While the pandemic created some logistical problems in conducting our union business, we mustn't forget the real loss to many of our members. Many carriers suffered from, and still suffer from, having gotten the disease. Many others suffered the loss of a loved one to COVID-19. NALC has established a memorial, noting the letter carriers who have died from COVID-19. Thus far, it has noted 72 who have died. Three of those are from Florida: Angela Hampton and Ivoral Davidson of Fort Lauderdale Branch 2550, and Danny Pocchiari of West Coast Florida Branch 1477.

Senate bills S. 145, titled the "USPS Fairness Act," and S. 1720, titled the "Postal Service Reform Act of 2021" to provide stability and en-

hance services, are now pending in the 117th Congress. Both bills would repeal the requirement that USPS annually prepay future retirement health benefits. Both have bipartisan support, with many co-sponsors from both parties. Notably absent from co-sponsorship are both Florida Sens. Rubio and Scott. The FSALC urges you to contact these senators and seek their support. You may contact Sen. Rubio at 202-224-3041 and Sen. Scott at 202-224-5274.

Reminder to all branches: The 2021 state convention will be held Aug. 12-14 in Orlando at the Hilton Orlando, Buena Vista Palace Disney Springs.

O.D. Elliott

Kentucky

The replacement Kentucky State Association of Letter Carriers convention will be Feb. 26-27, 2022, at the Holiday Inn Cincinnati Airport, 1717 Airport Exchange Blvd., Erlanger. The contact info is as follows. Website: holidayinn.com/cvg-airport. Phone numbers: 859-746-5408 and 1-800-HOLIDAY; fax is 859-746-5607. The group name is: Northern Kentucky Letter Carriers Association.

Northern Kentucky Branch 374 will be host. Mike Smith is branch president, and he can be reached by phone at 859-816-3436 or by fax at 859-525-1294. Our heartfelt thanks to Branch 374 for agreeing to host on short notice after two sister branches were unable to.

The state convention is necessary after the loss of in-person meetings due to the pandemic. Providing an overview of legislation (the chief job of a state association), committees and other business, including an audit, must all take place for the good of the membership. Thanks to President Rolando and NALC for keeping us all safe as possible. Vaccinations are still the best key.

There are important roles for officers, letter carrier congressional liaisons and members in the legislative/political process for NALC during this 117th Congress. First is H.R. 3076, the Postal Service Reform Act of 2021. This bill is our best chance to ensure that USPS will function properly, and be the best employer it can for letter carriers.

Go to nalc.org to take action, and/or contact Legislative and Political Organizer Anna Mudd to help. Our jobs, benefits and working conditions can improve when you get involved. Region 6 National Business Agent Troy Clark and his staff will present valuable information and tips to survive. We also expect a national officer to be assigned to our replacement convention, as our tradition of service to members and camaraderie continues.

Bob McNulty

Michigan

Greetings, brothers and sisters! I hope summer is treating you well.

As I'm sure everybody knows by now, the Michigan State Association of Letter Carriers biennial convention was canceled this year due to the pandemic. Since the state officers are elected every two years, the current board had to figure out a way to deal with that. After much planning and work by President Blassingame and Secretary Grant, we held a virtual meeting in April, where all duly elected delegates were invited to

attend to nominate members for the board. After the nominations were made, delegates were sent ballots. Delegates voted and returned their ballots, and in May the election committee counted the votes and announced the winners.

Your Michigan State Association of Letter Carriers Executive Board for 2021-2023 is as follows: President Carl Blassingame, Vice President Walt Gregory, Secretary Jane Grant, Treasurer Cathy Tondreau, Director of Education John Serwach, Director of Retirees Mike Sheridan, and Trustees Annette Kulek, Cornell Fears, Tom Minshall, Paul Roznowski and Robyn Williams.

Congratulations to all. President Blassingame has plans for us to hit the ground running. There are still several legislative bills that need to be co-sponsored by our representative, and President Blassingame will be tasking the executive board along with congressional liaisons to contact these representatives, as well as working to encourage our members to do the same. We must be active to protect our jobs.

We missed seeing everybody in person this year, and we are already planning and looking forward to the 2023 state convention, which is to be held at the Motor City Casino in Detroit. Until next month—be safe!

Tom Minshall

Texas

Congratulations to Everett Wyllie, vice president; James "Jimmy" Kimbrell, treasurer; Elisabeth Goodwin, director of retired members; Gerald Hall, District 1 representative; Rita Wilder, District 2 representative; Matt Sellmyer, District 3 representative; Ron Eudy, District 4 representative; and Luis Palacios, District 5 representative—all TSALC candidates who have been elected by acclamation.

There will be an election for the following offices. For president: candidates Carlos Rodriguez Jr. (incumbent) and Homer Hernandez. For secretary: candidates Kimberly Arnhold and Kathy Ruffo. For District 6 representative: candidates Shelby Clower (incumbent) and Marvin Ruyle. Best of luck to all candidates.

Ballots will be mailed out to delegates' home of record unless branches elected to vote unit rule. This will take place on approximately July 26. Please mail the ballot ensuring it is received by Aug. 26.

Switching gears, the Texas legislature concluded its session on May 31. At the conclusion of the session, SB 7 was attacking voting rights in Texas as time expired. Gov. Abbott has vowed to withhold funding for legislators and call for a special session. We will continue to monitor the situation.

There are finally bills in both houses of Congress that address the pre-funding mandate. This is where our focus is; H.R. 3076 and S. 1720 need as many co-sponsors as necessary. That is where we come in. Your call, your letter or your email can make the difference to get support from our 36 members of Congress and both of our senators.

As COVID-19 cases continue to go down, we need to stay vigilant as vaccinations progress.

The summer heat is here, and all of our active sisters and brothers need to stay hydrated and take breaks as necessary. Safety is priority No. 1. Hope you enjoy your family, friends and your co-workers as we celebrate Fourth of July.

Carlos Rodriguez Jr.

Akron, Ohio

This shall serve as notice to all members of Branch 148 that nominations for branch officers will be held at the regular branch meeting on Sept. 9 at the union hall, located at 518 Fouse Ave., Akron.

All candidates must submit, in writing, their acceptance of nomination within five days following the close of nominations. Each office will be open to election to a three-year term. Elections will be by mail-in ballot. The results will be announced at the Oct. 14 meeting.

David Strum, Pres., Br. 148

Arizona

This serves as notification that the Arizona State Association of Letter Carriers will hold its convention Oct. 29-30 at the Phoenix Hilton Resort at the Peak, located at 7677 N. 16th St., Phoenix. On Oct. 29, nominations will be accepted for all executive board positions. All positions are available for delegates in good standing. Elections will be held on Oct. 30, in accordance with ASALC bylaws.

Timothy Fisher, Rec. Sec., ASALC

Arlington Heights, Illinois

This is the official notice to the members of Branch 2810 for nominations for delegates to the 2022 Illinois State Association convention and 2022 national convention. Nominations shall be held at the regular branch meeting on Sept. 1 at 600 Landmeier Road, Elk Grove Village. Any member in good standing is eligible for nomination. A member need not be present at the meeting to be nominated; however, they must submit a written notice to the branch secretary, prior to the branch meeting, indicating a desire to accept a specific nomination.

Patrick McDonough, Sec., Br. 2810

Ballwin, Missouri

This in accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 5050 that nominations for the following officers will be held at the regular meeting on Oct. 14 at 6:30 p.m. at 109 Coral Terrace, Ballwin: president, vice president, financial/recording secretary, treasurer, health benefits representative, sergeant-at-arms, director of retirees, legislative liaison and three trustees. All offices are for a three-year term.

There will be nominations for the 2022-2024 Missouri state convention and the 2022-2024 national convention. The president and vice president, by virtue of their office, are automatic delegates to the state and national convention.

The election will be by secret ballot. A mail-in ballot may be issued by the election committee, if requested no later than seven days before the election of officers, by a member in good standing. Ballots should be returned and postmarked prior to the day of the election to the post office box indicated on the election call.

Terms of office are for three years. The election will be held on Nov. 11.

Katherine Buettner, Sec., Br. 5050

Battle Creek, Michigan

Branch 262 will be holding its meetings for the months of October 2021 through January 2022 at the Holiday Inn of Battle Creek, located at 12812 Harper Village Drive, Battle Creek. This is to include the committee for the election and the election for the next two-year term, all permitting that COVID-19 numbers keep dropping.

Nichole Schug, Sec., Br. 262

Cape Atlantic, New Jersey

This is official notice to the members of Branch 903 that nominations for all officers will take place at the regular branch meeting on Oct. 19 at 7 p.m. at the Somers Point American Legion. Any member in good standing shall be eligible to hold any position or office, with the exception of those acting in a supervisory position within the last two years.

Nominations and elections will be for the office of: president, vice president, secretary-treasurer, recording secretary, sergeant-at-arms, director of health benefits, director of compensation, director of non-career employees, director of retirees and three trustees.

Nominations for delegates to the 2022 national convention will also take place at the Oct. 19 branch meeting. Any member in good standing is eligible as a delegate but must attend 75 percent of all meetings to be eligible for the per diem.

The election for officers and convention delegates will be conducted by secret ballot at the regular branch meeting on Nov. 16 at 7 p.m. at the Somers Point American Legion. Ballots will be mailed to the last known address of each retiree. Retirees' ballots may be cast at either station or the branch meeting, or retirees can mail their ballots to the election committee with the self-addressed envelope provided by Nov. 16. Ballots will be provided to the active membership by the election committee to each station and can be cast to the station shop steward no more than seven days and no less than one day during normal working hours before voting at the branch meeting. Ballots may be cast at the branch meeting on Nov. 16 between 7 and 7:30 p.m.

Any member, for any reason, who cannot vote by Nov. 16 may obtain an absentee ballot by writing to the Election Committee at 508 Farragut Ave., Mays Landing, NJ 08330, no later than five days after nominations. Elected officers will serve a two-year term.

Michael Calise, Rec. Sec., Br. 903

Connecticut

This is an official notice to all Connecticut state convention delegates who have been elected to the Connecticut State Association of Letter Carriers convention, to be held on Sunday, Sept. 12, and Monday, Sept. 13, at the Stamford Hilton. Nominations will be accepted for all offices of the CSALC. Nominations will be the last order of business on Sunday, Sept. 12, and elections for offices, if needed, will be on Monday, Sept. 13.

Any proposed bylaw changes must be submitted to the secretary 60 days prior to the convention.

Mike Ely, Sec., CSALC

Decatur, Georgia

This is notification to the members of Branch 2225 that, due to COVID-19 restrictions, nominations for delegates to the Georgia state convention and NALC national convention will be in writing. Nominations must be addressed to Secretary Leigh Smith and arrive at Branch 2225, P.O. Box 1874, Decatur, GA 30031, no later than Sept. 2 by 5 p.m. Nominees must signify in writing their desire to be nominated and willingness to serve if elected. The election of delegates will be by mail balloting to all members in good standing as of Oct. 1.

Jacob Alston, Pres., Br. 2225

Escondido, California

This is official notice that Branch 2525 will accept nominations for delegates to the 2022 national convention and for one three-year trustee position at our Sept. 2 meeting. The meeting will start at 7 p.m. at our union office, located at 1535 South Escondido Blvd., Escondido. Ballots will be mailed to all branch members in October, and the results will be announced at our Nov. 4 meeting.

Sonia Johnson, Sec., Br. 2525

Gainesville, Florida

In accordance with Article 5 of the NALC Constitution and the bylaws of Branch 1025, this is official notice to all members of Branch 1025 of nominations for delegates to the 2022 national convention. Nominations will take place at the Oct. 4 regular branch meeting. The election, if needed, will be held at the Nov. 8 regular branch meeting.

Gary Wilemon, Sec., Br. 1025

Honolulu, Hawaii

Nominations will be taken at the Aug. 4 branch meeting for the positions of officers for the branch. The meeting will be held on Zoom at 7 p.m. Members are to contact Cynthia Ishizaki at nalcbranch860@gmail.com to register their email addresses to gain access with video presence. Elections for the following offices will take place on Sept. 1, also on Zoom at 7 p.m.

Terry Kaolulo, Sec., Br. 860

Hot Springs Natl. Park, Arkansas

This is official notice to all Merged Branch 543 members for nominations for branch president, executive vice president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, Trustees 1 and 3, and delegates to the 2022-2024 national convention. Those who wish to be nominated must be present at the October meeting, or should give the secretary a letter in writing stating acceptance of the nomination before the October meeting. The term of office will be until December 2024.

Johnny Johnston, Rec. Sec., Br. 543

Jamaica, New York

This is official notice to all members of Branch 562 that nominations for branch officers will take place at the branch meeting on Oct. 13. Elections will be by mail in accordance with Article 5 of the branch bylaws.

Ballots will be opened and counted at the Nov. 9 branch meeting.

Gregory Klopfer, Sec., Br. 562

Joliet, Illinois

This is official notice to all members of Branch 305 that nominations for delegates to the 2022 state and national conventions will be held at the Oct. 7 meeting. Those wishing to be nominated must accept such nominations in person or must submit in writing their willingness to be nominated to the branch secretary prior to the October meeting.

The election shall be by secret ballot, mailed to members' last-known address. Update your address now. Ballots must be received by the election committee by Nov. 4 and the results of the election will be announced at the regular branch meeting on that date at the Croatian Cultural Club, 1503 Clement St., Joliet.

