

The Postal Record

Volume 134/Number 9 September 2021

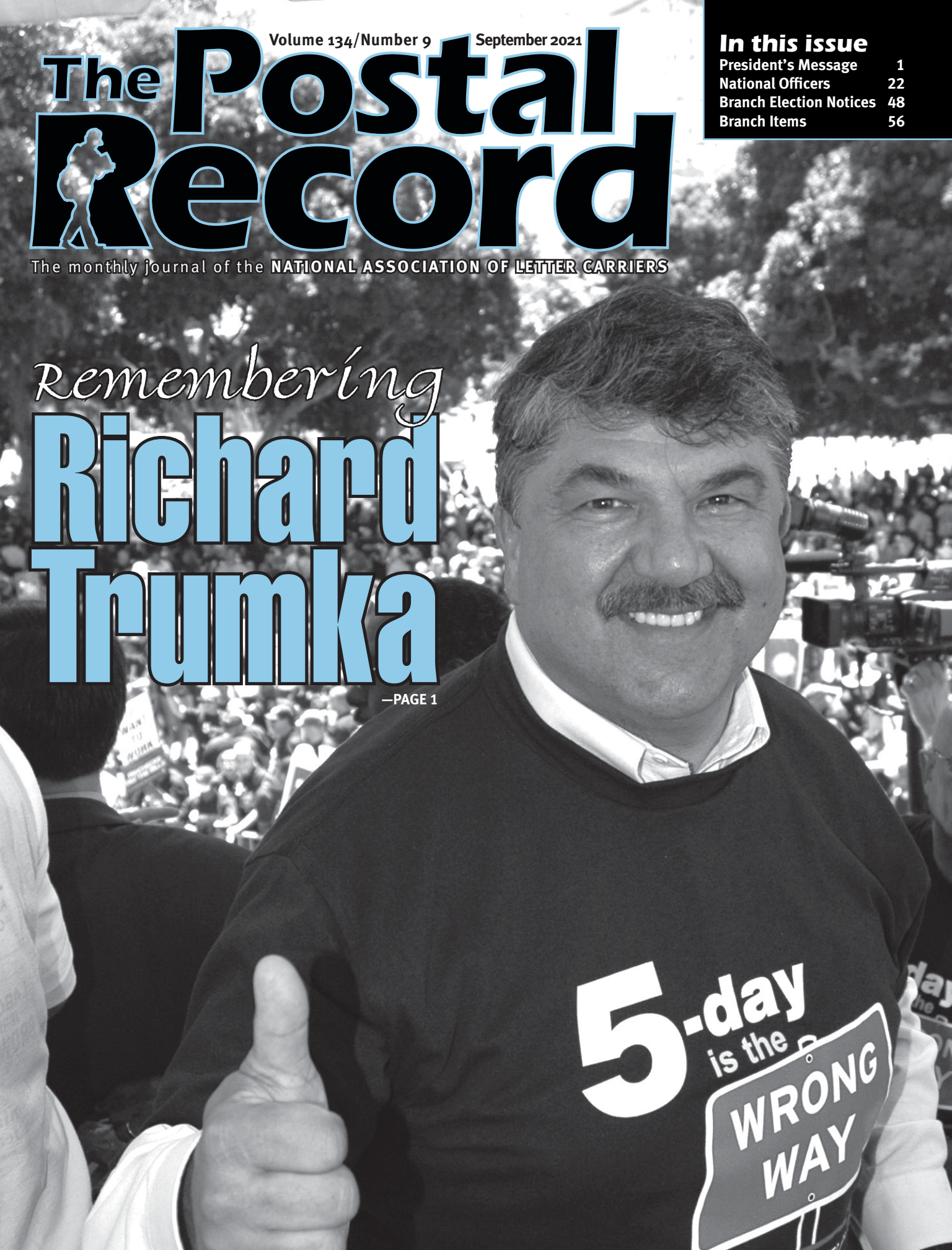
The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Remembering Richard Trumka

—PAGE 1



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 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.

Rest in peace, Brother Rich Trumka



**Fredric V.
Rolando**

The photo on the cover of this month's magazine pays tribute to Rich Trumka, the president of the AFL-CIO, who died quite unexpectedly in early August. His death is both heartbreaking and a huge loss for the cause of American workers and the American labor movement. Rich was both a friend and a fierce and loyal champion of letter carriers and the NALC. In all my time as president of this union, Rich was there for me as an ally—and for letter carriers whenever we needed the solidarity of the entire labor movement. We will all miss him dearly.

The cover image captures Trumka at his very best, joyfully fighting for the cause of good union jobs, and more specifically, good union jobs for letter carriers. It was taken in the summer of 2010 at a Rally for Jobs organized by the NALC and the AFL-CIO in front of Los Angeles City Hall. Wearing one of our “5-day is the wrong way” T-shirts, he addressed 10,000 workers from all walks of life, including, most notably, thousands of delegates to the 67th Biennial Convention of the NALC in Anaheim, CA.

At the time, our union was in a desperate fight to preserve Saturday delivery and tens of thousands of postal jobs while the country was suffering the after-effects of the Great Recession. The rally, which stoked public support for our fight to preserve six-day delivery and promoted the L.A. Federation of Labor's campaign to create union jobs through a major program of infrastructure projects, was Rich's brainchild. He came to me weeks before our convention and proposed to hold the rally on the final day of our Anaheim convention. In a matter of days, we reprogrammed our five-day convention into a four-day schedule and added the Friday Rally for Jobs to the agenda. We secured more than 60 buses and union bus drivers and made plans to move more than 3,500 delegates from Anaheim to L.A. for the rally. We were launched that Friday morning with a barn-burning speech from President Trumka in Anaheim to close our national convention.

Thanks, in some measure, to the solidarity displayed by Rich Trumka and the broader labor movement, we won that fight to preserve six-day delivery—proving wrong all the doubters who thought that the Great Recession would destroy the U.S. Postal Service. We not only saved thousands of letter carrier jobs, we

positioned the Postal Service and the city carrier craft to grow with the explosion of e-commerce in the years since.

Rich Trumka was always there when we needed him. In 2017, he helped us launch the National Vote at Home Coalition to fight voter suppression and to advocate for vote-by-mail—which was enthusiastically supported by a convention resolution at the AFL-CIO's quadrennial convention in St. Louis. In 2019 and 2020, when the Postal Service was under sustained attack by the president of the United States, Brother Trumka was there for us again. He invited us to make presentations on postal reform legislation at every one of the AFL-CIO's district meetings in 2020 and strongly defended the Postal Service in countless public settings.

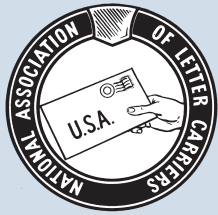
Rich was just 72 years old when he passed away, but many observers thought he was much older given his extraordinarily long career in the labor movement. He worked as a coal miner for seven years and became active in a group called Miners for Democracy, a group that fought corruption in the United Mine Workers of America (UMWA) in the 1970s. This successful reform movement led him to the presidency of the UMWA in 1982 at the tender age of 33. He led the UMWA through a historic democratic transformation and through the strike at Pittston Coal, while rising to prominence as a national leader, eventually becoming secretary-treasurer of the AFL-CIO in 1995.

Over the past 25 years, Brother Trumka helped transform the AFL-CIO, leading the labor movement to reconsider and modernize its approach to immigration and to reinvigorate its role as a champion for civil rights. He famously confronted the issue of racism in a 2008 speech to the Steelworkers union, when he said: “There's not a single good reason for any worker, especially any union member, to vote against Barack Obama and there's only one really bad reason ... and that's because he's not white.” For a lesson in moral leadership, watch the video of that speech ([youtube.com/watch?v=7QIGJTHdH50](https://www.youtube.com/watch?v=7QIGJTHdH50)) and marvel how it foreshadowed his time as the leader of our movement.

It is a source of deep irony and sadness that we lost Brother Trumka at the very moment his life's work appears to be bearing real fruit. The labor movement has almost never been more popular than it is now; the House has passed the PRO Act and pressure is building in the Senate to do the same; and the country has elected Joe Biden, the most openly pro-union president since Harry Truman. Indeed, President Biden's Build Back Better (BBB) program bears the union label that Rich Trumka fought for all his life. The best way for our movement to honor that life is to finish the job on the PRO Act and the BBB program. In death, as in life, Rich can count on the NALC in this effort.

Rest in peace, Brother Trumka.

A handwritten signature in black ink, appearing to read 'Fredric V. Rolando'.



National Association of Letter Carriers, AFL-CIO

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Engage, smartly



**Philip
Dine**

In recent months, we've focused on tales of letter carrier heroism, extraordinary service and unique communications skills.

Today I'll return to the theme of getting our message out. That is, of course, a core function of the Department of Communications and Media Relations. More than most institutions, NALC—and our employer, the Postal Service—are greatly affected by both public and lawmaker sentiment.

This is a pivotal time for NALC's messaging effort, with multiple moving parts to the postal picture, much at stake, opportunities for us to go on offense rather than guarding our own basket—and an attentive media.

Over the past 18 months, we've seen an intense focus on USPS and letter carriers as numerous news outlets discovered our essential work. Even post-sheltering at home and post-election it's endured, albeit in more diffuse fashion. We remain on their radar screen over delivery or safety issues, postal legislation or presidential mandates involving federal workers and vaccinations, and more.

So, chances abound for us to get our message out by interacting with journalists. There's also this, though: With numerous reporters possessing scant grounding in the topic out to make a splash—what could possibly go wrong?

Our goal must be to engage, but to engage thoughtfully and stay on message.

You're already familiar with the basics: Be constructive, leave the partisan politics to others, stick to the facts because they're on our side. So, we'll focus here instead on two practical matters that can prove tricky if we're not all in synch.

When a reporter—print, TV, radio—seeks a comment for a story, you may be tempted to immediately offer your opinion. You should, however, resist the impulse. Just say you're in the middle of something and will try to get back to them. Then let me know or, if easier, tell your branch president or someone similar, and they'll inform me.

Why? Because things could be more complex than appears. The issue might be something we're not ready to comment on, there might be no advantage in our wading in, or we might be handling it at the national level. The reporter might have an agenda. The outlet might be untrustworthy.

So, share the query with us, and together we'll decide whether—and how—to respond.

The second matter is a subset of this; it involves the specific words you use with the reporter, especially if a phone call catches you off guard.

The phrasing above (you'll try to get back to them) is strategic. It leaves the door open to weighing in while reducing the likelihood that, if you don't, they'll say you refused to comment. Don't ad lib beyond that, as in, you'd love to talk to them but need to check whether you're allowed to.

Again, why? Because there are two kinds of journalists: responsible and irresponsible. You tell the former that you need to check, and if you don't get back to him, no big deal. He moves on. The latter type, though, will be off to the races, spicing up his story with a dash of manufactured conflict: *Letter carrier Mary Smith said she wanted to comment on the issue, but her union muzzled her.*

Or, if to keep yourself out of the story when a reporter unexpectedly calls, you say, "No comment," what you've actually done *is* comment, as in, *Brad Jones refused to comment.* Again, just tell the reporter you'll try to get back to him.

As I've often said, you—from rank-and-file members to branch officers to our national leaders—are our key asset in changing the national discussion and informing the public, pols and press, whether by interacting with reporters or writing letters to the editor. You're respected in your communities, deeply versed in the issues, and invested in assuring that people get the real scoop. The point here is just to avoid unforced errors in the process.

I couldn't end this column without mentioning the sad news just minutes ago of the passing of Rich Trumka, AFL-CIO president. I had the honor of knowing Rich for more than three decades, starting with a memorable midnight interview with him in a St. Louis hotel room during his whirlwind national tour to fight for America's coal miners as the young president of the mineworkers' union. He unexpectedly offered me an MRE (Meal, Ready-to-Eat) that a military buddy had brought him from Iraq, leading to some chuckles. I subsequently marveled as Rich developed into one of the great labor leaders in U.S. history. He was a joyous person, a tireless fighter, and an inspiration for workers worldwide. More about Rich next month.

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Back pay and COLA update

Most eligible city letter carriers will receive retroactive pay pursuant to the 2019-2023 National Agreement in their Aug. 20 paychecks. Back pay for some former city carrier assistants (CCAs) who were converted to career status between Nov. 23, 2019, and April 9, 2021, must be calculated manually, resulting in a delay in payment. This issue was discovered during a recent quality check of the process. NALC is discussing the issue with representatives from USPS Headquarters. As soon as additional information is available, it will be posted on the NALC website.

Back pay is calculated for all paid hours between Nov. 23, 2019 (the date of the first general wage increase in the agreement) and April 9, 2021 (the day before new pay rates were implemented as explained at nalc.org/news/nalc-updates/new-pay-rates-implemented). The following pay increases will be included in the retroactive pay from the effective date indicated for each:

For career city carriers:

- 1.1 percent general wage increase, effective Nov. 23, 2019
- \$166 cost-of-living adjustment, effective Feb. 29, 2020
- \$188 cost-of-living adjustment, effective Aug. 29, 2020
- 1.1 percent general wage increase, effective Nov. 21, 2020
- \$416 cost-of-living adjustment, effective Feb. 27, 2021

Note: Cost-of-living increases referenced above are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement.

For city carrier assistants:

- 1.1 percent general wage increase and additional 1.0 percent increase, effective Nov. 23, 2019
- 1.1 percent general wage increase and additional 1.0 percent increase, effective Nov. 21, 2020

Note: CCAs receive the additional 1.0 percent increases referenced above in lieu of cost-of-living adjustments pursuant to Article 9.7 of the National Agreement.

Retired and separated employees who worked during the back pay period will be paid by check mailed to their last work location. Retroactive pay adjustments for now-retired letter carriers may result in adjustments to annuities. The Office of Personnel Management will make any necessary annuity adjustments.

Fourth COLA is \$1,934

The fourth regular cost-of-living adjustment under the 2019-2023 National Agreement will be \$1,934 annually for letter carriers in Table 1 and at Step O of Table 2. Cost-of-living increases are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement. This adjustment will be effective Aug. 28 and reflected in paychecks dated Sept. 17.

CCAs will receive additional 1.0 percent increases effective Nov. 20, 2021, and Nov. 19, 2022, in lieu of cost-of-living adjustments pursuant to Article 9.7 of the National Agreement.

The new pay rates can be seen in the new letter carrier pay schedule on page 5. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Aug. 28, 2021 (July 2021 COLA)

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
Aug. 28, 2021*	July COLA	\$1,934
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)	56,710	61,039	61,139	64,236	64,686	65,138	65,583	66,029	66,481	66,918	67,372	67,824	68,268	68,726	69,171	452
Carrier Technician**	57,901	62,321	62,423	65,585	66,044	66,506	66,960	67,416	67,877	68,323	68,787	69,248	69,702	70,169	70,624	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	28.36	30.52	30.57	32.12	32.34	32.57	32.79	33.01	33.24	33.46	33.69	33.91	34.13	34.36	34.59	
Carrier Technician**	28.95	31.16	31.21	32.79	33.02	33.25	33.48	33.71	33.94	34.16	34.39	34.62	34.85	35.08	35.31	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.26	29.35	29.39	30.88	31.10	31.32	31.53	31.74	31.96	32.17	32.39	32.61	32.82	33.04	33.26	
Carrier Technician**	27.84	29.96	30.01	31.53	31.75	31.97	32.19	32.41	32.63	32.85	33.07	33.29	33.51	33.74	33.95	
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)	42,542	44,443	46,345	48,247	50,150	52,050	53,955	55,858	57,759	59,661	61,564	63,464	65,369	67,270	69,171	1,901	
Carrier Technician**	43,435	45,376	47,318	49,260	51,203	53,143	55,088	57,031	58,972	60,914	62,857	64,797	66,742	68,683	70,624	1,941	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.45	21.27	22.22	23.17	24.12	25.08	26.03	26.98	27.93	28.88	29.83	30.78	31.73	32.68	33.64	34.59	
Carrier Technician**	20.88	21.72	22.69	23.66	24.63	25.60	26.57	27.54	28.52	29.49	30.46	31.43	32.40	33.37	34.34	35.31	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.45	21.37	22.28	23.20	24.11	25.02	25.94	26.85	27.77	28.68	29.60	30.51	31.43	32.34	33.26		
Carrier Technician**	20.88	21.82	22.75	23.68	24.62	25.55	26.48	27.42	28.35	29.29	30.22	31.15	32.09	33.02	33.95		
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.



News from Washington

Congress expected to continue work on postal reform

With the House of Representatives and the Senate back from August recess, we expect Congress to pick up where it left off on the Postal Service Reform Act (H.R. 3076/S. 1720).

H.R. 3076 advanced out of the House Committee on Oversight and Reform in May. Since that time, Chairwoman Carolyn Maloney (D-NY) and Ranking Member James Comer (R-KY) have been working with stakeholders to finalize technical modifications to the bill.

In the Senate, the Homeland Security and Government Affairs Committee has yet to consider S. 1720, but Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH) have been coordinating with the House on the identical measures. S. 1720 has attracted 13 Republican co-sponsors, which means that if all 50 Democrats support the measure along with those 13 Republicans, the bill could surpass the 60-vote threshold needed for passage.

As a reminder, the legislation achieves key priorities for NALC, including:

- The repeal of the mandate that the Postal Service pre-fund decades' worth of retiree health benefit premiums.
- A reform of the Federal Employees Health Benefits (FEHB) Program to maximize Medicare integration.
- Language to permanently protect six-day mail delivery.

Both chambers have focused on technical changes to the legislation to ensure that the future integration with Medicare is seamless. This careful coordination has required guidance from the Office of Personnel and Management, the Office of Manage-

ment and Budget (OMB) and the Center for Medicare and Medicaid Service (CMS). In addition, these agencies are collaborating with the House Committee on Ways and Means, the House Committee on Energy and Commerce, and the Senate Finance Committee to ensure that final language can be legally adhered to.

NALC has been working directly with all involved to ensure that the final legislation benefits active and retired letter carriers. We also have been actively pushing back against false claims regarding the legislation. As we navigate our way to the finish line, other congressional matters, such as the Sept. 30 deadline to raise the national debt limit, the funding of government agencies for Fiscal Year (FY) 2022 and the president's "Build Back Better" agenda to invest in the nation's infrastructure, could interfere with the timeline for passage of postal reform. Letter carriers are encouraged to contact their members of Congress, using the action center found on the "Government Affairs" section of nalc.org, and ask representatives and senators to co-sponsor H.R. 3076/S. 1720 as we work to keep up the positive momentum on this important bipartisan legislation.

House passes combined FY 2022 appropriations bill, maintains six-day mail delivery

Prior to its summer break, the House passed the Defense, Commerce, Justice, Science, Energy and Water Development, Financial Services and General Government, Labor, Health and Human Services, Education, Transportation, Housing, and Urban Development Appropriations Act, 2021 (H.R. 7617), which



provides fiscal year funding to the majority of the federal government through Sept. 30.

Financial Services and General Government legislation has broad jurisdiction over agencies or entities, such as the Internal Revenue Service, the Treasury Department, the OMB, the General Services Administration, the Small Businesses Administration, the Securities and Exchange Commission, the District of Columbia and the U.S. Postal Service.

As it relates to the Postal Service, NALC works hard each year to ensure that our longstanding language preserving six-day mail delivery is in place. Once again, those efforts were successful due to the hard work of letter carriers in educating members of Congress on both sides of the aisle.

In addition, appropriators included an amendment that would prevent the Postal Service from implementing the Expedited to Street Afternoon Sortation (ESAS) pilot program and from making changes to services standards that were in effect on July 31, 2020. NALC filed a national-level grievance on the implementation of the ESAS program. That grievance was resolved in August 2020, making clear that any changes such as those included in the ESAS program must comply with our collective-bargaining agreement.

The House-passed measure also included an amendment to provide \$2 million to the Postal Service for a postal banking pilot program, and funding for the Postal Service Office of Inspector General to “encourage the Postal Service” to investigate mail delivery issues in Chicago. NALC will monitor all postal-related measures as the Senate continues its work regarding the appropriations process.

Senate passes budget resolution, paving way for massive infrastructure investments

Prior to departing for summer recess, the Senate passed the FY 2022 budget resolution. The 10-year \$3.5 trillion framework drafted by Senate Democrats includes funding for improved family services, health care, education and combatting climate change to complement legislation investing in the nation’s physical infrastructure, which also is currently moving through Congress. The budget resolution sets top-level spending guidelines and provides instructions for Senate committees. The instructions reinforce President Biden’s “Build Back Better” agenda, a three-part plan to rebuild the U.S. economy. The successful passage of the budget resolution in August paved the way for Democrats to use the so-called “budget reconciliation” process to protect the legislation from a GOP filibuster in the Senate.

In the budget resolution, the Homeland Security and Governmental Affairs Committee would receive \$37 billion in new funding. This funding would be used to fully electrify the federal vehicle fleet, including the Postal Service’s fleet. It also would be deployed for federal building rehabilitation projects, cybersecurity infrastructure, border management investments and other federal investments related to clean energy procurement.

Overall, the budget resolution aims to combat climate change with \$198 billion allocated to the Senate Committee on Energy and Natural Resources for rebates on clean energy and weatherized homes, federal procurement of energy-efficient materials, and climate research. It includes

\$726 billion for the Committee on Health, Education, Labor, and Pensions, which would provide universal pre-K schooling for 3- and 4-year-old children, tuition-free community college, and an increase in the maximum amount of Pell grants for higher education. The Committee on Banking, Housing and Urban Affairs would receive \$332 billion to create and preserve affordable housing, and the Committee on Finance would receive funding to promote paid family and medical leave, Medicare expansion, increased child tax credits and more. Additionally, \$18 billion would be allocated to the Committee on Veterans’ Affairs for upgrades to VA facilities.

“For too many decades, Congress has ignored the needs of the working class, the elderly, the children, the sick and the poor. Now is the time for bold action. Now is the time to restore faith in ordinary Americans that their government can work for them, and not just wealthy campaign contributors,” Senate Budget Chairman Bernie Sanders (I-VT) said after introducing the budget resolution. The passage of the budget resolution, which outlines spending over the next 10 years, came after the Senate passed a 10-year, \$1 trillion bipartisan physical infrastructure bill, both critical parts of the White House’s agenda.

The House had not yet voted as of press time on the budget resolution, and Democrats will have to continue to navigate within their own party to get the legislation through Congress. The House cut short its summer recess to return the week of Aug. 23 to begin work on the budget resolution and reconciliation. After the House passes the budget resolution, committees in both houses of

News from Washington (continued)

Congress can begin drafting their portions of the bill. These committees would need to hold markups during the first two weeks of September to meet the non-binding Sept. 15 budget resolution deadline.

If the Senate and the House are able to work out any differences between their infrastructure and reconciliation bills, Congress as a whole will potentially consider these major pieces of legislation in late September or early October. NALC will continue to monitor these bills as they move through Congress.

Safer Federal Workforce Task Force issues updated COVID-19 guidelines

On Jan. 25, President Biden established the Safer Federal Workforce Task Force to oversee the implementation of COVID-19 workplace safety plans across the federal government.

In late July, the task force updated its COVID-19-related workplace guidelines. In the guidelines, the administration urged all Americans, including all federal workers, who are eligible for the vaccine to get vaccinated. Under new guidelines, onsite federal employees and contractors must confirm that they are fully vacci-

nated with a signed attestation, or they will be considered non-vaccinated when applying the new guidance.

The guidelines do not require adherence by independent agencies such as the Postal Service; however, the administration strongly encouraged independent agencies to comply.

As *The Postal Record* went to press, NALC was in discussion with USPS regarding the task force guidelines and recent Centers for Disease Control and Prevention recommendations to ensure that USPS policy prioritizes and maximizes the safety of letter carriers and other postal employees. **PR**

The slow march back to in-person branch meetings

In the more than 18 months since the COVID-19 pandemic altered the way we think about group gatherings, NALC branches around the country have been forced to get creative to ensure that their members were still able to participate in union business and activities. Now, with many states permitting larger gatherings once again, even as the situation continues to evolve, we spoke to several branch presidents to find out how they were adjusting, and how they were keeping their members informed and engaged throughout the pandemic.

Some branches have been more hesitant to go back to normal, especially with the rise of new coronavirus variants and the return of mask regulations from some city governments, along with federal guidance on safety measures. Using a variety of strategies, officers and members have been collaborating and listening to health experts to determine how and when to return while still staying safe.

When states initially imposed regu-



A branch meeting from before the pandemic

lations on gatherings, many branches had to pause their in-person meetings. After the pandemic was declared in March 2020, “we went a couple of months without having meetings at all,” Camden, NJ Merged Branch 540 President **Chuck Goushian** recalled. Determined to stay in touch with members, Branch 540 officers looked into and were able to arrange for the general membership meetings to be held over Zoom by that summer.

Other branches also switched to the online platform. “Last year, in the summer, we were holding in-person meetings in the parking lot,” Boulder, CO Branch 642 President **Dave**

Negrotti explained. “But when it got too cold in the winter, we started doing Zoom meetings.”

Many of the virtual meetings went well—“we actually have higher attendance [with Zoom],” Negrotti said. But overall, most of the branch officers agreed that the online gatherings were no match for the connection formed in person. “I enjoyed having that mute button,” Goushian said with a laugh. “But it’s not the same—you don’t have that give-and-take. There’s a tangible energy [in person] that brings everyone closer together.”

Joe Rodgers, president of Philadelphia, PA Branch 157, agreed. The

Zoom meetings with shop stewards for his branch were “well attended” and “productive,” he said. But still, “I don’t think there’s anything that can replace an in-person meeting,” Rodgers added.

That is why many branch presidents and members leaped at the opportunity to return to in-person meetings. In Ohio, when the mask mandate was lifted in June for those who had been vaccinated, Toledo, OH Branch 100 President **Michael Hayden** said, “we started planning.”

The Toledo branch was able to have, that same month, its first in-person general membership meeting since the pandemic began. “It’s...incomparable, speaking when there’s no crowd, or speaking to a phone rather than people,” Hayden said. “It felt right to be back at the podium. And it seems like people were happy to see each other again.”

Rodgers, meanwhile, said that while attendance at Branch 157’s first in-person meeting in June was slightly lower than usual—“many of the retirees were not present,” he explained—he was pleased to see that about two-thirds of the regular attendees showed up.

With the in-person meetings going well, many branches also are exploring their ability to return to group activities and fundraisers. **Stanley Taylor**, who runs a group for retired members out of New Orleans, LA, said that after enough members felt sufficiently comfortable to return to physical meetings, the retired members were equally excited to put on the annual Branch 124 Retirees Seafood Boil, which was held in June. “It’s an annual event we all look forward to,” Taylor said. “It was very well attended, and we had a blast.”

Out west, the Boulder branch had a whole slate of outdoor activities it was hosting over the summer, including an outing to a Major League Baseball game and a picnic for members. “Things are definitely opening up,” Negrotti said.

Rodgers said that his members were eagerly anticipating the return of the Philadelphia Labor Day parade, which had switched to a virtual parade in 2020. However, given the rise of new variants and increased regulations, the branch was not fully back to normal. “Other events are being shelved,” Rodgers said, including the gold card luncheons for retirees, until it becomes safer to meet.

Given this recent spike in cases even among the vaccinated population, some branches have pushed back their return dates for in-person meetings. When Rhode Island began relaxing its COVID-19 restrictions over the summer, Providence, RI Branch 15 President **Ingrid Armada** immediately reached out to the landlord of the hall where the branch hosts its general membership meetings, and discussed plans to return in person in September.

“Things were looking better than they are now,” she said, but as it is, “I don’t know that it’d be a wise thing to do.” Armada says she plans to monitor the situation closely, but that she would like to see even better attendance than usual when the branch finally does get to meet in person. “There’s always that hope,” she said.

Other branches, also hesitant about COVID-19 infection rates in their areas, have decided to experiment with hybrid meetings, where some members meet in person and others conference in on Zoom.

For their branch’s first hybrid meet-

ing, Rockville, MD, Branch 3825 President **Kenneth Lerch** and Vice President **Charles Clark** worked together to make sure the meeting went smoothly. (Clark had previously been in charge of coordinating their Zoom-only meetings.) While there were a few technological hiccups, “it actually worked pretty well,” Clark said.

“Most people were in person, around 32 [members],” Lerch said, with about nine more joining virtually. Most of the virtual participants used Zoom because it fit better with their work schedule, he explained, but “at least one person was concerned about us meeting in one room—he wanted to be more safe.”

The hybrid format gave those carriers who weren’t “100 percent confident” about participating a chance to do so while still feeling comfortable, he said, while the rest could meet once again. “A lot of people like the comradery” of an in-person meeting, Lerch added.

At press time, the Boulder branch also was planning an upcoming hybrid meeting. “A lot of members said they were sick and tired of the Zoom meetings,” Negrotti said, so he decided to try bringing at least some of the members back in person. Of the members, Negrotti estimates that “a preponderance want to go back; some are more hesitant,” he said. “We’ll see how it goes—we’ll try it just to see.”

No matter where they were in the process of returning to in-person meetings, the branch officers who were interviewed agreed on one thing—they’re eager for the time when everything can actually go back to normal. “We’ve got a lot on our plate coming up in 2022,” Rodgers said. “I’m hoping everything works out, and we can be back to full business.” **PR**

COVID-19-related MOUs and USPS directive to continue through the end of September

In early August, NALC and the Postal Service agreed once again to continue several pandemic-related memorandums of understanding (MOUs). Five of the MOUs, all which can be found in NALC's Materials Reference System on the NALC website, were extended with the signing of M-01958. They include temporary expanded sick leave for dependent care (M-01910), temporary use of the 7:01 rule (M-01913), temporary workplace changes to promote social distancing (M-01915), temporary use of temporary carrier assistants (TCAs) (M-01916), and the suspension of MOU Re: Temporary Additional Paid Leave for CCAs (M-01941). These MOUs are extended through Sept. 30.

M-01910 provides some relief for certain letter carriers dealing with child care needs caused by the pandemic. This MOU allows career letter carriers to use Sick Leave for Dependent Care (SLDC) to care for a child as the result of a closed day care facility or school, or the unavailability of the child's primary caregiver, due to the COVID-19 pandemic.