Brenda Smith, Sec., Br. 305

Levittown, Pennsylvania

This is the official notice to all members of Branch 4973 for nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms and three trustees. Nominations will be accepted on the third Tuesday meeting in September and October. All elected officers will serve as delegates to the state and national conventions. Following final nominations, ballots will be handed and/or mailed to all members. Ballots will be counted at the November union meeting. All ballots must be postmarked by Nov. 16 and received prior to the union meeting. The results will be announced at the meeting.

John Morlando, Sec., Br. 4973

Lewiston, Idaho

This is an official notice to all members of Branch 1192 for the nominations and election of offices: president, one-year term; vice president, one-year term; secretary/treasurer, one-year term; and one audit committee trustee, three-year term, for the year starting Jan. 1, 2022. Nominations will be accepted starting at our regularly scheduled meeting on the third Wednesday of September, Sept. 15, at 6 p.m. and close on Oct. 20 at the close of the meeting. If submitting a nomination for an office by mailing, nomination must be received by the secretary/treasurer by 6 p.m. on Oct. 20.

Candidates may accept nomination for only one office. Write-ins on ballots will not be permitted. Nominees attending meetings in September or October will accept or decline nomination at time of nomination. Any members nominated not in attendance at the meeting have till Oct. 28 to accept or decline nomination. Accept/decline letters must be received by the secretary/treasurer no later than 4 p.m. on Oct. 28.

Elections will be held at the regular scheduled meeting on Nov. 17 at 6 p.m. Any member who is unable to attend the November meeting or would prefer to cast their votes through absentee ballot can request a ballot by writing to: Election Committee, P.O. Box 534, Lewiston, ID 83501, at any time after the September meeting and

Election Notices

prior to Oct. 27. Absentee ballots will be mailed by Oct. 30. Ballots must be received by 3 p.m. on Election Day. Election results will be announced at the end of the November meeting and posted on the NALC 1192 bulletin board within one week.

Absentee ballots must be requested by Nov. 3.

All meetings are scheduled to be held at Jollymore's, 1516 Main St., Lewiston, at 6 p.m. Due to the COVID-19 pandemic, this is subject to change. On the Saturday before the scheduled meeting, the meeting announcement will be at each time clock in the Lewiston Post Office. If the meeting place changes, it will be posted at this time.

Deborah Schaeffer, Sec.-Treas., Br. 192

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for all branch officers and delegates to the 2022 national convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in before, and results announced at, the regular meeting in December.

Todd Friemoth, Sec., Br. 105

Massachusetts Northeast Mgd.

This is official notice that nominations for branch officers will be held at the regular Oct. 5 branch meeting at 8 p.m. at the Knights of Columbus Hall in Wilmington. The election of officers will be conducted by mail-out ballot to the last known address of each member. All terms of office will be for three years. All candidates for office must be present at the October meeting and give their assent for nomination. Any nominee not present at the meeting will have five days to notify the secretary in writing of their assent, or must have submitted a letter to the secretary prior to the October meeting giving his/her assent to be a candidate. All candidates must be certified in good standing by the secretary.

The offices are: president, executive vice president, vice president, secretary, assistant secretary, treasurer, assistant treasurer, MBA/NSBA representative, assistant MBA/NSBA representative, sergeant-at-arms, health benefits representative, assistant health benefits representative, safety director, assistant safety director, *Wake Up!* publisher, assistant *Wake Up!* publisher and five trustees. The president and executive vice president, by virtue of their offices, shall automatically be delegates to all national and state conventions, and to any meeting called by the National Association of Letter Carriers, COP meeting, or affiliates. The election committee will be appointed by the chair at the nomination meeting.

The election committee shall prepare ballots, instructions and ballot envelopes, and mail them by the first Wednesday in November with a return date for ballots postmarked by the fourth Wednesday in November (Nov. 24). Results will be announced at the regular December meeting and installation will take place at the December meeting or, at the wish of the branch, at an installation banquet. All elected officers will take office on Jan. 1, 2022.

Notice is hereby given to members of Branch 25 that nominations for delegates to the 73rd national convention shall be held at the Oct. 5 regular branch meeting at 8 p.m. at the Knights of Columbus Hall in Wilmington. Elections of delegates for the 73rd national convention will be held at the regular Nov. 2 branch meeting at 8 p.m. at the Knights of Columbus Hall in Wilmington. Expenses for delegates shall be voted on at the November meeting. All delegates must have attended 60 percent of regular monthly meetings held between elections to be an expense-paid delegate to conventions. Any member who has not been a member for the prior two years will have their attendance prorated from the date of their membership. In addition to the provisions of Article 5 of the Branch 25 bylaws, which designates the branch president and executive vice president as automatic delegates to the national convention, Article 5 of the *NALC Constitution* shall prevail.

Andrew P. Coan, Sec., Br. 25

McAllen, Texas

In accordance with branch bylaws and Article 15, Section 2 of the *NALC Constitution*, this is official notice to all members of Branch 2130 that nominations for the following officers will be held at the regular branch meeting on Oct. 5 at Golden Corral, located at 1301 E. Jackson Ave., McAllen. Elections will be for president, vice president, recording secretary, financial secretary/treasurer, health benefits representative, sergeant-at-arms, three trustees and delegates. All officers will serve a two-year term.

Angie Mata, Rec. Sec., Br. 2130

Nevada

In accordance with Article 5 of the *NALC Constitution*, the Nevada State Association of Letter Carriers will accept nomination of officers at the 34th biennial convention, to be held Sept. 10-11 at the Grand Sierra Resort and Casino. Delegates to the convention will nominate members in good standing for the offices of president, vice president, secretary/treasurer, director of retirees (south) and director of retirees (north). Nominations will take place prior to close of business on Friday, Sept. 10, and again the morning of Saturday, Sept. 11.

Elections will be by secret ballot on Sept. 11. Any branch may choose to vote unit rule for the entire membership. The term of office shall be two years, commencing from the date of installation of officers.

Cindy Groves, Sec.-Treas., NSALC

New Castle, Pennsylvania

This is official notification to all members of Branch 22 that nominations for all officers will be held at the regular branch meetings in October 2021.

The elections, if necessary, will take place in December 2021.

Michael Powles, Sec.-Treas., Br. 22

New Jersey Merged

This is official notice to all members of Branch 38 that nominations

for the election of officers will be held at the regular branch meeting on Oct. 6 at the Elks Hall in Woodbridge.

Nominations will be held for the following branch offices: president, executive vice president, treasurer, corresponding secretary, director of city delivery, health benefit representative/full-time area representative, recording secretary, director of retired members, sergeant-at-arms and a board of trustees composed of five members.

Members having their names placed in nomination for any of these offices must verify that they have not served in a supervisory capacity for the 24 months preceding the nomination, as per Article 5, Section 2 of the *Constitution for the Government of Subordinate and Federal Branches*.

Each candidate shall be nominated at the October branch meeting. Nominations may be made in writing to the financial secretary, and will be accepted if received by the October branch meeting.

Elections will be conducted by mail-in ballot, with the results announced at the Dec. 1 branch meeting.

Christine A. Strasser, Fin. Sec., Br. 38

Newport, Rhode Island

This is official notice to all members of Branch 57 that nominations for the following positions will be held at the regular branch meeting on Sept. 15 at the Cup Defender's Hall in Bristol: president, vice president, executive secretary, treasurer, mutual benefits representative and master-at-arms, each for a two-year term. There is also one trustee position with a two-year term, and one trustee with a three-year term.

There will also be nominations for delegates to the state and national convention. Elected officers are automatic delegates to the national and state conventions. The election will be held by mail ballot during the month of October.

John Bahl, Sec., Br. 57

North Oakland Co., Michigan

This is official notice to all members of Branch 320 that nominations for the following officers (two-year term) and delegates for the 2022 national convention and 2023 state convention shall take place at the regular membership meeting on Sept. 1 at 7:30 p.m. in the American Legion Hall, 96 Churchill Road, Auburn Hills. Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, director of retirees and three trustees.

All nominees must indicate their acceptance of the nomination at the meeting or in writing within three days after the official closing of the meeting. Failure to do so will result in forfeiture of his/her candidacy.

As per Article 9, Section 5 of Branch 320's bylaws, the president, vice president, secretary and treasurer are automatic to the national convention and state convention by virtue of their office.

The election of stewards (two-year term) will be held in accordance with

Article 7, Section 5 of Branch 320's bylaws.

The election will be held by secret mail ballot. The results of the election will be announced at the Branch 320 regular meeting in November.

Tasha Tinsler, Sec., Br. 320

Northern Virginia

In accordance with Article 5 of the *National Constitution*, this is the official notice to all members of Branch 3520. Nomination of delegates to the 2022 national convention in Chicago will be held at the regular branch meeting on Thursday, Oct. 14, at 7:30 p.m. Elections, if necessary, will be held at the regular meeting of Branch 3520 on Thursday, Jan. 13, 2022. The Branch 3520 regular meeting is held at the Motel 6, Governor Room, 6652 Arlington Blvd., Falls Church.

Deborah Quinn, Sec., Br. 3520

Panama City, Florida

This is official notice to all Branch 3367 members that the nominations for the election of officers will be held on Oct. 21 at the regular branch meeting at the Golden Corral, located at 105 E. 23rd St., Panama City, at 7 p.m. All members in good standing who have not served in a higher-level management position for any period of two years prior to the nomination date of Oct. 17 are eligible. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept a nomination for only one office. Nominations will be held for the following branch offices: president, vice president/sergeant-at-arms, recording secretary/HBR-MBA representative, treasurer/financial secretary, three trustees and stewards for all offices. The term of office will be for two years, beginning Jan. 1, 2022.

The candidates elected president and vice president in the forthcoming election shall be delegates to the national and state conventions that will take place during their terms in office. Nominations for up to four more delegates will be accepted. The number of delegates to be sent to the national convention will be determined by available funds and a vote by the members present at the nominating meeting.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home address of eligible members on Nov. 1. Ballots must be mailed back to: Election Committee, P.O. Box 15151, Panama City, FL 32406. Ballots must be received by 5 p.m. on Dec. 10. The election committee will tally the votes at the December meeting. Write-in votes are not permitted.

Barbara Sizemore, Pres., Br. 3367

Pensacola, Florida

This is official notice to the members of Branch 321 that nominations will be taken during the Sept. 14 monthly meeting for the branch's elected officers, trustees, delegate(s) and alternate delegates to the 2022 national convention.

Due to the COVID-19 pandemic and dispensation granted by National President Rolando, the format for the meeting will be either via the Webex

online meeting or in person at the branch union hall (to be determined). If held via Webex, active carriers can refer to monthly meeting flyers posted in each office/station; retirees will be mailed the flyer. The election will be held during the Nov. 9 monthly meeting. Notice of the format for the September and November meetings will be determined.

Philip M. Skipper, Pres., Br. 321

Peoria, Illinois

This is an official election notice to all members of Branch 31. Nominations for all branch officers, namely president, vice president, recording secretary, treasurer, sergeant-at-arms, mutual benefit representative, health benefit representative, director of retirees, director of training, legislative liaison and two trustee positions will occur on Sept. 9 at the regular branch business meeting. The terms of office for all elected positions are for two years, with the term beginning Thursday, Jan. 13, 2022. Candidates may accept nomination for only one office.

Nominations for delegates to the 2022 state and national conventions will take place at the Nov. 11 branch meeting.

Nominations for all branch officer positions and delegates to the conventions will come from the floor. Self-nomination is permissible. You must be in attendance to indicate your willingness to accept the nomination. If you are unable to attend the meeting, you must submit in writing to the recording secretary your intent to accept prior to nomination. Elections, if necessary, will be by secret ballot at the Labor Temple, 400 NE Jefferson St., Peoria, prior to the branch meeting at 7 p.m. on Dec. 9. An absentee ballot may be requested.

Sherri Pollard, Rec. Sec., Br. 31

Reading, Pennsylvania

This is official notice to members of Branch 258 that nominations for the following positions will take place at the regular branch meeting to be held Oct. 13 at 7:30 p.m. at United Steelworkers Union Hall, 1251 N. Front St., Reading: branch trustee (three-year term) and delegates to the 2022 NALC national convention

Those who wish to be nominated must be present for the meeting or submit a letter of nomination acceptance to the branch secretary prior to the October regular meeting. In the event an election is necessary, such election will take place at the regular branch meeting on Nov. 10 at United Steelworkers Hall.

Paul Purcell, Sec., Br. 258

Rockville, Maryland

This is official notification to all members of Branch 3825 that nominations of all branch officers for the 2021-2022 term, as well as delegates to the 2022 national convention, will take place at the regular monthly union meeting on Sept. 1 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

Nominations will be taken for the office of president, vice president, re-

cording secretary, financial secretary-treasurer, sergeant-at-arms, health benefits representative, editor, director of retirees, distributor, mutual benefits representative and five trustees. All officers nominated and elected will serve a one-year term.

Members of the executive board shall automatically be delegates to the state and national conventions by virtue of their elected positions if they choose to attend said conventions.

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to the members' last known address and will be counted at the Nov. 3 meeting. The installation of elected officers will be conducted at the Dec. 1 branch meeting.

Kenneth Lerch, Pres., Br. 3825

San Antonio, Texas

This is to serve notice to all members of Branch 421 and merged cities that nominations for the branch officer position of recording secretary will be accepted in writing prior to and at the regular branch meeting on Sept. 9.