M-01913 institutes the use of *Employee and Labor Relations Manual (ELM)*, Section 432.53, City Letter Carriers (7:01 Rule). With this rule, a full-time city letter carrier who actually works more than seven hours but less than eight hours of a regular scheduled day will, upon their request, be officially excused from the completion of the eight-hour tour and still be credited with eight hours of work time for pay purposes. Any hours not worked between the seventh and eighth hour of a regular scheduled day, pursuant to *ELM* 432.53, are included in an employee's regular rate of pay, pursuant to *ELM* 443.212.g.

M-01915 directs the local parties to discuss potential scheduling and office

setup changes, such as staggered start times, scheduling of letter carriers to begin tours in groups of 10 or fewer, the manner in which stand-up talks are given, as well as break locations and times, and other initiatives to maximize social distancing. The MOU also commits the parties to limiting individuals to working only in their employing facilities to the extent possible.

M-01916 allows the Postal Service to employ TCAs as operationally necessary for the sole purpose of replacing city letter carriers absent due to COVID-19. Throughout the pandemic, letter carriers have needed to use leave to care for themselves and their families. To limit disruptions in mail service as a result of taking this necessary leave, not only to protect letter carriers and their families but also to protect the overall general public, the ability for the Postal Service to employ TCAs has been helpful.

M-01941 suspends the MOU Re: Temporary Additional Paid Leave for CCAs. The agreement to do so is based on the recognition that under the American Rescue Plan Act, city carrier assistants may be granted up to 600 hours of paid Emergency Federal Employee Leave for COVID-19-related reasons.

NALC and the Postal Service also agreed to another temporary time limit extension on Step B and arbitration appeals (M-01960), and an agreement giving local parties the ability to develop a sign-up process for full-time employees who previously did not, or could not, place their names on either the overtime desired list or work assignment list. The latter agreement (M-01959) is due to the continued effects of the COVID-19 pandemic on staffing levels. Both of these agreements will expire on Sept. 30 as well.

In addition to these MOUs, a USPS directive (M-01914), originally issued in March 2020 by then-USPS Vice President, Labor Relations Doug Tulino, and most recently extended by current USPS Vice President, Labor Relations Katherine Attridge, also will remain in effect until the end of September. The directive is to management in the field regarding agreements with NALC, leave policy and approval of requests for changes of schedule due to child care needs related to the COVID-19 pandemic.

The letter states that in addition to allowing SLDC, managers and supervisors should allow liberal changes of schedule in recognition of the disruption caused by the COVID-19 pandemic. To the extent operationally practicable, managers and supervisors should accommodate employees who submit PS Form 3189, Request for Temporary Schedule Change for Personal Convenience, as a result of child care issues caused by day care closures, school (pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

Managers and supervisors also should allow liberal sick leave usage for employees and liberal annual and leave without pay usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19-related reasons may not be cited in discipline for failing to maintain an assigned schedule under *ELM* 511.43.

The national parties have agreed to revisit each of these issues immediately prior to their expiration to determine if further extensions are appropriate. **PR**



Letter carrier focus group provides feedback on NGDV

As reported in the May edition of *The Postal Record*, the contract to design and produce the Next Generation Delivery Vehicle (NGDV) was awarded on Feb. 23 to Oshkosh Defense. Since the awarding of the contract to replace the current fleet of delivery vehicles, Oshkosh Defense has been working on the initial design of the first production models of the NGDV. Its design is based on specifications developed by the Postal Service after discussions with representatives of NALC.

In July, a group of 21 letter carriers selected by NALC traveled to Oshkosh, WI, to review Oshkosh's design and provide feedback. Two of those included in the group, **Amanda Greer** of St. Paul, MN Branch 28 and **Reed Ordoyne** of Houma-Thibodeaux-Lockport, LA Branch 2464, were part of the initial group of carriers who met with Postal Service representatives in 2014, at the beginning of the process.

The NALC members selected to participate have approximately 400 years of combined experience delivering the mail. Individually, their experience level as letter carriers ranges from four to 35 years. Collectively, they have driven most types of modern delivery vehicle, from the Jeep to the Mercedes Metris. They have worked in all kinds of weather, from the intense heat of Arizona during the summer months to

the frigid temperatures and abundant snow found in Alaska and Minnesota in the winter. The group included carriers who deliver mail on all types of routes in urban, suburban and rural areas of the country.

During the two days in July that the group spent in Oshkosh, the carriers had the opportunity to inspect the features of the NGDV and ask questions of Postal Service engineers and representatives of Oshkosh Defense. After reviewing the new NGDV, each carrier subsequently had a chance to provide feedback, both oral and written, about the vehicle's positive features and about what could be improved.

Going forward, the NGDV team, which includes NALC Director of City Delivery Christopher Jackson as well as Oshkosh Defense personnel, will review the feedback from the carriers and decide which changes should be made to the final design of the new NGDVs. Once the final design is approved, Oshkosh will begin building prototype vehicles, which will go through several rounds of testing. These tests will include durability testing of the vehicle and its components, as well as testing of the vehicle during delivery conditions. Once all testing has been completed, Oshkosh plans to begin production of the NGDVs in Spartanburg, SC, for delivery to the Postal Service. **PR**

The group included: (seated from l) LaDena Long from Las Vegas Br. 2502; Yesenia Robles of Garden Grove, CA Br. 1100; Tom Devros of Anchorage Br. 4319; Charles Bundy of Chicago Br. 11; Alfredo Villa of Phoenix Br. 576; Tamara Twinn of Centennial, CO Br. 5996; Andy Tuttle of Lawrence, KS Br. 104; Ben Dixon of Detroit Br. 1; Amanda Greer of St. Paul, MN Br. 28; Reed Ordoyne of Houma-Thibodeaux-Lockport, LA Br. 2464; (standing, from l) Amber Blank of Wilmington, NC Br. 464; Janine Singleton of Dallas Br. 132; Ethel Ford of Houston Br. 283; Aaron Lyttle of Cincinnati, OH Br. 43; Lori Ann Mottolo of Willoughby, OH Br. 3688; Alexandra Stillpleix of Pittsburgh Br. 84; Greg Busby of Charleston, WV Br. 531; Chareke Batten of Tidewater, VA Br. 247; Matt Leger of Fall River, MA Br. 51 and Brad Jasper of Yonkers, NY Br. 387

Proud to Serve

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

Honoring heroic carriers

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

Letter carriers are members of nearly every community in this nation and know when something is wrong. Spotting fires and injuries, they often are the first to respond. The following stories document their heroism.

Military instincts help prevent shooting

The incident began early in the morning—“around 1 or 2 o'clock”—on June 5, Louisville, KY Branch 14 member **Joshua Williamson** recalled. The three-year carrier had spent the night celebrating his birthday with a group of friends at a pub, and the group decided to step outside for a moment.

Once outside, “I saw a guy running from the bar up the street,” Williamson said, “and then he turns and comes back at me.” The carrier said that he didn't know what had agitated the man, but he soon became embroiled in a verbal altercation. Once the other man's friends arrived on the scene, both groups were able to de-escalate the situation, and the man left.

Williamson went back inside the bar. “A few minutes later,” according to Williamson, he sensed that the man had returned. “I see his silhouette in my peripheral vision,” the carrier said, “but [I can tell that] he's holding a gun.”

Williamson said that his actions were immediate and instinctive. “I dove at him, grabbed the gun so it was pointing up and he couldn't shoot anyone,” he said.

His friends, who hadn't seen the gun, initially thought that Williamson had decided to escalate the fight. “I swung him around,” the carrier said, “and they finally saw the gun.” His

friends immediately stopped trying to pull Williamson away from the attacker and helped grab the man. Together, they were able to pull him to the ground and disarm him.

After a bystander called 911, Williamson and his group waited for police to arrive. The man was arrested at the scene and later charged on several counts, including menacing and terroristic threatening.

“I knew action needed to be taken,” the carrier told local Fox affiliate WDRB-TV. “It had to be the military training. You know, I spent three years active duty [in the Army]—Fort Bragg.” The police report noted, “...had [the assailant] not been stopped, someone would have been seriously injured or killed.”

Williamson added, “If I can prevent a mass shooting, like I said, I'd do it a hundred times over.”

Carrier aids lost kindergartner

On Aug. 17, 2020, Fort Wayne, IN Branch 116 member **Donna Kessler** was driving on her route when she noticed a young girl walking down the sidewalk alone, wearing a pink backpack. “It seemed very peculiar that a child that small” was out by herself, the two-year carrier recalled thinking. When she finished delivering to a cul-de-sac, she looped back around and kept an eye out for the little girl.

When she drove past this time, “I looked at her, and I could tell she was crying,” Kessler said. She swiftly pulled up next to the child and got out of her vehicle.

When the carrier asked if she was lost, the girl, Daisy, said yes, but was unable to give Kessler her address or phone number. “I asked her if I could look in her backpack,” Kessler said; upon opening the bag, the carrier was able to find a phone number for Daisy's mother.

When her mother didn't pick up right away, Kessler texted her to let



Joshua Williamson

Help on the way

In early March, West Warwick, RI Branch 2158 member **Juana Palacios** was on her route when she happened across a customer lying on his lawn. “I saw him on the ground, and I knew something was wrong,” the five-year carrier recalled. “He was kicking and shaking.” She rushed over to his side and discovered two more worrying symptoms: He was foaming at the mouth and cold to the touch. Palacios promptly called 911, and then stayed next to the man until paramedics arrived at the scene. The man was taken to the hospital, and has since fully recovered. After the patron returned home, the carrier said, “he came to me and said, ‘Thanks; I wouldn’t be alive if you hadn’t called 911.’” Palacios was subsequently recognized for her actions in a ceremony at the post office, led by the fire chief and several members of the town council. The story also was reported in *RI Central*. The carrier said that she was taken aback by all the praise but considered it fortunate that she had been able to help the customer. “I cover five different routes,” she explained, and the regular carrier who covered that neighborhood usually passed by the

man’s house earlier in the day. “I felt like it was God who sent me,” Palacios added.

On March 10, Rochester, NY member **Pamela Race** was driving down a road on her route when she noticed a truck coasting toward her from the opposite direction. “It was coming toward a brick building, but it wasn’t stopping, so I knew something was wrong,” the 16-year carrier recalled. As it approached, she tried to look through the vehicle’s tinted windows, but couldn’t see a driver. Just before it reached the building, the truck slammed into the guide wire for one of the street’s telephone poles. Race immediately pulled over and went to the nearest building, where she asked if anyone recognized the vehicle. “I thought there was nobody inside [the car], that somebody had just forgot to put it in park,” she explained. When the carrier approached the truck, she was horrified to see an unconscious man slumped over in the driver’s seat. She was unable to open the locked door, Race said. “I knocked on the window, trying to wake him,” she continued, but got no response. She quickly called 911, and emergency responders arrived

on the scene shortly thereafter. The man was taken to the hospital, where he recovered. Police later told Race that the man had overdosed while driving, and her prompt actions had likely been crucial for his survival. The carrier took the praise in stride. “I would help anyone that needed help,” she said. “But it feels good that I helped save a life.”

Lake Charles, LA Branch 914 member **Alvin Drake** was delivering mail to a neighborhood on his route last year when he heard screams coming from one of the houses. “I’ve known the couple [who live in the house] for years,” the 34-year carrier said, so he dropped the mail in their box and rushed up to the front door. “I heard the gentleman yell, ‘Please don’t leave, please don’t leave,’” Drake recalled. The carrier entered the home, and the man told him that his wife had fallen in their bathtub and was unable to get out. The carrier went to the bathroom, where he knocked and announced himself as the mailman. The woman asked him if he could come help her. When he entered, “she was lying down on her back in the bathtub,” Drake said, “and she said, ‘I just need to



Alvin Drake

get myself up.’” The carrier was able to get her safely into a seated position in the tub, but “I didn’t want to help her out, in case something was broken,” he explained. He called 911 and asked for emergency services to be sent to the house. A neighbor came over to check on the couple. Once Drake explained the situation, the neighbor stayed with the couple while the carrier continued on his route. Emergency responders arrived and were able to get the customer out of the tub. “I was just glad I was in the right place at the right time—thank God I was delivering at that time of day,” Drake said. “I have an elderly mother, and I would hope someone would do the same to help her, too.” **PR**

her know about the situation. “I said, I’m a mail carrier, and I found your daughter Daisy,” the carrier said. The mother quickly called her back—she was at work, and was confused as to why her daughter was not in school.

The mother explained that it was Daisy’s first day of kindergarten, and that she had been supposed to stay at an after-school program with her brother. “No one knew she was not

where she was supposed to be—even the school didn’t know,” Kessler said.

The carrier agreed to wait with Daisy until her mother could come pick her up. “I gave her a tangerine, and a neighbor who’d come out brought us water, and we just sat there” and chatted, Kessler recalled. The little girl was “in good spirits” when her mother arrived about 20 minutes later, and the carrier was able to continue on her route.

Daisy’s mother texted the carrier later that night expressing her gratitude for her attention and assistance, saying that “after speaking with [Daisy’s father], she realized how serious it could have been.” The mother also later stopped by the post office to thank Kessler personally.

“As mail carriers, we do so much,” Kessler said. “We monitor the homes and neighborhoods [on our route] every day.” **PR**

Eye on the elderly

On July 2, Elkhart, IN Branch 820 member **Michael Kelly** noticed that an elderly man on his route hadn't collected his mail from the day before. The 26-year carrier decided to ring the doorbell and make sure the man was all right. "He kind of mumbled [through the door], but I thought he said he was fine," the carrier said. The next day, Saturday, Kelly saw that the man still hadn't collected his mail. "I rang the doorbell again, and said, 'Jerry, are you OK?'" he recalled. Peering through a window, he was able to see that a kitchen chair was lying on the floor, as if it had been knocked over, and that the customer's cane was lying next to it. Kelly promptly

called 911. When firefighters got inside the home, they found the customer lying on the floor in front of his door; he had been there for almost 48 hours. The carrier later visited him in the hospital, where the man was being treated for dehydration and some friction wounds. Kelly said that he didn't want the praise that had come his way for his actions, but added that he was grateful for the good outcome. "I was going on vacation the next day, and probably nobody would have checked on him until I got back," the carrier said. "It felt great [to help]."

Dayton, OH Branch 182 member **Tyler Stidman** was driving to a park point

on his route in November of 2020 when he saw one of his older customers outside the building with his two daughters. "I was pulling up to the condos when I noticed he had fallen while walking on his walker," the eight-year carrier said. One of the daughters is disabled, and Stidman could tell that the other daughter was having a hard time getting



Tyler Stidman

her father back on his feet by herself. The carrier swiftly parked and got out of his vehicle, and then went over to help. "I assisted with getting him up, and then getting the walker and getting him off of the grass," Stidman said. Together, they were able to get the man safely situated inside. The daughter then profusely thanked Stidman for coming to their aid. But the carrier, who said that this was the "fourth or fifth time" something like this had happened while he was out delivering, shrugged it off as a normal part of the job. "Anyone who saw it would do the same thing," he added. "I just happened to be at the right place at the right time." **PR**

Customer Connect hits \$3 billion

Since 2003, the Customer Connect program has allowed USPS to use a natural sales lead force—letter carriers—to expand its business.

Through Customer Connect, thousands of carriers have successfully leveraged their interactions with business customers to encourage them to use the Postal Service, rather than rely on private delivery and mailing services.

Carriers who notice packages going out from businesses through competing carriers such as FedEx or UPS, or who have conversations with business managers about the cost of shipping, submit leads to USPS sales staff. Since USPS visits businesses at least six days a week and offers many flat-rate shipping options, it often can beat competitors on price and service.

USPS announced last year that Customer Connect had produced sales leads worth a total of \$3 billion in annualized revenue in the program's 18-year history.

In a USPS video, NALC President Fredric Rolando praised letter carriers for their contributions to the success of USPS through Customer Connect. "You are often the only connection many of our customers have with the Postal Service," he said. "Your advice and recommendations are highly valued."

"The Customer Connect program takes advantage of what letter carriers do best," said NALC Director of Safety and Health Manuel L. Peralta Jr., who oversees the program for NALC. "They go to every address six days a week, and they know their customers."

While carriers don't complete the actual sales—USPS sales staff follow up on the leads that carriers give them—the letter carrier is at the heart of the process because customers know and trust them, Peralta said.

“Customers see what we do every day of the week, and the excellent service we provide,” he said.

Letter carriers also use their keen sense of observation to notice when a customer has shipping needs that the Postal Service could meet better than the other guys, Peralta added.

“Just as we see people in distress and come to their rescue sometimes,” he said, “carriers notice when a business needs better service at a better price.”

Customer Connect leads don't have to involve packages—a business struggling to attract customers might take advantage of the inexpensive and effective advertising mail that USPS offers.

The Customer Connect program was tested in several cities in 2002 and, after promising results, was rolled out nationally in the fall of 2003. Less than a year later, carriers already had generated more than \$10 million in leads.

Each year, *The Postal Record* reports on some of the leads that letter carriers generate for Customer Connect. Here are a few recent highlights:

Dallas, TX Branch 132 member **Kathy Brown** secured a sales lead that generated more than \$1 million for the Postal Service. When she saw a FedEx trailer parked in a company's lot, Brown said, it piqued her interest. The business was a logistics company that she regularly delivered to on her route. “I saw the trailer, and I inquired, ‘Can we get some of that business?’” Brown recalled.

The carrier knew one of the sales representatives, so after getting the company's information, she made sure to follow up on the lead. The sales representative met with the owners and was able to convince them to switch some of their shipping. “[USPS] got their business for the smaller packages,” Brown said. “We have better prices.”

Brown said that her personal connection to the business helped convince the customer to listen to the sales pitch. “I show that I'm concerned, that I deliver,” she said. “You have to show that you can walk the walk.”

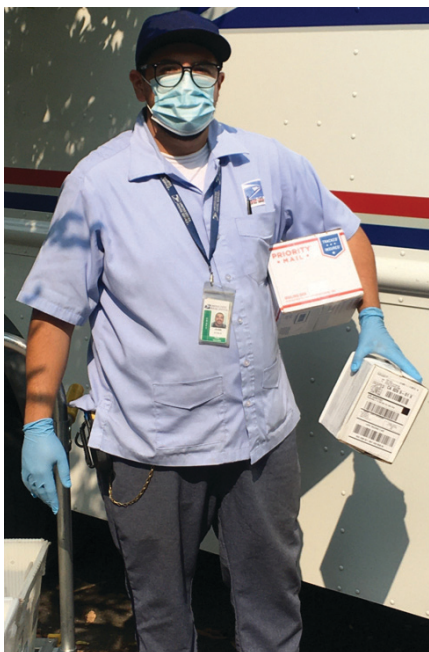
Lima, OH Branch 105 member **Ned DeLong** has twice been named the top Customer Connect carrier for his district—but reaching that accomplishment has only pushed him to work harder. In addition to working as his branch's health and safety officer, DeLong serves as the Lima Customer Connect coordinator,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

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

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



Kathy Brown



Juan Ayala

Customer Connect (continued)

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

Last November, the Eagleville, PA, post office honored two Norristown, PA Branch 542 members whose leads resulted in a total of almost \$900,000 in new revenue for the Postal Service. **Drew Ritchie**, a 26-year carrier, had recently submitted two leads through Customer Connect that brought in a combined revenue of more than \$600,000.

One lead was for a golf apparel company that was looking to eliminate surcharges and enhance customer delivery expectations. Ritchie’s second lead was for a cleaning supply company that was unhappy with the service provided by another shipper and was seeking better rates and improved shipping times.

The carrier said that if he sees packages from another shipping company sitting inside a store, he asks the owners if they would consider switching. “I’m not shy,” he said. “Just don’t be afraid to ask.”

Meanwhile, 33-year carrier **Donald Felice Jr.** submitted a lead for a company that sells exfoliators and body sponges. The lead resulted in a shipping deal worth more than \$287,000. The company, Clean Logic, had recently moved to a storefront on Felice’s route.

“I saw they had a huge warehouse in the back,” the carrier recalled, and he wondered if USPS could pick up the company’s shipping business. When the store opened, he went in and talked to one of the owners. “I asked if

they were interested in talking to the Postal Service,” Felice said, “and she gave me her business card.” He then passed the information to the sales team, who closed the deal.

“I have a great rapport with customers,” Felice explained about his sales tactics. “They see me in uniform, and I talk to them and make a personal contact.”

In the four years he has been delivering for USPS, Santa Ana, CA Branch 737 member **Juan Ayala** has been a star when it comes to finding sales leads for the Postal Service. Since 2016, Ayala has submitted 28 leads for a total of more than \$1.3 million in new revenue.

As a city carrier assistant, “I was delivering on a business route,” the carrier noted, and he got to know his customers well. When doing his sales pitch, Ayala kept it simple. “I had an idea of what the customers wanted—they wanted to know, ‘What can the Post Office do for us?’” he said.

One of the carrier’s most recent leads came when he noticed competitors’ trucks at the loading dock of one of his customers—a company that makes espresso machines. “They had just moved in,” Ayala said. So when he went in with his deliveries, “I told them, ‘We can save you money on flat-rate boxes,’” the carrier said, adding, “I just told them to give us a chance.” Ayala’s lead is estimated to have generated more than \$555,000 in new revenue.

The efforts of letter carriers in this regard are invaluable, President Rolando says.

“Their firsthand knowledge of their customers and the trust they bring to their jobs each day make letter carriers a natural source of sales leads for the Postal Service,” he said. **PR**

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. The following are some that have come to the union's attention. If you come across a story you'd like us to consider featuring, send it to social@nalc.org.

DOJ honors Washington, DC, carrier for his help in finding a missing child

The U.S. Department of Justice has recognized Washington, DC Branch 142 member **Keith Rollins** for helping to find a 2-year-old who had been reported missing.



Keith Rollins

The carrier technician had been driving one rainy morning in February 2020 when he noticed Ethan Adeyemi, a toddler who had wan-

dered away from home, on the side of the road.

A search party consisting of authorities and volunteers had been out overnight looking for the child, who was barefoot, shivering and soaking wet when Rollins spotted him.

Rollins called 911, covered Adeyemi with clothes the carrier had with him, and sheltered him in his vehicle until emergency responders arrived. The youngster was later treated for hypothermia at a hospital and reunited with his parents.

Justice Department officials honored Rollins by presenting him with the Missing Children's Citizen Award, which recognizes people who safely

recover missing or abducted children, during an event on May 25. The ceremony was part of the 38th annual commemoration of National Missing Children's Day.

"The safety of our children depends as much on the alertness and concern of ordinary citizens as it does on the expertise of seasoned law enforcement professionals," Amy Solomon, a deputy assistant attorney general, told USPS Link.

"We shudder to think what might have happened to this young boy were it not for Mr. Rollins' quick reaction and compassionate response. We are grateful to this good Samaritan for his extraordinary act of kindness," Solomon added.

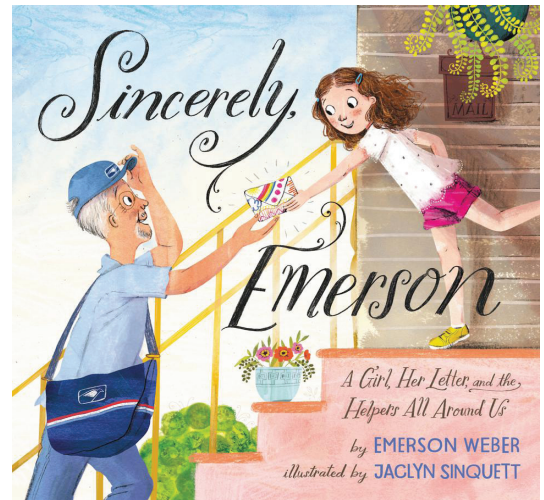
Le Gretta Ross-Rawlins, acting manager of the Postal Service's Maryland District, told USPS Link that Rollins "is a great example of a postal employee."

Despite the accolades and the national media attention for his actions, the carrier said to USPS: "A hero? Nah, not at all."

He added that he simply was thankful that he was "able to help at that particular time and be in the correct place at the right time."

Young patron publishes book after gratitude for carriers goes viral

In April 2020, 11-year-old Emerson Weber wanted to thank her letter carrier, Sioux Falls, SD Branch 491 member **Doug Scott**, for always picking up her mailed letters, so she decided to write to him. Scott in turn shared the letter with his supervisor, who shared it within the region, and soon responses from fellow postal workers poured in. Many of them told her that they finally



An 11-year-old South Dakota customer, Emerson Weber (right) wrote a book (above) after a letter and social media post thanking her carrier garnered national attention.



felt seen, and she wrote back to all of them.

"In this time that's a little crazy, they're still out there doing their job, so we can stay connected to our pen pals and people we love," Weber told Denver ABC affiliate KMGH-TV.

Weber's father, Hugh, also started a Twitter thread about her passion for writing letters and posted her thank-you note to Scott. It went viral, with the youngster gaining media attention from, among others, CNN and ABC's "Good Morning America." After her story spread, people from across the country started writing to Weber—she even received a package from her idol, Taylor Swift. It also caught the attention of a HarperCollins editor.

Her ode to mail led her to create a book, "Sincerely, Emerson: A Girl, Her Letter, and the Helpers All Around Us," that was published by the end of the



New Jersey science teacher Medinah Eatman created her own STEM subscription box business during the pandemic that ships via USPS.

Social media (continued)

year. It documents Emerson's letter-writing adventures.

"Knowing that all those people felt touched by my action and wanted to reach out was mind-blowing," Weber told *Forbes*. "A lot of them said thank you to me for thanking them. That really made clear to me how people need to know that the work they do matters, and we are thankful for them. I'm glad I could show my gratitude to them in that way."

Weber writes somewhere between one and a dozen letters daily. And when asked why she thinks her preference for writing letters in the digital age went viral, Weber said, "I think people were touched by my story because in this unfamiliar time, a feel-good story might have been what people needed. It gives you a sort of comfort that good things are still happening."

She told USPS Link, "It's kind of crazy. This all started out with me just wanting to thank my mail carrier."

Scott told the USPS publication that he's not used to being in the limelight, but that he's glad to be an important part of his young patron's life and to help showcase the Postal Service.

"It is good for the Post Office to get some good press. People can see what we do every day," he said.

Weber said she mostly wants to keep the attention on her inspiration: the Postal Service. "It is really meaningful that this story is going to get out," she told USPS Link. "It really brings attention to postal workers. We really need them."

New Jersey science teacher turns to USPS to ship STEM kits

As the COVID-19 pandemic closed schools and made virtual learning at home the main way for children to receive education, New Jersey science teacher Medinah Eatman began a subscription service to help homeschooling parents and fellow teachers keep students engaged in the STEM subjects

(science, technology, engineering and math).

Eatman's e-commerce business, ScienceTeacher.Mom, now ships an average of 200 boxes each month to customers, which provide recipients with lesson plans, worksheets and other learning materials.

"It definitely started because of the pandemic and by accident," Eatman told USPS Link.

In spring 2020, at the declaration of the pandemic, Eatman and her husband, Tariq, found themselves spending a lot of time at home with their two sons. The teacher began sharing Instagram videos of her and the boys conducting science experiments, then began putting together and gifting science-themed boxes to friends and family when her social media posts proved popular.

"The word got out and people were like, 'Do you have more?'" she said.

Inspired, Eatman created a subscription service for the boxes, making it one of the estimated 4.4 million businesses started in 2020.

A ScienceTeacher.Mom box costs \$35 per month for subscribers and \$39.97 to \$49.97 for one-time purchasers. Some boxes are themed, like an Earth Day box in April and a "summer camp in a box" in July and August. She'll also create customized boxes for science-themed birthday celebrations.

At the beginning of the business endeavor, Tariq dropped off the boxes for shipment at the local post office. But when employees there noticed how many trips the Eatmans were making, they arranged Package Pickup service for the family.

"I only use USPS," Eatman said. "It's the easy and economical choice for me to let subscribers know that their fun is on the way."

Beloved Washington carrier retires

After more than 37 years of service and 14 years on the same route, Puyallup, WA Branch 1484 member **Paul Mahoney** is joining the "last punch bunch."

The carrier's last day of delivering mail was June 30, though his official retirement date is the end of August.

Mahoney has always considered it a part of his job to watch out for the people on his route.

"I've gotten to know them, and they are like family to me," he told *The News Tribune*. "They become part of your daily life, and you get to know them and have good conversations."

He also helps out wherever he can. When the Cherokee Park neighborhood talked to him in 2013 about convincing the city to install speed bumps in their neighborhood, Mahoney knew which official to contact to get the ball rolling. He then assisted neighbors to contact homeowners on the affected street to sign on to the project. They got the signatures needed to move forward.

"Neighbors were having a hard time and couldn't figure out how to go about it, so I contacted the city and got the forms," he said.

Another cause that Mahoney helped with was approaching the city to consider Rainier Woods Park as the location for a dog park. The newspaper explained that the city's plan was to locate the dog park in a different park, though it would be expensive. He and the residents talked to others to see if anyone would object to the project, and, when the neighbors all agreed, Mahoney met with the park board and was able to facilitate the dog park's installation.

"All they had to do there was put up a fence," he said.

Mahoney considers it part of his job

to keep “his” neighborhoods safe.

“You get to know your customers and things go pretty smoothly most of the time,” he said.

When the carrier and his wife, Loli, lost their adult daughter to a sudden illness in 2018, many of his patrons comforted him.

“I had just gotten back to work from the loss and there was a group...at a baseball game for the kids. One of the gals saw me and she brought everyone with her and I stopped my vehicle in the middle of the street,” he said. “That day, I cried like a baby.”

Following hip replacement surgery, he and Loli, who retired from USPS 15 years ago, will sell their house and move closer to their son.

“What I will miss is the people,” he said. And it appears that his customers will miss him, too.

Million Mile Award achieved by California carrier

Eureka, CA Branch 348 **Michael Bishop** was inducted into the National Safety Council’s “Million Mile Club” in July after accumulating 1 million accident-free miles in his 34-year career.

Since joining USPS in 1987, Bishop has driven on different routes through changing seasons and geography and in the same vehicle for 23 of those years.

Safety isn’t just about himself but his family as well, Bishop told USPS, adding that his daily goal is to finish his route and return home to his family knowing he has performed his duties as a carrier safely each day.

“Our postal drivers are dedicated to safety,” California-1 District Manager Jagdeep Grewal said. “The truly remarkable achievement by our Fortuna Post Office carrier exemplifies how postal employees continue to deliver on the promise of delivering their best every day with care, courtesy and concern for the safety of others.”

Bishop will be presented with a plaque from the Safety Council and have automatic membership in the prestigious National Safety Council “Million Mile Club.” The award is a lifetime enrollment, and it is given to drivers who have achieved either a million miles or 30 years of driving without being involved in a single preventable motor vehicle accident.

Minnesota carrier serves as grand marshal in community parade

Dean Krug, a member of St. Cloud, MN Branch 388, received the honor of serving as the grand marshal in his local Watercade Grande Day Parade in June.

When the 39-year carrier was notified by the Watercade Board of Directors earlier this year that he had been chosen to serve as grand marshal for this year’s parade, “I got goosebumps!” he told the *Litchfield Independent Review*, though he added that he wasn’t exactly sure what the duties of a grand marshal were.

He initially thought that it was a joke, and he suggested a few other people the

board could consider instead of him.

“I just hope I can live up to the role of grand marshal in representing the town,” Krug told the newspaper. “It’s just really an honor.”

Though his route takes him to downtown businesses and much of Litchfield’s south side, most people don’t know him beyond his role as a letter carrier. But Krug says he works hard to maintain a cheerful public persona.

“Just like everyone else, you have extremely good days and extremely bad days,” he said. “I deal with the public eye, and you can be in the foulest mood in the world, but you better not let them know that, because that’s a perception they have when they see you 10 seconds a day.

“In the end, people along the way make it very, very fun,” he added. “Because even if they come out and talk to you for 10, 15 seconds, a minute, that makes their day, and they’re happy to see the mailman.”

Krug is known by his patrons for looking after the elderly in his community. “You feel kind of responsible for the accuracy of the mail as well as the well-being of your patrons on your route,” he said.

He’s also helped organize the local Stamp Out Hunger Food Drive for the past 25 years.

In addition, Krug helped with initiating the carriers at the Litchfield Post Office having their own entry in the Watercade parade, in which they walked and threw candy to people along the route.

Krug has returned to the parade route this year in a different manner—riding in a convertible as the grand marshal.

“I don’t know if I can handle all the hoopla,” Krug said. “I kind of like to stay below the radar.

“I know I’m kind of flamboyant when I come by [delivering mail]. But that’s all in the blue [of his USPS uniform]. This grand marshal thing ... I will never have so many friends again in my life as I will on that Saturday.” **PR**



Michael Bishop was recognized in July for achieving the Million Mile Award.

The king of

POP

It started as a favor to a friend,” **Michael McAleer** recalled, as well as out of “boredom [as a] young guy retired.”

After injuries caused the 23-year letter carrier to retire early from the Postal Service in 2008, he was looking for something to occupy his time. “I drove around in an RV for a few years and volunteered for park services,” the Jersey City, NJ Branch 42 member and trustee said.

But in 2015, when a friend with a roasted corn business was going through a hard time, “I asked what I could do to help,” McAleer said, and soon took over the business. “He also had a kettle corn machine, and it was a lot easier and fun to do.”

He quickly went to work researching how to make the sweetened popcorn. “I figured it out on my own,” he said. “I went on YouTube, got a recipe and changed it to my recipe,” altering it to his liking.

McAleer has two kettles—one is 80 quarts (“I can cook pretty quickly with

that,” he said), and one is 160 quarts, which he describes as a “gigantic monstrosity.” Then there’s the sifter, a “table with holes in it,” where you prepare the popcorn and then bag it right out of that.

The process is like this, McAleer says: “You get the oil hot, throw the popcorn in, and when it starts popping, you do sugar. Then salt on the table when it’s cooling.”

And his new hobby took off.

Popping the sweet and salty treat was a “nice, stress-free” activity, McAleer said, adding that after years in the Postal Service, it was “a little more fun and light-hearted.”



Michael McAleer with his Just Delicious Kettlecorn partner, Betty Charles Castaldo

He soon acquired a business partner, Betty, a friend of his since their teenage years, who also had wanted to help out their mutual friend. She serves as the front of the business, which is called Just Delicious Kettlecorn, while McAleer cooks in the back.

“She came up with the name and is the voice of reason,” he said. “I’ve been cooking my whole life. I don’t have to deal with much else.”

The duo now regularly sets up a tent at events to pop the snack for hungry

Mcaleer makes a muscle with some friends at MDA Camp in 2016.

patrons under a banner with the name of the business, and can be found online at facebook.com/JDKettlecorn.

“Mostly, we’re at farmers’ markets,” he says, which happen about three to four times a week in season. Other events include beach concerts at the Jersey Shore (which are “a blast because you’re also listening to great music,” he said), cultural festivals, fairs, and events for organizations in northern New Jersey looking to raise money.

One event near and dear to Mcaleer’s heart is Muscular Dystrophy Association Summer Camp in New Jersey. “I go to the camp every year—three a year,” he said, adding that, sadly, this was not the case in 2020 or during this summer because of the ongoing COVID-19 pandemic.

Kids from New York and New Jersey with muscular dystrophy (MD) and related neuromuscular diseases attend the weeklong camps. Children with MD have a lot of needs, Mcaleer said, adding that “it’s \$2,000 to send a kid to camp.” He helps NALC branches raise money to send as many youngsters as possible to the camps each year by providing kettle corn for them to sell.

He loves attending on Sponsor Day, when MDA sponsors like him are invited to hang out with kids and participate in activities. He’ll put on a little show making kettle corn for the camp participants, and he gets a kick out of seeing the youngsters meeting new friends and getting to know letter carrier volunteers who from other branches who serve as “helpers.”

Mcaleer brings all of his kettle corn popping equipment. “I explain how to do it and give them bags for the week for movie nights,” he said, adding with pride that the campers have taken to calling him “Pop-Pop Mike.”



“After all the negative stuff at work with management, it’s nice helping these kids out,” he said, adding that it makes him feel great to not only help send kids to camp, but also to help give parents some time off while their kids have a blast.

Though the summer camps turned to a virtual format in 2020 and 2021, Mcaleer looks forward to being able to return in person in the future.

For his business, the pandemic “has put a big crimp in everything we do” because of all the canceled events, he said, but the Just Delicious Kettlecorn duo jumps at attending “whatever comes up” event-wise in New Jersey. Mcaleer said they’re currently regulars at a Bayonne farmers’ market, are helping NALC branches with MDA fundraisers as well as raising money for other organizations, and have signed up as vendors to pop at street fairs in Nutley and Jersey City in September and October.

Though they’ve introduced flavored corn (like salt and vinegar, sinfully cinnamon and dill pickle), “fresh, hot kettle corn is our big seller,” Mcaleer said. They are looking to expand on baskets and other gifts for holidays in the future.

One thing they love to do at events is having a “guest popper.” It could be a friend, an adult or youngster they’ve just met, or a special guest such as former professional heavyweight boxer Chuck Wepner, a musician, or a mayor or city council member. He’ll hand

them protective equipment and teach them how to pop the corn, and he’ll make a photo op out of it.

Safety is paramount, though, and safety gear like goggles is necessary. “No. 1 is, you have to have your eyes protected. Kernels are popping. And gloves,” he said, before adding, “I always have burns. It’s part of the job.”

To entertain the youngsters, he also has equipment like a Spider-Man face mask and Captain America glasses.

Mcaleer and his business partner hope to continue with Just Delicious Kettlecorn for the foreseeable future, although he notes, “To tell you the truth, we don’t have a long-term plan.”

He said that eventually it would be nice to “open a store or get a popcorn truck so that we’re not setting up from scratch constantly,” adding that “unloading the truck is a big event,” and setting up is “a lot of hard work.”

Otherwise, he says, they are content to “make a little bit of money and help out small groups raising money.”

And though Mcaleer has been retired from USPS for more than a decade, he was a shop steward for many years and remains involved with his branch as trustee. His kettle corn business is pretty well known in postal circles, he says. “I’ve even shown up in Atlantic City at a [letter carrier] training event and handed out popcorn,” he said.

At events, he added, “Many times I’ve run into people, even from other branches,” he said. “Letter carriers are everywhere.” **PR**

City Delivery and Workplace Improvement Task Force updates



**Brian
Renfroe**

In the May edition of *The Postal Record*, I wrote about the task force established by the Memorandum of Understanding (MOU) Re: City Delivery and Workplace Improvement Task Force. I serve on this task force with President Fred Rolando, Director of City Delivery Chris Jackson, Special Executive Assistant to the President Tim McKay and Assistant to the President for City Delivery Michelle McQuality.

Over the last few months, we have consistently met with Postal Service representatives and established joint subcommittees to explore and address the topics identified in the MOU. These sub-

committees consist of NALC officers and staff as well as Postal Service executives and staff. Updates on the activities of a few subcommittees follow. Please check future editions of *The Postal Record* for updates on other subcommittees and additional information on the subcommittees covered here.

Efficiency and use of space

The substantial growth in e-commerce and parcel volume has created challenges related to space and capacity in some locations, particularly during our peak season. The number of parcels that bypass mail processing and are dropped directly to delivery units by mailers continues to grow. This subcommittee was tasked with finding ways to improve efficiency and create additional space in offices to better equip us to handle the ever-increasing parcel volume. After productive discussions, the parties at the headquarters level are jointly developing a pilot program to test methods of intelligently creating space while maintaining appropriate casing equipment. The goal is to kick off such a pilot this fall.

Staffing and scheduling

This subcommittee was one of the first ones to make real progress in a variety of locations. Its members jointly review and address issues regarding employee complements, starting times, employee availability, etc., to determine the root causes of staffing issues. This subcommittee has reviewed several large installations and made recommendations on ways to provide appropriate staffing. Several other locations are currently under review. The subcommittee will continue to perform these reviews

with the long-term goal of using the process it has developed more broadly to address all staffing issues that exist or arise in the future.

Route evaluation

Both parties have a shared goal of using technology in a joint route adjustment process that results in a more accurate and minimally intrusive process for letter carriers. To start the process, the task force agreed to use a subcommittee to develop and test concepts while adjusting the former consolidated casing sites. This subcommittee picked a few experienced route adjustment teams with USPS and NALC members and assigned them to use a process that was similar to the last national joint route adjustment process, while also exploring and incorporating the information that is available from GPS on each route, the location of parcels and accountable pieces of mail, and other technology.

The teams have provided excellent feedback on ways to use the technology while evaluating and adjusting several zones. For example, the teams are using the data to determine the value of territory transferred during a route adjustment. For many years, we have determined the value of territory transferred from one route to another from a PS Form 3999 that was created by a route examiner accompanying the carrier on a single day. The teams are using multiple days to determine an average that should more accurately represent the time value of territory on a route when moving it from one route another.

While there is a lot of data available, it is not yet packaged together in a way that it can be efficiently used by the teams. This process is ongoing, and it will take time to develop the best way to provide the necessary data to joint teams so that it can be used efficiently. We are excited about the progress thus far and we continue working toward another joint process everywhere in the future.

Mentorship and the new letter carrier experience

A pilot program is ongoing in two locations that is designed to give new letter carriers a better onboarding experience and better learning opportunity after formal training is completed. The goal is to improve their experience and result in better retention of employees hired. Additionally, this subcommittee is beginning another pilot in several locations this month that will test a structured mentorship program for newly hired letter carriers. Most of us had an experienced carrier who helped us out when we started. This pilot is designed to give every letter carrier that experience of having a dedicated, experienced carrier who they can go to with any questions about their new job.

2021 *JCAM* changes, Part 2



**Lew
Drass**

We are still working on jointly printing hard copies of the *Joint Contract Administration Manual (JCAM)*. We had hoped to have them available by sometime this month, but I think it will be more like sometime in October or a little later before we will be able to put a hard copy in your hands. The task of printing the *JCAM* is a joint venture. The parties share the cost of providing a copy of the *JCAM* to every office in the country with city delivery. As such, we have to go through the steps that USPS is required to take to fund its portion of the printing costs. This process is significantly more time-consuming than if NALC were independently printing the *JCAM*.

Last month, we started with the *City Carrier Assistant (CCA) Questions and Answers (Q&A's)* and showed you where the language for each Q&A is in the 2021 *JCAM*. We will pick up where we left off and begin with the last eight Q&A's, known as the *Other Provisions Joint Questions and Answers*:

1. The Memorandum of Understanding, Re: Part-Time Regular City Letter Carriers, establishes a cap on city letter carrier part-time regular employees as the number employed on the effective date of the 2011 National Agreement. What is the cap?

2. Is the limit of 682 part-time regular employees a national cap, or is it limited to locations that employed part-time regular city letter carriers on the effective date of the 2011 National Agreement?

3. Under the terms of the Aug. 30, 2013, Memorandum of Understanding Re: Residual Vacancies - City Letter Carrier Craft, may part-time regular city letter carriers request reassignment to full-time residual vacancies?

The language for *Other Provisions Q&A's* 1-3 is located on page 7-2 in the 2021 *JCAM*.

4. How will the provisions of Article 7.3.A be monitored for compliance?

5. How is the Article 7.3.A ratio of full-time regular city letter carriers per route determined?

The language for *Other Provisions Q&A's* 4-5 is located on page 7-17 in the 2021 *JCAM*.

6. Will the part-time flexible employee classification be phased out?

This Q&A is no longer applicable as written and was replaced with the language in Section 1.k of Appendix B in the 2019-2023 National Agreement, shown on page 7-20 of the 2021 *JCAM*.

7. When will the change to the annual uniform allowance be implemented for career city letter carriers?

This Q&A is not applicable at this time and not located in the 2021 *JCAM*.

8. How are breaks provided for part-time flexible employees (PTFs) who work less than eight hours on a particular day?

The language for *Other Provisions Q&A* 8 is located on page 8-3 in the 2021 *JCAM*.

There are a few general changes to point out:

All references to “Grade 1” and “Grade 2” positions throughout the *JCAM* have been changed to “non-Carrier Technician” and “Carrier Technician positions.”

All references to the “December” period throughout Article 8 in the *JCAM* have been changed to read “the penalty overtime exclusion period (December).” The “December” period can be read to mean the month of December. The penalty overtime exclusion period only lasts for 28 days each year. For instance, the 2021 penalty overtime exclusion period begins on Dec. 4 and ends on Dec. 31.

We will now move on to other *JCAM* changes. Some of the changes arose from amending previous language and some are a result of all new language. You will be able to tell one from the other because any new *JCAM* language listed below is bolded.

Article 8, pages 8-18:

Article 8.5.G provides that employees on the ODL may be required to work up to 12 hours per day and 60 hours per week. It further provides that the 12-hour and 60-hour restrictions do not apply to employees on the ODL during the penalty overtime exclusion period (December). **Accordingly, management may, but is not required to, assign ODL Letter Carriers to work in excess of the Article 8.5.G limits during the penalty overtime exclusion period (December).**

Pages 8-19:

Maximum Hours—60 Hour Limit. National Arbitrator Mittenthal ruled in H4N-NA-C 21 “Fourth Issue,” June 9, 1986 (C-06238) that the 12-hour and 60-hour limits are absolutes—a full-time employee may neither volunteer nor be required to work beyond those limits. **This rule applies to all full-time employees on the ODL or Work Assignment List except during the Penalty Overtime Exclusion Period (December).**

Limitations regarding **full-time employees not on the ODL or Work Assignment List, PTFs, and CCAs** are governed by *ELM*

(continued on next page)

2021 JCAM changes (continued)

Section 432.32. **ELM Section 432.32 rules apply during the penalty overtime exclusion period (December).** (Step 4, E94N-4E-C 96031540, February 25, 1998, M-1272)

Pages 8-21:

Because this language limits total daily service hours, including work and mealtime, to 12 hours, **all letter carriers not on the ODL or Work Assignment List (including PTFs and CCAs)** are effectively limited to 11½ hours per service day. **This is true whether or not a meal break is taken. This rule also applies during the penalty overtime exclusion period (December).**

This amended language does not change any Article 8 rules. They are intended to explain the Article 8.5.G work-hour limitations for full-time employees and the *ELM*, Section 432.32 rules for all other letter carriers more clearly. This language really says two things:

1. The work-hour limitations for letter carriers on the overtime desired list (ODL) and work assignment list (WAL) are 12 hours per day and 60 hours per week, except during the penalty overtime exclusion period (in December). Management can work ODL and WAL letter carriers beyond the 12/60 limitations during the penalty overtime exclusion period (December), but they are not required to do so. This *JCAM* language is consistent with regional arbitration results on this subject.
2. The Article 8.5.G work-hour limitations for full-time letter carriers not on the ODL or WAL are 12 hours per day with a meal break. The same is true for PTFs and CCAs in accordance with *ELM*, Section 432.32. That means that all of these categories of letter carriers are effectively limited to 11.5 hours of work per service day. This is true whether or not a meal break is taken, and this rule applies throughout the year, including during the penalty overtime exclusion period (in December).

Pages 8-14 (essentially repeated on pages 8-31):

Counted Toward Equitability. **The 2019 National Agreement provides that all overtime worked by a letter carrier (including Carrier Technicians) on the ODL counts toward equitability for the quarter. The only exception is for the first eight hours of holiday premium work (work performed at one and a half times the straight rate of pay) on a holiday or designated holiday.** Prearbitration Settlement H8N-5D-C 18624, July 1, 1982 (M-00135) **is no longer applicable as written. However,** overtime that is concurrent with (occurs during the same time as) overtime worked by a letter carrier on the employee's own route on one of the employee's regularly scheduled days is **still** not counted as an opportunity missed for the purposes of administration of the ODL.

This new and amended language incorporates and adjusts previous language to establish the "hour is an hour" rule for determining overtime equitability and carries on the previous agreement regarding the fact that overtime opportunities on another route that occur at the same time as you are performing

overtime on your own route on one of your regular scheduled days cannot be counted as a missed opportunity for equitability.

Article 9, page 9-8 (Table 1) and page 9-10 (Table 2) explain the new promotional pay rules for all letter carriers as follows:

ELM Section 422.2 was changed effective October 14, 2017. This change modified the promotional pay rules for letter carriers in Tables 1 and 2 who are initially promoted from a non-Carrier Technician position to a Carrier Technician position after October 14, 2017. The new rules are:

- **Letter carriers who are promoted from a non-Carrier Technician position to a Carrier Technician position receive a 2.1 percent pay increase, remain in the same step, and retain their waiting period step credit toward their next step increase.**

Also, the effects of the national settlement (M-01893) are explained in Table 2 for letter carriers who were promoted from a CCA to a non-carrier technician position, and then awarded a carrier technician position prior to Oct. 14, 2017. Those of you who were affected by this situation earned a two-step bump in pay when you were awarded the carrier technician position. M-01893 makes it clear that you retain that pay increase you earned under the old promotional pay rules.

We explained what happens to your promotional pay situation if you bid off the carrier technician position, as well as if you later bid back on a carrier technician position, beginning on page 9-9 as follows:

However, there is an exception to this rule (referring to retaining the two-step pay increase):

Letter carriers who are awarded a non-Carrier Technician position from a Carrier Technician position lose the promotional pay step increase they received when they were promoted. They are placed in the step and with credit toward their next step increase as if all career Postal Service had been in a non-Carrier Technician position.

Letter carriers who lose their promotional pay step increase by being awarded a non-Carrier Technician position from a Carrier Technician and then later are awarded a Carrier Technician position receive the promotional pay step increase they lost. The employee is assigned to the next step in the Carrier Technician position, with waiting period credit toward the next step date as if he or she had remained continuously in that previously held Carrier Technician position.

What this says is that those of you hired as a career letter carrier after Jan. 13, 2013, who were promoted from a non-carrier technician position to a carrier technician position before Oct. 14, 2017, received a cookie in the form of a two-step pay increase. If you bid to, and are awarded, a non-Carrier Technician position, you lose the cookie. If you bid back to, and are awarded, another Carrier Technician position, you get your cookie back.

To be continued....

Even more important reminders



Nicole Rhine

Article 2, Section 5 of the NALC Constitution contains information on membership pins available to NALC members. Per the *Constitution*, the branch secretary must notify the office of the national secretary-treasurer in writing that a member will complete the necessary years of membership before the pin will be sent to the branch to present to the member. Should the branch be holding an award ceremony and require pins by a certain date, please state so in the written request.

Membership pins are provided to branches at no charge beginning at 25 years and for each five-year increment thereafter. Membership pins for Years Five, 10, 15 and 20 are available for purchase by branches from the NALC Store.

NALC members who have completed 50 years of membership are awarded a life membership gold card that entitles them to all privileges of membership in the NALC without payment of dues. Again, all requests for gold cards must be made in writing, per the *Constitution*.

Please be aware that gold cards are a special order and must be engraved by an outside union vendor, so branches should allow four to six weeks for delivery.

Branches should also be aware that special recognition is given to members who reach 70 years of membership, and at each five-year increment thereafter, with a suitable plaque.

Transferring membership from one branch to another after retirement

Any retiree in good standing in his or her branch moving to another city may transfer membership to the branch located in such city, if that is their wish to do so.

Article 2, Section 3 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* contains provisions for transferring membership from one branch to another as a retired member. On occasion, the Membership Department does not receive the required information necessary to process the transfer, which causes a delay. To assist with the issues the Membership Department encounters, below is what is needed, per Article 2, Section 3 (c) of the *CGSFB*, to complete a transfer of membership for a retiree wishing to do so:

(c). In the case of a retiree member seeking to transfer membership, [h]e/she shall make application to the Recording

Secretary of his/her Branch, who shall ascertain from the Financial Secretary if all dues and assessments charged against him/her on that date are fully paid; if so, it shall be the duty of the Recording Secretary to announce at the next regular meeting of the Branch that the application has been received and all obligations discharged. There being no objections, the Recording Secretary will at once forward to the Recording Secretary of the Branch with which affiliation is desired, a letter of recommendation. The letter shall be read at the first regular meeting of the receiving Branch held after its receipt and the transferred individual shall be considered a member at that time. The Recording Secretary of the Branch shall then notify the Recording Secretary of the original Branch that the transferee has been received into membership.

Once this process has been completed, a copy of the letter of recommendation from the originating branch, as well as a copy of the letter from the receiving branch that the transferee has been received into membership, must be forwarded to the Membership Department along with a request that the transfer of membership be completed.

Changing bank accounts

On occasion, my office receives calls from branches or state associations who are changing bank accounts, asking what information is needed at Headquarters to change the account into which the dues are directly deposited. If a branch or state association is planning to change banks, an officer should contact the Membership Department for an Electronic Deposit Change Form. The form must be completed and signed by the president and the secretary-treasurer and returned to Headquarters along with a voided check from the new account. We recommend that the old bank account remain open until a dues deposit is verified as being made into the new account.

Dues rosters and retiree lists

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.

Now available to branch presidents, secretaries and treasurers is a retired member listing for their branch. The list includes all current retired members of the branch and notes for which of the retired members are gold card members. Any member showing on the list as "Pending 1189" notes that NALC Headquarters has not yet received an 1189 from the member.

Submitting bylaw changes



**Paul
Barner**

Article 15 of the *NALC Constitution* sets forth rules that branches and state associations must follow to change their bylaws. Branch or state association bylaws may contain additional provisions. After the proposed bylaws have been approved by the branch or state association, the proposed changes must be submitted to the Committee of Laws for approval.

Almost a year ago, NALC developed an electronic bylaw submission method, available via the Members Only portal on the NALC website. This database is also in the beginning stages of creating an electronic library of bylaw submissions and the resulting rulings by the Committee of Laws, accessible to the branches and state associations.

To access the bylaws database, branch and state association presidents, secretaries and treasurers can go to the NALC website and log on to the Members Only portal. Once logged on, click the “Bylaws” button to access the “Maintain Bylaws” page of the database. From there, bylaws can be created or amended and submitted to the Committee of Laws for action. Bylaw proposal language can be typed directly into the program or copied and pasted, or a PDF of current bylaws can be dragged and dropped into the database. After the file has been successfully uploaded, a “File Uploaded Complete” verification notice will appear. Files can be reviewed by clicking the “View Your Uploaded File” tab. Before submitting requests, please ensure that the correct branch information is provided, article and section identifiers are entered for the corresponding bylaw provision or proposed change, and a complete copy of the latest version of the bylaws is uploaded to the portal. A detailed PDF tutorial is available for download at every step of the application.

Once the Committee of Laws renders its decision, the portal will be updated with the decision(s) of the Committee. A hard copy of the Committee’s decision also will be mailed to the address of record of the submitting branch or state association.

Branches and state associations may continue to submit bylaw proposals by mail. Regardless of the submission method, the historical library of bylaw submissions and corresponding decisions from the Committee of Laws will be available for viewing. Branches and state associations will not be able to view other branch or state association bylaw proposals, or those corresponding decisions from the Committee of Laws.

In addition to the electronic format, NALC will continue to make a mail-in form available. The forms and instructions can be found on the NALC website. Once on the homepage, click on “Union Administration,” then click on the “Assistant secretary-treasurer” page. There will be a link for “Branch bylaw changes.” Click this link to find the bylaw form. The PDF form is executable, allowing it to be completed online and printed out. Another version

of the form, linked beneath the first, can be printed and completed manually. Both forms can be used on any operating system.

The text space on the form used for entering current and proposed bylaws is not very big. Sometimes, a very small font is required in order to accommodate the required verbiage. When this occurs, please attach a separate sheet in a larger font to the form so that it can be more easily read, or use multiple forms for the same section.

All parts of the form must be completed, including the date of the first reading/notification, the date of the vote, and the signature of a branch officer or state association. Please make sure to include a contact phone number in case the Committee of Laws needs more information.

The exact wording of the prior language must be included, along with exact wording of the new language. A general description of the intended change is not adequate. If the prior language has been deleted, write “Deleted” in the new language box. If the proposed language is new, write “New” in the current language box. Submit the form, along with two copies of your current bylaws, and then mail the forms and two copies of the current bylaws to: Assistant Secretary-Treasurer, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Once received, the bylaws are uploaded into the database, and previous correspondence between the Committee of Laws and the branch/state association is attached for review by the assistant secretary-treasurer, who makes a recommendation to the Committee of Laws. The current members of the Committee of Laws are Manuel Peralta Jr., James Yates and me as chairperson.

The Committee of Laws has three possible decisions that can be rendered when reviewing proposed changes: “Approved,” “Approved with exception(s)” and “In conflict with the National Constitution.”

“Approved with exception(s)” means that the items listed as exceptions are in conflict and not approved. To remedy the exceptions and amend the bylaws, the entire process must be completed again (submitting, notification, voting and mailing to the Committee of Laws).

A common problem with the process is that the forms are not filled out correctly. The Committee needs precise wording for both the old and new language. Each section where there is a word change needs to be listed. If, for example, you are changing every reference from “vice president” to “executive vice president,” it isn’t proper to write your intention to change every reference. You must list each reference with the old and new language. (It is helpful if you bold only the new language changes.)

Provisions in bylaws may not be implemented without the approval of the Committee of Laws, pursuant to Article 15. Exceptions are bylaws fixing the amount of initiation fees, dues and reinstatement fees, or the time and place of meetings. They become effective at the time determined by the branch or state association. It is recommended to send a copy to the Committee so that we have a record of the change and can inform branches of any problems with the language. Hopefully, this can assist branches and state associations when altering or rescinding bylaws.

eBike testing



Christopher Jackson

Over the years, the Postal Service has used many different types of vehicles to deliver mail and parcels. City delivery routes can be incredibly different, based on variables such as geography, economics and climate. Therefore, no single type of delivery vehicle will work for all city routes. Beginning with the horse-drawn wagons, motorcycles and Mailsters of yesteryear to the Long Life Vehicle, Flex Fuel Vehicle and Promasters of today, city carriers have used a variety of delivery vehicles. These are just a sampling of some of vehicles that come to mind when you think about city mail delivery. I want to use this month's article to tell you about a test involving a city delivery vehicle you might not think of right away—the bicycle.

The Postal Service has a long history of using bicycles for city delivery. In the 1890s, city carriers across the country began using bicycles to make their deliveries. In the years that followed, in areas where the climate was agreeable, the Postal Service created dedicated bicycle routes. There are currently four locations that maintain bicycle routes: two in Florida—Open Air Station, St. Petersburg and Miami Beach, and two in Arizona—Sierra Adobe and Sun City. In these offices, the carriers use traditional pedal bicycles to deliver their routes. The city carrier assigned to the bicycle route will case and prepare the mail in the morning. The mail is then transported and distributed by a relay driver to a series of relay boxes for the bicycle carrier to retrieve throughout the day.

These bicycle routes are currently delivered by traditional letter carrier pedal power; however, with advances in technology and the shifting mail mix from letter mail to parcels, the Postal Service is exploring the idea of making a change. In a letter dated June 2, the Postal Service informed me of its intent to purchase and test two models of electric bicycles (eBikes) beginning in August. A total of four eBikes (two of each model) will be tested in the two Florida locations with existing bicycle routes.



The Short Model of the USPS eBike, shown outside the Miami Beach, FL, post office

USPS headquarters engineers began preparing the eBikes and training local driver safety instructors (DSIs) on Aug. 3. On Aug. 4, USPS held kickoff events in the local offices with the district managers, local and headquarters NALC representatives, and the bicycle carriers involved. Over the next few days, each carrier involved in the test process was then given familiarization training on the operation of the eBike models by the local DSI.



A carrier takes the eBike for a test drive through the St. Petersburg, FL, station.

The carriers began using the eBikes for delivery on Aug. 7, and USPS anticipates it will continue testing the eBikes for approximately six months in the two locations.

Each eBike test model contains two batteries, one that powers the bike's electric motor and accessories, and one that powers the lights. The eBikes

have a rear-facing camera that is always on when the bike is turned on and displays to the driver on the right-hand side. The eBikes are equipped with rear brake lights, turn signals that display on the mirrors as well as at the rear of the vehicle, flashers, front headlights and an alarm system. The electric motor has five different settings that provide variable amounts of power assistance to the operator. The "walk assist" mode allows the carrier to move the bicycle a few feet without pedaling.

USPS hopes to use the eBikes to improve street efficiencies, reduce fuel usage and reduce the cost of delivery operations. The eBike models being tested are equipped with cargo containers that USPS believes will allow it to reduce the number of relay boxes, which would then reduce costs related to gas consumption and labor needed to transport the mail and parcels to the associated relay boxes. USPS has stated that these eBikes will offer an additional eco-friendly city delivery transportation option.