Nominations will be closed by the election chairperson/or designee prior to the meeting being adjourned. Once inducted, the elected officer will complete the current term of office through January 2024. Candidates must accept nominations at the time made. If a nominee is not present at the meeting, written acceptance is permissible.

This is also to serve notice to all members of Branch 421 and merged cities that nominations for 45 delegates to the national convention in Chicago, Aug. 8-12, 2022, and seven AFL/CIO delegates for 2022 will be at the regular branch meeting on Sept. 9. Members are encouraged to mail in their nomination into the branch office before the Sept. 9 meeting, or they can make their nomination at the meeting. Nominations will be closed by the election chairperson/or designee prior to the meeting being adjourned.

The election will be conducted by secret mail ballot for every member in good standing, active and retired. Ballots will be mailed to the home addresses of eligible members no later than Sept. 24.

Return envelopes and ballots must be received by 5 p.m. on Oct. 14, the day of the regular branch meeting. At that time, the election chairperson or his/her designee and at least one committee member will pick up ballots from the post office for counting. Voting will not be allowed at the branch meeting.

Richard Gould, Pres., Br. 421

St. Paul, Minnesota

This is the official notice to all Branch 28 members that nominations for the following positions will be held at the general membership meeting on Sept. 16: president, executive vice president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, three trustee positions, editor of *The Twig*, entertainment chair, scribe to *The Postal Record*, health benefits representative, and delegates for the national and state conventions. If there are multiple nominations for

any of the positions listed, except for national and state delegate, a election by secret ballot will be held and the results revealed on Nov. 18.

Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two years after termination of such status. All candidates will be required to verify, upon nomination, that they have not served, accepted or applied for a supervisory position within the previous two years.

Marty Volz, Fin.-Rec. Sec., Br. 28

Southeast Pennsylvania Mgd.

In accordance with Branch 725 bylaws, Article 5, Section 4, and Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 725 that nominations will be held at the regular branch meeting on Sept. 1. Nominations will be for all officer positions, as well as delegates and alternate delegates to the 2022 national convention and the 2022 Pennsylvania State Association convention.

Officer positions are as follows: president, vice president, recording secretary, financial secretary, treasurer, director of education and public relations, director of hospitalization and MBA, sergeant-at-arms, director of retirees, and three trustees as members of the board of trustees.

In accordance with Branch 725 bylaws, Article 5, Section 1(a): Nominations for office shall be made triennially at the regular meeting in September. Nominations must comply with Article 4, Section 2 of the branch bylaws.

In accordance with Branch 725 bylaws, Article 5, Section 1(b): Nominations for delegates and alternate delegates to the national conventions shall be made biennially, and the state conventions triennially at the meeting in September. Nominees must be in compliance with Article 4, Section 2 of the branch bylaws.

In accordance with Branch 725 bylaws, Article 5, Section 5: Candidates for office or delegate must either be present at the time of the nomination or signify their assent in writing within five days of their nominations to the election committee.

In accordance with Branch 725 bylaws, Article 5, Section 3: Elections will be by mail ballot, to be mailed to members three weeks prior to the November branch meeting. Ballots will be counted the Tuesday prior to the November branch meeting.

Rick Murphy, Rec. Sec., Br. 725

Spartanburg, South Carolina

This is notice to members of Branch 628 that nominations for the following positions will be held at the regular scheduled meeting on Oct. 5: president, vice president, recording secretary, treasurer, three union stewards and three trustees. The terms are for two years.

The election will be held at the regular scheduled meeting on Nov. 2 at the union hall, located at 1569 Old Anderson Mill Road, Moore.

Nomination of delegates and alternates to the national and state conventions will be held at the Oct. 5 meeting.

If needed, election of delegates and alternates to the national and state conventions will be held at the Nov. 2 meeting.

Angel Thompson, Pres., Br. 628

Syracuse, New York

This is official notice that nominations for all elective offices and convention delegates for Branch 134 will take place at the Oct. 6 meeting at the union hall, according to Article 5 of the *National Constitution* and branch bylaws. Nominations for president, executive vice president, vice president, recording secretary, financial secretary, treasurer, MBA representative, health benefits representative, sergeant-at-arms, three trustees and station stewards, as well as 25 convention delegates, will be accepted. The terms of office will be three years, beginning Jan. 1, 2022.

The election shall be by mail referendum voting, with the results reported at the December meeting. All candidates for office or for delegate must be present at the time of their nomination or signify their acceptance in writing to the recording secretary of the branch within the following five days.

Robert Rebecchi, Rec. Sec., Br. 134

Toms River, New Jersey

This is to serve as official notice to all members in good standing of Branch 2128 that nominations for delegates to the 2022 NALC national convention will be held at our Nov. 9 general membership meeting at the Elks Lodge, 600 Washington St., Toms River, at 6 p.m. Any member in good standing is eligible for nomination. Members must be present to accept a nomination, or have submitted an acceptance letter for nomination, to the recording secretary in advance of the meeting. Balloting for the nominees will take place at the December general meeting, if necessary.

Edward Sedillo, Sec., Br. 2128

Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., July's deadline is for the August publication.

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:

65-year pins

Roy E. Yaros	Muskegon, MI	Br. 13
Otto E. Kebschull	Billings, MT	Br. 815
Nash Paz	Billings, MT	Br. 815
Vincent G. Deposito	Garden State Mgd., NJ	Br. 444
Lawrence D. Roseborough	Tulsa, OK	Br. 1358
Jack E. Stewart	Tulsa, OK	Br. 1358

60-year pins

Ervin B. Fischer	Billings, MT	Br. 815
Dennis A. Lent	Billings, MT	Br. 815
Harold E. Sapp	Billings, MT	Br. 815
Edward J. Adamko	Garden State Mgd., NJ	Br. 444
Harris A. Jamison III	Garden State Mgd., NJ	Br. 444
Lowell T. Zalutko	Garden State Mgd., NJ	Br. 444
Anthony J. Castiglione	New Jersey Mgd.	Br. 38
Anthony Lombardi Jr.	Canton, OH	Br. 238
Scott B. Workman	Canton, OH	Br. 238

55-year pins

Stephen R. Fetchko	Hemet, CA	Br. 2901
Rickey A. Umbarger	Dalton, GA	Br. 1833
Benjamin J. Benedetti Jr.	Worcester, MA	Br. 12
Eugene M. Gembovys	Worcester, MA	Br. 12
Richard L. McDowell	Worcester, MA	Br. 12
Albert E. Fethke Jr.	Muskegon, MI	Br. 13
Duane L. Morton	Muskegon, MI	Br. 13
John G. Pfenning	Muskegon, MI	Br. 13
Edward Roshko	Muskegon, MI	Br. 13
Floyd P. Lennick	Billings, MT	Br. 815
Robert D. Scherr	Billings, MT	Br. 815
Herbert L. Coleman	Garden State Mgd., NJ	Br. 444
Steven M. Molnar	Garden State Mgd., NJ	Br. 444
Jeffrey M. Wolfe	Garden State Mgd., NJ	Br. 444
Anthony J. Castiglione	New Jersey Mgd.	Br. 38

50-year pins and gold cards

Mario Muniz	Bakersfield, CA	Br. 782
Susan A. Jacques	Greater E. Bay, CA	Br. 1111

Richard E. Dills	Hemet, CA	Br. 2901
John K. Dupuis	Hemet, CA	Br. 2901
Richard D. Jenkins	Hemet, CA	Br. 2901
Norman S. Knight	Hemet, CA	Br. 2901
Rudolph J. Mares	Hemet, CA	Br. 2901
Antone J. Morris	Hemet, CA	Br. 2901
Michael D. Nelson	Hemet, CA	Br. 2901
William E. Young	Hemet, CA	Br. 2901
Arnold S. Gelman	Central Florida	Br. 1091
Deborah E. Salt	Sarasota, FL	Br. 2148
Robert L. Harris	South Florida	Br. 1071
Willie J. Grant	Tampa, FL	Br. 599
Rommie L. Cobb	Savannah, GA	Br. 378
Theodore David	Savannah, GA	Br. 378
William German	Savannah, GA	Br. 378
A. T. Kuriger	Savannah, GA	Br. 378
James M. Lowe	Savannah, GA	Br. 378
Jesse F. Powell	Savannah, GA	Br. 378
Charles E. Ranew	Savannah, GA	Br. 378
Jimmy G. Sands	Savannah, GA	Br. 378
Henry L. Stone	Savannah, GA	Br. 378
Travis E. Strickland	Savannah, GA	Br. 378
Earl F. Sutherland	Savannah, GA	Br. 378
Ira C. Wilde	Savannah, GA	Br. 378
Jesse H. Wilder Jr.	Savannah, GA	Br. 378
Bruce R. Mauer	Belleville, IL	Br. 155
Benjamin J. Benedetti Jr.	Worcester, MA	Br. 12
Peter Defreitas	Worcester, MA	Br. 12
Eugene M. Gembovys	Worcester, MA	Br. 12
Richard L. McDowell	Worcester, MA	Br. 12
Anthony J. Castiglione	New Jersey Mgd.	Br. 38
Ronald P. Courtney	Northeastern NY	Br. 358
Edmund J. Kearney III	Northeastern NY	Br. 358
Charles A. MacDougal	Northeastern NY	Br. 358
Donald P. Friesz	Bismarck, ND	Br. 957
Francis J. Aquino	Canton, OH	Br. 238
Kenneth L. Johnston	Canton, OH	Br. 238
Thomas C. Phister	Canton, OH	Br. 238
R. L. Blair	Tulsa, OK	Br. 1358
Richard C. Brandenburg	Tulsa, OK	Br. 1358
Donald F. Brewer	Tulsa, OK	Br. 1358
Buford J. Brock	Tulsa, OK	Br. 1358
Paul D. Burris	Tulsa, OK	Br. 1358

Billy R. Cowan	Tulsa, OK	Br. 1358
Robert D. Divelbiss	Tulsa, OK	Br. 1358
Raymond P. Elledge	Tulsa, OK	Br. 1358
Edward T. England	Tulsa, OK	Br. 1358
Michael G. Fletcher	Tulsa, OK	Br. 1358
Jerry W. Fryer	Tulsa, OK	Br. 1358
Henry C. Galloway Jr.	Tulsa, OK	Br. 1358
John H. Garrouette	Tulsa, OK	Br. 1358
Kenneth W. Graham	Tulsa, OK	Br. 1358
Clayton W. Guinn	Tulsa, OK	Br. 1358
Gloria G. Hill	Tulsa, OK	Br. 1358
Eddie D. Hodge	Tulsa, OK	Br. 1358
Gary L. Hodges	Tulsa, OK	Br. 1358
Ronald D. Jones	Tulsa, OK	Br. 1358
Fredrick D. Kappus	Tulsa, OK	Br. 1358
Armand L. Lardizabal	Tulsa, OK	Br. 1358
John R. Maloney	Tulsa, OK	Br. 1358
Douglas N. Martin	Tulsa, OK	Br. 1358
Daniel R. McAndrews	Tulsa, OK	Br. 1358
Robert W. McKinney	Tulsa, OK	Br. 1358
Pauline O. Moody	Tulsa, OK	Br. 1358
Elbert N. Moore	Tulsa, OK	Br. 1358
Henry A. Morris	Tulsa, OK	Br. 1358
Melvin L. Myers	Tulsa, OK	Br. 1358
Roger D. Norman	Tulsa, OK	Br. 1358
Paul D. Norris	Tulsa, OK	Br. 1358
Donald G. Overmyer	Tulsa, OK	Br. 1358
Orville C. Pettie	Tulsa, OK	Br. 1358
John L. Porter	Tulsa, OK	Br. 1358
Manual E. Richmond	Tulsa, OK	Br. 1358
Jimmie A. Robison	Tulsa, OK	Br. 1358
Herbert W. Rouse	Tulsa, OK	Br. 1358
Bill G. Shanks	Tulsa, OK	Br. 1358
C. E. Shaw	Tulsa, OK	Br. 1358
Larl C. Shaw	Tulsa, OK	Br. 1358
Jeffrey C. Smith	Tulsa, OK	Br. 1358
J. D. Spillman	Tulsa, OK	Br. 1358
Carlross Walters	Tulsa, OK	Br. 1358
Paul M. Wells	Tulsa, OK	Br. 1358
R. C. Wood	Tulsa, OK	Br. 1358
Robert J. Bazinet	Greenville, SC	Br. 439
Otis Collier Jr.	Greenville, SC	Br. 439
Thomas M. Sanders	Greenville, SC	Br. 439

Retiree Reports

Hartford, Connecticut

Retirees and those letter carriers who want extra work-at-home income need to beware online scams targeting them and others. Scam companies masquerading as PayPal and Norton systems, etc., charge your credit card for a purchase that you never ordered. They then offer you a refund of charged items you never

ordered. Do not go to its website or call a 1-800 phone number for a charge you never contracted for.

They try to advance you money for a phony work-at-home scheme. A scam company is Tech America out of Oregon or California on TeamViewer web service. They will advance you money and want you to buy gift cards for them

using your credit or debit cards to pay them back. Retirees, etc.: *Do not* buy any gift cards for someone you do not know. Nor should you give out your credit and debit card numbers or Social Security number to these online scam artists. Once you do, the money they advanced you will *vanish* from your account, leaving you without funds to pay for the gift cards. Beware of a Mike

Smith, a slick talker online who is a crook. My TD Bank North officer tells me he has had three customers, mostly retirees and work-at-home folks, fall victim to this scheme *every* week.