While there are still many things to consider and evaluate with these new eBikes, I am hopeful that the Postal Service will continue exploring eco-friendly options for city delivery. I enjoy hearing feedback from the carriers who are participating in the tests. Thank you to the Florida bicycle carriers for welcoming NALC representatives and providing valuable insight, as well as for their dedication every day as they pedal many miles through their communities delivering the mail. As always, my heartfelt thanks goes out to all city carriers, as you continue to provide excellent service to the American people despite the many challenges.

September is Suicide Prevention and Awareness Month



Manuel L. Peralta Jr.

In March, I received an email from Christopher Pascale of Branch 822, Appleton, WI. Christopher and I first met when he was going through the NALC Leadership Academy while a carrier for Green Bay, WI Branch 619. When I read his email, it was clear that he wanted to share what his heart had experienced in an effort to help his NALC brothers and sisters. What he shared moved me, and I wanted to share this with you. He has given me his blessings to share the following, so this is from Christopher:

There's an old adage that says you can lead a horse to water, but you can't make it drink. Even if we don't realize it, most of us have known someone who suffers from depression or has suicidal thoughts.

Too often those people don't seek help. There is no shame in being depressed or having suicidal thoughts, and there's no shame in seeking help. For those who think no one will understand, I hope my story encourages you to know that you aren't alone.

My parents weren't married, and my dad was never really around. When I was about 9 or 10 years old, my mom moved me from NY to PA to be with my first stepdad. Anytime we would go to NY to visit family I would try and see my father. He would pick me up to hang out, but his version of hanging out was me sitting in the house while he did other things. He wouldn't cancel his plans or spend any time with me, outside of lecturing me. This was routine even during my teenage years. I remember inviting him to my high school graduation and he didn't show.

As a kid, I moved around a lot and was in different schools. If I remember correctly, I was in five different school districts. When you transfer schools that much, making friends becomes hard. Most kids have their circle of friends established by high school, and I really didn't fit in with anyone's circles. I was an outcast and routinely picked on. I was called names, had lies made up about me, teased, made to feel worthless. I remember one time in middle school, a kid told a teacher I had tripped him just because other kids told him to. Of course, rejection didn't help either. Most kids should be able to deal with this, according to society. It was just more anger, hurt, depression, etc., crushing me.

Everything came crashing down. It got so bad during my senior year in high school. I had suicidal thoughts like crazy. I kept it all bottled up inside. I was, thankfully, talked into admitting myself to get help...I was weaned off the medication after some time.

Things got a little better after I graduated high school. Sometimes I would have thoughts of suicide. I was often angry and antisocial. Getting close wasn't something I did. I stayed too

long in a bad relationship. Too often I still battled my own thoughts about how negatively I felt about myself.

I had to push myself to talk to others, to stop believing the lies I was told about myself. I have gotten a lot better, but am not yet where I should be. Shutting down easily is something I do if I feel unwanted, along with just blocking people out.

It's become a natural defense for me. I don't tell them why, even when they ask what's wrong. I just pretend nothing is wrong. That has recently strained and ended some relationships. Opening up to people is really hard unless I have known them for a long time. It's not easy, but I'm getting better. Even though it hasn't been easy, I am trying to repair my broken relationship with my father.

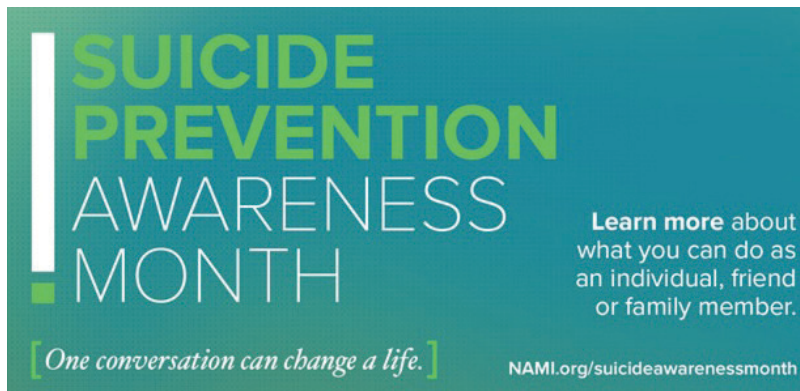
So much that I want to talk about what makes me sad and depressed now. My twin boys are autistic. I try to take it day by day, but some days I get overwhelmed with depression. The fear I have is that I don't know what their future will be like. Not knowing what will happen to them after my wife and I pass is heart crushing. While they are only 5 years old right now, I don't know how far they will develop. Will they be able to graduate school, drive a car, go to college, get a job? Will they have to live with my wife and I until we can't take care of them anymore? Will I be able to save enough money to make sure they are taken care of properly? So many unknowns.

Learning what my limits are is something I am getting better at doing. My limits being when I can handle something on my own or when I need to talk to someone. I'm lucky enough to have people who will listen and try to help me. Another thing is I know is that I can call EAP (1-800-EAP-4YOU) if no one near me is able to help. We are blessed to have such a program available to us, as not everyone has someone they can open up to.

There is so much stress in the day-to-day life right now. Our jobs, especially with COVID-19, demand so much of our time. Then there's going home and trying to manage life outside the office. It's not always easy to find time to relax and unwind from the stress, which can cause mental issues. If you need someone to talk to about what is going on in your life, please don't hesitate to call EAP.

Over the past eight years, I have lost a brother, a fellow union rep and a co-worker to suicide. I could sit here and think what I might have missed that could have been a warning, but I can't change the past. All I can do now is share my story in hopes that it encourages others to seek help. If you know someone who seems to be having a hard time with anything, no matter how small it might seem to you, please suggest that they seek help. If it's someone in your house or office, you can call EAP for them. We all cope with things differently, so please don't tell them it's not a big deal or that they shouldn't be that way about it. That might make them feel ashamed to be depressed and they might just hide it. If they hide it, you might not find out until it is too late. Just remember that you aren't alone and don't have to be.

When we read the above, many of us may relate to his experiences in one way or another. Christopher shared his experi-



On the homepage for our services, you will find “Suicide Prevention” as the second tab. Hovering over that tab, you will find links to the Suicide Prevention Campaign, Self Assessment, Threats, Connected to Life, Facts, Teen Suicide, Losing Loved Ones and Warning Signs. Read. Get involved. Talk about the issues.

The following additional resources are provided to assist you:

The National Suicide Prevention Lifeline (visit online at suicidepreventionlifeline.org)—We can all help prevent suicide. The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals. By starting the conversation and providing support to those who need it, we all can help prevent suicide and save lives. If you or someone you know is thinking about suicide—whether you are in crisis or not—call or live chat the National Suicide Prevention Lifeline at 800-273-8255.

ences so that you may find comfort in talking about yours. Reach out and share with an Employee Assistance Program (EAP) professional. Their ears are there for you.

As I write this, over the past two weeks, we have been watching the Olympic athletes enjoying the competition. The Olympics puts them in the spotlight with expectation and pressure. During Week One, gymnast Simone Biles pulled out of the competition because she did not feel right. The critics could accept a physical injury as justification to pull away, but they could not accept that she stepped away because she did not feel right mentally.

One report I read indicated that on arriving at the Olympic Village, when she expected to be embarrassed, she was instead thanked. She was thanked by the athletes who feel the pressure and know how tough the whole process is. She became a hero of another kind when she stood tall and said it’s OK not to be OK. And she took a breath. And many of us took a breath with her.

Last year in my September column, I commented on an HBO special titled “The Weight of Gold,” centered on Michael Phelps and his effort to shed light on the mental health needs of our athletes. He was one of the first and the most vocal in support of Simone.

It’s OK not to be OK. It’s OK to reach out for help. It’s OK to help each other.

Christopher, thank you for your contribution to this conversation.

Article 35 of our National Agreement provides for a robust Employee Assistance Program (EAP). **Our current EAP Services Provider is New Directions Behavioral Health. The easiest way to connect with them is by phone at 1-800-EAP-4YOU (800-327-4968). The TTY number is 877-492-7341**

You can also reach them via our web link: EAP4YOU.com. This address takes you to the New Directions Behavioral Health home page for USPS employees and their families.

crisis resources for you or your loved ones, and best practices for professionals. By starting the conversation and providing support to those who need it, we all can help prevent suicide and save lives. If you or someone you know is thinking about suicide—whether you are in crisis or not—call or live chat the National Suicide Prevention Lifeline at 800-273-8255.

The Substance Abuse and Mental Health Services Administration (visit online at samhsa.gov/suicide)—Help for someone you know: Learn how to recognize the warning signs when someone’s at risk—and what you can do to help. If you believe someone may be in danger of suicide:

- Call 911 if danger for self harm seems imminent.
- Ask them if they are thinking about killing themselves. This will not put the idea into their head or make it more likely that they will attempt suicide.
- Listen without judging and show you care.
- Stay with the person or make sure the person is in a private, secure place with another caring person until you can get further help.
- Remove any objects that could be used in a suicide attempt.

The SAMHSA webpages also include a Behavioral Health Treatment Services Locator (findtreatment.samhsa.gov), a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. territories for substance use/addiction and/or mental health problems.

Veterans Crisis Line and Military Crisis Line (live chat at veteranscrisisline.net)—Are you a veteran in crisis or concerned about one? Call 800-273-8255 (press 1). Text to 838255. Connect with the Veterans Crisis Line to reach caring, qualified responders with the Department of Veterans Affairs. Many of them are veterans themselves.

Are you on track?



Dan Toth

Retirement is a major stepping stone in anyone's life, and it often requires big decisions. Planning well in advance and understanding all of your benefits is vital to a long and happy retirement.

Planning should start at least five years prior to your minimum retirement age, which is 55 to 57 years old, depending on your year of birth, for those in the Federal Employees Retirement System (FERS), or 55 years old for those in the Civil Service Retirement System (CSRS). To maintain your health benefits into retirement, you must be enrolled in the Federal Employees Health Benefits (FEHB) Program for five consecutive years prior to retirement, or if less than five years, for all service since your first opportunity to enroll. The same five-year

rule applies to Federal Employees Group Life Insurance (FEGLI).

One year prior to retirement

At least one year prior to your intended retirement, you'll want to contact the Human Resource Shared Service Center (HRSSC) at 877-477-3273 to explore whether you are eligible to receive credit for military time or unfunded civilian service. HRSSC can provide application forms for civilian and post-1956 military service. You will be informed of the amount owed, the impact on your annuity and be given the option to make payment.

Do your homework about other benefits that you may be entitled to, such as Social Security, Veterans Affairs, IRAs and 401(k)s, and pensions earned from previous employment.

Request an annuity estimate from HRSSC or LiteBlue based on your projected retirement date(s). This estimate will help you while making decisions about survivor benefits, waiving military retirement pay and more.

It would be wise to estimate your monthly deductions (health benefits, life insurance, taxes, etc.). The annuity estimate you receive from HRSSC is only an estimate; hopefully, it will be close to the final annuity figure from OPM.

Take a good look at your Thrift Savings Plan (TSP). Think about how much money you will need in retirement. Learn about the different withdrawal methods available (expanded withdrawal options were implemented in 2019). If you have an outstanding TSP loan, make the necessary arrangements to pay it off or understand the potential tax implications of an outstanding loan at retirement.

Six months prior to retirement

Call HRSSC at 877-477-3273, Option 5, to request an application form/retirement packet often referred to as the

"blue book." If you are in the CSRS, you will receive SF 2801, the application for immediate retirement. If you are in FERS, you will receive SF 3107 for immediate retirement.

Once you receive your blue book, immediately call HRSSC to schedule retirement counseling. It is best to schedule as far in advance as possible to avoid potential backlogs.

Review your electronic Official Personnel File (eOPF), which is available on liteblue.usps.gov. The documents in your eOPF will reflect any enrollments in FEHB and FEGLI, periods of leave without pay and salary information, all of which could be useful in retirement if you disagree with a determination by OPM. Once you retire, your access to LiteBlue will be terminated. Therefore, I recommend saving a copy of your entire eOPF prior to your separation date.

Two to four months before retirement

Make copies of all the necessary forms before filling them out. OPM will not accept many of the forms if they have whited-out or crossed-out items and other edits. Read the instructions in the package carefully before filling out the forms. Ideally, you should submit the application six weeks prior to retirement. Complete and submit the retirement forms in the blue book and any related forms to the HR Shared Service Center in Greensboro, NC.

Be sure you can pay your bills for a few months after retirement, as OPM doesn't process your application until you've separated from the Postal Service. Although OPM will usually start interim payments, many find these payments are not enough or don't start as soon as they'd like. The Retirement Department continues to receive many calls regarding delayed or insufficient interim payments. Give yourself some breathing room with a little extra savings so you can start enjoying your retirement from Day One.

Useful resources

- **U.S. Office of Personnel Management (OPM)**—Find information on the CSRS and FERS retirement systems, as well as useful planning tools at opm.gov, or call 888-767-6738.
- **Thrift Savings Plan (TSP)**—Visit tsp.gov or call 877-968-3778.
- **Social Security**—Visit ssa.gov or call 800-772-1213.
- **USPS Human Resource Shared Services Center (HRSSC)**—Find resources such as an annuity estimate, retirement form packets, retirement counselling, and an application to make Service Credit Payment at liteblue.usps.gov, or call 877-477-3273, Option 5.
- **Defense Finance and Accounting Service (DFAS)**—Find information on civilian service credit for military service, request estimated earnings for making service credit deposits or request a copy of DD-214 at dfas.mil, or call 888-332-7411.
- **Veterans Affairs (VA)**—Obtain information regarding military service or benefits at va.gov, or call 800-827-1000.
- **NALC Retirement Department**—Call us at 202-393-4695 Monday to Friday from 9 a.m. to 4:30 p.m. Eastern time.

Retirement Savings Plan settlement options



James W.
"Jim" Yates

More than 6,200 letter carriers participate in the United States Letter Carriers Mutual Benefit Association's (MBA) Retirement Savings Plans (RSPs). The RSPs are available as traditional individual retirement accounts (IRAs), Roth IRAs and non-qualified deferred annuity policies.

Both career and non-career letter carriers and their family members use these plans to prepare for a secure financial future. By making contributions while they are employed, they will receive a lifetime of benefits during their retirement years.

Currently, 560 members are receiving monthly benefit payments from their MBA RSPs; many members have selected payment options that will last their entire lifetimes. The MBA currently pays out more than \$165,000 a month to Retirement Savings Plan policy owners.

The MBA RSP provides many settlement options when it is time to start receiving benefits from the policy. The amount of the benefit will depend upon: 1) the age of the annuitant when the settlement option is chosen, 2) the amount of money in the plan at the time a settlement option is chosen, and 3) the specific option chosen.

The following settlement options are outlined in the MBA Retirement Savings Plan policies; however, the MBA may allow other settlement options requested by the annuitant:

- **Life annuity:** Monthly payments will be made to the annuitant as long as he/she is alive. No further benefits will be paid after the date of the annuitant's death.
- **Life annuity with five-, 10-, 15- or 20-year period certain:** Monthly payments will be made for a specified period of five, 10, 15 or 20 years, and will continue after the expiration of the specified period as long as the annuitant is alive. If the annuitant dies during the specified period, monthly payments will continue until the end of the period to the beneficiary designated in the supplemental contract.
- **Joint life annuity:** Monthly payments will be made during the joint lifetimes of two annuitants and after the death of one annuitant during the life-

time of the surviving annuitant. The amount of the monthly payments is determined by the ages of the annuitants on the date the supplemental contract is effective.

- **Full cash refund annuity:** Monthly payments will be made as long as the annuitant is alive. At the death of the annuitant, we will pay to the annuitant's beneficiary the remaining proceeds of the policy.

At the time of choosing a settlement option, some letter carriers decide to forego taking a payment for the rest of their lives and instead choose a specific dollar amount to be paid each month, or a specific number of months or years to be paid a monthly benefit. For these options, the annuitant will receive a monthly check for the designated period of time. Upon receiving the full benefits outlined in the supplemental contract, the benefits end.

The RSP settlement options are available to the policy owner at any time. However, any funds distributed from an RSP prior to age 59 and six months will be subject to an early withdrawal penalty from the Internal Revenue Service.

As life circumstances can change, the choice of an RSP settlement option is not made until the time the policy owner wishes to start receiving the benefits. Prior to the maturity date of an RSP (as defined in each MBA policy), the MBA will send a letter to the policy owner stating the date of maturity. The letter will state all of the settlement options available. If the policy owner does not wish to choose a settlement option at that time, he or she can notify the MBA to extend the maturity date of the policy.

When a settlement option has been chosen and the monthly benefits begin, the option may not be changed. Therefore, before choosing a settlement option, contact the MBA executive office and ask for a list of the monthly benefit amounts that you would receive under each settlement option. Our knowledgeable representatives can provide you with the information to make an informed decision about your supplemental contract payments.

MBA's Retirement Savings Plans are excellent choices for adding to retirement planning for letter carriers and their families. These plans are not intended for short-term savings. The earlier you begin saving through your MBA RSP, the more money you will have for your retirement years!

For more information about MBA RSPs or 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 may also visit our website at nalc.org/mba.

Reminders for the upcoming Open Season and other events



**Stephanie
Stewart**

Although it may seem premature, I firmly believe that it's never too early to start thinking about Open Season and bringing more letter carriers into the NALC Health Benefit Plan.

Maybe you are wondering why you should consider the NALC Health Benefit Plan as your Federal Employees Health Benefits insurer. As we have written on numerous occasions, members of the NALC benefit enormously by having their own health plan.

Our Plan performs competitively with respect to quality of care, premiums and excellent customer service, and we continue to improve the benefits we offer every year.

With preventive care, behavioral health, telehealth services, wellness programs and much more, we have you covered.

The NALC Health Benefit Plan offers three plans, allowing members to select the option that works best for them.

The High Option Plan is a nationwide fee-for-service plan with a preferred provider organization (PPO). Our PPO network is Cigna HealthCare Shared Administration OAP Network, and our prescription drug retail network and mail-order pharmacy are through CVS Caremark®.

The CDHP or Value Option Plans are nationwide consumer-driven health plans with a PPO as well; however, unlike the High Option Plan, the CDHP and Value Option Plans have higher deductible amounts, and each include a Personal Care Account (funded by the Plan) that is used to offset your out-of-pocket costs.

I also think it's imperative to let you know that we have more than 70 years of experience in the industry, and we are not beginners to the business or your health needs.

I encourage you not to take my word for it, but to look over our Plan material and decide for yourself. Although we cannot release the 2022 benefits yet, updates will be forthcoming shortly. On our website, you will find a page dedicated to the Open Season information. We provide brochures, a full Open Season video and other short videos to introduce you to the NALC Health Plan incentives being offered to save money. Again, just as a reminder: The information posted right now is from 2021. However, this can still give you a taste of what we offer.

Open Season dates always run from the second Monday in November through the second Monday in Decem-

ber. This year, the dates are Nov. 8 until Dec. 13.

If you have questions, our customer service representatives are standing by and happy to help. You can reach us at 888-636-6252.

Mark your calendar for upcoming Health Benefit Plan events.

On Oct. 17 and 18, the Plan will be hosting a virtual health benefit seminar. This will be a cost-free event, available to all health benefit representatives (HBRs) and other branch officers enrolled in the Plan.

Over the course of just a few days, branch leaders will learn about the Plan, who we are, our commitment to letter carriers, key benefits the Plan offers, how our health and wellness programs are designed, and why we are a competitive choice for every letter carrier.

Unlike previous years, when the program was scheduled over four days, our agenda will be condensed into two full days focusing on the most informative topics. Although virtual in 2021, as always, the Plan strives to provide valuable training.

In addition to the classroom sessions, we will hear from President Rolando and guest speakers. I am also happy to report that CVS Caremark, Cigna, Optum Health, American Well and others (to be announced later) will be partnering with us throughout our event to assist attendees and help bring you another great health benefit seminar.

Further information to include the seminar registration and event schedule will be coming soon.

Another event that our staff is working to put together is a one-day training session created especially for new HBRs. This session will be designed and built to help HBRs as they step into their new role. As a Plan, we understand the importance of the HBR position. Since its creation at the 43rd national convention, the role of the HBR has become an integral part of our NALC Health Benefit Plan family. The local HBR serves as a vital role in helping the Plan provide personalized service to our members, and we want to provide them with the tools they need.

Details are not yet finalized, but the event will be held on Sept. 26.

The Health Benefit Representative Training and the biennial Health Benefit seminar will be structured as different events and offer different information. We recommend that new HBRs attend both events.

Contract Administration Unit

Brian Renfro, 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

Limited-duty job offers: appropriate or suitable?

Workers' compensation benefits are intended to prevent workers from suffering financial harm due to a workplace injury. The core principle is that the injured worker would be neither better nor worse off financially had the injury not occurred. Workers' compensation wage-loss and medical benefits have always been considered a temporary bridge to get the worker back to work once medical conditions have resolved.

The Office of Workers' Compensation Programs (OWCP) has regulations that enforce the requirement to return to work. If an employee cannot return to the job held at the time of injury due to partial disability from the effects of the work-related injury, but has recovered enough to perform some type of work, OWCP requires the employee to seek work.

Article 21.4 of the National Agreement requires the Postal Service to promulgate appropriate regulations to comply with the applicable regulations of OWCP. The Postal Service regulations are found in section 540 of the *Employee Labor Relations Manual (ELM)* and *Handbook EL-505, Injury Compensation*.

ELM 546.142 requires the Postal Service to make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitations.

ELM 546.142.a states in part:

Current Employees. When an employee has partially overcome a compensable disability, the Postal Service must make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerance (see 546.611). In assigning such limited duty, the Postal Service should minimize any adverse or disruptive impact on the employee.

The Postal Service's requirement to make every effort in finding work for injured letter carriers can result in job offers that exceed the employee's medical restrictions. The injured worker is then given the difficult choice of deciding whether the job offered comports with their medical limitations.

If the employee refuses the job offer, OWCP will decide whether or not the job offer was suitable given the employee's medical restrictions. If the job is found suitable, the injured worker can lose all OWCP benefits for refusing the job offer.

The Joint Contract Administration Manual (JCAM) Section 15.1 refers to the inability to grieve OWCP suitability determinations:

However, decisions of the Office of Workers' Compensation Programs (OWCP) are not grievable matters. OWCP has the exclusive authority to adjudicate compensation claims, and to determine the medical suitability of proposed limited duty assignments....

"Suitability" is a term of art within OWCP that specifically refers to the determination made by OWCP that the job offer complies with the work restrictions derived from the medical evidence. Although suitability determinations made by OWCP cannot be grieved, job offers made by the Postal Service can be investigated to determine whether the offer is appropriate and grieved if not in compliance with postal rules and regulations. Shop stewards should never use the word "suitability" when grieving a job offer that exceeds the injured worker's medical limitations. That does not prevent a grievance on whether or not the job offer is appropriate.

OWCP takes the Postal Service's word at face value that the described duties in the job offer fall within the accepted restrictions. Often, this is not the case. For example, where the restrictions do not allow the carrier to twist, bend or stoop, but the job offer includes casing and carrying mail with only some auxiliary parcel help. Because an OWCP claims examiner doesn't understand what casing and carrying mail entails, OWCP might find that job offer suitable. However, if the specific facts reveal that casing mail requires twisting, and carrying mail includes bending to get mail and parcels out of the delivery vehicle, loading and unloading mail from relay boxes, or placing/removing mail from mailboxes, the job offer would not be appropriate because the duties do not comply with the medical restrictions.

In such cases, a grievance would dispute the fact that the job offer is misrepresenting the actual job duties and is not appropriate because casing and carrying mail require twisting, bending and/or stooping.

The procedures outlined in Section 7-4 of the EL-505 describe how a job offer is constructed:

Offering a Limited Duty Assignment — ICCO

If medical documentation indicates the employee is capable of performing limited duty, do the following:

- Identify a limited duty assignment (see Exhibit 7.1, Limited Duty Assignment Guidelines).
- Ensure that the limited duty assignment is consistent with medically prescribed physical restrictions. Consult

(continued on next page)

Limited-duty job offers (continued)

with the OHNA, contract physician, or the treating physician if you have any doubts (see Exhibit 6.1, Sample Letter: Limited Duty Availability).

Offer a limited duty job assignment in writing and include the following information:

- A description of the duties to be performed.
- The specific physical requirements of the position and any special demands of the workload or unusual working conditions.
- The organizational and geographical location of the job.
- The date on which the job will first be available.

If the employee is at the work site and has not lost work time beyond the date of the injury, extend the offer immediately. If the employee is not currently working, initially offer the job by telephone and follow up with a written job offer.

“Injured workers who get a job offer where some of the duties may exceed their medical limitations should accept the job offer (under protest), do what work they feel is within their medical limitations, and take the job offer to their physician for review.”

Appropriateness would also include whether or not the job offer meets the Postal Service’s obligations under *ELM 546*.

Shop stewards should investigate how the job offer was constructed. Did the Postal Service consult with the occupational health nurse, contract physician or the treating physician (in writing) to ensure that the limited-duty assignment is consistent with the injured worker’s medical restrictions in accordance with Section 7-4 of *Handbook EL-505*?

The Postal Service normally makes a job offer on PS Form 2499, Offer of Modified Assignment (Limited Duty). Section 1 of the form contains employee information, Section 2 contains the hours and duties of the job, and Section 3 is where the employee can accept or refuse the job offer. Section 3 of the 2499 states:

Supervisor/manager should discuss this Offer of Modified Assignment (Limited Duty) and the duties of the assignment with the employee. If the employee has concerns (e.g.,

task, work location, or medical limitations) not addressed with this Offer of Modified Assignment (Limited Duty), the supervisor/manager should discuss the concerns with the employee and, if possible, suggest alternatives. If the employee raises additional medical issues such as a disability or seeks a reasonable accommodation, the supervisor/manager, must engage in an interactive discussion with the employee (see Handbook EL-307, Reasonable Accommodation, An Interactive Process for specific guidance). These discussions must be documented on page 2, Section IV of this form.

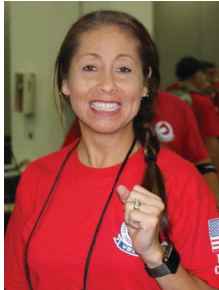
Reviewing a job offer is meant to be an interactive process. Injured workers need to go over the job offer with the supervisor and write their concerns in Section 4 on page 2. Injured workers should always get a copy of the job offer, whether accepted or refused. Because the job offer process is interactive, carriers should not be instructed to immediately accept the job offer or be sent home in a non-pay status. While this is a violation of postal regulations and handbooks, the injured worker should not immediately refuse the job offer.

Postal and federal regulations allow the injured worker to take the job offer to their attending physician. Injured workers who get a job offer where some of the duties may exceed their medical limitations should accept the job offer (under protest), do what work they feel is within their medical limitations, and take the job offer to their physician for review. However, accepting a job offer that may exceed an injured worker’s medical restrictions does not waive the opportunity to contest the propriety of the job offer through the grievance procedure.

If an investigation reveals that regulations were not followed and an inappropriate job offer was given to the injured worker, a grievance should be filed. Articles 3, 5, 19 and 21 incorporate the law as well as the handbooks and manuals.

Postal supervisors typically do not understand the distinction between OWCP decisions and Postal Service violations related to OWCP matters. They are often coached to argue that such violations are not grievable and not arbitrable. They may tell union representatives that OWCP is the only agency that can provide a remedy for such violations. Shop stewards should be ready for management’s arbitrability arguments and be prepared to argue that violations of the law are grievable, citing appropriate *ELM* and *EL-505* requirements. A remedy for an inappropriate job offer might include a retraction of the job offer and a letter from the Postal Service to OWCP explaining that the offered duties, in fact, fall outside the injured worker’s restrictions.

Why we volunteer



Assistant to the President for Community Services
Christina Vela Davidson

The coronavirus pandemic has led to the practice of social distancing, creating feelings of stress and isolation for so many of us and our family members. Some groups have been hit particularly hard, including the elderly, parents managing work and child care, and people who have lost their jobs. Against this environment, many people have turned to volunteering to help make a difference, even at a distance.

With busy lives, it can be hard to find time to volunteer, but the benefits of volunteering can be huge. Volunteering offers necessary help to people in need, worthwhile causes and the community, but the benefits can be even greater for the volunteer. The right match can help you to find friends, connect with the community and learn new skills.

Giving to others can also help protect your mental and physical health. It can reduce stress, fight depression, keep you mentally motivated and provide a sense of purpose. While it's true that the more you volunteer, the more benefits you'll experience, volunteering doesn't have to involve a long-term commitment or take a huge amount of time out of your busy day. Giving in simple ways can help those in need and improve your health and happiness.

Brothers and sisters, you serve your communities every day, six or even seven days a week, just by doing your job, but your commitment to serve extends far beyond your mail routes. You are the eyes and ears of the communities around the nation.

NALC's longtime dedication to community service is evident at every level, from the letter carriers who organize and participate in numerous charitable events to the coordinated efforts by NALC Headquarters that help the collective efforts of members continue to have a strong, consistent effect on the national level.

“Volunteering offers necessary help to people in need, worthwhile causes and the community, but the benefits can be even greater for the volunteer.”

NALC considers community service to be part of its mission. Community service efforts are integrated into NALC's leadership and communication efforts at all levels, with ambitious goals and strong support. Together, we have raised millions in our food drives, fundraised and volunteered for families affected by muscular dystrophy, and provided support to letter carriers in times of natural disaster.

Your ongoing volunteer efforts are what make everything that NALC does successful. Serving the members and communities is our job. When we all work together, we will never fail. Let me end on this food for thought: “It is every man's obligation to put back into the world at least the equivalent of what he takes out of it.” —Albert Einstein.

If you are a military veteran, don't forget to sign up with our Veterans Group (see below). All veterans registered with the Veterans Group will be recognized in the November *Postal Record*.

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

NALC and OWCP team up to help COVID-19 victims



Assistant to the President for Workers' Compensation
Kevin Card

Just when we thought we had COVID-19 on the ropes, the virus continues to mutate and become more virulent. After a long, slow decline in positive infections, positive cases among Postal Service employees are rising. And despite the rising numbers of vaccinated workers, there is a very real threat of the virus becoming more communicable and deadly.

During this time last year, the number of positive diagnoses started rising rapidly, reaching a peak last December and January, our busiest season. So far, more than 57,000 Postal Service employees, including 17,000 city letter carriers, have tested positive for the virus.

NALC has teamed with the Office of Workers' Compensation Programs (OWCP) to reach out to letter carriers who have tested positive for COVID-19. Both NALC and OWCP are concerned that only a small percentage of letter carriers who tested positive for the virus have filed workers' compensation claims with OWCP.

The long-term effects of COVID-19 are relatively unknown. NALC and OWCP want to encourage every letter carrier who has tested positive for COVID-19 or shown symptoms of the disease to file a claim.

Getting a claim accepted will protect you should you suffer future medical and/or financial effects. In the event that you develop a consequential injury, impairment or condition later as a result of your coronavirus infection, filing a claim now will facilitate the processing of any future claim for any such consequential condition or impairment.

The American Rescue Plan Act (ARPA) of 2021, signed by President Biden on March 11, makes it much easier for federal and postal employees diagnosed with COVID-19 to have a claim accepted under the Federal Employees' Compensation Act.

OWCP has streamlined the COVID-19 claims processing, making it easier to file a claim and get it accepted. OWCP considers COVID-19 to be a traumatic injury, since it is contracted during a single workday or shift. COVID-19 claims should be filed via the Employees' Compensation and Management Portal (ECOMP).

The form filing process in ECOMP has been updated to assist claimants with filing claims for COVID-19 on a CA-1. The CA-1 for COVID-19 claims form has been modified and the claimant is provided with specific instructions to supplement the routine claim filing questions.

To qualify under the ARPA, you must have worked within 21 days prior to becoming symptomatic or testing positive for the virus. While existing medical literature sug-

gests that the incubation period of COVID-19 is between two and 14 days, the use of 21 days acknowledges a potential delay in seeking professional medical evaluation and treatment.

In order to establish a diagnosis of COVID-19, you must submit a positive polymerase chain reaction (PCR) COVID-19 test result or a positive antibody or antigen COVID-19 test result, together with contemporaneous medical evidence that you had documented symptoms of and/or were treated for COVID-19 by a physician (a notice to quarantine is not sufficient if there was no evidence of illness).

If no positive laboratory test is available, a COVID-19 diagnosis from a physician with a medical opinion supporting the diagnosis and an explanation as to why a positive test result is not available will suffice.

In certain rare instances, a physician may provide an opinion with supporting factual and medical background as to why you were diagnosed with COVID-19, even if you have a negative or series of negative COVID-19 test results. Medical reports from nurses or physician assistants are acceptable if a licensed physician cosigns the report.

Getting a COVID-19 claim accepted under the ARPA is not difficult. In addition to the medical evidence, you need a short explanation that you physically interacted with at least one other person at work or on the route. The interaction does not have to be direct physical contact, nor is there a specified time for such interaction; any duration qualifies. If a letter carrier who comes in contact with co-workers or members of the public was previously diagnosed with COVID-19, or even if they believe they just had a mild case of COVID-19, they should consider filing a COVID-19 claim now—even if they have fully recovered and/or had an asymptomatic infection.

Scanning the QR code below will take you to the ECOMP registration page, where you can begin the process of registering and filing a claim. If you have any problems filing your claim, please call your national business agent's office and ask for a referral to a regional workers' compensation assistant.



Did you hear it's Easier to File a FECA Claim for COVID-19 now?

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it **much easier** for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a "covered employee," meaning that:

- 1. You were diagnosed with COVID-19.** Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
- 2. Your duties include any risk of exposure.** Specifically, within **21** days of your diagnosis of COVID-19, you carried out duties that—
 - a. required contact with patients, members of the public, or co-workers; or
 - b. included a risk of exposure to the novel coronavirus.



What Does the Change in the Law Mean?

- 1. You are only required to establish that your duties included a risk of exposure to COVID-19.** You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
- 2. If you establish that you are a "covered employee," any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment.** You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



What to Do:

You can quickly and easily file a **CA-1** Claim for COVID-19 through the Employees' Compensation Operations and Management Portal (ECOMP). You can access ECOMP at ecomp.dol.gov. If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, [and this video](#) to learn how to file a COVID-19 claim. If you don't have access to a computer, contact your supervisor.



Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.

Monthly CSRS annuity payments for letter carriers who retire on Dec. 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 Dec. 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 : \$66,064			CC Grade 2 / High-3 Average ¹ : \$67,452		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,996	\$177	\$1,819	\$2,038	\$181	\$1,856
21	2,106	188	1,918	2,150	193	1,958
22	2,216	199	2,017	2,262	204	2,059
23	2,326	210	2,116	2,375	215	2,160
24	2,436	221	2,215	2,487	226	2,261
25	2,546	232	2,314	2,600	237	2,362
26	2,656	243	2,413	2,712	249	2,463
27	2,766	254	2,512	2,825	260	2,565
28	2,877	265	2,611	2,937	271	2,666
29	2,987	276	2,710	3,049	282	2,767
30	3,097	287	2,810	3,162	294	2,868
31	3,207	298	2,909	3,274	305	2,969
32	3,317	309	3,008	3,387	316	3,070
33	3,427	320	3,107	3,499	327	3,172
34	3,537	331	3,206	3,611	339	3,273
35	3,647	342	3,305	3,724	350	3,374
36	3,757	353	3,404	3,836	361	3,475
37	3,868	364	3,503	3,949	372	3,576
38	3,978	375	3,602	4,061	384	3,678
39	4,088	386	3,701	4,174	395	3,779
40	4,198	397	3,801	4,286	406	3,880
41	4,308	408	3,900	4,398	417	3,981
41+11 months & over ⁵	4,404	418	3,986	4,497	427	4,070

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2018, and Nov. 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 Dec. 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 Dec. 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 : \$66,064			CC Grade 2 / High-3 Average ¹ : \$67,452		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,101	\$110	\$991	\$1,124	\$112	\$1,012
21	1,156	116	1,041	1,180	118	1,062
22	1,211	121	1,090	1,237	124	1,113
23	1,266	127	1,140	1,293	129	1,164
24	1,321	132	1,189	1,349	135	1,214
25	1,376	138	1,239	1,405	141	1,265
26	1,431	143	1,288	1,461	146	1,315
27	1,486	149	1,338	1,518	152	1,366
28	1,542	154	1,387	1,574	157	1,416
29	1,597	160	1,437	1,630	163	1,467
30	1,652	165	1,486	1,686	169	1,518
31	1,707	171	1,536	1,743	174	1,568
32	1,762	176	1,586	1,799	180	1,619
33	1,817	182	1,635	1,855	185	1,669
34	1,872	187	1,685	1,911	191	1,720
35	1,927	193	1,734	1,967	197	1,771
36	1,982	198	1,784	2,024	202	1,821
37	2,037	204	1,833	2,080	208	1,872
38	2,092	209	1,883	2,136	214	1,922
39	2,147	215	1,932	2,192	219	1,973
40	2,202	220	1,982	2,248	225	2,024
Each additional year ⁵	55.05	5.51	49.55	56.21	5.62	50.59

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2018, and Nov. 30, 2021, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

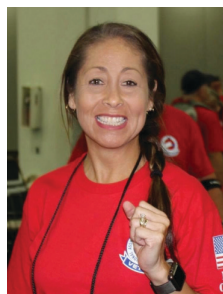
3. The reduction for survivor's annuity is the amount necessary to provide maximum benefits (50% of basic annuity) to a surviving spouse.

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.

Mark your calendar for fall MDA events



Christina Vela Davidson



NALC was the first national sponsor of the Muscular Dystrophy Association (MDA). We have a 69-year partnership and a proud tradition to “Deliver the Cure.”

NALC and MDA families know firsthand how diseases like muscular dystrophy and ALS severely limit physical strength and mobility. These diseases take away everyday freedoms like walking, playing, hugging, running, talking and even breathing. NALC’s support has contributed to significant progress in the fight to end muscular dystrophy. This year,

our collective strength will help accelerate treatments, care and support for MDA families in a new and exciting way.

MDA is still making a huge effort to reach out to as many NALC branches as possible, so you or your fellow branch members may hear from an MDA employee or volunteer, checking in to say hello and thank you, and making sure that you have support with the rest of your upcoming campaigns. Please be sure to take a few minutes to connect with them and let them know what you need. However, if you don’t get a call or have already gotten a call but need something, feel free to contact MDA. The more our branches are connected with MDA, the better we can #DeliverTheCure.

More than \$66,000 was raised in July as part of the Branch Challenge and events, and at least 165 branches are registered online.

Congrats to our July Branch Challenge winners; your dedication to #DeliverTheCure is exemplary:

NALC Branch Challenge Winners—July

Rank	Branch	Total
1	387 (Yonkers, NY)	\$7,435
2	46 (Springfield, MA)	\$7,219
3	82 (Portland, OR)	\$5,664
4	55 (Pawtucket, RI)	\$5,315
5	111 (Salt Lake City, UT)	\$5,050

The upcoming NALC/MDA virtual campaigns are listed below. Always input your branch number to receive credit:

- **Tough Mudder 5K is Oct. 17**—We raised more than \$3,000 from the Tough Mudder before the COVID-19 pandemic hit. Visit mda.donordrive.com/participant/TEAMNALCToughMudder for registration and additional details.


- **NALC/MDA Gift Bags (\$100 each)**—Purchase at mda.donordrive.com/participant/nalcmdagiftbags.
- **NALC/MDA Poker Chips (\$2 each)**—Purchase at mda.donordrive.com/participant/NALC-MDAPokerChips.


Finally, mark your calendars: The next MDA Deliver the Cure Branch Challenge starts Oct. 1. It will be spooktacular!

Take these steps today:

1. **Register your branch:** Be sure your branch is registered at mda.donordrive.com/event/nalc2021. This will be an online hub for your branch for the entire year, where you can raise money online, host events and track all offline donations/checks.
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.
 - Download the MDA Fundraising App.
 - Log in, then click “Get Active” and connect to your Apple Health/Google Fit.
 - Ask donors to support you as you support MDA walking your route, doing an activity, etc.
4. **Recognition:** We will recognize the top fundraising branches weekly, while also sharing updates on MDA’s mission and on what your fundraising is making possible!

Be sure to use the MDA Donation Allocation Card below. Send the completed allocation card and donations to MDA’s address provided on the form. If you need assistance, contact MDA at 312-392-1100 or nalc@mdausa.org.





Muscular Dystrophy Association

NALC MDA Donation Allocation Form

NALC Branch Number _____

State Association _____

Auxiliary _____

MDA District/City _____

MDA Contact/Staff _____

MDA Event Name/Event Type _____

MDA Event Date _____ Donation Amount _____

Donor Name _____

Please fill out and mail along with your MDA donation check to:

MDA
Attn: NALC
161 N. Clark Suite 3550
Chicago, IL 60601



Medical appointments for veterans

While the Postal Service normally has discretion to approve or disapprove leave requests, disabled military veterans are guaranteed certain rights associated with medical appointments for service-related conditions. Any veteran who is directed to report for observation or treatment for a service-connected medical condition by a duly authorized medical authority must be granted leave to attend that appointment.

These rights originated in Executive Order 5396, issued by President Herbert Hoover in 1930 (M-00165 in NALC's Materials Reference System). The executive order states:

Special Leaves of Absence to be Given Disabled Veterans in Need of Medical Treatment

With respect to medical treatment of disabled veterans who are employed in the executive civil service of the United States, it is hereby ordered that, upon the presentation of an official statement from duly constituted medical authority that medical treatment is required, such annual or sick leave as may be permitted by law and such leave without pay as may be necessary shall be granted by the proper supervisory officer to a disabled veteran in order that the veteran may receive such treatment, all without penalty in his efficiency rating. The granting of such leave is contingent upon the veteran's giving prior notice of definite days and hours of absence required for medical treatment in order that arrangements may be made for carrying on the work during his absence.

Herbert Hoover
July 17, 1930

Veterans who require service-related medical care may request annual leave, sick leave, Wounded Warriors leave or leave without pay (LWOP) to attend these appointments. Generally, management has the sole discretion to approve or disapprove an employee's request for LWOP. However, the Postal Service must approve requests for LWOP by qualifying disabled veterans for medical treatment. Section 514.22 of the *Employee and Labor Relations Manual* contains this exception:

514.22 Administrative Discretion

Each request for LWOP is examined closely, and a decision is made based on the needs of the employee, the needs of the Postal Service, and the cost to the Postal Service. The granting of LWOP is a matter of administrative discretion and is not granted on the employee's demand except as provided in collective bargaining agreements or as follows [emphasis added]:

a. A disabled veteran is entitled to LWOP, if necessary, for medical treatment.

Additionally, the Postal Service cannot use these medical absences against the employee for disciplinary purposes. In 1988, the Postal Service issued disciplinary action against a disabled veteran for using sick leave while receiving treatment at a Veterans Health Administration hospital. NALC initiated a national-level grievance, H4N-4F-C 11641, protesting the disciplinary action. NALC believed the disciplinary action was improper based on the executive order.

After meeting on the issue, the Postal Service and NALC agreed that President Hoover's executive order applied to disabled veterans who are letter carriers. The parties memorialized this

agreement in M-00866, which states in part:

The parties at this level agree that Executive Order 5396, dated July 3, 1930, does apply to the Postal Service and that absences meeting the requirements of that decree cannot be used as a basis for discipline.

The need for veterans to obtain medical treatment for service-connected health issues has been recognized and protected for decades. Medical examination and treatment are important to maintaining good health, so veterans should be aware that the Postal Service acknowledges that absences for these purposes are legally protected.

For more information about rights and benefits afforded to city carriers who are military veterans, read the *NALC Veterans Guide*, available at nalc.org/veterans. If you are a veteran having difficulty getting approved leave for a service-related medical appointment, contact your shop steward or branch officer for assistance.

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.

State Summaries

California

I recently read something on one of the online forums that made me kind of overhear, and it had nothing to do with our air conditioning unit breaking down. The subject of non-career postal work not counting toward retirement came up. And as a majority of our active letter carrier workforce is made up of city carrier assistants or former CCAs, the subject means something to most carriers. So this person said he worked 12 years as a non-career postal employee. Upon one of our activists asking if he had contacted his congressperson to co-sponsor H.R. 4268 (the Federal Retirement Fairness Act), the response was something like this: "I don't want to cry and beg. It's not going to go anywhere anyway."

Now you did read that part about his having worked 12 years of non-career work, right? If current law was changed to allow all post-1988 non-career service to be eligible for deposit so that it counted toward retirement, guess what? He gets \$600 more in his retirement annuity every month. And I venture to guess that he would be eligible to retire at an earlier date. So what he is saying is that being able to retire two to five years earlier, with \$600 added to his monthly annuity, isn't worth a phone call or a letter?

I don't know about you, but I have a hard time believing that being able to retire at a younger age with hundreds of dollars added to a retirement annuity isn't worth fighting for. And contacting your representatives is not crying or begging—it's simply making an ask. There are businesses out there not paying taxes or getting millions in subsidies because they contacted their representatives. Are your priorities any less valid than theirs?

Make the ask.

Eric Ellis

Colorado

With summer coming to an end, it has been a great time of fellowship with many branches throughout Colorado. Centennial Branch 5996, along with Flatirons Branch 642, hosted their annual picnics on Aug. 1 and were well attended.

Officers from the Colorado State Association of Letter Carriers will be attending the upcoming NALC Region 4 rap session in Prescott, AZ, the weekend of Sept. 23-25. There will be many classes on current contractual issues, along with the updates on the 2021 *JCAM*. The desire of members to get back on schedule with trainings caused the hotel block to fill quickly, and additional hotels in the area are now being filled.

COSALC Director of Retirees Jacqueline Skene has been meeting with retirees in Colorado and getting them more involved in legislative issues and preparing them to be ready to act when needed in the future. Letter carriers in Colorado can stay up to date by signing up for COSALC Stay Connected. Send your name and branch number to stayconnected@cosalc.org.

It will take all of us to come together and stay connected to act quickly when legislative issues arise. Be sure to continue to "Take Action" on the NALC website encouraging your congress-

sional representatives to co-sponsor H.R. 3076 and S. 1720. All of us need to be prepared to act when called upon by our union.

In solidarity—

Richard Byrne

Kentucky

The follow-up info from the June and July State Summaries in *The Postal Record* is indeed good news. Kentucky State Secretary Steve Terry announced that, as a result of the KYSALC nomination process, we will not need to conduct an election. All offices were elected by acclamation, or filled by appointment of the state president, myself. Secretary Terry sent results of nominations to all KYSALC branch presidents and to NALC HQ. So we will be ready with all offices filled for our replacement state convention Feb. 26-27, 2022, in Northern Kentucky.

Now we must all concentrate on lobbying our U.S. representatives and senators to support NALC legislation, especially H.R. 3076 and S. 1720, the Postal Reform Act of 2021.

President Rolando, along with all of our NALC officers and staff, are working non-stop to pass NALC-friendly bills. They work with our friends in Congress, the White House, and all the complementing agencies like OPM, Board of Governors, Postal Regulatory Commission, etc., to improve all facets of letter carrier lives. That includes ensuring that USPS will be around far into the future to deliver to the American people from customers around the world.

We now have a scarce opportunity to get vital legislation passed by the legislative and executive branches of our democracy, and have bicameral and bipartisan support as well. So keep going to nalc.org or our app to "Take Action"!

Bob McNulty

Louisiana

Our state is one of the states who are experiencing a resurgence of COVID-19. Hopefully we can get a handle on this virus before it shuts down the economy again. Vaccinate! Vaccinate! Vaccinate!

Thankfully, we as a state association were able to hold our state convention in Baton Rouge in June. We were able to hold our elections; most officers were elected by acclamation. Two positions were contested: state treasurer and director of retirees. Arthur Bonneval and Marshall Smith were reelected. National President Fred Rolando and Region 8 NBA Steve Lassan, as well as LPO Anna Mudd, were able to join us via Webex. The gathering voted to allow Shreveport to host the next convention in 2023. The delegates present also acknowledged Brother Ricardo Colon for his service to his branch in Bayouland, Houma-Thibodaux-Lockport Branch 2464. Also given special recognition were Arthur Bonneval for his years of service, and Brother Lloyd Doucet for his leadership and dedication to the association. Lloyd was simply declared the G.O.A.T.

Legislatively, we have several bills that we are pushing for passage, namely the PRO Act, H.R. 842/S. 420. Join with us and help us win.

I was able to get out and visit a few branches

since some of the mandates have been lifted. I was invited to swear in officers at Lafayette Branch 1760's June meeting. I congratulate all of the new officers within the branch and especially Brother Ron Becker, who was sworn in at the meeting. Alexandria Branch 932 President Matt Moore invited me to their celebration and presentation of 50-year gold cards and lapel pins. I was able to spend some time with the retired members who have made this organization and the Postal Service successful.

Yours in unionism—

Troy M. Scott

Michigan

I hope everyone had a good summer. As we go into fall, it is a time for reflection.

As I write this, letter carriers and union workers have lost two champions of the working class.

AFL-CIO President Richard Trumka passed suddenly in August. President Trumka was a staunch supporter and defender of union workers' rights. He was a tireless advocate who never backed down. He became a regular guest at NALC national conventions who never failed to fire up attendees with his speeches. His leadership and passion, as well as his friendship, will be missed.

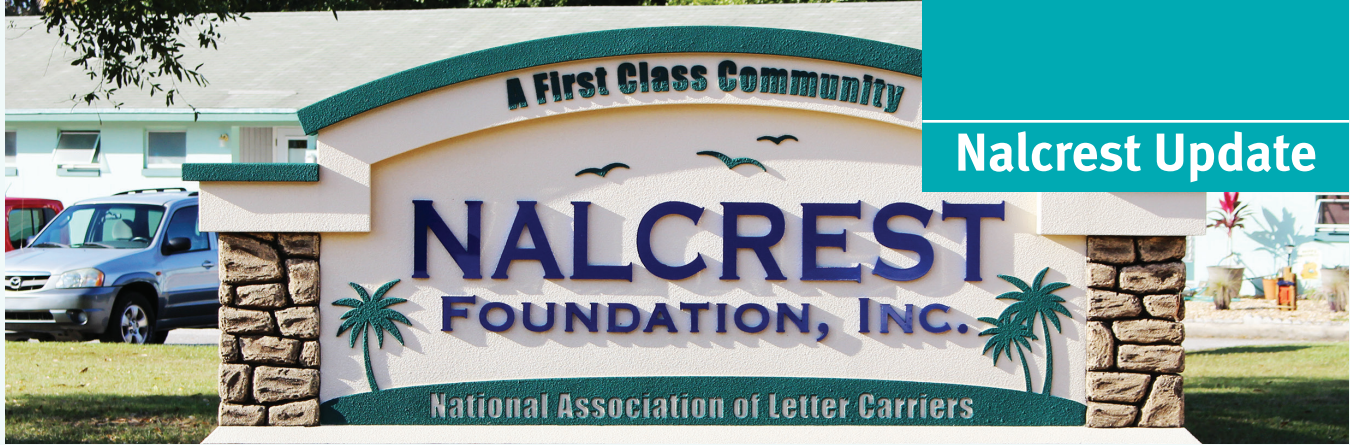
Closer to home, letter carriers in Michigan lost former Sen. Carl Levin. Sen. Levin was a friend of labor and letter carriers. He was not afraid to stand toe to toe with his colleagues who would take away our jobs and benefits. He was a fighter, and he will be greatly missed.

As we go into the fall months, I encourage everyone to be safe.

Thomas Minshall

NALC Member App

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



Nalcrest Update

From the Trustees

Summer is winding up, and it certainly has been a hot one all over the nation; Central Florida is no exception. Nalcrest residents are taking advantage of the pool and spa to cool off and refresh themselves.

Bingo is back every Monday evening in the Nalcrest auditorium after a year and a half moratorium due to COVID-19. This is a popular event for residents and guests, and is being conducted in a safe manner complying with CDC recommendations and Nalcrest rules.

There are so many activities at Nalcrest at no cost to residents—like paddle boarding in our two large lagoons, or maybe kayaking in the county Lake Walk-in-the-Water that also provides a wonderful beach area. Got a boat and like to fish? Put it in Nalcrest's boat yard, secure and safe at no cost to residents, or rent a space at the boat dock at a low cost. Run, jog, bike, pickle ball, tennis—lots of other stuff that will keep you happy and healthy. Get back to your youth with softball on our world-famous field.

Residents and guests enjoy the internationally acclaimed Bok Tower Gardens in Lake Wales,

about a half-hour away. Check it out—a unique destination. Also, the theme parks in Orlando and Tampa are about an hour away. There are tons of things to do around Nalcrest, or just stay at our community, relax and enjoy.

Labor Day is Sept. 6, and it is hoped that we can enjoy a traditional Nalcrest celebration as in past years.

We are looking forward to Veterans Day and holiday events. There are more 225 veterans living at Nalcrest, and all are encouraged to enroll in the NALC Veterans Group by going to nalc.org/veterans.

Many residents stay aware of active and retired issues by reading *The Postal Record* and nalc.org, which give a wealth of information. Nalcrest is in NALC Region 9, representing Florida, Georgia, South Carolina and North Carolina. Region 9 has a Facebook group, Updates 2.0—sign up if you are from Region 9. Follow Nalcrest on Facebook.

More than 200 are on the waiting list to live at Nalcrest.

Union strong—

Matty Rose

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern

Auxiliary Update



Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



Cythensis Lang
President



Cynthia Martinez
Vice President



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

From the Secretary

Well, members, summer is here, and the fall season will be here before you know it. School will be starting soon, and in some areas children will be returning to their classrooms, so make sure you and your family are following safety procedures to stay healthy and safe.

We currently have 490 Auxiliary members, and 98 of those members are 50-year or more members. This is a wonderful accomplishment! But how many union letter carriers and retirees have spouses? Is your spouse a member of the Auxiliary? If “yes” is your answer, that’s wonderful, and if “no” is your answer, why not?

To become a member of the Auxiliary, you can:

1) Go to nalc.org/fflc. Print off the application, complete it and send it to me; 2) contact your local auxiliary; then 3) contact any NALCA Board member.

Any auxiliary that still hasn’t paid its dues need to get them paid as soon as possible.

Enjoy the rest of your summer while it lasts, and stay healthy and safe.

Crystal Bragg

AUXILIARY OFFICERS

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

Cynthia Martinez, Vice President
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Crystal Bragg, Secretary
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Linda Davis, Assistant Secretary
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509-969-1334
lindadyakima@gmail.com

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

Honor Roll

NALC recognizes its brothers and sisters for their long-term membership

NALC members who have completed 50 years of membership in NALC are awarded a Life Membership Gold Card that entitles them to all privileges of membership in NALC without payment of dues. To receive a gold card and 50-year lapel pin, the branch secretary must write to the NALC secretary-treasurer and request the award for the member. This is in accordance with Article 2, Section 5 (a) of the *NALC Constitution*.



Additionally, the national secretary-treasurer's office handles

branch requests for lapel pins. Accordingly, the secretary-treasurer's office can only provide suitable lapel pins "when receiving proper notification by the Branch Secretary" in the year when a member is to complete the following number of years as a member: 25 years, 30 years, 35 years, 40 years, 45 years, 50 years, 55 years, 60 years and 65 years. Special plaques are available for members who complete 70 years and 75 years. This is also per Article 2 of the *NALC Constitution*.



All requests must come from the branch secretary. Longtime members are encouraged to inform their branches when they reach a longevity benchmark.

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

80-year pins

Stephen J. LaBarber Buffalo-Western NY Br. 3

75-year pins

Danny M. Facciolla San Jose, CA Br. 193
Brendon R. Cloran Western MA Br. 46
George G. Pennington Kansas City, MO Br. 30

70-year pins

Harry E. Kemp Van Nuys, CA Br. 2462
Chester H. Schulenberg Kansas City, MO Br. 30
William E. Glaser Plainfield, NJ Br. 396
Libro J. Zillante New York, NY Br. 36
Walter D. Klemm Philadelphia, PA Br. 157

65-year pins

Ralph H. Santman Van Nuys, CA Br. 2462
Harold S. Tateoka Denver, CO Br. 47
Charles M. Bloomquist Connecticut Mgd. Br. 20
Dene K. Brower Kansas City, MO Br. 30
James R. Carney Kansas City, MO Br. 30
Albert C. Carter Kansas City, MO Br. 30
Kenneth C. Day Kansas City, MO Br. 30
Arthur E. James Kansas City, MO Br. 30
Kenneth M. Jones Kansas City, MO Br. 30
Roy L. Phelps Jr. Kansas City, MO Br. 30
Frank J. Serrone Kansas City, MO Br. 30
J. T. Turner Kansas City, MO Br. 30
Donald J. Shearer Paterson, NJ Br. 120
William E. Glaser Plainfield, NJ Br. 396
John J. Delehanty Albany, NY Br. 29
John E. Joseph Hudson Valley Mgd., NY Br. 137
Michael G. Rush Hudson Valley Mgd., NY Br. 137
Robert Ryder Hudson Valley Mgd., NY Br. 137
Ronald L. Cross Youngstown, OH Br. 385
Chas B. Keen Youngstown, OH Br. 385
Hubert A. Hightower Oklahoma City, OK Br. 458
Herman H. Horton Oklahoma City, OK Br. 458
Lowell L. Smith Oklahoma City, OK Br. 458
Bobby M. Wallace Oklahoma City, OK Br. 458
Sam B. Langham Jr. Nashville, TN Br. 4
Hubert M. Lewis Amarillo, TX Br. 1037
Larry D. Austin Seattle, WA Br. 79
Ronald Eng Seattle, WA Br. 79
Kenneth L. Hicks Seattle, WA Br. 79
Richard L. McFadden Seattle, WA Br. 79
Kenneth L. Nelson Seattle, WA Br. 79
Daniel M. Padilla Seattle, WA Br. 79

60-year pins

Eugene M. Kaye Central California Coast Br. 52
Frank P. Rostain Central California Coast Br. 52
Victor E. Wright Central California Coast Br. 52

Marlin A. Coulombe Sacramento, CA Br. 133
Joseph J. Nannery Sacramento, CA Br. 133
Bonifacio T. Reynoso Jr. Sacramento, CA Br. 133
John E. Richards Sacramento, CA Br. 133
Wilfrid J. Croteau San Jose, CA Br. 193
Humberto Jasso San Jose, CA Br. 193
Antonio Menchaca San Jose, CA Br. 193
Harvey D. Schonauer San Jose, CA Br. 193
Fidelio H. Vazquez San Jose, CA Br. 193
William J. Wunderlich Van Nuys, CA Br. 2462
Alfred J. Croteau Bridgeport, CT Br. 32
Harry J. Haselkamp Bridgeport, CT Br. 32
Robert G. Higgins Bridgeport, CT Br. 32
Charles W. Hubbell Bridgeport, CT Br. 32
Robert Clay Connecticut Mgd. Br. 20
Raymond F. Kauczka Connecticut Mgd. Br. 20
G. Tautkus Connecticut Mgd. Br. 20
Joseph Gonsalves Jr. Fall River, MA Br. 51
Carl J. Dionisi Western MA Br. 46
John J. Doolin Western MA Br. 46
John F. Dowd Western MA Br. 46
Joseph H. Gaunt Jr. Western MA Br. 46
John R. Hughes Western MA Br. 46
Donald L. Czurak Grand Rapids, MI Br. 56
Roger C. Szczepanski Grand Rapids, MI Br. 56
Marshall E. Butler Kansas City, MO Br. 30
Alvin L. Dearing Kansas City, MO Br. 30
Thomas L. Maloney Kansas City, MO Br. 30
Michael M. Marks Kansas City, MO Br. 30
Melvin W. Mathes Kansas City, MO Br. 30
Jesse Medina Kansas City, MO Br. 30
John G. Olivarez Kansas City, MO Br. 30
Thomas Shelton Kansas City, MO Br. 30
Maurice H. Snare Kansas City, MO Br. 30
George A. Termini Kansas City, MO Br. 30
Bobbie L. Thompson Kansas City, MO Br. 30
Alvin R. Watters Kansas City, MO Br. 30
Gerald J. Kohler Paterson, NJ Br. 120
Walter R. Kupecky Paterson, NJ Br. 120
William E. Glaser Plainfield, NJ Br. 396
William J. Csernecky Jr. Hudson Valley Mgd., NY Br. 137
Howard Donohue Hudson Valley Mgd., NY Br. 137
Pasquale A. Miele Hudson Valley Mgd., NY Br. 137
John N. Migliore Hudson Valley Mgd., NY Br. 137
Robert R. Petersen Hudson Valley Mgd., NY Br. 137
James D. Smith Hudson Valley Mgd., NY Br. 137
William H. Spates Hudson Valley Mgd., NY Br. 137
Conrad O. Tossava Hudson Valley Mgd., NY Br. 137
Lawrence T. Wilkins Hudson Valley Mgd., NY Br. 137
Carl L. Spana Hudson Valley Mgd., NY Br. 356
Frederick A. Mendick Rochester, NY Br. 210
Joseph F. Rockwell Rochester, NY Br. 210
Salvatore M. Vitalone Rochester, NY Br. 210
David H. Culp Youngstown, OH Br. 385
James Lucarell Youngstown, OH Br. 385
Angelo A. Pangio Youngstown, OH Br. 385
Jimmy E. Arp Oklahoma City, OK Br. 458