Cutbacks in service delivery times will decrease our customer base at USPS. Proposed cutbacks in service by P.O. bosses will accomplish this.

Our retirees' Branch 86 dinner is scheduled for Nov. 13. Hopefully we can have regular monthly meetings resume as soon as possible. Stay safe and enjoy your summer.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

It's summer, and that means crawfish and hurricane season.

Speaking of crawfish, Branch 124 retirees resumed our annual seafood boil. Those who attended had a good time partaking in the bounties of Louisiana by indulging in good eating with family and friends. Finally we're seeing light at the end of the pandemic.

Hurricane season means taking preparation, even more so as retirees. Therefore, make sure to go to gohsep.la.gov to get the *Preparedness Emergency Guide*. Have an evacuation plan in place, have cash on hand and vehicles

fully gassed, do a review of your homeowner's/ flood insurance and keep a list of medications. To keep track of these items, take a cell phone screen shot and send it to your email and to another family member.

There are three political parties in America as of today: Republicans, Democrats and insurrections. Two of those parties oppose democracy and the interests of working-class Americans. Carriers have a longtime interest in supporting voters' rights going back as recently as the early 1960s. One carrier in particular was W. W. Law of Savannah, GA, who, because of his civil rights activities, was fired from the Postal Service, only to be reinstated by President Kennedy.

There are numerous foot soldiers in the effort to make America live up to the statement of equality—and the only way to make that happen is by being involved and holding accountable those elected officials, from union officeholders to local government. Voting matters; otherwise, why is there a rush to change laws regarding voting? It's has been proven time and time again that voting fraud is akin to a supervisor knowing their job. Democracy is in peril!

Call your representative and ask them to support the reform of the Windfall Elimination Provision (H.R. 2337), and also H.R. 695 and H.R. 3076/S. 145 to repeal the pre-funding re-

quirement.

Contribute to LCPF.

Stanley Taylor, Branch 124

Paterson, New Jersey

We (as retirees) were delighted to see a National Agreement ratified by our rank and file. A congratulatory note would be proper at this time for our national union leaders in their making this a reality.

Anyone not having a union these days knows how difficult seeking better wages, working conditions and benefits can be without representation. Unless a company has an automatic regular and routine wage increase, try looking at an employer's reaction when seeking an increase in any of the above items, which can be an unpleasant situation. This is one of the many reasons one should be a union member for life, well after retirement from the United States Postal Service, in order to maintain solidarity within us and to never forget how important it is to be and remain a union member.

We are very fortunate to have representatives who handle these items so that we can fully focus on the delivery of our nation's mail to each and every address in our nation.

Joseph Murone, Branch 120

Auxiliary Update



Cythensis Lang
President

National Auxiliary Board

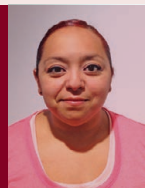
News and updates from the officers



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

From the Auxiliary Board

Greetings, union brothers and sisters. I hope that all of you had a chance to read the list of Auxiliary members and all of their years of dedicated service to the National Association of Letter Carriers.

This month, the country is celebrating its independence from the kingdom of Great Britain. This Independence Day is different

because the country is divided. In order for this union and National Auxiliary to continue to grow, we must have a common goal of fairness for all.

Don't just talk about what is wrong, but work to make things better.

Join the Auxiliary and help to make things better for all letter carriers so that we have a United States Postal Service for many more years. You can download a membership form

to mail to Secretary Crystal Bragg at nalc.org/fflc.

Enjoy the holiday, stay cool and safe, and be the best that you can be!

C. Lang



AUXILIARY OFFICERS

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cslang54@gmail.com

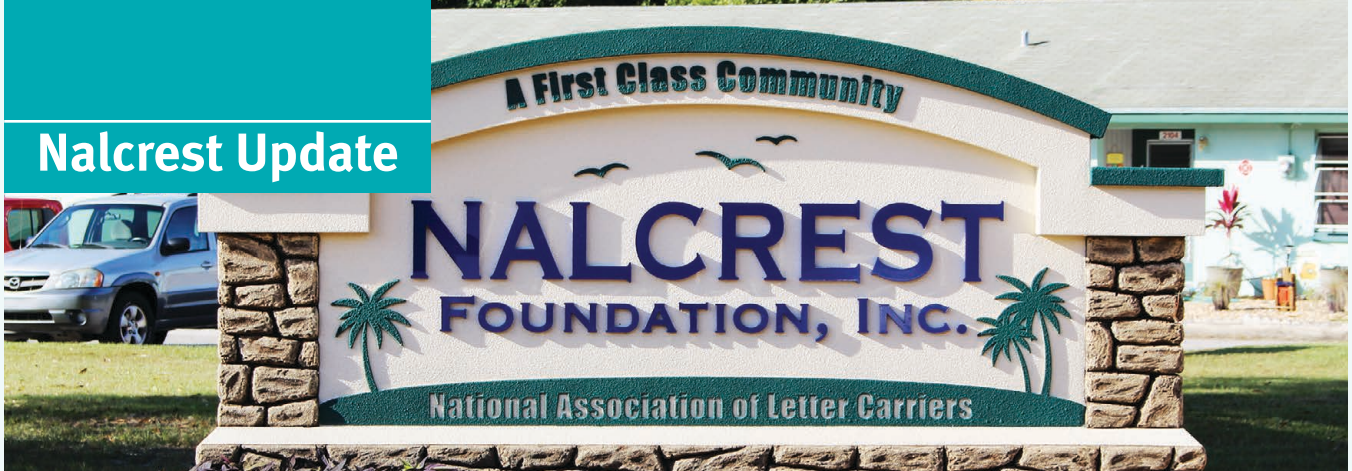
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Nalcrest Update



From the Trustees

The residents of Nalcrest, like most Americans across the country, have endured an awful lot over the past year-plus. Limited access to their favorite hobbies, wearing a face mask when around others, seeing their favorite restaurants closed up, social distancing and so on have rattled the nerves of many. Thankfully, we have been able to find a vaccine that can take us back to a somewhat normal routine. The staff at Nalcrest, under the direction of Property Manager Lisa Senecal, has done an outstanding job of minimizing the negative effects of the pandemic on Nalcrest. While I am sure there were a lot of restrictions that made people unhappy, the outcome is what needs to be considered. And as far as what has been shared with us, we fared quite well.

On the upside, Nalcrest is beginning to relax many of the restrictions that were in place. I am sure that many of our residents and those in the surrounding area will be glad to hear that we are going to re-open bingo soon! The financial effect of not having bingo open was a definite hardship to Nalcrest. Our weekly games generate a source of income that helps us manage things. Without it, cutbacks were essential.

We have been trying to balance the books and keep everyone happy, while at the same

time deal with the aging infrastructure at Nalcrest. We are approaching 60 years since the water and sewer system was installed at Nalcrest, and it is beginning to show. We are constantly facing repairs to pipes and plumbing fixtures that have seen their day. While we have been able to keep things at bay, we must be conscious of the fact that there are 500 units at Nalcrest that are constantly in need of attention.

Currently, there are more than 200 applicants on the waiting list for a unit at Nalcrest. It will take roughly a year to get to the top of the list. If you are thinking of joining us, send in your ap-

plication before you retire!

Follow us on Facebook at "Nalcrest Foundation, Inc."

Don Southern

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



A Nalcrest face mask for use during the COVID-19 pandemic

Apply to live at Nalcrest

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

In Memoriam

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

Daniel J. Givens	Br. 231	Central California	Norman A. Stetz	Br. 2184	Western Wayne Co., MI	Kent N. Sawmiller	Br. 105	Lima, OH
Flavio Celaya	Br. 24	Los Angeles, CA	Steven W. Bach	Br. 203	Springfield, MO	Joe U. Williams	Br. 105	Lima, OH
Ferdinand McLean	Br. 24	Los Angeles, CA	Robert G. Gracie	Br. 2502	Las Vegas, NV	Edward J. Koval	Br. 385	Youngstown, OH
Richard R. Ronayne	Br. 70	San Diego, CA	Joel D. Vallee	Br. 230	Nashua, NH	William P. Lewis	Br. 1123	Lawton Mgd., OK
Kenneth K. Uchimura	Br. 1427	Santa Clara, CA	Russel W. Mania	Br. 425	Bergen County Mgd., NJ	Billy R. Hitt	Br. 458	Oklahoma City, OK
Walter R. Smith	Br. 183	Santa Rosa, CA	Hiram Gonzalez	Br. 38	New Jersey Mgd.	Dan C. Turner	Br. 458	Oklahoma City, OK
Lloyd V. Vaughan	Br. 642	Boulder, CO	Stephen J. Mateychick	Br. 38	New Jersey Mgd.	Harry L. Reel	Br. 916	Eugene, OR
Travis B. Yarbough	Br. 142	Washington, DC	Sean P. Meyers	Br. 38	New Jersey Mgd.	Kenneth J. Christ	Br. 2912	Lebanon, OR
Rafael A. Toribio	Br. 1091	Central Florida	Polo M. Mirabal	Br. 38	New Jersey Mgd.	Paul R. Adams	Br. 284	Erie, PA
John M. Wallace	Br. 53	Northeast Florida	Charlotte Toledo	Br. 504	Albuquerque, NM	Donald L. Miller	Br. 284	Erie, PA
Dedra M. Degregory	Br. 1071	South Florida	B. J. Smith	Br. 29	Albany, NY	John G. Averi	Br. 451	Johnstown, PA
Robert B. Kaufman	Br. 1477	West Coast Florida	Warner Lea	Br. 41	Brooklyn, NY	Jack B. Chamberlain	Br. 2572	Morrisville, PA
Henry T. Yawn Jr.	Br. 546	Columbus, GA	Gilbert Morales	Br. 41	Brooklyn, NY	Michael E. Ramirez	Br. 869	San Juan, PR
Patrick L. Silas	Br. 11	Chicago, IL	Matthew F. Bruch	Br. 3	Buffalo-Western NY	Aleksander V. Ryl	Br. 15	Providence, RI
John P. Spanczak	Br. 11	Chicago, IL	George S. Giambrone	Br. 3	Buffalo-Western NY	Albert H. Daugherty Sr.	Br. 4	Nashville, TN
Richard J. Treonis	Br. 825	Oak Brook, IL	James A. Likus	Br. 3	Buffalo-Western NY	Hazen D. Hopper	Br. 950	Abilene, TX
Marilyn D. Harris	Br. 4016	S. Suburban Mgd., IL	Arthur J. Gandini	Br. 294	Flushing, NY	Darssie Irvin	Br. 950	Abilene, TX
Robert P. Sabel	Br. 4016	S. Suburban Mgd., IL	William Braithwaite	Br. 6000	Long Island Mgd., NY	Billie F. McGregor	Br. 132	Dallas, TX
Candy Bertocci	Br. 784	Urbana, IL	Kelly M. Carter	Br. 6000	Long Island Mgd., NY	Xavier Quiroz	Br. 505	El Paso, TX
Thomas R. Cromwell	Br. 828	South Central Indiana	John P. Fox	Br. 6000	Long Island Mgd., NY	Joe C. Dowdy	Br. 4065	Garland, TX
Leslie G. Abrams	Br. 645	Fort Dodge, IA	Sek L. Ang	Br. 36	New York, NY	W. H. Gorman	Br. 2589	Lubbock, TX
James R. Albright	Br. 14	Louisville, KY	John D. Cellary	Br. 358	Northeastern NY	Lloyd E. Kailbourne	Br. 3867	Pasadena, TX
Walter D. Wode	Br. 176	Baltimore, MD	Anthony M. Barry	Br. 134	Syracuse, NY	Galen J. Randall	Br. 421	San Antonio, TX
Vivian J. Walker	Br. 3825	Rockville, MD	Tony R. Weaver	Br. 461	Winston-Salem, NC	Julian Vargas Jr.	Br. 421	San Antonio, TX
Norman Moniz	Br. 51	Fall River, MA	Andrew M. Chonko	Br. 997	Athens, OH	Martin Velasquez	Br. 421	San Antonio, TX
John T. Oneil	Br. 51	Fall River, MA	Ernest E. Midkiff	Br. 997	Athens, OH	Walter T. Terry	Br. 609	Newport News, VA
Luca A. Ierardi	Br. 7	Lynn, MA	John M. Corcoran	Br. 43	Cincinnati, OH	Charles J. Lentz	Br. 3520	Northern Virginia
Paul E. Mulcahy	Br. 18	Southeast MA Mgd.	James W. Haley	Br. 43	Cincinnati, OH	David L. Hayes	Br. 822	Appleton, WI
Norbert S. Jasinski	Br. 4374	South Macomb, MI	Brandon T. Green Sr.	Br. 40	Cleveland, OH			

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: (_____) _____

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Branch Items

Abilene, Texas

Brother Dan Hopper was 78 years old, born Aug. 19, 1942, and went to heaven on Dec. 20, 2020. Dan was a veteran of the Air Force with 22 years. He spent 14 months in Vietnam and retired as a master sergeant. He was married for 57 years, as his wife was the love of his life. He cherished his three daughters, five grandchildren and four great-grandchildren. Dan bragged on his family every chance he got. Dan was one of a kind and loved by many. R.I.P., brother.