Jimmy L. Banther Oklahoma City, OK Br. 458
Johnnie G. Bell Oklahoma City, OK Br. 458
Charles K. Glover Oklahoma City, OK Br. 458
Dale E. Hendrickson Oklahoma City, OK Br. 458
William C. Tatum Oklahoma City, OK Br. 458
Donald H. Eide Sioux Falls, SD Br. 491
James W. Bloss Nashville, TN Br. 4
Morton G. Gibson Nashville, TN Br. 4
Robert W. Winkler Nashville, TN Br. 4
Manuel A. Estrada Austin, TX Br. 181
Bennie R. Lloyd Austin, TX Br. 181
Carl C. Johnson Ogden, UT Br. 68
Charles G. Oborn Ogden, UT Br. 68
Keith L. Stewart Ogden, UT Br. 68
Gary L. Nolta Seattle, WA Br. 79
John L. Otis Seattle, WA Br. 79
Robert A. Peterson Seattle, WA Br. 79
Wayne A. Dean Appleton, WI Br. 822

55-year pins

Timothy J. Cline Sacramento, CA Br. 133
Everett S. Johnson Sacramento, CA Br. 133
Wilfrid J. Croteau San Jose, CA Br. 193
Paul C. Sauer Denver, CO Br. 47
George L. Torrez Denver, CO Br. 47
Harold L. Liskov Bridgeport, CT Br. 32
Clay E. Kollanda Connecticut Mgd. Br. 20
Robert F. Landry Connecticut Mgd. Br. 20
Thomas A. Massaro Connecticut Mgd. Br. 20
Hugh J. Shannon III Connecticut Mgd. Br. 20
William E. Stevens Connecticut Mgd. Br. 20
G. Tautkus Connecticut Mgd. Br. 20
Matthew L. Rose South Florida Br. 1071
James D. West Jr. Buford, GA Br. 3793
Scott V. Brooks S. Suburban Mgd., IL Br. 4016
Edward J. O'Hara Fall River, MA Br. 51
Ronald Rodrigues Fall River, MA Br. 51
Francis E. Fitzgerald Western MA Br. 46
William F. Hogan Western MA Br. 46
Charles F. Langone Western MA Br. 46
Edward W. Minkley Western MA Br. 46
James L. Mooney Western MA Br. 46
Richard E. Pilon Western MA Br. 46
Leon F. Sobon Western MA Br. 46
Richard A. Johnson Grand Rapids, MI Br. 56
Thomas A. Nauta Grand Rapids, MI Br. 56
Harold L. Ritsema Grand Rapids, MI Br. 56
Richard R. Snyder Grand Rapids, MI Br. 56
Melvin W. Mathes Kansas City, MO Br. 30
Kenneth E. Moe Kansas City, MO Br. 30
David L. Skinner Kansas City, MO Br. 30
John J. Caruso Paterson, NJ Br. 120
Peter Fierro Paterson, NJ Br. 120
Gerald C. Hope Paterson, NJ Br. 120
Herbert Marshall Jr. Paterson, NJ Br. 120
Michael J. Breslin Plainfield, NJ Br. 396
William E. Glaser Plainfield, NJ Br. 396

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

James F. Lyons	Plainfield, NJ	Br. 396	Thomas E. Predmore	Florence, AL	Br. 892	Marvin E. Grier	Kansas City, MO	Br. 30
D. R. Albertson	Hudson Valley Mgd., NY	Br. 137	John B. Sherrod	Florence, AL	Br. 892	Alvin R. Grote Jr.	Kansas City, MO	Br. 30
Albert Bono	Hudson Valley Mgd., NY	Br. 137	Albert E. Thornton	Florence, AL	Br. 892	Larry B. Hampton	Kansas City, MO	Br. 30
Herbert C. Crump	Hudson Valley Mgd., NY	Br. 137	Billy J. Thrasher	Florence, AL	Br. 892	Ed L. Harris	Kansas City, MO	Br. 30
Bob C. De Giso	Hudson Valley Mgd., NY	Br. 137	Jesse L. Walker	Florence, AL	Br. 892	Clel L. Hart	Kansas City, MO	Br. 30
Nicholas A. Fortuna	Hudson Valley Mgd., NY	Br. 137	Harry Y Asato	San Jose, CA	Br. 193	Randall L. Henderson	Kansas City, MO	Br. 30
T. J. Kidder	Hudson Valley Mgd., NY	Br. 137	Romulo Delacerda Jr.	San Jose, CA	Br. 193	Willard L. Hinkle	Kansas City, MO	Br. 30
John T. Laganaro	Hudson Valley Mgd., NY	Br. 137	Alan O. Hejnal	San Jose, CA	Br. 193	Samuel M. Hobson	Kansas City, MO	Br. 30
Paul G. Marburger	Hudson Valley Mgd., NY	Br. 137	Michael W. Morasch	San Jose, CA	Br. 193	John E. Holeyfield	Kansas City, MO	Br. 30
P. J. Maycott	Hudson Valley Mgd., NY	Br. 137	Linda K. Mulligan	San Jose, CA	Br. 193	Charles F. Hollins Jr.	Kansas City, MO	Br. 30
Eugene M. Motyka	Hudson Valley Mgd., NY	Br. 137	Patrick D. Mulligan	San Jose, CA	Br. 193	Allen J. Hunt	Kansas City, MO	Br. 30
Dominic T. Pacile	Hudson Valley Mgd., NY	Br. 137	Sherren I. Suczek	San Jose, CA	Br. 193	George E. Johnson	Kansas City, MO	Br. 30
Frederick R. Pullman	Hudson Valley Mgd., NY	Br. 137	Brian M. Uyemura	San Jose, CA	Br. 193	Claude S. Jones Jr.	Kansas City, MO	Br. 30
Thomas A. Salvatore	Hudson Valley Mgd., NY	Br. 137	Lutie M. Milner	Van Nuys, CA	Br. 2462	John W. Kelly	Kansas City, MO	Br. 30
Frank H. Wright Jr.	Hudson Valley Mgd., NY	Br. 137	Paul C. Sauer	Denver, CO	Br. 47	John L. Kirkman	Kansas City, MO	Br. 30
John P. Ferrara	Hudson Valley Mgd., NY	Br. 356	Gerald I. Binnington Jr.	Connecticut Mgd.	Br. 20	Eduardo Lopez	Kansas City, MO	Br. 30
Daniel C. Russell	Hudson Valley Mgd., NY	Br. 356	George Corrado Jr.	Connecticut Mgd.	Br. 20	Franklin J. Lusk	Kansas City, MO	Br. 30
Thomas J. Diacin	Youngstown, OH	Br. 385	Aaron M. Goldblatt	Connecticut Mgd.	Br. 20	James J. Mansell	Kansas City, MO	Br. 30
William T. Dolan Jr.	Youngstown, OH	Br. 385	Irv S. Goldin	Connecticut Mgd.	Br. 20	Jamie B. McPherson	Kansas City, MO	Br. 30
George E. Fischer Jr.	Youngstown, OH	Br. 385	Rocco V. Grella	Connecticut Mgd.	Br. 20	Earl W. Mitchell	Kansas City, MO	Br. 30
Paul M. Harsanye	Youngstown, OH	Br. 385	Charlie E. Moring	Connecticut Mgd.	Br. 20	Ronald G. Murray	Kansas City, MO	Br. 30
Robert J. Kosmo	Youngstown, OH	Br. 385	W. Reyes	Connecticut Mgd.	Br. 20	Jack R. Northrup	Kansas City, MO	Br. 30
Richard J. McGee	Youngstown, OH	Br. 385	Anthony Rietze Jr.	Connecticut Mgd.	Br. 20	Johnny D. Parker	Kansas City, MO	Br. 30
Nick Parrotto	Youngstown, OH	Br. 385	G. Tautkus	Connecticut Mgd.	Br. 20	Jerry L. Parks	Kansas City, MO	Br. 30
Richard A. Silvers	Youngstown, OH	Br. 385	James A. Perry	Hartford, CT	Br. 86	Glenn E. Pittser Jr.	Kansas City, MO	Br. 30
John E. Simon	Youngstown, OH	Br. 385	Timothy Green	South Florida	Br. 1071	Charles M. Rebholz	Kansas City, MO	Br. 30
Marshall D. Sowders	Youngstown, OH	Br. 385	David Mumford	South Florida	Br. 1071	Jerry W. Richardson	Kansas City, MO	Br. 30
Bob M. Bearden	Oklahoma City, OK	Br. 458	James D. West Jr.	Buford, GA	Br. 3793	Monte D. Rife	Kansas City, MO	Br. 30
Johnnie G. Bell	Oklahoma City, OK	Br. 458	Robert M. Block	S. Suburban Mgd., IL	Br. 4016	John D. Risner	Kansas City, MO	Br. 30
Ronald G. Brown	Oklahoma City, OK	Br. 458	Darrell L. Brewer	Sioux City, IA	Br. 69	Jerome N. Rosmarine	Kansas City, MO	Br. 30
David L. Flesner	Oklahoma City, OK	Br. 458	David M. Johnson	Sioux City, IA	Br. 69	Morris A. Ross Jr.	Kansas City, MO	Br. 30
Carrol T. McClendon	Oklahoma City, OK	Br. 458	Harold R. Kuhnert	Atchison, KS	Br. 141	Ronald R. Roudebush	Kansas City, MO	Br. 30
Billy E. Morgan	Oklahoma City, OK	Br. 458	Richard T. Ferreira	Fall River, MA	Br. 51	Jerald L. Scott	Kansas City, MO	Br. 30
Jerry L. Morgan	Oklahoma City, OK	Br. 458	David J. Superman	Western MA	Br. 46	Jerry W. Shaffer	Kansas City, MO	Br. 30
Robert G. Myrick	Oklahoma City, OK	Br. 458	David C. Laverty	Detroit, MI	Br. 1	Chas L. Sinclair	Kansas City, MO	Br. 30
Jasper L. Painter Jr.	Oklahoma City, OK	Br. 458	Ronald L. Paret	Detroit, MI	Br. 1	William F. Smalley	Kansas City, MO	Br. 30
David R. Senn	Oklahoma City, OK	Br. 458	Theodore S. Blaszak	Grand Rapids, MI	Br. 56	John D. Smith	Kansas City, MO	Br. 30
Floyd J. Voorhies	Oklahoma City, OK	Br. 458	Dennis R. Cahill	Grand Rapids, MI	Br. 56	Stephen C. Solsberg	Kansas City, MO	Br. 30
Virgil G. Wake	Oklahoma City, OK	Br. 458	Jack R. Duimstra Sr.	Grand Rapids, MI	Br. 56	Aubrey W. Sumter	Kansas City, MO	Br. 30
Donald F. Wisel	Oklahoma City, OK	Br. 458	David S. Gregory	Grand Rapids, MI	Br. 56	John T. Swindell Jr.	Kansas City, MO	Br. 30
Thomas E. Eaton	Nashville, TN	Br. 4	Robert F. Quillan	Grand Rapids, MI	Br. 56	James H. Talbert Jr.	Kansas City, MO	Br. 30
Raymond H. Elliott	Nashville, TN	Br. 4	Orville W. Russell	Grand Rapids, MI	Br. 56	Lacy Taylor	Kansas City, MO	Br. 30
Robert E. Foster	Nashville, TN	Br. 4	Dennis S. Van Drie	Grand Rapids, MI	Br. 56	David W. Thomas	Kansas City, MO	Br. 30
Frank B. Gaiters Jr.	Nashville, TN	Br. 4	Louis M. Wagner	Grand Rapids, MI	Br. 56	Jerry K. Thomas	Kansas City, MO	Br. 30
Fred E. Holt	Nashville, TN	Br. 4	Larry W. Atkins	Kansas City, MO	Br. 30	Burl L. Tranbarger	Kansas City, MO	Br. 30
James N. Marlin	Nashville, TN	Br. 4	Robert W. Aubuchon	Kansas City, MO	Br. 30	Homer D. Vogel	Kansas City, MO	Br. 30
Mayford L. Moore	Nashville, TN	Br. 4	James R. Battles	Kansas City, MO	Br. 30	Scotty R. Wade	Kansas City, MO	Br. 30
Otto G. Watts	Nashville, TN	Br. 4	Michael S. Benzon	Kansas City, MO	Br. 30	Calvin D. Wilson	Kansas City, MO	Br. 30
Thomas J. Wilson	Nashville, TN	Br. 4	Linda K. Beyers	Kansas City, MO	Br. 30	George J. Winders	Kansas City, MO	Br. 30
Wayne H. Buescher	Amarillo, TX	Br. 1037	Robert J. Black	Kansas City, MO	Br. 30	David E. Wise	Kansas City, MO	Br. 30
George R. Blair	Seattle, WA	Br. 79	Charles T. Bolch	Kansas City, MO	Br. 30	George J. Aughey	Springfield, NJ	Br. 38
Frank J. Burdulis	Seattle, WA	Br. 79	J. E. Boone	Kansas City, MO	Br. 30	Edward J. Pszwaro Jr.	Cherry Hill, NJ	Br. 769
William A. Coyner	Seattle, WA	Br. 79	T. H. Boone	Kansas City, MO	Br. 30	Vance C. Bellamy	Paterson, NJ	Br. 120
George H. Eggler	Seattle, WA	Br. 79	Earl M. Brotherson	Kansas City, MO	Br. 30	Angelo L. Cepeda	Paterson, NJ	Br. 120
Earl A. Frank Jr.	Seattle, WA	Br. 79	Edward D. Chapman	Kansas City, MO	Br. 30	Richard Cook	Paterson, NJ	Br. 120
Danny D. Hess	Seattle, WA	Br. 79	Edward B. Chapman	Kansas City, MO	Br. 30	Edward G. Copeland	Paterson, NJ	Br. 120
Richard R. Klein	Seattle, WA	Br. 79	William E. Clark	Kansas City, MO	Br. 30	Thomas J. McGowan	Paterson, NJ	Br. 120
Wayne F. Morgan	Seattle, WA	Br. 79	G. A. Coffman Jr.	Kansas City, MO	Br. 30	Alfonse McKoy	Paterson, NJ	Br. 120
David G. Parmelee	Seattle, WA	Br. 79	John L. Coppock	Kansas City, MO	Br. 30	Thomas A. Pierce	Paterson, NJ	Br. 120
David W. Rodger	Seattle, WA	Br. 79	Dave Covington	Kansas City, MO	Br. 30	Daniel M. Sang	Paterson, NJ	Br. 120
Wayne E. Sonnenfeld	Seattle, WA	Br. 79	Edward Cunningham Jr.	Kansas City, MO	Br. 30	Alexander B. Baranello	Plainfield, NJ	Br. 396
Robert S. Studley	Seattle, WA	Br. 79	Cassie L. Davis	Kansas City, MO	Br. 30	P. S. Bias	Plainfield, NJ	Br. 396
Harris L. Lautenschlager	Appleton, WI	Br. 822	James M. Drescher	Kansas City, MO	Br. 30	W. A. Boutillier	Plainfield, NJ	Br. 396
David L. Maas	Appleton, WI	Br. 822	Floyd E. Drummond	Kansas City, MO	Br. 30	Ernest W. Bull	Plainfield, NJ	Br. 396
			Sam Dublin Jr.	Kansas City, MO	Br. 30	J. H. Burks	Plainfield, NJ	Br. 396
			William T. Dunn	Kansas City, MO	Br. 30	Edward W. Czeh	Plainfield, NJ	Br. 396
			Lloyd E. Eggleston	Kansas City, MO	Br. 30	Michael R. Dipaolo	Plainfield, NJ	Br. 396
			Bill D. Evatt	Kansas City, MO	Br. 30	Edward A. Gaub	Plainfield, NJ	Br. 396
			Eddie Flackes Jr.	Kansas City, MO	Br. 30	Fred Goldman	Plainfield, NJ	Br. 396
			Russell L. Gaines	Kansas City, MO	Br. 30	Paul M. Healy	Plainfield, NJ	Br. 396
			John W. Gaines Jr.	Kansas City, MO	Br. 30	Gerald O. Johnston	Plainfield, NJ	Br. 396
			Gordon B. Garrett	Kansas City, MO	Br. 30	Gary R. Kensicki	Plainfield, NJ	Br. 396
			Leroy Glover	Kansas City, MO	Br. 30	Joseph J. Krynski	Plainfield, NJ	Br. 396

50-year pins and gold cards

Everette C. Gamble Jr.	Florence, AL	Br. 892
Thomas A. Gray	Florence, AL	Br. 892
Elzie H. Green	Florence, AL	Br. 892
Kenneth J. Hester	Florence, AL	Br. 892
Ronald G. Inman	Florence, AL	Br. 892
Leldon J. Jones	Florence, AL	Br. 892
William G. Jordan	Florence, AL	Br. 892

Honor Roll

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

David H. Leibowitz	Plainfield, NJ	Br. 396	Roosevelt Ward Jr.	Rochester, NY	Br. 210	Joseph R. Puskarich	Youngstown, OH	Br. 385
Robert E. Maguire Jr.	Plainfield, NJ	Br. 396	Dale T. Zukaitis	Rochester, NY	Br. 210	Rosemary Roman Walker	Youngstown, OH	Br. 385
Edward L. Mastrangelo	Plainfield, NJ	Br. 396	Gerald R. Coble	Asheboro, NC	Br. 2560	Kenneth C. Simon	Youngstown, OH	Br. 385
James R. O'Connor	Plainfield, NJ	Br. 396	John R. Reinert	Bismarck, ND	Br. 957	Gary D. Sloan	Youngstown, OH	Br. 385
Albert J. Rizzo	Plainfield, NJ	Br. 396	Charles B. Adams	Youngstown, OH	Br. 385	Kenneth J. Stanislaw	Youngstown, OH	Br. 385
Stephen Y. Ronnie	Plainfield, NJ	Br. 396	Samuel M. Banozic	Youngstown, OH	Br. 385	Gerald L. Straffon	Youngstown, OH	Br. 385
Richard A. Williams	Plainfield, NJ	Br. 396	Anthony L. Baragona	Youngstown, OH	Br. 385	William J. Szabados	Youngstown, OH	Br. 385
Joseph Denicolo	Jamaica, NY	Br. 562	Thom J. Begeot	Youngstown, OH	Br. 385	Frank D. Thomas	Youngstown, OH	Br. 385
Timothy H. Gilronan	Jamaica, NY	Br. 562	James F. Bright	Youngstown, OH	Br. 385	Michael R. Tofil	Youngstown, OH	Br. 385
Louis Manzella	Jamaica, NY	Br. 562	Peter P. Chizmar	Youngstown, OH	Br. 385	Edward S. Warchol	Youngstown, OH	Br. 385
Robert A. Perry	Jamaica, NY	Br. 562	James L. Colyar	Youngstown, OH	Br. 385	Galen D. Williams	Youngstown, OH	Br. 385
James M. Rogers	Jamaica, NY	Br. 562	William K. Cornelius	Youngstown, OH	Br. 385	John G. Pansze	Oklahoma City, OK	Br. 458
John L. Smith	Jamaica, NY	Br. 562	John P. Deley	Youngstown, OH	Br. 385	Glen A. Borger	Allentown, PA	Br. 274
Gaetano J. Tesoriero	Jamaica, NY	Br. 562	Daniel Delich Jr.	Youngstown, OH	Br. 385	Nelson D. Hoffman Jr.	Allentown, PA	Br. 274
William J. Dickinson	Northeastern NY	Br. 358	Albert L. Emmert Jr.	Youngstown, OH	Br. 385	A. R. Paul	Scranton, PA	Br. 17
James G. England	Northeastern NY	Br. 358	Michael J. Esposito	Youngstown, OH	Br. 385	Norman Knickrehm	Mitchell, SD	Br. 498
Robert E. Oeser Jr.	Northeastern NY	Br. 358	Paul V. Foote	Youngstown, OH	Br. 385	Thomas D. Carroll	Nashville, TN	Br. 4
Joseph D. Schultz	Northeastern NY	Br. 358	David A. Garlock	Youngstown, OH	Br. 385	Thomas F. Dunning	Nashville, TN	Br. 4
Edward R. Washock	Northeastern NY	Br. 358	Steven P. Gorol	Youngstown, OH	Br. 385	Ronald L. MacDonald	Nashville, TN	Br. 4
Gerald E. Adams	Rochester, NY	Br. 210	Gene K. Hamilton	Youngstown, OH	Br. 385	William R. Schultz	Nashville, TN	Br. 4
Lawrence J. Anzalone	Rochester, NY	Br. 210	Joseph A. Hendricks	Youngstown, OH	Br. 385	Robert M. Veile	Nashville, TN	Br. 4
Kevin R. Ayers	Rochester, NY	Br. 210	Jeral R. Johnson	Youngstown, OH	Br. 385	Danny G. Adams	Seattle, WA	Br. 79
Donald E. Bates	Rochester, NY	Br. 210	Sammy R. Justice	Youngstown, OH	Br. 385	Larry B. Anderson	Seattle, WA	Br. 79
James W. Britz	Rochester, NY	Br. 210	Gordon F. Keenan	Youngstown, OH	Br. 385	James L. Bosch	Seattle, WA	Br. 79
Raymond G. Cybul	Rochester, NY	Br. 210	Paul T. Kelbel	Youngstown, OH	Br. 385	Gary L. Burnside	Seattle, WA	Br. 79
Edwin D. Diamond	Rochester, NY	Br. 210	Robert M. Klucher	Youngstown, OH	Br. 385	George S. Edwards	Seattle, WA	Br. 79
Donald B. Ferguson	Rochester, NY	Br. 210	Michael J. Kochak	Youngstown, OH	Br. 385	Michael J. Egan	Seattle, WA	Br. 79
Reed H. Gleichman	Rochester, NY	Br. 210	Claude J. Koon	Youngstown, OH	Br. 385	Augurnel P. Johnson	Seattle, WA	Br. 79
Stanley J. Johnson	Rochester, NY	Br. 210	Robert E. Kovach	Youngstown, OH	Br. 385	John E. Kozu	Seattle, WA	Br. 79
Edward J. Lupiani	Rochester, NY	Br. 210	William B. Kozak	Youngstown, OH	Br. 385	Richard B. McDonald	Seattle, WA	Br. 79
Leo R. Marchand	Rochester, NY	Br. 210	James E. Lawrence	Youngstown, OH	Br. 385	Joseph D. Parente	Seattle, WA	Br. 79
James L. McCollister	Rochester, NY	Br. 210	John J. Maiorca	Youngstown, OH	Br. 385	Harris C. Riach	Seattle, WA	Br. 79
Nicholas P. Nacco	Rochester, NY	Br. 210	Emmitt McComas	Youngstown, OH	Br. 385	Rhonde P. Rouleau	Seattle, WA	Br. 79
John T. O'Connor	Rochester, NY	Br. 210	Albert M. Moran	Youngstown, OH	Br. 385	Gordon W. Sawyer	Seattle, WA	Br. 79
William A. Russell	Rochester, NY	Br. 210	Arthur L. Munyon	Youngstown, OH	Br. 385	John J. Sweeney	Seattle, WA	Br. 79
Conrad J. Schott	Rochester, NY	Br. 210	John Oleksa Jr.	Youngstown, OH	Br. 385	Joseph S. Whetung	Seattle, WA	Br. 79
Jeff B. Tucker	Rochester, NY	Br. 210	Michael J. Preston	Youngstown, OH	Br. 385	Dennis C. Johnson	Appleton, WI	Br. 822

In Memoriam

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

Lykeria Taylor	Br. 530	Birmingham, AL	Daunte T. Upshire	Br. 11	Chicago, IL	Edward J. Rausch	Br. 176	Baltimore, MD
Tonya Hughes	Br. 1630	Dothan, AL	Walter J. Zurowski	Br. 11	Chicago, IL	Melvin E. Rhoten	Br. 176	Baltimore, MD
Arthur M. Goldfarb	Br. 6156	Sun City, AZ	Ronald A. Riedel	Br. 1870	Downers Grove, IL	John W. Roberts	Br. 176	Baltimore, MD
Nancy K. Coletti	Br. 704	Tucson, AZ	Wilbur P. Higdon	Br. 319	East St. Louis, IL	Leonard Roberts	Br. 176	Baltimore, MD
Harpreet S. Gill	Br. 4748	Atwater, CA	Calvin Koster	Br. 4016	S. Suburban Mgd., IL	William D. Spicer	Br. 176	Baltimore, MD
Robert B. Rutter	Br. 1111	Greater E. Bay, CA	Gerald L. Loyd	Br. 116	Fort Wayne, IN	E. M. Swinney Jr.	Br. 176	Baltimore, MD
Emil Santisteven	Br. 1100	Garden Grove, CA	Eugene E. Zerns	Br. 116	Fort Wayne, IN	James F. Wentworth Jr.	Br. 176	Baltimore, MD
Marshall S. Hunt	Br. 133	Sacramento, CA	Michael J. Hanauer	Br. 1011	Union City, IN	George C. Whary	Br. 176	Baltimore, MD
John H. Loomis	Br. 133	Sacramento, CA	Anthony D. Boll	Br. 373	Cedar Rapids, IA	Marc R. Tuxbury	Br. 176	Boston, MA
Gerald N. Rohrer	Br. 133	Sacramento, CA	William E. Daly	Br. 352	Central Iowa Mgd.	William E. Curran	Br. 12	Worcester, MA
Ludwig J. Schoch	Br. 133	Sacramento, CA	Edward O'Leary	Br. 645	Fort Dodge, IA	Reuben O. Mellberg Jr.	Br. 2184	Western Wayne Co., MI
Ronald L. Hughes	Br. 70	San Diego, CA	Diana J. Wells	Br. 745	Ashland, KY	Susan L. Hofh	Br. 3126	Royal Oak, MI
Craig A. Crawford	Br. 2902	Tri-Valley, CA	Elvis R. Culverhouse	Br. 4617	Bossier City, LA	Charlotte L. Vaughn	Br. 3126	Royal Oak, MI
Meredith A. Pierce	Br. 2902	Tri-Valley, CA	Marvin N. Crouch	Br. 197	Shreveport, LA	Richard A. Wessels	Br. 3126	Royal Oak, MI
Dalvir S. Bassi	Br. 193	San Jose, CA	Oliver W. Brauer Jr.	Br. 176	Baltimore, MD	James D. Carroll	Br. 90	Mankato, MN
Luis Diaz	Br. 737	Santa Ana, CA	William R. Fleming	Br. 176	Baltimore, MD	William J. Kambeitz	Br. 9	Minneapolis, MN
Eugene C. Henderson	Br. 737	Santa Ana, CA	James M. Gay Jr.	Br. 176	Baltimore, MD	Kenneth C. Wintermantel	Br. 343	St. Louis, MO
Robert C. Villalobos	Br. 737	Santa Ana, CA	Norman E. Harman	Br. 176	Baltimore, MD	Joseph P. Davis	Br. 67	Elizabeth, NJ
Frederick Yates	Br. 849	Fort Collins, CO	Richard T. Hemelt	Br. 176	Baltimore, MD	Norman S. Harris	Br. 67	Elizabeth, NJ
Kenneth J. Stewart	Br. 86	Hartford, CT	James P. Keyser	Br. 176	Baltimore, MD	Anthony J. Moskwa	Br. 67	Elizabeth, NJ
Yvonne M. Cuomo	Br. 142	Washington, DC	Eugene B. Kleman	Br. 176	Baltimore, MD	Joseph P. Schlicker	Br. 67	Elizabeth, NJ
Herbert R. Oldham	Br. 2550	Fort Lauderdale, FL	Donald A. Livingston	Br. 176	Baltimore, MD	Alfred E. Walcoff	Br. 67	Elizabeth, NJ
Andrew L. Hearn	Br. 818	Key West, FL	Thomas J. Lynch	Br. 176	Baltimore, MD	Edward W. Howarth Jr	Br. 924	Freehold, NJ
Joe R. Cicinelli	Br. 11	Chicago, IL	Thomas F. Merson	Br. 176	Baltimore, MD	Charles Plungis	Br. 1492	Westfield, NJ
Vernon R. Finner	Br. 11	Chicago, IL	William C. Milstead	Br. 176	Baltimore, MD	Anthony J. Rocchio	Br. 425	Bergen Co. Mgd., NJ
Annie J. Ford	Br. 11	Chicago, IL	Joseph A. Perseghin	Br. 176	Baltimore, MD	John R. Vander Molen	Br. 425	Bergen Co. Mgd., NJ
Elizabeth J. Hightower	Br. 11	Chicago, IL	James E. Phelps Jr	Br. 176	Baltimore, MD	Peter J. Ensel	Br. 29	Albany, NY

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

James W. Gabak Br. 333 Binghamton, NY
 Robert D. Macdonald Br. 3 Buffalo-Western NY
 Barry K. Bolden Br. 36 New York, NY
 Donald E. Vachon Br. 358 Northeastern NY
 Dean N. Goodwin Br. 936 High Point, NC
 Tammy L. Hopkins Br. 461 Winston-Salem, NC
 Marvin E. Chism Br. 465 Bellefontaine, OH
 Vincent E. Balla Br. 238 Canton, OH
 Alex A. Degeorgia Br. 238 Canton, OH
 Thomas Fitzpatrick Br. 238 Canton, OH
 Harold C. Ream Br. 238 Canton, OH
 Walter L. Hagans Br. 78 Columbus, OH
 Bruce C. Allen Br. 182 Dayton, OH
 Norbert J. Bauer Br. 182 Dayton, OH
 Louis N. Bruns Br. 182 Dayton, OH
 James Chester Br. 182 Dayton, OH
 Richard D. Davis Br. 182 Dayton, OH
 Alburn C. Davis Jr. Br. 182 Dayton, OH
 Jesse P. Fugate Br. 182 Dayton, OH

Ronald R. Hill Br. 182 Dayton, OH
 Ralph J. Lehmann Br. 182 Dayton, OH
 Frank J. Niemer Br. 182 Dayton, OH
 Edward L. Rosengarten Br. 182 Dayton, OH
 Jack B. Smith Br. 182 Dayton, OH
 Theodore V. Welch Br. 182 Dayton, OH
 Charles K. Glover Br. 458 Oklahoma City, OK
 Eldon M. Stoneburg Br. 1784 Klamath Falls, OR
 Anthony B. Fudge Br. 2641 Mcadoo, PA
 John E. McNicholas Br. 157 Philadelphia, PA
 Roy P. Cantley Br. 84 Pittsburgh, PA
 John J. Priselac Jr. Br. 84 Pittsburgh, PA
 George A. Box Br. 17 Scranton, PA
 James M. Kerrigan Br. 17 Scranton, PA
 Warren W. Simms Br. 17 Scranton, PA
 Barry V. Intorre Br. 1495 State College, PA
 William T. Nixon Br. 725 Southeast PA Mgd.
 Barry Mercer Br. 491 Sioux Falls, SD
 Charley L. Edwards Jr. Br. 27 Memphis, TN

Alfred V. Nava Br. 181 Austin, TX
 Igor F. Garcia Br. 505 El Paso, TX
 Gabino Lomeli Br. 505 El Paso, TX
 Marcus Hightower Br. 283 Houston, TX
 Ricky B. Mosley Br. 2589 Lubbock, TX
 Lloyd E. Burnette Br. 3520 Northern Virginia
 Charles R. George Br. 3520 Northern Virginia
 Richard M. Jerman Br. 3520 Northern Virginia
 Jon R. Marcey Br. 3520 Northern Virginia
 Andrew G. Pewtherer Br. 3520 Northern Virginia
 Ronald L. Stultz Br. 3520 Northern Virginia
 Kenneth R. Wilkerson Br. 595 Danville, VA
 James E. Franklin Br. 450 North Sound, WA
 Benjamin Frank Br. 852 Yakima, WA
 Jerry G. Hildeman Br. 822 Appleton, WI
 John J. Dicristina Br. 507 Madison, WI
 Robert L. Luce Br. 507 Madison, WI
 David F. Seidler Br. 2 Milwaukee, WI

Bergen Co. Mgd., New Jersey

I recently saw a few of these sayings on a T-shirt:

I am a Postal Service worker. I do precision guesswork based on unreliable data provided by those of questionable knowledge.