Ron Eudy, Branch 950

Albany, New York

Congratulations to Derrick Rogers on being converted to PTF in Latham. Congratulations to Laurie Bennett, Roland Doktor and Rashon Williams on being converted to full-time regular in Albany City. Good luck as you begin your careers.

Congratulations to Mary Greene and Sandy Harper on their retirement from the Postal Service. Mary retired with 27 years of service. Sandy retired with 38 years of service. I had the pleasure to work with Mary and Sandy for nearly 25 years. We had much fun and shared many laughs. We wish them both a long and healthy retirement!

Our branch offers our thoughts and prayers to the family of our departed brother Bernie Smith, who recently passed away. Bernie was a 52-year member of our branch. He served his country in the Army during the Korean War. Bernie was a Purple Heart recipient. Rest in peace, brother.

Jay Jackson, Branch 29

Apopka, Florida

Gone too soon. Our dear sister, Faith E. Robinson, lost her battle with lung cancer on March 10. She was only 52. Her career with the USPS spanned 25-plus years. To know her was a gift. She had a big heart and a big smile. We will miss her very much.

Rest in peace, my friend.

Melissa Martinez, Branch 5192

Boston, Massachusetts

As of June 6, the newly realigned Massachusetts/Rhode Island district has had in excess of 1,600 positive COVID-19 cases since the pandemic began. Local management is sending the message that, as far as it is concerned, the pandemic is over. The monthly coronavirus telecons with the unions were canceled for both the months of May and June. Management has also begun a full attack on route inspections. It has used its area managers and postmaster to go out and chase carriers out in the street if they are not being walked with on a given day when their station is under count and inspection. Upper management is showing no regard for the employees who have toughed it out for them for the past 15 months of this pandemic. Well, I guess negotiation time is over and we're going back to the grievance business full time.

Congratulations to the 20 CCAs who were converted to regular on June 5. Now you can start to enjoy the benefits that come with being a full-time employee. Additional congratulations go out to our recent retirees: Deborah Annese, Kevin Feeney, Jody Giangregoria, Robert "Bob" Harty, Steve McCarthy, Trevor Tom and James Woodlock. Enjoy your well-deserved retirements. Condolences go out to the families of deceased members Judy Eustus of Mooney Street and Peter Fantasia of Somerville.

Jerry McCarthy, Branch 34

Carmel, Indiana

It is time to declare victory and express our sincere gratitude to the wonderful health care professionals for fighting the coronavirus pandemic in the United States that has affected every single one of us for almost 17 months. We are going to look back at the coronavirus global pandemic someday and realize this was an unprecedented pandemic in our country. It is clear to me that vaccines work and are very effective. The summer and fall of 2021 are much brighter, thanks to the vaccines and Americans' willingness to take them for the greater good of our society. It is a shame we had to lose so many lives during this awful pandemic. I hope we never go through this again as a society.

As a letter carrier, I do not need or want any extra hazard pay or special recognition. This is what I signed up for when I became a letter carrier. Neither snow, nor rain, nor heat, nor gloom of night, nor pandemics! We have always delivered, and we will always continue to do so for our customers. We should take great pride that we served in a different capacity, but stepped up and served our customers during what I think was one of the hardest times in the history of delivering the mail. We as letter carriers answered the call of duty.

We owe a great deal of gratitude and heartfelt thanks to all of the nurses, doctors and health care professionals who have been so brave and courageous to serve the American people while risking their own safety and the safety of their loved ones. It is truly heroic what they did for us and our country during this unprecedented time.

I think we need a national holiday for health care professionals. Who is with me?

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

We here at Branch 545 would like to wish everyone a happy Fourth of July. We hope all of our branch members and everyone around the country get to have some relaxation, fun and fireworks with your family and friends.

The branch would also like to thank all of our members who were able to participate in this year's North Carolina state convention. I know things were much different with the Zoom-style convention, and we missed being able to interact in person with our fellow union members from around the state. We look forward to the next time we can all get together without these COVID-19 restrictions and get back to our nor-

mal way of life. We hope everyone learned a little something that they can share with our fellow members to make our branch and NALC much stronger.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

Cleveland, Ohio

Once again, the pendulum swings. We have all seen it before and we will all see it again. Three years ago, we were fighting for workers in America, unions and the Postal Service. Today, we have a president who is supporting workers, encouraging membership in unions, and working to ensure that the Postal Service is around for years to come. And so the pendulum swings from capitalism to labor!

Three years ago, carriers in Cleveland were complaining that overtime had dried up and that they would have to cancel their vacations for lack of money. Again, the pendulum swings. Today, carriers are working 10 to 12 hours a day, six days a week. Senior carriers are on track to make well more than six figures this year if the trend continues. At the rate we are losing CCAs, plus all the retirements, the trend will continue.

I was hired in 1996 and I have seen it through my years. Mail volume up; mail volume down. Packages down; packages up. Routes are short; routes are long. Bad management; bad management. Not a misprint on the last one!

As I lead this branch over the next three years, I plan on pushing that pendulum in a positive direction for all letter carriers. Each of us deserves, and should expect, a successful and respectful career. Rock and roll, Cleveland!

Erick Poston, Branch 40

East Lansing, Michigan

Some states have been shooting themselves in the foot again. You've heard their complaints. They've decided that jobs aren't being filled because workers are lazy and won't work if they can make more getting the enhanced \$300-a-week unemployment from the federal government. So, 22 governors in states won by Trump decided that the way to get workers back to their low-paying jobs is to prematurely cancel their unemployment. It apparently hasn't occurred to them to just wait a few months for the enhanced benefits to expire naturally in September. But the real reason to force people to work *now* is that wages are beginning to rise as a natural result of the labor shortage (about a 7.5 percent increase so far), and their big business donors are starting to worry that they'll lose their insanely cheap labor force.

The \$300 a week supplement was maybe a factor, but probably not the main factor. The inability to get child care from agencies devastat-

ed by COVID-19 is equally important for many, as well as the fear of COVID-19 still infesting the workplace. And remember, these are the same Republicans, like Rand Paul, who are so against the very vaccination that'd make work stations safer. Then you have 39 percent of those working at home who like it so much they are considering quitting if forced to return. The average stay-at-home worker has saved \$5,000 out-of-pocket for commuting and/or child care costs.

There is a way to have your cake and eat it, too. In Michigan, they just reinstated the requirement that you must be actively seeking work to collect unemployment. Simple. And it doesn't deprive your state of millions in federal funding and associated jobs. Why is that if there is an easier and better way to do something, the Republicans always choose the stick and not the carrot?

Mark Woodbury, Branch 2555

Emerald Coast, Florida

I always thought God gave us all a thing called "common sense." I guess not, because I am starting to realize that management missed out on the servings. It does not make any sense how they are totally clueless on how to manage and communicate with the carriers. I have seen them do things that are totally stupid. I will give you several examples. Example No. 1: Your office is constantly down on an average of four to five routes per day and you give CCAs off because the district has told them to give them off. This is a problem when you make a regular work their non-scheduled day. They are our help, but we must give them off.

Example No. 2: We, as the union, will attempt to avoid filing grievances by explaining and showing management the language in the National Agreement, only to be told "I don't do it that way," which only leads us to do what we were attempting not to do—filing a grievance.

Example No. 3: Mind you, I said earlier that the office is constantly down routes, so there is a thing called the letter carrier paragraph, which explains to management what they need to do before forcing a carrier not on the big list to work off their route. The steward, branch president, and the Step B team have all explained it to them, and guess what? They still want to do it their way, but the kicker is they want us to understand their dilemma and continually use the same carriers every day and allow the CCAs to go home. I would think that they would get the message; I guess not.

Congratulations to Rick Kuka on his retirement.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

In just under four months here in North Dakota, we have delivered in temperatures ranging from a low of -12 degrees, including a 10-day stretch of below zero, up to a high of 102 degrees recently. This job is truly one with extreme variances in weather conditions in a relatively short period of time. Remember to stay safe and take care of yourself, no matter the weather condition.

Amazon delivery has arrived in the Fargo metro area. We have seen a dramatic decline in packages, so if you can submit a lead for parcel business, pass it on.

One of our longtime carriers here at Prairiewood, Rita Anderson, lost her house from a lightning strike during a recent outbreak of severe weather. Rita was not home at the time, as she was on an annual fishing trip. A GoFundMe account ("Rita Anderson Fire") has been set up to help her during this difficult time.

Our annual union picnic will return later this summer on Aug. 26 at Rheault Farm on 25th Street in Fargo, starting at 5 p.m.

Congratulations to 50-year gold card recipients Larry Tweet and Harlan Sorlien.

Brian Priszano, Branch 205

Fresno, California

Five years into retirement, and still a branch officer. Much of my work is now done from home.

It is amazing and disgusting how managers have not changed. They still bully and disrespect. Employees are almost being raped when it comes to their rights and benefits being denied. Many claim the "union" is to blame. I have



Fargo-West Fargo, ND Br. 205 honored Larry Tweet and Harlan Sorlien with 50-year gold cards. Pictured (l to r) are Dennis Zimdars, Tweet, Sorlien and Branch Director of Retirees Amy Steffens.

news for them. Me, you and we are the union. So instead of complaining after work in the parking lot, man up! Tell your supervisor when you need overtime, choose not to skip your lunch. Tell them when they are being disrespectful and you are offended. If you are feeling sick from the heat, tell them. It is your physical and mental health on the line, not theirs.

I have heard of tough, scary bosses. Then when I see one of them, my god! That's the beast? She is 5 feet tall, skinny with blond hair. Looking like she is in the 10th grade. When I spoke to her, she acted cautious, and yet respectful. Managers know who they can bully. A union official can't walk at your side 24/7. Often it's how you carry yourself. "I need overtime" is different than, "Can I have some overtime?" You do not have to be loud, disrespectful, argumentative or stressed about it. If you act like a punching bag, you will be punched. It's not always that easy. We know they are the supervisors. But, you should not put up with their big

bad, tough attitudes. Our National Agreement and labor laws are much, much stronger.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

In May, three new members were confirmed for the postal Board of Governors (BOG). For the first time in more than a decade, the BOG has a full complement. More importantly, in contrast with most recent BOG members, these three individuals have all demonstrated consistent support for the public Postal Service and the postal public. This followed months of mobilizing, including a petition to President Biden signed by 400,000.

Amber McReynolds was the architect of the widely praised Colorado state vote-by-mail regulations. Her expertise was utilized by other states and contributed to the record 2020 election turnout and the clean election. In the midst of the current anti-democratic campaign in 48 states to suppress the vote in future elections, Ms. Reynolds' experience will be important in defense of the public Postal Service and our democratic rights.

Ron Stroman, former deputy postmaster general (DPMG), brings a comprehensive knowledge of postal operations. During his previous service on the postal board as DPMG, Mr. Stroman contributed to the USPS multibillion-dollar request to Congress for emergency COVID-19 relief. Only the threat of President Trump to veto the entire \$2 trillion CARES Act if Congress gave USPS even a penny made Congress back off.

Finally, Anton Hajjar is the former general counsel for our sister postal union, the APWU. In this capacity, Mr. Hajjar served as an attorney defending postal workers and the public Postal Service over many years. However, I was especially moved by Mr. Hajjar's response to the Senate Homeland Security Committee questions about his qualifications, for he proudly included the working-class jobs he had held, showing respect for us all.

With these three new governors, NALC, other postal unions and the postal public all should expect and demand an even better public Post Office.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

I would like to offer my sincerest congratulations to Julie Mitchell on her recent retirement. Julie has been a selfless, committed union leader, holding almost every position in our branch and president, and currently serves our branch as secretary. She most recently has served several years on the Dispute Resolution Team as a Step B representative. She currently serves as director of health benefits for the Maryland/DC State Association.

Julie, a graduate of the Leadership Academy, has served Region 13 as a team member on the alternate route adjustment process, as well as on the safety task force, and as a CCA orientation specialist. Julie can often be found in the back of the room at almost any region or state function signing up carriers as contributors to

Branch Items

the Letter Carrier Political Fund. Julie has organized and coordinated countless bowlathons, food drives, rallies and picnics. She has been a mentor to everyone who has come behind her, me included. Julie has always been generous with her efforts for the sake of her union brothers and sisters. Above all, as a union representative, she was calm, reserved, reasoned and right on the money every time. I would like to thank Julie for all she has done for our branch and wish her the best on her much-deserved retirement. We are honored to have her as our ally and friend.

Branch 443 is back to conducting in-person union meetings. It is my hope that we can continue this way into the future. Meetings are held on the second Wednesday of every month, with the exceptions of July and September, at the fire hall at 790 Potomac Ave. Food is served at 7 p.m. and the meeting starts at 7:30. I hope to see you there.

Larry Wellborn, Branch 443

Hopkins, Minnesota

It's easy to lose track of the number of new members in a medium or large branch. I am reminded of this each month as I attend my branch meeting. Engaged and active membership is vital to a strong branch. With the extremely low retention rate for CCAs and newly converted career employees, this is even more difficult to achieve. While many have struggled to get newer members active in the branch, mine has been highly successful in this area. More than half of the members of my branch are CCAs or former CCAs. The executive board of my branch is also made up of mostly former CCAs.