Sometimes I feel normal, and then I remember I work for the Post Office.

For senior carriers: Assuming I am just an old man/woman was your first mistake.

For the runners: Out of my way, I've got eight hours to do 12 hours' worth of mail.

For retirees: I don't want to, I don't have to, you can't make me, I'm retired.

I will be a retired letter carrier. Goodbye, tension; hello, pension.

Don't forget to help us deliver the cure and support the fight against muscular dystrophy.

Dennis Spoto, Branch 425

Hartford, Connecticut

Good to see an ending of the mask rules in Florida, etc., and here in the USA. Why carriers are required to do this, wear masks on their routes far away from the public, is surprising.

Our sister union has come out against mandatory vaccine passports, for civil rights and safety and health concerns. This is obvious, since the CDC reports that 74 percent of COVID-19 new B variant sufferers, in Massachusetts for instance, were vaccinated already. Lockdowns in other countries like Australia and France show paranoia/panic on the part of the governments there—which is why our sister union, the APWU, opposes such vaccine mandates as a policy.

I hope Branch 86 will resume meetings. It will be good to see our fellow carriers again face to face. At last, movie complexes like Apple cinemas in Connecticut and Massachusetts are reopening. Small businesses reopening will help generate business and revenue for the Postal Service. I always pay my bills via the Postal Service.

That and the Postal Inspection Service is the best protection consumers have. The NLRB government board found numerous violations of labor laws in Amazon's campaign against the union organizing effort in its Alabama warehouse. We need to recruit and organize non-union firms like Amazon, etc.

Best wishes for the summer for retirees.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

“We’re not created for power and prosperity, but community and fellowship.”

—David French
 America is imperfect. Unions are imperfect. People are imperfect. That’s why “we people of the United States, in order to form a more perfect union...” roll out, hit the clock, cross ya fingers and are able to read this retiree’s gratitude for NALC.

If you have NALC/HBP, enroll to get a TASC debit card.

The following bills pending in Congress affect you: Postal Service health benefits, H.R. 306/S. 1720 (an increase in your premiums—*hell no!*); postal reform, H.R. 695/S. 145 (repeal pre-funding); and H.R. 82/S. 1302 GPO/WEP (*give me the loot!*). The government is stealing from carriers who worked for those benefits (a *resounding yes!*).

For my veterans and those with service-connected disabilities, enroll online for Veterans Affairs’ Independent Living Program. I’m sharing this info as policies enacted by PMG Nojony are sabotaging the Postal Service, and now they are contemplating reducing service standards.

Check with Social Security online regarding spousal benefits also.

The *Postal Record* staff is to be applauded for the August issue with the timely cover with the late Richard Trumka. A pivotal time indeed—there’s a concerted effort to suppress voting by Republicans. Hey, as an Independent, show me

the beef. Jack Kemp is among those Republicans who had a good policy of small government that benefits people. Support me, I’ll support you.

In memoriam to Robert Moses, American educator and civil rights activist.

Congratulations to Dr. Mona Lisa Saloy, Louisiana’s new state poet laureate and our fellow carrier Andrea Saloy’s aunt.

Branch picnic scheduled for this month has been canceled.

Mask up and get vaccinated—we can do this, *Amer-I-can*. Register to vote and donate to the Letter Carrier Political Fund.

The David French quote is worthy of contemplation on our journey in this thing called life.

Victory is assured.

Stanley Taylor, Branch 124

Paterson, New Jersey

Within this heat season of summer, we have had two heat waves as early as June. Comparing to the extreme heat in the southwest of the United States, this summer season may be a long and hot climate area. What’s important is that letter carriers maintain their health and safety by staying as cool and hydrated as possible.

Postal customers, including letter carriers past, present and future, could make a difference by going outside once the letter carrier delivers mail to see and make sure that the letter carrier is OK and safe from the weather elements. Offer your letter carrier assistance with a cold drink or towel and ask if he/she needs anything.

Retirees (although retired) still remember the long and hot days of summer. We can and should assist our letter carriers in making sure we do all we can in protecting and maintaining their safety and health.

Joseph Murone, Branch 120

Retiree Reports

Election Notices

Alton, Illinois

This is official notice to all members in good standing of Branch 309. Nominations for officers will be at the Nov. 18 meeting at 7:30 p.m.

Election for officers and eligible delegates to the 2022 national and state conventions will take place at the December meeting. Members who are in good standing and have attended nine out of 12 meetings will be eligible to be a paid delegate to the conventions. If necessary, the elections will be by secret ballot.

Debbie Winship, Sec., Br. 309

Appleton, Wisconsin

This is the official notice to all members of Branch 822 that nominations will take place at the regular branch meeting at 7 p.m. on Nov. 10 at The Bar, located at 2435 W. Nordale Drive, Appleton. The following positions are up for nomination: president, vice president, secretary, treasurer, sergeant-at-arms, health benefit representative, three trustees and stewards in each office, as well as delegates to the 2022 state and national conventions. The term of office will be held for two years, starting Jan. 1, 2022. If you cannot attend the meeting and plan on running for office, you must submit in writing a letter of acceptance for said position to the secretary no later than 24 hours after the meeting.

Elections will be held on Dec. 8 at 7 p.m. at the regular branch meeting at The Bar. You may request an absentee ballot no later than 14 days before the election; ballots must be returned by Dec. 8 at 4 p.m. to: Election Committee, P.O. Box 601, Appleton, WI 54912.

Jeanine Griesbach, Sec., Br. 822

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. 2 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 to the branch secretary, prior to the branch meeting, a written notice indicating a desire to accept a specific nomination.

Patrick McDonough, Sec., Br. 2810

Arvada, Colorado

This is an official election notice to all members, active and retired, of Branch 4405. Nominations will be accepted for the position of one three-year trustee. Candidates running for any office may only accept a nomination for a single position. Nominations will also be held for 10 delegates to the 2022 Colorado state letter carrier convention, held in Colorado Springs, and 10 delegates to the 2022 national letter carrier convention, held in Chicago, IL. All nominations will be held at the regular October meeting at 6210 Carr St., Arvada, on Oct. 20 beginning at 6:30 p.m. The president will be an automatic delegate to the convention by virtue of

office. 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 are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting, or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the election committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved in the past year. This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 17. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 17. Write-in votes will not be permitted. The election committee will tally the votes at the Nov. 17 meeting and the results shall be read thereafter.

Damonique Martinez, Sec., Br. 4405

Atlanta, Georgia

This is an official notice to all active and retired members of Branch 73 that nomination of delegates to the 2022 state and national conventions will be held on Nov. 4 at the regular virtual branch meeting, or nominations must be submitted in writing, dated, signed and received by the recording secretary prior to nominations at the Nov. 4 branch meeting. The address to mail a nominations request is: Recording Secretary Velma Worthy-Lindley, 1842 Candler Road, Decatur, GA 30032.

All nominees must certify, virtually during the meeting or on their written request, that they have not served in a supervisory position or made application thereof during the past two years, whether one day or fraction thereof, in order to be eligible. Only members in good standing will be allowed to participate in the nomination and the voting process.

Secret ballots will be mailed to all members at their last known address. If you have moved within the past two years, please contact the branch and update your address ASAP. Members who do not receive a ballot by Dec. 1 should contact the union hall at 404-284-4222.

Velma Worthy-Lindley, Rec. Sec., Br. 73

Augusta, Georgia

This is official notice to all members of Branch 263 that nominations for officers will be held on Oct. 12 during our monthly union meeting. On Nov. 9, the election for branch officers and delegates to the national and state conventions shall be held at 7 p.m. at our regular meeting place, CWA Local 3207 Union Hall at 3846 Leigh St., Martinez.

The offices up for the next two-year term are as follows: president, vice president/treasurer, secretary, sergeant-at-arms, health benefits rep-

resentative and three board of trustees members.

In accordance with Article 5, Section 6 of the Branch 263 bylaws, any member who for any reason is unable to vote during the time the polls are open may request an absentee ballot. Absentee ballots must be requested 14 days before the election. Requests for absentee ballots must be made in writing and mailed to the secretary at P.O. Box 263, Augusta, GA 30901. The postmark will be used to determine the 14-day time limit.

The term of office will be effective Jan. 11, 2022.

Athena Franklin, Pres., Br. 263

Austin, Minnesota

This is an official notice to members of Branch 717 that the nominations for state/national delegates and for the following branch officer positions will be held at our regular branch meeting at the American Legion (809 12th St. SW) on Wednesday, Oct. 20: president, vice president, steward, assistant steward, secretary/treasurer, three trustees, health benefit representative and sergeant-at-arms. All elected positions are for a two-year term.

Candidates can only accept nomination for one position and must accept the nomination at the time made or, if absent, must signify in writing, prior to the nominations to the branch secretary, their willingness to serve in the desired position. The election (if needed) will be held by secret ballot by mail. All ballots, if mailed to the address on record, must be received by 5 p.m. on Wednesday, Nov. 17. If members choose to bring ballots to the November meeting, the ballots must be turned in to election officials prior to the counting of the ballots.

Victoria Carlson, Sec.-Treas., Br. 717

Austin, Texas

This is official notice that nomination for delegates to represent Branch 181 at the 2022 national convention in Chicago, IL, will be taken at the Oct. 21 branch meeting. Members wishing to be considered for the position of delegate do not have to be present to be nominated. Nominations will be taken from the floor. Members wishing to be nominated must be in good standing with the branch to be nominated.

Delegates will be elected by either: 1) consent of the body, if nominations do not exceed the branch's authorized number of delegates, or 2) in the event the number of nominations exceeds the authorized number of delegates, election will be by secret ballot at the Nov. 18 branch meeting.

William Reynolds, Sec., Br. 181

Beaumont, Texas

This is the official notice to all members of Branch 842 for nominations for delegates to the national convention in 2022. The nominations will be held at the regular meeting on Oct. 21. Voting will be held on Nov. 18 at the regular meeting at the union hall, located at 2315 North St., #110.

Any member in good standing is eligible for nomination. Members need

not be present at the meeting to be nominated. All nominees must indicate their acceptance of the nomination to the branch secretary; this should be done prior to the branch meeting. You should provide a written notice indicating a desire to accept a specific nomination, as required in Article 4, Section 6.

Kawana Hebert, Sec., Br. 842

Beckley, West Virginia

This is official notice to members of Branch 2420 that nominations for all branch officers will be taken at the union meeting on Nov. 29. Voting for nominated officers will take place at the next union meeting on Dec. 27. Meetings are held at 2306 S. Fayette St., Beckley.

Jesse Pace, Sec., Br. 2420

Belleville, Illinois

This is an official notice of elections to all members of Branch 155. The following offices are up for election: president, vice president, secretary, financial secretary, treasurer, sergeant-at-arms and three trustees. All officers will serve a two-year term. Nominations will take place starting at the Aug. 11 membership meeting, with elections held at the Oct. 13 membership meeting.

James B. Bruce, Pres., Br. 155

Beloit, Wisconsin

In accordance with Article 5 of the *MALC Constitution* and Branch 715 bylaws, this is an official notice to all members of Branch 715 that nominations for the offices of president, vice president, steward, secretary, treasurer, alternate steward(s), health benefits representative, MBA representative, sergeant-at-arms and three trustees will take place at the union meeting on Oct. 21. Nominations for the 2022 state and national convention delegates will also take place at the October branch meeting.

Those wishing to be nominated must accept such nomination in person, or submit their willingness to be nominated in writing to the branch secretary prior to the October branch meeting. Any active or retired member in good standing is eligible to serve as an officer or convention delegate. Retired members may not vote for the offices of steward or alternate steward(s).

The election will be held by secret ballot, mailed to the member's last known address. If you have not done so, please update your address with the branch secretary as soon as possible.

Ballots must be received at the branch election post office box by 5 p.m. on the day of the Nov. 18 regular branch meeting. Ballots will be counted and results announced at that meeting.

The officers and board of trustees shall serve a term of two years, or until their successors are duly elected and installed. Installation of officers will be held at the regularly scheduled Dec. 16 branch meeting.

Tom Fritz, Sec., Br. 715

Binghamton, New York

This serves as official notice to all

Branch 333 members that, in accordance with Article 5 of the *NALC Constitution* and Article 7 of the branch bylaws, nominations for the 2022 national convention will be held at the monthly meeting of Branch 333 on Wednesday, Nov. 10, during our branch meeting at 76 Main St., Binghamton, at 7 p.m.

All nominees must be present to accept or have filed their intentions with the branch secretary prior to the nominations. Elections, if necessary, will be conducted by secret mail ballot, per local bylaws.

Laura Johnson, V.P., Br. 333

Bloomington, Illinois

This serves as official notice to all members of Branch 522 that the nominations for delegates to the 2022 national convention and 2022 state convention will take place at the regular branch meeting in October.

Chuck Wernecke, Sec., Br. 522

Boston, Massachusetts

The election of delegates to the NALC biennial national convention will be held at the November Branch 34 meeting.

Nominations will be taken from the floor, and there will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

If necessary, the election will take place at the December meeting. All delegates must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates to the NALC national convention will not receive financial assistance unless they attend 16 to 24 meetings in the prior two years. Alternates will not be entitled to financial assistance unless they become delegates. The sergeant-at-arms will validate proof of attendance with the regular monthly meeting signature book.

Michael Murray, Sec.-Treas., Br. 34

Bridgeport, West Virginia

This is official notice to the members of Branch 4458. Nominations for all branch officers, namely president, vice president, secretary/treasurer, three trustees, sergeant-at-arms and health benefits representative, will be conducted at the regular branch meeting on Nov. 10, with the election and installation at the regular December meeting on Dec. 8.

Members are reminded that they must be present for these meetings. Meetings are held at 7 p.m. at the Parkette Family Restaurant conference room, located at 2022 E. Pike St., Clarksburg.

John C. Humphrey, Sec.-Treas., Br. 4458

Buffalo-Western New York

This is an official notice to all members of Branch 3. Nominations for delegates to the 72nd national convention will be held on Oct. 12 at 7:30 p.m. at the Matthew Glab Post, Lackawanna. The election of delegates will be held

at the branch general membership meeting on Nov. 9. The convention will be held in Chicago, IL, Aug. 8-12, 2022.

According to the bylaws of the branch, Article 5, Section 1(c)2 states that acceptance of the nomination must be made verbally or in writing at this meeting. In the event that a candidate is unavoidable detained, the candidate may designate any member in attendance at the meeting to accept the nomination on behalf of the candidate. Acceptance of nominations may also be submitted in writing to the secretary prior to the meeting or no later than three days after the close of the meeting.

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 must verify upon nomination that they have not served, accepted or applied for a supervisory position within the last 24 months.

Article 4, Section 2 states that all officers as listed in this Article 4, Section 1, by virtue of their election will automatically be delegates to the state and national conventions, provided each officer is actually holding office at the time of the convention.

Kim Fitzgerald, Sec.-Treas., Br. 3

Camden, New Jersey Mgd.

This is an official notice to all Branch 540 members that nominations will be made at the Nov. 11 and Dec. 9 general meetings for the delegates and alternates who will attend the 72nd national convention in Chicago, IL, Aug. 8-12, 2022. The election for the delegates and alternates will be at the Dec. 9 general meeting. The nominations and election (if needed) will be held at the Maple Shade VFW Post 2445, 914 East Main St., Maple Shade. The aforementioned general meetings will start at 7 p.m.

If any member is not present at the time of nomination, then acceptance of the nomination must be submitted in writing to the recording secretary by the close of the nomination period. The election will be by secret ballot. The president, vice president, recording secretary, financial secretary, treasurer and director of retirees shall be delegates to the national convention automatically.

The Branch 540 president, in addition to the 15 members (in good standing) who receive the most votes and meet the necessary requirements, will receive funds from the branch and will be entitled to attend the 2022 national convention as the Branch 540 delegates.

Karen S. Sweerus, Rec. Sec., Br. 540

Canton, Ohio

In accordance with Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled meeting on Oct. 12. The election will take place at the Nov. 9 meeting. Nominations and the election will be held at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings starting at 7:30 p.m.

The following offices are open for nomination/election to a one-year

term: president, vice president, secretary/recording secretary, treasurer/financial secretary, three-year trustee (one three-year term), building manager, director of retirees, health benefits representative, and delegates to national convention and/or seminars. Nominees must have attended six of the last 12 regularly scheduled meetings to be eligible as paid delegates to the convention. Nominees must accept in person if nominated, or submit acceptance in writing to the branch secretary by Oct. 8.

The election will be by secret ballot on Nov. 9. Election ads will be accepted for publication in *The Branch Reporter* at a cost of \$10 per ad and must be in the hands of the editor of *The Branch Reporter* no later than 10 days after a regular scheduled meeting. Absentee ballots may be requested from the election committee at William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, OH 44706-1667, in writing if for emergency reasons only (i.e., hospitalization, annual leave outside of the immediate area, imminent death of an immediate family member). Absentee ballots must be in the hands of the secretary prior to the commencement of the election night meeting in order to be turned over to the election committee.

Bonnie Contrucci, Rec. Sec., Br. 238

Carmel, Indiana

This is official notice to all members of Merged Branch 888 that nominations will be held at the regular membership meeting on Oct. 7 at the Carmel American Legion, located at 852 West Main St., Carmel, in accordance with Article 5 of the *NALC Constitution* and the branch bylaws, for the following branch offices: president, vice president, secretary/sergeant-at-arms, treasurer, health benefits representative and three trustees. The terms of office will be three years, beginning on Jan. 1, 2022. Candidates may accept nomination to only one office.

The president and vice president, by virtue of their office, are delegates to all state and national conventions during their terms of office. All candidates are required to be present at the meeting when nominated, or signify in writing their willingness to serve if elected. Nominees must signify that they have not applied for, accepted or served in any supervisory capacity in the Postal Service for a period of 24 months prior to nomination.

The election, if necessary, will be conducted by secret ballot mailed to the most current home address of record of all members. Ballots must be returned to the election committee prior to the regular branch meeting at 7 p.m. on Nov. 4. The election will be at the regular branch meeting at 7 p.m. on Nov. 4.

Michael Wonderlick, Sec., Br. 888

Central Maine Mgd.

This is official notice to all branch members of Branch 391 that we are having elections for all officers. The positions are president, vice president, secretary/treasurer, trustees, health benefits officer, director of retirees, director of education and newsletter editor. Written nominations or in-person nominations are due at the branch meeting on Oct. 19.

Election of officers will take place on Nov. 16, and new officers will take over in January 2022. Terms for all listed officers are for three years.

Timothy White, Sec., Br. 391

Charleston, South Carolina

This is an official notice that Branch 3902 will hold its nominations for branch president, vice president, secretary, treasurer, health benefit representative, director of education and sergeant-at-arms. These officers will automatically be delegates to the South Carolina state and national conventions. The nominations for officers will be the month of November. The elections of officers will be held in December at the regular scheduled meeting. The election term is for a period of two years. The remaining delegates shall be elected in accordance with the *NALC Constitution*. All candidates for officers or delegates shall be present at the meeting when nominated or signify, in writing, their willingness to serve if elected. Branch steward will be nominated and elected by the general membership.

Donald Rippen Jr., Sec., Br. 3902

CherryHill/Haddonfield, New Jersey

This is an official election notice to all members of Branch 769. Nominations for all branch offices, namely president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, health and safety representative, director of retirees, legislative liaison, five trustees and five shop stewards, will occur at the regular November meeting held by the branch. The terms for all elected officers are two years, starting January 2022. Nominations will also be held for delegates to the 72nd national convention, held in Chicago Aug. 8-12.

Nominations will come from the floor at the meeting. You must be in attendance to indicate willingness to accept the nomination. If you are unable to attend the meeting, you must submit in writing to the president or recording secretary your intent to accept the nomination.

Elections, if necessary, will be by secret ballot mail prior to the December meeting of the branch.

John Algarra, Sec., Br. 769

Chicago, Illinois

This is official notice to all members of Branch 11. Nominations of delegates to the 2022 Illinois state convention in Bloomington June 16-18, 2022, and the national convention, held in Chicago Aug. 8-12, 2022, will be held at the regular Branch 11 meeting on Nov. 11 at 7 p.m. at the Branch 11 headquarters, located at the James E. Worsham Building, 3850 S. Wabash Ave.

Election of delegates to the 2022 Illinois state convention and the 2022 national convention will be held at the regular Branch 11 meeting on Dec. 9.

Nominations and elections will be held in accordance with the *NALC Constitution* and Branch 11 bylaws.

This is also official notice to the members of Branch 11 that nominations for the election of the following officers for a term of three years beginning January 2022 will be held at the

Election Notices

regular branch meeting on Oct. 14 at 7 p.m., located at the James E. Worsam Building, 3850 S. Wabash Ave., Chicago: president, vice president, recording secretary, treasurer, assistant secretary-treasurer, health benefits representative, MBA representative, safety and health representative, three trustees, three auditors and sergeant-at-arms. Nominations must be made in person at the branch meeting.

Candidates may accept nomination for only one office and must accept at the time made or, if absent, in writing. Acceptance must be in the hands of the recording secretary by 5 p.m. on Oct. 19.

All regular members, as defined in Article 2, Section 1(a) of the *NALC Constitution*, are eligible to hold any office or position in the branch. Article 5, Section 2 must be adhered to in its entirety.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 29 and must be mailed back to the election committee and received by 10 a.m. on Nov. 20. Write-in votes are not permitted.

Yolanda Gipson, Rec. Sec., Br. 11

Columbia, Missouri

Nominations for the election of officers of Branch 763 will be held at the regular branch meeting on Nov. 9 at the union hall, located at 2111 Burlington Ave., Columbia. The regular meeting begins at 7 p.m. and nominations will be accepted at 8 p.m. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, director of organization, director of retirees and three trustees. The terms of office will be two years, beginning Jan. 1, 2022.

If needed, the election will be by secret ballot at the regular branch meeting on Dec. 14 at the branch union hall, located at 2111 Burlington Ave., Columbia. The regular meeting begins at 7 p.m. and elections will begin at 8 p.m.

Any member who for any reason will be unable to vote on Dec. 14 may obtain an absentee ballot by writing to: Election Committee, Branch 763, P.O. Box 265, Columbia, MO 65205. Requests must be received by the election committee no later than Nov. 29; completed ballots must be postmarked no later than Dec. 14. Write-in votes are not permitted.

Karen Tompkins, Sec., Br. 763

Concord, New Hampshire

Branch 72 will be accepting nominations for branch officers on the first Wednesday of November (Nov. 3). Voting for branch officers will take place on the first Wednesday of December (Dec. 1). These meetings will be held at Kimball's Cav'ern, 351 Pembroke St., Pembroke, at 7 p.m.

Brandon Palmer, Treas., Br. 72

Davenport, Iowa

This is official notice to members of Branch 506 that nominations of the

officers for the branch and delegates for the national convention shall be made from the floor at the Oct. 14 branch union meeting and Nov. 11 branch union meeting. The voting will take place at the Dec. 9 branch union meeting.

Breann Mace, Sec., Br. 506

Deland, Florida

This is official notice for members of Branch 2591 that nominations for officers and delegates to the national convention will be held on Oct. 14 at the monthly meeting. If necessary, the election will be held in November at the monthly meeting. An installation dinner will be held in December.

Betty English, Sec., Br. 2591

Detroit, Michigan

This is official notice to all members of Branch 1 that nominations for the following branch offices for the 2022-2026 term of office shall take place at the general membership meeting on Nov. 4 at 6:30 p.m. at the Albert C. Wendland Hall, 1400 Trumbull, Detroit: president, vice president, secretary, financial secretary, assistant secretary, treasurer, three trustees, health benefits clerk and sergeant-at-arms.

The elections shall take place by referendum mail ballot. All candidates present at the time of nomination shall sign in writing their willingness to serve if elected. The acceptance form of a member nominated but absent from the meeting must be received by the branch secretary no later than the following Monday at 9 a.m.

Nominations for delegates to the 2022 NALC national convention shall also take place at the general membership meeting on Nov. 4. All candidates present at the time nomination shall sign in writing their willingness to serve if elected. The acceptance form of a member nominated but absent from the meeting must be received by the branch secretary no later than the following Monday at 9 a.m. The election of delegates shall take place at the Dec. 9 general membership meeting.

Elaine Jones, Sec., Br. 1

Dothan, Alabama

This is the official notice to members of Branch 1630 that nominations for delegates and alternates to the 2022 national convention will take place at our regular October meeting. The election will be held at our regular meeting in November.

Charles Rummel, Sec., Br. 1630

Dubuque, Iowa

Branch 257 will be holding nominations for officers at our monthly meeting on Nov. 10. Elections will then be held the following month at the Dec. 8 meeting. All members are encouraged to attend.

Jason Stephenson, Sec., Br. 257

Duluth, Minnesota

This is official notice to all members of Branch 114 that nominations for state and national convention delegates will be accepted at the Sept. 16 and Oct. 21 meetings of Branch 114 Merged. Those wishing to be nominated who are unable to attend must submit their willingness to be nominated in writing to

the branch secretary prior to the Oct. 21 meeting. Elections will be held by secret ballot at the Nov. 18 union meeting. As per the bylaws of Branch 114, the number of delegates and the amount to compensate them will be decided before nominations begin.

In addition, every qualified member of Branch 114 may run for unpaid delegate to state and national conventions, except a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any convention for a period of two years after termination of such supervisory status.

Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination. The president and vice president of this branch at the time of the convention, by virtue of their office, are automatically considered delegates. Only those qualified members (including the president and vice president) having attended eight union meetings of the last 11 prior to nominations may run for paid (receiving union funds for their expenses) delegate positions for state and national conventions.

This is also official notice to all members of Branch 114 that nominations for the offices of president, vice president, recording secretary, treasurer, three trustees, financial secretary, MBA/health benefits representative and sergeant-at-arms will be accepted at the Sept. 16 and Oct. 21 meetings of Branch 114 Merged.

Those wishing to be nominated who are unable to attend must submit their willingness to be nominated in writing to the branch secretary prior to the Oct. 21 meeting. Elections will be held by secret ballot at the Nov. 18 union meeting. A member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall be ineligible to run for any office.

Dave Mayou, Rec. Sec., Br. 114

Elkhart, Indiana

This is official notice to members of Merged Branch 547 of a special election on Oct. 5. Members will be voting for vice president and two Elkhart stewards to complete the remainder of the current term. Election will be held at 7 p.m. at the Willowdale Park Pavilion. To request a mail-in ballot, contact a union officer or request by mail to: P.O. Box 772, Elkhart, IN 46515, by Sept. 24. Mail ballots are due by Oct. 5 at 4 p.m.

Daniel Bowman, Sec., Br. 547

Eureka, California

This is to serve as official notice to all members of Branch 348 that the nominations for one of the trustee positions, as well as delegates for the 2022 national convention, will be taking place at the regular branch meeting on Nov. 10. All nominees should submit written acceptance of nomination. The elections will be held at the Dec. 8 meeting at 7 p.m. There will be a mail-

ing sent out soon with more information.

Danielle Sproul, Sec., Br. 348

Evansville, Indiana

This is official notice to all members of Branch 377 that nominations for officers and stewards of Branch 377 will take place during our September branch meeting at our union hall, located at 941 N. Boeke Road, Evansville, on Wednesday, Sept. 15, at 6:30 p.m.

Nominations will close at the conclusion of this branch meeting. Ballots will be mailed out during the month of October, and will be counted during our December meeting.