New employees must know that their opinions and contributions are valued. It is also critical that they receive a fair shake from management. The role of NALC in these points cannot be emphasized strongly enough. Branch officers, stewards, on-the-job instructors and others must take an active role in helping make new employees succeed. The CCA you take out for a shadow day may one day be president of your branch. What you do and say each day matters for the future of your branch.

Warren Wehmas, Branch 2942

Kansas City, Missouri

I consider myself extremely fortunate to have begun my illustrious career before DPS, and its evil sister, DOIS, started the USPS on its downward death spiral. I guess that makes me an OG, in that I remember working for the United States Postal Service. To become an NALC letter carrier, one endured periods of apprehension, humility, accountability, responsibility, commitment and finally acceptance. I chose to take the blue pill and fully embrace the Postal Blue once it dawned on me the sheer importance of the role that we, NALC, played in the day-to-day survival of our customers/nation.

Being an NALC letter carrier took on a whole new light once the carrier/customer dynamic evolved as trust, dependability and professionalism became commonplace. You treated your casemate's customers as if they were yours. De-

liver the customers' mail, like you were placing it in your mailbox. When in doubt, deliver it. It was a time when you looked at the schedule, showed up and showed out. As it soon became evident, you make more money when you show up than when sitting at home. We kept the memory alive of the retirees who carried during the Postal Strike of 1970, which set the stage for many of the benefits we enjoy today. Through a concerted effort, each successive contract allowed NALC to grow stronger. The actions undertaken during the COVID-19 pandemic should have solidified the USPS's position as "the most trusted government agency, ever" and garnered legislative support to set the USPS on the road to fiscal survivability. Unfortunately, we need support from the membership to demonstrate our unity. The issue points to this current generation of letter carriers. While some have chosen the challenge of commitment, too many others have chosen compromise, and it shows.

Calvin Davis, Branch 30



Louisville, KY Br. 14 member Rick Evans was recognized with a Two Million Mile Award. Pictured (l to r) are Region 6 NBA Troy Clark, Branch Secretary Steve Terry, USPS District Manager Leeann Theriault, Evans, USPS Central Area Vice President Elvin Mercado and Postmaster Chris Carroll.

Knoxville, Tennessee

Hello, brothers and sisters.

Even though the luncheon was scheduled to start at 12 p.m., they started showing up at 11:45. Some of these retirees are like soldiers. Veterans who bear visible signs of their service. They came with their wives, some came using walkers, crutches, canes or on the arm of their loved ones. Our last retiree luncheon was back in 2019, but due to the pandemic, we could not schedule a luncheon. So it was a great feeling watching them get together. Hugging and patting each other on the back. Laughing and recalling city carrier battle stories that were fought with management long before we were born. Some bowed their heads upon learning of the death of a fellow brother or sister.

Retirees are an integral part of our great union. Like a soldier, it is the city carrier who ensures our access to information via mail. It is the city carrier who checks up on a senior citizen to see how they are doing and to chat and make their day. It is the city carrier who will call in a crime or fire to protect the citizens who live on streets of the neighborhood that they deliver to. It is these retirees who have fought for the benefits and salaries that we enjoy in this coun-

try! Many fought for the rights and privileges we enjoy today. Let us remember them for the contributions that they made to allow us to carry the torch and continue to deliver mail to all of our customers, every day of the year. Neither rain, sleet nor snow...you all know the rest!

A big *thank you* to all our retiree brothers and sisters, and thanks for attending the luncheon! Till next time...

Tony Rodriguez, Branch 419

Louisville, Kentucky

Greetings from Branch 14 Louisville, KY! Once this reaches you, civilization as we know it will be opened back up, and masks are off (that's if you're vaccinated). I hope all is well with your families, and you can now enjoy the socializing amongst those you've been missing.

Just like most of you, Louisville is feeling the pain of not being able to hire enough CCAs. Full-time carriers are getting tired and fed up and quitting also. We must stick together and try to tough it out. On another note, CCAs are making regular within four months. I repeat: four months! Of course, they'll still need our help and guidance.

Ready for activities? We're planning a corn-hole tournament in July. Golf scrambles will be next, and if things stay open, hopefully our retirees' dinner that's been continuously postponed. Looking forward to much-needed fundraising for MDA and socializing with our members.

We're all tired! With the pandemic coming to an end (laid out by government), hopefully the Post Office will be able to hire more bodies, and we'll be able to relax. Stay optimistic and stay safe. Remember, knowledge is power.

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

Yesterday, a picture of my son's high school graduation showed up in my Facebook "memories." The Facebook-provided caption said, "eight years ago." Of course, the picture sent me on a trip down memory lane. I realized how many memories were intertwined with my union and postal career. I started at the post office the same week my son began kindergarten, and we both had many learning experiences over the next 13 years.

Now, 21 years later, there have been many changes at the Postal Service: some good, and some bad. The most distressing is the change in how carriers treat each other. We talk a lot about the lack of dignity and respect from management. Our course of action is grievances, and although it takes time, we can get results.

But what about lack of dignity and respect between our members? While it has always existed, it has become worse. One obvious cause is being cooped up from the pandemic. We've spent a lot of time isolated, and social media gives people free rein to disparage and judge others with no consequence. It has numbered us to poor behavior.

We are brothers and sisters in NALC. There is no reason for us to put down one of our own. We are family, albeit dysfunctional now and again. In trying times, we need to pull together and lift

each other up. Our daily challenges can do without judgment and disdain of each other.

The workplace memories that intertwine our lives can and should be mostly positive. But it takes a conscious effort to help and encourage, rather than tear down. It will take time, but with a concerted effort, we can achieve a positive outcome. If we work together to change, we will become even more Branch 9 strong.

In solidarity—

JoAnn Gilbaugh, Branch 9

Monterey, California

Oops, they did it again. Management once again has failed to comply with another pre-arbitration decision. Disgusting is the word that comes to mind. Management agrees, signs on the dotted line and then ignores their responsibility—more or less giving the carriers the middle finger. Then they wonder why employees get frustrated.

Interesting how they took a route that is nearly 10 hours and left it 45 minutes over. Just be fair, it takes what it takes and carriers know how to fill out a 3996. This proves the fact that management will take advantage of you if you let them.

I'm thankful and appreciative of the continued efforts of RAA James Henry, who has represented us in this craziness. Route adjustment done wrong—grieved it, decision in the union's favor. Non-compliance numbers, 1, 2, 3 all grieved—decided in favor of the union. Suck it up, buttercup, and do the right thing.

The biggest insult was failing to pay the agreed-upon amount and reducing the several-thousand-dollar payment to \$200. Management even used information from 2020, when the routes were in a completely different configuration. Justice delayed is justice denied.

Protect your route, follow the rules, stop casing FSS and DPS without proper credit and scan your parcels. We don't make the rules, we just follow them.

The celebration of America's birthday will have been celebrated by the time you get this article. Hoping it was happy and you are staying healthy and are prosperous. Happy birthday, USA!

On a sad note, I was sorry to hear of the passing of George Heim, Branch 1100. I knew George from my time as a state officer. He was full of life and always smiling. Rest in peace.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

It is my pleasure to announce and congratulate the four winners of the 2021 New Jersey Merged Branch 38 scholarships: Casey Raff, son of Jackson letter carrier Donna Raff; Daziyan McCray, daughter of Rutherford letter carrier Tony McCray; Kaitlyn Hurley, daughter of Lincroft letter carrier Gerard Hurley; and Mateo Picconi, son of Lakewood letter carrier David Picconi. The members and officers of Branch 38 wish all of these exceptional young people continued success through and beyond their college careers.

I would also like to thank all of the Branch 38 members who supported our annual Robert Paccioretti Shamrocks for MDA fundraiser. Thanks to the incredible support of our members, we were able to raise \$9,500 while honoring our deceased brother Robert Paccioretti. Bob went over and beyond, year after year, in his support for MDA. Bob served as a true example of charity and brotherhood for us all, and we are proud to carry on this tradition in his name.

As the COVID-19 pandemic appears to be winding down, we all look forward to some level of normalcy in our work lives and our personal



Retiring New Jersey Merged Br. 38 member Donna Rumelhart received a commendation in the local paper from her fellow carriers and the mayor of Piscataway, NJ, for her 48 years with the Postal Service.

lives. Letter carriers have appropriately been acknowledged as heroes for serving the American public through these most difficult of times. I would further like to recognize your sacrifice and fortitude, as you and your families faced the challenges of the pandemic, while providing uninterrupted service to your customers. So many fell ill, suffered loss, and took on the challenges of caring for your family members throughout these unprecedented times.

Although these past many months were not without disagreements, at the end of the day, we came through this worldwide emergency together. As is always the case, support for each other, as brothers and sisters, enabled us to survive and prevail. In unionism.

Michael J. O'Neill, Branch 38

New Orleans, Louisiana

In the midst of a pandemic, we diligently prepare for an upcoming LSALC state convention held in the Capital City. Looking forward to seeing and fraternizing with fellow union brothers and sisters as they prepare to meet and greet conventioners. Can't believe it's been two years already since we last attended a state convention. Even though most have been vaccinated, we still do social distancing. Come one, come all! All board positions are up for election. It has been designated as a one-day convention to hold elections as mandated by National in accordance with national labor laws.

We see many laws in some states to suppress voters' rights. Still, gerrymandering goes on like it's legal. When one particular party doesn't like

the results of something, it simply changes the rules. An analogy: You're playing basketball, and the loser takes his ball and goes home. Why? Because he's mad the results of the game didn't go his way. Suit up! Strap on the shoes! A-marching we shall go! If you see things through the spectrum, you know what's right and what's not. It's sad that the people you elect can't agree and compromise on anything bipartisan. What a waste. Most children's behavior is better.

Do come and partake of the events the state board has prepared for you guys. By the time this gets to print, we will have already hosted the convention. More to follow with the results of the election. Stay safe. Good health. Be careful.

As always, yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Woke this morning wondering what to write, Always tired from work but still carry with pride,

Lately it has been Groundhog Day,
Another 10 hours to work today,
It's getting old, my life I've missed,
And that is why I got off the list,
I was thinkin' that I'd have a life,
But here I am workin' till night,
Ya think management would understand,
That workin' Sundays was not in the plan,
We are not scared of making money,
But seven days a week, now that ain't funny,
Carriers retiring after years of service,
No replacements, that's how they hurt us,
Triple casing and helpin' on the street,
Too many hours standing on our feet,
Feelin' the aches and pains of workin',
But every day, we still keep serving,
Customers who wait for our arrival,
Medications needed for survival,
Birthday cards from far away,
Wedding announcements to save the day,
Of course, more parcels we shall get,
From people shopping on the internet,
They want to get them yesterday,
But now we make them wait another day,
And charge them more to get less service,
Close the windows earlier so customers desert us,
Don't know how they don't understand,
This is not an intelligent plan,
Time to find a postal professional,
And get rid of this postmaster general,
We will survive 'cause we are strong,
Mr. Destroy should be gone,
We are most liked by the masses,
With you gone we'll rise from the ashes,
26 years I've walked this beat,
Through winter's snow and summer's heat,
Rainy days that I wish I missed,
Comin' home feelin' like a fish,
Over the years I've gathered wisdom,
Knowledge is power; I've learned the system,
You can, too, if you give it a try,
Come to a meeting and open your eyes.

Joel Stimmler, Branch 542

Branch Items

Northeastern New York

It has been a difficult year for letter carriers. Coping with the pandemic has had many consequences. Staffing shortages and forced overtime has made many letter carriers becoming disgruntled. It is difficult to hire and retain employees. In our area, there are many warehouses offering jobs at more than \$20 an hour. The competition to find employees is very hard. Our local branch is trying to help. We have been attending job fairs for the Postal Service to attract new letter carriers. I emphasize the benefits to the prospective applicants. A pension, Thrift Savings Plan, health coverage and a path toward career. Our new contract guarantees that CCAs will be converted to career at a maximum of two years. I hope the situation improves and we can get back to normalcy.

Branch 358 recently had 15 CCAs converted to PTFs or career last month. A few branch officers went to their post offices to explain their benefits to them. Without this union endeavor, these members would not have had an opportunity to have an orientation. In one of the offices I visited, the postmaster remarked that they are happy NALC is assisting these new career employees, because there is not a local personnel office to help them.

I would like to congratulate retired letter carrier Leonard Porcoro for all his work in the American Legion. Lenny was a county commander of the Schenectady American Legion for a long period of time. At the recent Memorial Day services, Lenny sang the national anthem. Branch 358 salutes your service to your country and is proud to have you as a member of our branch.

Frank P. Maresca, Branch 358

Oklahoma City, Oklahoma

We have a newly constituted postal Board of Governors finally in place. Hopefully, this will signal a new beginning for the Postal Service and a return to better, more prosperous days. Letter carriers have a new contract, and we are seeing the end in sight of the horrific pandemic we have been operating under. We can turn our full attention on the many things that matter, one of which is passage of a new and better Postal Service and better working conditions for letter carriers.

Letter carriers and postal employees face a lot of problems in getting the service back to its primary mission, which is delivering the mail to our customers in a safe, timely and efficient manner. Despite the roadblocks placed in our way during the run up to the election, the Service held together and did its job. Letter carriers' productivity is still among the highest in the labor force. We served our customers efficiently and well. But we and the Postal Service are still facing outside forces that want to destroy the Postal Service, which is still the most reliable and proficient postal service in the world.

We must stand up against the forces that are at work in attempting to siphon off the most lucrative parts of our service. The Postal Service is still the No. 1 communications entity for millions of our fellow citizens. Parceling it off piecemeal to private companies makes no sense whatsoever. Despite the onerous pre-funding and the

many attempts to destroy the Postal Service, we still outperform all of the other delivery services. But it is because of the many hardworking dedicated letter carriers, postal clerks and other postal employees. We can't let them take that away from us.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

There are two ways to win an election. One is to get a majority of voters to support you. The other is to prevent voters who oppose you from casting their votes. The 15th Amendment states: "The Right of citizens to vote shall not be denied or abridged by the United States or by any state on account of race, color, or previous condition of servitude."

The national election of 2020 produced a record number of citizens casting their votes despite the COVID-19 pandemic. Courts ruled that the election was one of the most secure elections in American history. Despite this fact, there are those who want to limit citizens' right to cast a ballot.

Voter suppression today is overwhelmingly achieved through regulatory, legislative and administrative means. The Brennan Center of Justice at New York University Law School has compiled a list of 47 states and more than 360 bills that aim to restrict voting access. Pennsylvania has introduced a dozen of these bills.

It is no secret that Pennsylvania was a major battleground state in the 2020 presidential election. Now, many state legislators, frightened by the result of the election, are attempting to pass legislation intended to suppress voting rights.

Recently, three Pennsylvania lawmakers were in Arizona to check out the state Senate GOP's partisan audit of the 2020 election. All three visiting lawmakers were among the 64 Republican legislators who signed a letter asking the state's congressional delegation to object to Pennsylvania's Electoral College vote cast for Biden.

In the upcoming general election on Nov. 8, 2022, Pennsylvania's voters will pick a new governor and U.S. senator, as well as other federal lawmakers. It is critical that you watch carefully what the Pennsylvania House of Representatives is up to. Do not let them get away with it.

Happy Independence Day!

Joe Rodgers, Branch 157

Phoenix, Arizona

Hello from the "oven" we call home that Mother Nature has just turned the temp up to "roast." Like those of you who have the cold winters to deal with, this is the beginning of our part of the year we struggle through. It takes a certain kind of mindset, good attitude and a lot of water!

Happy birthday to this great country of ours that is built upon the premise of democracy. However, it is troubling to watch what is happening all over, even here in Arizona, as lunatics work to weaken voter rights and continue the ridiculous investigation into the 2020 election.

And right now as I write this piece, I hear a news report that a California judge ruled that

the ban on assault weapons is unconstitutional and likening an AR-15 to a Swiss Army knife. OMG!

Lastly, a belated happy Father's Day to all who have been, and are, a dad.

Al Linde, Branch 576

Pittsburgh, Pennsylvania

Staffing issues still seem to afflict much of the Western Pennsylvania District. Recently, branch leadership met with district safety, including the district manager, and the recurring theme was the manner in which staffing is heavily affecting the safety of the city letter carrier craft. Whether it's CCA retention or forced overtime/SDOs, there is increased pressure to do more with less. Many installation heads claim to not "knowingly" commit violations, but maybe that's just an overarching mantra coming down from the PMG himself.

Speaking of unsafe (but mostly annoying), the new scanners were deployed in my office. I never thought I'd beg to have an MDD back. Learning new "muscle memory" with these can be very distracting. There is a discernable lag of three to four presses to wake. It forces you to turn your hand into a lobster claw to scan normally (or flip it upside down). The touch screen will "freak out" and needs to be restarted manually. The non-adjustable volume can be startling if in traffic, so pull over until you reboot. I can't wait to see the OIG audit of these babies. They're going to have a field day with them. If you don't have them yet, cherish the time before you do.

On top of everything, it is once again prime time on the vacation board. Humidity in the last week has been brutal. Please stay hydrated, especially in the face of staffing shortages. Management is being denied purchasing of water for carriers. Also, Article 41.3.E states: "When the Employer requires the use of certain supply items for the proper performance of a carrier's functions, such items will be supplied by the Employer." If you are given either verbal or scanner instruction to drink water, the employer must supply it. If you have these or any other safety concerns, do not hesitate to contact a branch officer.

John Conger II, Branch 84

Portland, Oregon

Throughout this bizarre COVID-19 experience, it dawned on me that at some point, my customers and co-workers took the place of friends and family. Many of my customers have been homebound throughout the last year. For them, I was one of their only connections to the outside world. In the beginning, we would compare notes on the strangeness of it all and ask how each other was doing, really doing. It has been a delightful change for the conversation to turn to who has gotten vaccinated.

The same goes for my fellow carriers. While we all have had to miss out on so much normalcy due to the limit on gatherings, we wouldn't have been able to go anyway because of all the work hours we're putting in. We have been together in the office and together in spirit. De-

spite the many differences represented in one office, we have been a pretty good team. I appreciate that.

Everyone in your office is not necessarily well-served in the contract. If you see a co-worker being pressured or harassed by management, check in with them and encourage them to talk to a steward. Perhaps you might mention it to a steward yourself. Remember to stay calm and collected when talking to management. If things get heated, keep a cool head.

I recently spoke with a carrier stuck with very serious discipline that they didn't know they had. Nor did the union know. Is it possible that a sneaky supervisor had this carrier sign papers that they didn't really understand and never advised them to contact the union? Possibly. Let's all work together to protect each carrier from a similar fate. We cannot trust management to be team players.

Suzanne Miller, Branch 82

Racine, Wisconsin

Let's just state the obvious here, shall we? If Amazon wants to get in the game and play with the big boys, then Amazon needs to deliver more than just a few lightweight parcels. Until we see them haul a bedframe, a set of tires or a complete comforter set up to a house, then I'll not yet recognize them as legit couriers.

We continue to be in a state of confusion out here. Rules, regulations, procedures and policy all change daily. If the "stopping the clock" policy changes one more time, we're going to pop a button. And please stop bringing up those numbers that aren't good, because we don't know what numbers you're talking about. Just stick with the script and stay the course. Frying our brains into a workers' comp case won't further the cause any.

Plenty of chatter regarding the new delivery standards for Priority Mail Express. With no accountability at hand, upper management has failed this product. Rather than address the problem and right the ship logistically, management simply extended the deadline until 6 p.m. Problem solved. One of our most premium and lucrative products thrown on the trash heap. Express Mail trucks were late most days, resulting in refunds in the hundreds of dollars. That's just one station. Imagine stations nationwide experiencing this same issue. The USPS should have billed Express Mail as "pay now and get a refund later." Carriers are held accountable for everything they do all day long. Yet upper management, never having their feet held over the fire or held accountable to the same unrealistically high standards as hardworking carriers, scoots out the door the first chance they get.

Branch 436 congratulates Jeff Centell on his recent retirement. Well earned; enjoy!

Chris Paige, Branch 436

Rockville, Maryland

We were informed on June 5 that the Rockville Senior Center will be open for our next union meeting to be held on July 7. The only restriction is that everyone must wear a mask. We

are getting back to normal one baby step at a time. Thank goodness!

This coming week we are going to have an intervention meeting at the Frederick Post Office. The behavior of the supervisor there is totally unacceptable. His actions toward hardworking letter carriers are reprehensible and, in fact, dangerous! This same supervisor was barred from supervising anywhere represented by our branch for the remainder of his USPS career due to violating the Joint Statement on Violence and Behavior in the Workplace. At the time, this included Rockville, Gaithersburg, Germantown and



The International Schoolhouse, a Spanish immersion school on St. Louis, MO Br. 343 member LaMark Brown's route, surprised him with "LaMark Brown Day," featuring songs, gifts and letters from students to thank him for his service.

Damascus. We merged with Frederick after that pre-arbitration agreement. Management takes the position that he can work at Frederick and we take the position that he is prohibited from supervising anywhere represented by our branch.

This supervisor is acting up and violating the Joint Statement on Violence once again. During numerous PDIs, he yelled at our shop steward, putting his finger within inches of her face, telling her to say nothing during the PDIs and that he is sick and tired of her sh_t! And, after a meeting with our alternate steward, our steward was banned from the Frederick Post Office! We are in the process of filing three unfair labor practice charges against Frederick management.

I want to thank our NBA, Vada Preston, and his regional grievance assistant, Alton Branson, for their total support during this war with Frederick management.

I also want to thank Greg Dixon and Vada Preston for the 100 pre-arbitration settlements recently signed that provided huge amounts of money to our members.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

The USPS Board of Governors is compatible to the board of directors of a public corporation. It directs the powers of the Postal Service, which include controlling its expenditures, reviewing its practices, conducting long-range planning, approving officers' compensation and setting policies on all postal matters. The Board is also responsible for establishing service standards and capital investments.

The Board consists of up to nine members appointed by the president of the United States with the advice and consent of Congress. The Board was established by the Postal Reorganization Act of 1970 and the governors were appointed to serve for a period of nine years. That term was reduced to seven years in 2006 with the signing of the Postal Accountability and Enhancement Act.

This act also added professional qualifications for the governors. The governors are chosen to represent the public interest and cannot be representatives of special interests. No more than five of the nine members may belong to the same political party. They are chosen based on their experience in the fields of public service, law or accounting. At least four of the governors are chosen based on their demonstrated ability in managing organizations or corporations that employ at least 50,000 employees.

President Biden announced three new nominees to serve on the Board of Governors. Amber McReynolds is one of the country's leading experts on election administration and the CEO of the National Vote at Home Institute and Co-

COLA: Cost-of-living adjustment

- ▶ Following the release of the May consumer price index (CPI), the fourth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$1,290 annually**. This COLA is based on the change in the CPI from the base index month to July 2021, with the previous three COLAs subtracted. The previous 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 **4.0 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 **3.8 percent** following the release of the April 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

aliation. Ron Stroman served as the deputy postmaster general and chief government relations officer for the USPS. Anton Hajjaar is former general counsel of the American Postal Workers Union.

Perhaps with their respective appointments, they can finally rid the Postal Service of the one person who violates the provision of representing a special interest: Postmaster General Louis DeJoy.

Tom Schulte, Branch 343

San Antonio, Texas

Summertime has come to South Texas, which means the annual double-talk from management: “Drink lots of fluids; find a cool place to rest; if you suffer heat stress, it isn’t going to be my fault. On a completely unrelated topic, here’s your letter of warning for the excessive comfort breaks you took yesterday.” The Postal Service restructuring might prompt some supervisors to try to prove they’re worth keeping around. Usually that means abusing craft employees to show they aren’t soft. Don’t fall for it. Your health is more important than some wide-eyed supervisor whose tie is too tight. Take appropriate breaks and replenish your fluids. The heat is no joke.

The branch president has instituted a mentorship program for stewards. Rather than generic advice to “call someone if you need help,” new stewards are paired with seasoned stewards who guide them and are available for advice. So far, the program is paying real dividends. Stewards are more engaged in training, and questions they ask reveal they have looked for the answers themselves first. That’s the foundation for a solid team of stewards.

Branch 421 is not immune to the apathy that plagues many branches. But like most branches, we also have a solid core of activists who step up and give more than what is expected. Some of our stewards are tasked with representing several offices, both in the city of San Antonio and in the associate offices. Kathy Ruffo and Esteban Ramirez cover several offices in and around San Antonio, and Cesar Hernandez and Adam Reyna do yeoman’s work cover-

ing incredible amounts of territory in associate offices. I want them and our other hardworking activists to know that their tireless efforts are definitely noticed and appreciated.

Fraternally—

Jim Ruetze, Branch 421

San Diego, California

Hello once again from sunny Southern California. It’s been a while and a lot has been happening.

COVID-19 has pretty much put a lockdown on some of our normal functions. Our steward and membership meetings have been on hold. However, it looks like there is light at the end of the tunnel, and we may start having our meetings again starting this month. The same goes for our station visits. We are hoping to get back to doing our station visits again very soon. Our office has remained open, and we still are filing grievances and having Pre-A and Step A meetings wearing masks and social distancing. Other than the meetings and station visits, it’s been business as usual.

We had 46 CCAs converted to full-time unassigned regular on April 24 in the city of San Diego. That makes 60 CCAs converted to full-time regular in the city of San Diego since the first of this year.

We have 14 county offices (AOs) and, since the first of the year, there have been 32 conversions to full time and 18 conversions to PTF. The PTF conversions were a result of our new contract. The PTF conversions all took place on May 8.

We were fortunate to not have to open any of our LMOUs this time around. Just had to get signatures as needed. We lost FSS in two stations, so management performed route inspections. We lost three assignments in one station and are awaiting the results on the other.

We are coming closer than ever to reaching our goals on postal reform, but we must remain diligent. Give to LCPF, donate to MDA and continue to support your local food banks. We’re all in this together.

In unionism—

George Elias, Branch 70

Seattle, Washington

A Yiddish tale about a milkman that was turned into a musical had itself a 50-year run on Broadway. It was all about “tradition!” The USPS itself has quite a bit of tradition to tout. We may not have the horn of plenty the Jewish community has, but with more than two centuries under our belt, there’s enough girth’s worth to qualify the Post Office for some double-wide mom jeans and a pair of industrial strength suspenders to boot.

So I find it odd that the Postal Service would want to sacrifice its centuries of tradition for “logistics”—odd to the point of being absurd. Where did it find this logistics expert? We’re stuck with this fiddler on the loose; tinkering with more than two centuries of postal tradition like it was his personal set of Tonka toys. His logistics looks more like incompetence, and all his cutbacks and dismantling during the runup to the 2020 election looked a lot more like sedi-

tion than trying to maintain the USPS century’s worth of tradition. He not only seems to be running the USPS into the ditch, but he seems to have scripted a whole “Thelma and Louise” denouement for his tenure. Of course, as in so many of these crash-and-burn scenarios, the guy behind the wheel has already packed himself a golden parachute, so no matter what happens, his tush is bound to land in a tub of butter.

“Fiddler on the Roof,” the musical about the Yiddish milkman, has been revived five times since it first opened in 1964—I’m not sure the Post Office will be able to be revived after this latest add-on at the top. When it comes to running the Post Office, this guy is literally killing it. *L’Chaim!*

Don Nokes, Branch 79

Silver Spring, Maryland

Letter carriers are often reminded of their responsibilities as USPS employees. Requirements of the job are pretty reasonable: fair work performance, follow instructions (generally speaking) and avoid excessive unscheduled absences. When postal management is of the opinion that a carrier is not meeting job requirements and deserves official disciplinary action, there are also requirements, which are often ignored, that determine if the discipline is for “just cause.”

If a carrier’s work performance is deemed unsatisfactory, whatever evidence used and corrective action taken must meet the criteria and definition specified in *ELM*, Section 375.2. Disciplines concerning a charge of “unsatisfactory work performance” never do. This type of work deficiency is supposed to be informally addressed in a way that helps the employee do better.

If a carrier’s overtime is not authorized, the instructions on page 2 of PS-1017-B must be followed by the supervisor: “Because work was performed, that time must be paid as unauthorized overtime.” The evening supervisor or station manager blanket-approves all overtime in the TACS system before daily close-out. Don’t let them tell you the authorization is for pay purposes only; it is to avoid high-level scrutiny for carrying over unauthorized overtime.

“Just cause” for attendance discipline would be fairly easy to determine if the management responsibilities specified in *ELM*, Section 511.42 were adhered to, especially proper leave slip and absence analysis record-keeping that is never done. For instance, page 2 of an Absence Analysis (PS Form 3972) identifies where all attendance discussion and action must be detailed. This section is invariably left blank.

Knowledge is power. All carriers should develop the ability to research their work rules (and benefits) at the NALC website or app under workplace resources. Acquire the know-how to keep harassment at a minimum and have each other’s backs.

Lee Taylor, Branch 2611

How to submit items

Branch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the August issue, the deadline is 9 a.m. Monday, July 12. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.

Southeast Pennsylvania Merged

As we celebrate the independence of our great nation, we also must celebrate our theoretical independence from COVID-19. President Les Dillman would like to thank you for your patience, diligence and understanding throughout this past year.

Our No. 1 challenge continues to be staffing. CCAs have a 20 percent retention rate in our district. We simply cannot keep them. The good news is that letter carriers are built for these challenges. You continue to amaze everyone. The public recognizes you, but the USPS will always see you as chattel. I do not expect anything less from it anymore.

As the new contract takes effect, our local agreements have been renegotiated and only a few offices have items up for impasse. We were successful in getting two items into the locals that were opened. We wanted language that required us to have labor/management meetings quarterly (this is the first leg of President Dillman's workroom floor initiative). We also wanted language to require management to notify the union when discipline is issued. So many members received discipline and did not notify the union.

As things get back to normal, we know what to expect. But let us be smart. Let us help one another. We just went through our hell. Now management is enduring another reduction in force (RIF). Postmaster General DeJoy is reportedly trying to "cut the fat" at the management level. Well, cry me a river as management scurries like little roaches when the lights come on to secure jobs.

Please welcome and nurture the new CCAs. They are not only our future, but they will help us to lead a normal life. There is no doubt that most of you already understand this. We are only as good as our most inexperienced members.

#LetsStayTheCourse #EveryCarrierIsImportant
#UnityInTheFaceOfAdversity #EverydaysCarrierSeason

Eric Jackson, Branch 725

Springfield, Ohio

Congratulations to our newest retiree, Crystal Crager. Hope you enjoy many years of retirement. Also, congrats to Ken LeMaster and Mollie De La Paz, who were converted to full-time regular.

Some letter carriers think the union can perform miracles and force management to make sane decisions and act rationally. Up to a point, they're right. It's called the National Agreement (NA). The NA is our "bill of rights." Besides the NA, our bill of rights includes state and federal laws, arbitration awards, local and national MOUs, etc.

But this means management has the same bill of rights as we do.

For example, Article 3 of the NA gives management the "exclusive" right "to hire, promote, transfer, assign, and retain employees...and to suspend, demote, discharge, or take other disciplinary action against such employees."

Article 3 also gives management the "exclusive" right to "determine the method, means, and personnel by which such operations are to be conducted" and to "prescribe a uniform dress to be worn by letter carriers."

Meaning, your union cannot order management to hire more carriers, fire a carrier, or tell carriers what not to wear. That's management's "exclusive" right.

What your stewards do is ensure that the NA is being followed by filing grievances, labor charges, or going to arbitration to show where managements lack of staffing, disciplining or firing a carrier violated carrier rights under the NA, MOU, arbitration decision, etc.

Do we need more carriers? Yes. Do some carriers need disciplining? Yes. Could our dress code use some improvement? Yes. But don't blame your union for something that is management's "exclusive" right.



USPS recognized Reading, PA Br. 258 member Gary R. Bucher for 50 years of postal and military service and 2 million miles of accident-free driving. Pictured (l to r) are Bucher's son, Adam, Postmaster Greg Irvin, Bucher and Bucher's wife, Karen.

Branch meetings are exclusively 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.

Brian Gourilis, Branch 45

Syracuse, New York

We lost one of our most long-time union members this past month—Anthony Barry, who was 103 when he passed. He retired in 1980 with 37 years carrying mail in Syracuse. Two years ago, we honored him with his 75-year plaque at our annual retiree breakfast.

This past year has been difficult for all of us personally and professionally. We have lost carriers who have paved the way for us to enjoy the fruits of their labor. Honoring them in word is not enough. The younger carriers must be made aware of what the struggles were to appreciate what they have now. I know long hours and consecutive-day stretches are demanding, but when our predecessors carried, they only made \$2 or \$3 per hour. They collected welfare while working full time.

Despite all the bitching about the job, we get paid a damn good wage with a future. Younger members need to look into the future to see what they will have if they stick it out. Jumping from job to job doesn't build any retirement. Ask that Amazon guy how much OT he gets, when his next scheduled raise is, or how much sick and annual he gets and gets to carry over. Our job is a career and it builds communities.

Thank you to those who have come before and made our job a few rungs higher up on the socio-economic ladder of success. I hope you enjoyed your Fourth.

Tom Dlugolenski, Branch 134

Toledo, Ohio

We held our first in-person branch meeting in more than a year in June. We had a below-average turnout for various reasons. One

of them being that many, many members were working forced overtime. Maybe we need to move the meeting time to 10 p.m.!

Staffing in Northwest Ohio is atrocious! Carriers are being forced to work more than 12 hours daily. SDOs have become a thing of the past. CCAs are being hired right off the street, no interview, no nothing. There is a huge backlog of new hires waiting to go to the training academy. Consequently, when they are notified to start working, they've found another job or aren't interested anymore.

Of the few who do complete the training, they're sent to a station and worked to death from Day One. They didn't take the job expecting to work 60, 70 or 80 hours a week. They didn't expect to be berated after returning from a 14-hour day for the sixth day in a row. So they quit!

For those who want the overtime, they're elated. For those who desire to work eight hours and go home, they're out of luck.

At press time, the branch is hoping for good luck with the weather on June 27. That's the date of our Charles Cohen Golf Scramble for MDA. The branch will also be sponsoring several golf teams for outings in the area and around the state, two of which will be the Brad Giesting Memorial Tournament in Cincinnati and the Chubby DiGiacomo Memorial Tournament in Youngstown.

At press time, our boisterous delegation was making final arrangements for the Ohio State Convention in Cleveland this month.

Ray Bricker, Branch 100

Tri-Valley, California

During NALC's national conventions, many topics spark lively debates amongst the delegates. One such topic is a proposed territorial cost-of-living allowance, or TCOLA. Currently, letter carriers living outside the continental United States (i.e., in Alaska and Hawaii) are paid a TCOLA to the tune of an additional 25 percent above what letter carriers in the continental United States are paid. At past conventions, delegates have proposed that our national officers negotiate a TCOLA for higher cost-of-living areas within the continental United States in places such as New York City, Boston, San Francisco, Los Angeles, etc. Delegates against a TCOLA expressed their concerns that a TCOLA would, in essence, create different wage levels amongst letter carriers doing the same work in different parts of the country. At past conventions, after the rowdy debates were concluded and the issue put to a vote, the anti-TCOLA delegates were always victorious and successful in defeating any TCOLA motions. I generally sided with the anti-TCOLA delegates because I was swayed by their different-wage-level arguments.

I reconsidered my stance on the issue in 2005, when retiree John Moshier made two life-changing real estate transactions. John sold his modest house in Palmdale, CA, for \$340,000 and bought a house with six acres of land on a lake in Mossyrock, WA, for \$242,000. Ecstatic over his good fortune, John packed his belongings and moved to Washington. He later sent me some pictures of himself riding his lawnmower while happily tending to his spread by the lake. Last week I received the sad news that John had passed away from colon cancer. I am glad John was able to really enjoy retirement living on his six-acre spread until his recent death. RIP, John—you, too, are missed.

Ray Hill, Branch 2902

Mutual Exchanges

CA: Cypress (11/94) to Yorba Linda, Anaheim Hills, CA. Would also consider any Riverside County city. Trying to get closer to home. Regular carriers only, please. Randy, 949-844-1814.

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 seasons 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 (1/88) to Vero Beach, Sebastian, Melbourne, Fort Pierce, FL areas. An exchange with me lets you keep all of your seniority. Eleven different stations and suburbs in bid-

ding cluster. Overtime available. On the coast. Home of Yale University. Short drive to NYC, Boston and Providence, RI. Andrew, 203-500-5505.

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: Pembroke Pines (7/05) to Lilburn or Lawrenceville, GA, or surrounding areas. Five bidding offices with OT. Great weather. Marsha, 954-548-6220 (text) or gw2success@gmail.com.

IL: Chicago (9/93) to Denver, CO area or Palm Springs, CA. Uptown Northside station. Great area. Citywide bidding available. Scott, 612-298-2245.

IL: Chicago (9/93) to Fort Lauderdale, FL or surrounding areas. Regular carri-

ers only. Large office with lots of overtime, if wanted. Northside of Chicago. 15 minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or reena2@hotmail.com.

NV: Las Vegas (5/18) to NC or SC. Regular carriers only. No state tax. Large bidding area. John, 970-405-9193 or jdp91665@skybeam.com.

NM: Albuquerque (8/99) to Queen Creek, AZ or surrounding areas. Centrally located office with nice routes. Fifteen minutes from all areas of the city. Great weather, mild winters. Access to hiking, fishing and national forests. OT available. Moving to be near our kids. Ryan, 505-417-9411.

NY: Long Island (10/13) to Myrtle Beach, SC. Plenty of OT. Close to Queens and the Bronx. Carolina, 929-225-6335 or carolinadaltan@aol.com.

NY: Manhattan (3/20) to Plano, Dallas, TX. Great station and OT available. Great routes with mix of business and residential. For family reasons. Masaaki, 646-318-4721 (call or text).

TN: Kingsport (12/19) to Suncoast District, FL. Large office with plenty of OT. Good work environment with great union/management rapport. Robert, 423-617-4327 or rjgerner4@gmail.com.

TX: Dallas (5/16) to Staten Island, NY. Regulars only. No state tax. Great weather. Large station; OT if needed. For family reasons. Arlene, 917-714-7024 or arleneruss475@yahoo.com.

WI: Racine (6/97) to Altoona, IA or surrounding areas such as Des Moines. Situated right between Chicago and Milwaukee on a Great Lake. OT available. Keith, 262-930-2576 or kogden96@gmail.com.

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., July's deadline is for the August 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: 1423087

Liana Garcia



Missing Since: Jun 10, 2021
Missing From: San Antonio, TX
DOB: Jul 23, 2006
Age Now: 14
Sex: Female
Race: Hispanic
Hair Color: Black
Eye Color: Brown
Height: 5'2"
Weight: 112 lbs

Liana was last seen on June 10, 2021 in San Antonio, Texas. She may be in the company of an adult male. They may be traveling in a green Subaru with a dent on the front of one headlight. Liana has a tattoo of a dollar sign on her finger and two other tattoos on her cheek of baby prints with names.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
San Antonio Police Department (Texas) 1-210-207-7273



MISSING

HELP BRING ME HOME

NCMEC: 1419148

Jonathan Blevins



Missing Since: Apr 15, 2021
Missing From: Brockton, MA
DOB: Sep 7, 2015
Age Now: 5
Sex: Male
Race: Black
Hair Color: Brown
Eye Color: Brown
Height: 40"
Weight: 40 lbs

Jonathan was last seen April 15, 2021. He may be in the company of his mother.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)
Brockton Police Department (Massachusetts) 1-508-941-0200



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*



@*lettercarriers*



*National
Association of
Letter Carriers
(NALC)*



@*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**