Penny Kroeger, Sec., Br. 377

Fargo-W. Fargo, North Dakota

This is official notice to all members of Branch 205 that nominations for delegates to the 2022 national and state conventions will be accepted at the Oct. 7 meeting, beginning at 7 p.m. Members who want to be nominated to delegate positions must be present at the October meeting or signify in writing, signed and dated and given to the secretary of Branch 205, by 7 p.m. the day of the branch meeting.

Kristi Taylor-Livdahl, Sec., Br. 205

Fayetteville, North Carolina

This is an official notice to all members of Branch 1128 that nominations of delegates for the 2022 NALC convention and nominations for one branch trustee will be held during the October monthly membership meeting via Zoom. Any person nominated as a convention delegate or trustee must be in good standing, and shall either be at the Zoom meeting or will have placed in writing his/her wish to accept or decline said nomination. If necessary, elections will be by mail-in ballots and results will be announced at the November monthly membership meeting.

Rodney L. Redding, Sec., Br. 1128

Fort Dodge, Iowa

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 645, this is official notice to all members in good standing that nominations for branch president, vice president, treasurer, secretary, sergeant-at-arms, one trustee and delegates to the national convention will be held at the regular meeting on Oct. 12 at 308 Central Ave., Fort Dodge. The meeting will begin at 7:30 p.m. Candidates must be present at the meeting to accept nomination or give the branch secretary written acceptance no later than 5 p.m. on Oct. 22. Candidates may only accept nomination for one office. All offices are for a one-year term except the trustee, which is a three-year term.

The election will be held by secret mail ballot. A ballot with instructions will be mailed to the home address of all members eligible to vote. Ballots must be returned by Dec. 14 prior to the start of the regular meeting.

Josh Ropte, Sec., Br. 645

Fort Lauderdale, Florida

In accordance with Article 5 of the *NALC Constitution* and Article 18 of

Branch 2550 bylaws, this is an official notice to all members of Branch 2550 of nominations for delegates to the 73rd NALC national convention, held Aug. 8-12, 2022, in Chicago. Nominations will take place at the regular branch meeting, either in the Don McMahon NALC Branch 2550 Union Hall, located at 3062 NW 60th Ave., Fort Lauderdale, or via Zoom, on Oct. 12 at 8:30 p.m.

Candidates must accept nominations at the time they are nominated or, if absent, they must submit their acceptance of nomination in writing to the recording secretary prior to their nomination.

Oscar Ferreira, Sec., Br. 2250

Fort Wayne, Indiana

This is the official notice to members of Branch 116 that nominations will be held at the regular branch meeting on Oct. 14 for the following two-year positions: president, vice president, recording secretary, financial secretary, treasurer, three trustees, health benefits representative, *The Summit City Mailbag* editor, mutual benefits representative, sergeant-at-arms, data entry person, director of retirees, and stewards for each of the Fort Wayne units, as well as Angola, Auburn, Bluffton, Decatur, Garrett, Huntington, New Haven and Warsaw. Also, nominations will be held for delegates to the 2022 Indiana state and national conventions.

Candidates must be present at the Oct. 14 meeting or have submitted prior to the nomination a letter to the recording/financial secretary stating acceptance of the nomination. Candidates must signify that they have not served in a supervisory position for 24 months prior to nomination. Voting will be by mail-in ballot. The ballots will be counted by the nomination/election committee in December.

Elizabeth Wappes, Rec. Sec., Br. 116

Garden Grove, California

This is official notice to all Branch 1100 members that nominations for delegates to the 2022 national convention will take place at the Nov. 9 regular branch meeting. Election of delegates, if necessary, will take place at the Dec. 14 meeting. The meetings are at 7:30 p.m. at the branch meeting hall, located at 13252 Garden Grove Blvd., Garden Grove.

Article 5, Section 2 of the *NALC Constitution* states: "All qualified members shall be eligible to be a delegate or alternate delegate to the National Association Convention or State Convention, except that any regular member who voluntarily or otherwise, holds, accepts, or applies for a supervisory position in the Postal Service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any convention for a period of two (2) years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination."

Article 5, Section 6 of the branch bylaws reads: "Any elected delegate to any convention must be eligible under the provisions of Article 5, Section 2 of the *National Constitution* of the NALC, and must have attended a minimum of 70 percent of the regular meetings during the period of time between delegate elections in order to be eligible to receive branch funds for expenses, with the exception of new members, who must have attended 70 percent of the branch meetings since becoming a member."

You cannot be a delegate if you are not nominated. Come to the November meeting or, if you are unable to attend, give the branch notice, in writing, of your desire to be a delegate and you will be entered into nomination.

Bonnie Doherty, Exec. Sec., Br. 1100

Garden State Mgd., New Jersey

This is official notice to all members of Branch 444 that nominations for delegates to the 2022 NALC convention in Chicago, IL, the week of Aug. 8, 2022, will take place at the regular branch meeting on Oct. 13 at the Allenhurst Fire Department, located at 318 Hume St., Allenhurst. The meeting will commence at 7:30 p.m. The president, vice president, secretary-treasurer and sergeant-at-arms, by virtue of their offices, are automatic delegates. If an election is necessary, ballots will be mailed to all members at their last-known address. The results will be announced at the Nov. 10 meeting at the same location.

Earl Dorman, Sec-Treas., Br. 444

Grand Rapids, Michigan

This is official notice to the members of Branch 56 that nominations for all branch officers, the 2022 national convention delegates and the 2023 state convention delegates will take place at our regular November meeting.

Following close of nomination, ballots will be mailed out to all members. The deadline for receipt of ballots is by close of business on Dec. 1, prior to the Dec. 2 meeting.

Malinda Dekker, Rec. Sec., Br. 56

Greeley, Colorado

Nominations for elected officers and delegates will be held at the regular branch meetings on Thursday, Oct. 7, and Nov. 4. The meetings begin at 6:30 p.m. Location is the NALC Dwight Palsler Branch 324 Office, 2525 16th St., Greeley. Any member in good standing may run for any office. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing.

The elective offices to be filled are delegates to the state convention and national convention: eight elective delegates to the state convention (one-year terms of office, Jan. 1 through Dec. 31, 2022) and eight elective delegates to the national convention (one-year terms of office, Jan. 1 through Dec. 31, 2022). Please note that according to the bylaws of the branch, the president is a delegate to conventions by virtue of the office.

Elections will be conducted by secret ballot at the regular branch meeting on

Thursday, Dec. 2. The meeting begins at 6:30 p.m. The meeting place will be at the NALC Dwight Palsler Branch 324 Office, 2525 16th St., Greeley. Any member who, for any reason, will be unable to vote in person on Dec. 2 may obtain an absentee ballot by writing to: Election Committee, Branch 324, P.O. Box 341, Greeley, CO 80632. Requests for absentee ballots must be received by the election committee no later than one day prior to the Dec. 2 meeting.

All absentee ballots must be mailed to the election committee at: P.O. Box 341, Greeley, CO 80632. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 341, Greeley, CO 80632, no later than one day prior to the Dec. 2 meeting to be counted.

Richard Byrne, Pres., Br. 324

Hamilton, Ohio

This is to serve as official notice to all members of Branch 426 for nominations for all officer positions for the term of two years, 2022 through 2024. Nominations will be held at the regular branch meeting on Oct. 12 at 7:30 p.m. at the union land.

If an election is necessary, the elections will be held by mail ballot during the monthly regular meeting in November. The regular branch meeting is the third Tuesday in November, and will be held on Nov. 16 at 7:30 p.m. at the Amvets Post 1983, located at 914 Ross Ave., Hamilton, or on Zoom, depending on COVID-19 developments.

Eric Yost, Pres., Br. 426

High Point, North Carolina

This is an official notice to the members of Branch 936 that nominations for the following Branch offices will be held at the regular branch meeting on Oct. 14 at 7 p.m. via Zoom: president, vice president, recording secretary, assistant recording secretary, treasurer, sergeant-at-arms, health benefits representative, three trustees, parliamentarian, chaplain, delegates and alternate delegates for the 2022 national convention in Chicago and 2023 state convention in Wilmington. The terms of office will be two years, beginning Jan. 1, 2022.

Due to CDC COVID-19 restrictions, the election will be vote-by-mail only. To gain access to the Zoom branch meetings, please contact your branch secretary at jjlarrazanal936@gmail.com no later than Oct. 28.

Candidates must accept nominations at the time made or, if absent, in writing. Nominations may also be made in writing but must be received by the branch secretary no later than Oct. 14 at P.O. Box 465, High Point, NC 27261.

The president shall serve as a delegate to the 2022 national convention by virtue of the office. The elections will be held on Nov. 11 at 7 p.m. via Zoom. The elections will be by secret ballot. To update your address information, if need be, please email jjlarrazanal936@gmail.com by Oct. 14 to ensure everyone receives their ballots. Ballots must be mailed back to the election committee at P.O. Box 5034, High Point, NC 27262, no later than Nov. 11 by 5 p.m.

Jennifer Scarboro, Rec. Sec., Br. 936

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

Huntington, West Virginia

Branch 359 will be having elections for members to go to the national convention in December of this year.

Michael Castle, Pres., Br. 359

Jackson, Mississippi

Branch 217 is having nominations of officers on Oct. 14 at its regular meeting.

The meeting will be held at 196 Lakeshore Road, Jackson, at 7 p.m. The officers to be nominated are president, vice president, secretary, treasurer, sergeant-at-arms, OWCP officer and three trustees. These officers will be elected for the years 2022-2023. The state convention delegates for 2022 and national delegates for 2022 will be nominated at this time also.

Nominations shall be made from the floor and all candidates must be present at the time of their nominations or shall have signified, in writing, to the election committee their willingness to accept the nomination.

Ballots will be mailed to all eligible members. All ballots will be picked up by the election committee in the presence of observers at 5 p.m. on Election Day and counted as soon as possible.

Election of officers shall take place at the regular meeting in December with the installation of officers at the regular meeting in January.

These guidelines are in accordance with Article 5 of the bylaws.

Glenn Greer Sr., Sec., Br. 217

Jersey City, New Jersey

This will serve as official notice to all Branch 42 members. Nominations for all officers of Branch 42 and delegates to the 2022 national convention will be held at the regular branch meeting one week early, due to the USPS closing in observance of Veterans Day. NALC President Fred Rolando has granted a presidential dispensation to hold our branch meeting on Thursday, Nov. 4.

The meeting will begin at 6:30 p.m. at the Jersey City Moose Lodge, located at 60 West Side Ave., Jersey City. Any member wishing to oppose a current shop steward must be nominated at this meeting so an election can be held at the proper station. Candidates must accept a nomination at the time made or, if absent, in writing. Candidates can accept a nomination for only one office.

Nominations will be held for the following branch officers: president, vice president, secretary, treasurer/financial secretary, LCPF coordinator, health benefits representative, sergeant-at-arms, safety/health officer, director of retirees and three trustees. Candidates

Election Notices

elected to the above-mentioned 12 offices, by virtue of their elected office, shall be delegates to the national convention.

The election for Branch 42 officers and delegates to the 2022 national convention will be conducted by secret mail ballot, with complete oversight by the New Jersey State Board of Mediation (NJSBM). Ballots will be mailed to the home address of eligible members on or about Nov. 15. Completed ballots in their pre-paid/addressed envelopes, must be received no later than 11 a.m. on Dec. 9 to be counted. Write-in votes are not permitted. Any member who does not receive a ballot should contact Tina Carpenter at the NJSBM at 609-984-7676 no later than Nov. 29.

Election results will be announced at the Branch 42 Christmas meeting on Dec. 9. The meeting will begin at 6:30 p.m. at the Jersey City Moose Lodge, located at 60 West Side Ave., Jersey City.

Edy Gonzalez, Sec., Br. 42

Knoxville, Tennessee

In accordance with Article 5 of the NALC Constitution and Branch 419 bylaws, this is an official notice to all members of Branch 419 who are in good standing that nominations for all branch officers and trustees, as well as delegates to the state and national conventions, will be held at the regular monthly branch meeting on Nov. 2 at 7 p.m. at the Elks Lodge on 5600 Lonas Road, Knoxville. The term of office is two years (2022-2024), beginning with the installation of the officers prior to the general membership meeting in January following the election.

The election will take place by mail-in ballot. The ballots must be post-marked no later than the last Tuesday of November, and will be counted at the December branch meeting. All candidates shall be present at the Nov. 2 branch meeting to accept nominations, or have filed a letter of acceptance with the branch secretary before the night of that branch meeting. The term for all branch officers and trustees will be for two years, and two years for delegates to the state and national conventions.

Tony Rodriguez, Sec., Br. 419

Lafayette, Indiana

This is official notice to all members of Branch 466 that nominations for delegates to the 2022 state and national conventions will be held at the regular November meeting at the union hall, located at 2529 Schuyler Ave. The election will be conducted by secret ballot, with ballots to be received before and results announced at the December meeting. Candidates must accept or decline nomination in writing to the secretary at the November meeting or, if absent, by the next business day.

D. Lyn Hairston, Sec., Br. 466

Laramie, Wyoming

This is an official notice to all members in good standing of Branch 463 that nominations for elected branch officers will be held at our regular monthly meeting on Oct. 14 at 6 p.m. at the American Legion, located at 417 Ivinson Ave., Laramie. Nominations will be held for the

following branch offices: president, vice president, secretary and treasurer, each serving a term of one year, and one trustee position, serving a term of two years.

Elections will be held at our regular November meeting, which is postponed one week to Nov. 18, due to the Veterans Day holiday on our normal meeting night.

Crystal Martinez, Sec., Br. 463

Lynn, Massachusetts

This is official notice to the members of Branch 7 of the nomination and election of delegates to the 72nd national convention (Chicago, IL). Eligibility of candidates will be in accordance with Article 5 of the NALC Constitution, which disqualifies any member who holds, accepts or applies or a supervisory position for any period of time, either acting, probationary or permanently. Any member who has left a supervisory position is ineligible for a period of two years after termination of supervisory position.

Per branch bylaws, self-nomination is permissible, and nominees have up to three days to accept or decline their nomination. To be eligible for branch funding, a nominee must have attended eight of the last 10 meetings. The president, by nature of the office, is automatically a delegate to the national convention.

Election of delegates will be by secret ballot, with ballots mailed out to the last-known address of eligible members. Ballots will be mailed out during the week of Oct. 17-23, with a due date of Monday, Nov. 8. Nomination of delegates will take place at the October branch meeting, to be held on Wednesday, Oct. 13. The election committee will announce the results at the November branch meeting, to be held on Wednesday, Nov. 10. Branch meetings are held at the Hibernian Hall, located at 105 Federal St., Lynn, with a 7 p.m. start time.

Frank Quartarone, Sec., Br. 7

Macon, Georgia

In accordance with Article 15 of the NALC Constitution and Branch 270 bylaws, this is the official notice to all members that nominations for all officers and delegate to the 2022 state and national conventions will be held at the regularly scheduled meeting in October. Voting will take place at the regular November meeting from 4 p.m. until 8 p.m., at 4495 Chapel Hill Drive.

Any members requesting an absentee ballot must apply in writing to the election committee at: c/o Recording Secretary, Branch 270, P.O. Box 5746, Macon, GA 31208. All ballots must be returned to the election committee two days before the election.

Vincent Black, Sec., Br. 270

Marion, Indiana

This is an official notice to all members of Branch 378 that nominations for the election of delegates to the 2022 state and national convention will be accepted at the regular scheduled branch meeting on Nov. 10 at the American Legion, Jonesboro, at 6:45 p.m. Members must be present to accept the nomination. If unable to attend

the meeting, members are to submit, in writing, their desire to be a delegate to the state and/or national convention and then given to the secretary prior to the branch meeting in November.

Election of state and national delegates, if needed, will be by secret ballot at the regular scheduled branch meeting at the American Legion, Jonesboro, on Dec. 8 at 6:45 p.m.

Kimberly Drake, Pres., Br. 378

Martinsburg, West Virginia

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

Chris Lindner, Sec., Br. 1475

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183. Nominations for election of delegates of Branch 2183 to the 2022 Illinois state convention and the 2022 national convention will take place at the regular scheduled union meeting on Oct. 20 at the American Legion Hall, located at 9757 Pacific Ave., Franklin Park, at 6:15 p.m.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the addresses (of record/on file) of eligible members in good standing. Ballots must be received to the election committee at designated address by 3 p.m. on Nov. 17.

Results will be announced at the Nov. 17 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Metairie, Louisiana

In accordance with Article 5 of the NALC Constitution, this is the official notice to all members of Branch 6119 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, health benefits officer and three trustees will be taken to the floor at the October branch meeting. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the October branch meeting.

The election of officers for Branch 6119 will be held on Tuesday, Nov. 23. The delegates to the national convention will also be elected. All elected officers will serve from Jan. 13, 2022, to January 2024.

Ricky J. Ashley, Sec., Br. 6119

Michigan City, Indiana

This is to serve as official notice to all members of Branch 455 of the nominations and elections of branch officers.

Nominations will be held at our regular meeting on Nov. 18 at 7 p.m. Candidates must accept at the time of nomination or, if absent, in writing.

Nominations will be held for the following branch offices: president, vice president, recording secretary, treasurer/financial secretary, sergeant-at-arms, three trustees, HBP representative, MBA representative, and delegates to the state and national conventions. The president, by virtue of his/her office, shall be an automatic

delegate to both conventions. Terms of office will be for three years, beginning Jan. 1, 2022.

Elections will take place at the regular meeting on Dec. 16 by secret ballot.

Philip Weiss, Sec., Br. 455

Minneapolis, Minnesota

This is an official notice, in accordance with Branch 9 bylaws of elections for the officers and delegates of Branch 9. Nominations will be held at the September general membership meeting on Tuesday, Sept. 28, for the offices of: president, executive vice president, recording secretary, financial secretary, treasurer, editor, sergeant-at-arms, health benefits representative, director of retirees, three trustees, delegates to the 2022 MSALC convention, four delegates to the Minnesota AFL-CIO/Minneapolis Regional Labor Federation (RLF), and three delegates to the St. Paul Regional Labor Federation (RLF).

This meeting can be attended either virtually or in person at the Crystal VFW, 5222 56th Ave. North, Crystal. Meeting start time is at 7 p.m. With the exception of MSALC delegates, the term for all offices will be three years, beginning in January 2022. The president and executive vice president shall be delegates to the NALC convention, MSALC convention and Minnesota AFL-CIO/Minneapolis RLF by virtue of their office.

Candidates must complete the appropriate letter of intent and return same to the recording secretary at the general membership meeting in which they are nominated, or within 10 days thereafter, to the Branch 9 office, by no later than 5 p.m.

Elections for contested officer positions and Minnesota AFL-CIO/Minneapolis or St. Paul RLF delegates will be by referendum ballots that must be returned to the designated post office box selected by the election committee by 9 a.m. on Tuesday, Nov. 23. Should an election of delegates to the MSALC state convention be necessary, it will be held at the October general membership meeting on Oct. 26.

JoAnn Gilbaugh, Exec. V.P., Br. 9

Minot, North Dakota

Members of Branch 1152, this is your official nomination and election notice for 2021. Nominations for elections of all offices will take place at our monthly meeting on Nov. 10. The meeting starts at 7:30 p.m. at the Railroad Museum, 19 1st St. NE, Minot. Nominations will be made, and then there will be secret ballot mailed out to all members, with the results determined and read at our monthly meeting Dec. 8.

Joyce Vind, Sec., Br. 1152

Mishawaka, Indiana

Branch 820 will be accepting nominations for all positions during the Nov. 9 general membership meeting at the United Steel Workers Local 1191 union hall, located at 125 S. Hill St., Mishawaka. The meeting will start at 7 p.m.

Dan Rancourt, Pres., Br. 820

Missouri

This is an official notice to all members of the state of Missouri. In accordance

dance with Article 5 of the *NALC Constitution*, the Missouri State Association of Letter Carriers will hold its state officer nominations and elections on Sept. 25. The elections will take place at the Margaritaville Resort in Osage Beach.

Patrick Flora, Sec., MOSALC

Monroe, Louisiana

This is official notice to the members of Branch 136 that nominations for all officers and delegates will take place at the regular branch meeting on Nov. 18. Elections, if needed, will be conducted by mail-in ballot in accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 136. Ballots will be mailed to members' last-known addresses.

The results will be read at the Dec. 16 meeting, and the installation of officers will take place at the retirement banquet at Catfish Cabin on Jan. 22, 2022.

Jimmie Drummer, Sec., Br. 136

Morgantown, West Virginia

This is official notice to all Branch 783 members that we will begin accepting nominations for officers and delegates to the 2022 convention. Nominees must indicate, in writing or in person, whether they accept their nomination.

Elections will be held by secret ballot at the December meeting. Absentee ballots will be provided if necessary.

Matthew Tennant, Sec., Br. 783

Moses Lake, Washington

To all members of Branch 4573, this serves as notice for the annual election of Branch 4573 officers and the Washington state and national convention delegates. Nominations for president, vice president, secretary, treasurer, shop steward and convention delegates will be taken by the branch until the beginning of the Nov. 2 branch meeting.

Should it be necessary for an election, secret mail-in ballots will be provided and collected prior to the Dec. 7 meeting. Each member should ensure that the branch has their address on file.

Gary Schleppebach, Pres., Br. 4573

Naperville, Illinois

This is to notify the members of Branch 1151 that nominations for delegates to the 2022 state and national conventions will take place at the regular monthly meeting on Nov. 2 at the VFW, located at 908 W. Jackson. Nominees need not be present at the meeting, provided that they submit written notice of their intention of running to the recording secretary prior to or within one week after the nomination meeting.

The election will be held at the same location on Dec. 7, between 6 and 6:45 p.m. The president, vice president, secretary and treasurer, by virtue of the office, shall be automatic delegates to both conventions.

Brad Jacaway, Fin. Sec., Br. 1151

Nashua, New Hampshire

In accordance with the *NALC Constitution* and Article 5, Section 1 of the branch bylaws, this shall serve as official notice to all members in good standing that nominations for all

branch officers shall take place at the regular branch meeting on Oct. 20. The meeting will start at 7:30 p.m.

Henry Gorman, Sec., Br. 230

Natchez, Mississippi

This is an official notice to all members of Branch 476. Nominations for all officers and trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination if offered.

The election will be held at the regular November meeting. Installation of officers will be held in December.

Frank A. Patti, Sec., Br. 476

N. Little Rock, Arkansas

This is official notice to all members of Branch 3745 that nomination for Trustee #3 position will be held during October's regular monthly union meeting. This is a three-year term. Nominations for president, vice president, recording secretary, treasurer and sergeant-at-arms will also be held during October's regular monthly union meeting. These officer positions are two-year terms. The meeting will be held at American Pie, located at 4830 N. Hills Blvd., North Little Rock, at 6 p.m. on Oct. 14.

An election vote (if necessary) will be held at November's regular monthly meeting on Nov. 18 at American Pie in North Little Rock at 6 p.m. Voting will start at 6 p.m. and end at 9 p.m.

Todd Schroder, Rec. Sec., Br. 3745

N. Tonawanda, New York

This is official notice to all members of Branch 661 that nominations will be accepted for all elected offices at the regular monthly meeting on Oct. 18. Election of officers will take place at the regular monthly meeting on Nov. 15. Terms of all offices are for two years. Absentee ballots will be available upon request from the secretary. All officers, by virtue of their election, will automatically be delegates to state, regional and national conventions and conferences held during their term of office.

Charles Wildt, Sec., Br. 661

Oak Brook, Illinois

This is official notice to all Branch 825 members that nominations for convention delegates will be accepted from Sept. 1 until the close of business on Oct. 15. Term of office is one year.

Any eligible member in good standing whose name is properly placed in nomination during the nomination period shall be declared a convention delegate by the president, as long as the number of nominees do not exceed 1/20th of the total membership of the branch. If an election is necessary, a mail-in ballot election for convention delegates will be held in the 30-day period immediately following the close of nominations. Delegates will be announced at the Nov. 30 branch meeting.

To obtain a nominating petition, see your shop steward or call the branch office at 630-571-4167 on or after Sept. 1. Any branch member who has served in or applied for a managerial position in

the past two years is ineligible to run, according to the *NALC Constitution*.

Mark Dowdle, Sec., Br. 825

Oklahoma City, Oklahoma

This is official notice to the members of Branch 458 that nominations that nominations will be taken at the Oct. 14 and Nov. 11 meetings for delegates to the 2022 state and national convention, as well as Branch 458 officers, including president, executive vice president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefits representative, mutual benefits representative, member benefits representative, branch scribe and Trustee #2. All terms are for two years, except Trustee #2, which is for three years.

All nominees must sign a declaration that they have neither held nor applied for a position in postal management in the last 24 months, and meet other eligibility requirements.

Ballots for any contested office will be mailed to all members to their last-known address by the election committee on Nov. 16. Ballots must be returned to the Branch 458 post office box no later than Wednesday, Dec. 18. Any ballots received after that date will not be counted.

Shop stewards will be elected at their respective stations in a separate election. Steward elections must be completed by Dec. 8.

Stephen A. Riggs, Rec. Sec., Br. 458

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

Paterson, New Jersey

This is official notification to the members of Branch 120 that nominations for all officers will be accepted at the regular branch meeting on Wednesday, Oct. 13, at 7 p.m. at the Lafayette Firehouse, Co. #1. Nominations will be accepted for the following offices: president, vice president, secretary-treasurer, three trustees, health benefits representative and director of retirees. Terms of office are for two years.

Nominees must be present to accept the nomination or, if absent, in writing to the branch secretary. Candidates working in a supervisory capacity 24 months preceding nomination are ineligible. An election, if necessary, will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home address of record of each eligible member. Election results will be tabulated and finalized for the November meeting.

Robert Blanos, Sec.-Treas., Br. 120

Providence, Rhode Island

This is the official notice that the nominations for Branch 15 delegates to the NALC's 72nd biennial convention, Aug. 8-12, 2022, in Chicago, IL, as well as two building trustees, will take place Monday, Nov. 1, at the regular branch meeting at 7 p.m. and will be held at the Providence APWU #387 Hall, located at 1192 Plainfield St., Johnston.

Those nominated must be present to accept the nomination or have submitted prior to the meeting in writing their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be conducted, if necessary, by secret ballot on Monday, Dec. 6. Voting will take place from 2 to 7 p.m. prior to the Branch 15 union meeting at 7 p.m., and will be held at the Providence APWU #387 Hall, at 1192 Plainfield St., Johnston. All working carriers will be given the opportunity to vote.

Evann R. Cohen, Rec. Sec., Br. 15

Richardson, Texas

This is the official notice to all members of Branch 4784 that nominations for president, vice president, combined recording and financial secretary and treasurer, sergeant-at-arms, health benefits representative, convention delegates, and three trustees will be accepted at the regular branch meeting in November on Thursday, Nov. 11, at 5:30 p.m. The length of term for the above positions is two years.

Candidates will indicate their willingness to serve by written acceptance of their nomination not later than the next

Election Notices

workday after nomination (unless on leave). If on leave, this must be done the first workday upon return. (This rule also applies to delegates.)

The election will be held at the regular branch meeting in December on Thursday, Dec. 9, at 5:30 p.m., by secret ballot. (Write-in votes are not permitted.)

Absentee ballots may be requested in writing from the election committee at: NALC Branch 4784, P.O. Box 830314, Richardson, TX 75083-0314. Absentee ballot requests must be received by Nov. 22 and returned by Dec. 8. (Allow for sufficient mailing days to meet all deadlines.)

Tom Devery, Sec., Br. 4784

Rock Island, Illinois

This is official notice to all members in good standing of Branch 292 that nominations for branch officers will be held at the regular monthly meeting on Oct. 12 and Nov. 9. Elections, if needed, will be at the Dec. 14 meeting. Available are two-year terms for the following positions: president, executive vice president, vice president, secretary, treasurer, sergeant-at-arms, three trustees, and delegates to the national and state conventions.

Tracey Bultinck, Sec., Br. 292

Roswell, Georgia

All members of Branch 4862 are advised by this notice of the nominations for officers, steward and delegates to the 2022 GSALC and national conventions will be held on Oct. 13 at the regular branch meeting, located at the Carriage Station Club House, 100 Station Pkwy., Roswell.

Elections will be held at the same facility on Nov. 10. Any member who, for any reason, will be unable to vote during the times the polls are open may request an absentee ballot. Absentee ballots must be requested after the nominations are closed at must be received two weeks before the election.

Carlos Ashers, Pres., Br. 4862

Royal Oak, Michigan

This is official notice to all members of Branch 3126 that nominations for officers, shop stewards, and alternate stewards (for a two-year term), and delegates to the 2022 national convention and the 2023 state convention will take place at the regular membership meeting at 7:30 p.m. on Oct. 7 at the Club Venetian, 29310 John R Road, Madison Heights. The nominations and elections will be held in accordance with Article 5 of the *NALC Constitution* and Article 10 of the branch bylaws.

Candidates for all offices must signify in writing their acceptance of nomination, and their willingness to serve if elected. The Secretary must receive a candidate's letter of acceptance by 5 p.m. on the Tuesday following nominations, Oct. 12.

The offices up for nomination are president, executive vice president, vice president, recording secretary, financial secretary (treasurer), sergeant-at-arms, health benefits representative, insurance officer (MBA/NSBA), director of retirees, compensation (OWCP) officer, five trustees, delegates to the 2022 national convention and

the 2023 state convention, two AFL-CIO delegates, and two alternate AFL-CIO delegates, stewards and alternate stewards.

The president, executive vice president, vice president, recording secretary, and financial secretary (treasurer), by virtue of their elected office, shall be delegates to all conventions during their term of office with compensation as determined by the branch bylaws. Members elected as delegates to either the national or state convention will be compensated as determined by the branch bylaws.

Elections will be by referendum ballot, mailed to the last-known address of each member in good standing. Results of all elections will be announced at the December regular membership meeting. All terms of office will begin after the installation of officers conducted at the regular membership meeting on Jan. 6, 2022.

John T. Dick, Rec. Sec., Br. 3126

Salem, Oregon

This is the official notice to all members of Branch 347 that nominations will be open for the following branch officer positions, for a period of two years (2022-2024): president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, health benefits/MBA/legislative representative, editor, and the board of trustees, composed of three members.

Also, nominations will be open for delegates who meet the criteria of our branch bylaws to the national and Oregon state convention in 2022. Nominations will be held at the regular branch meeting at 345 River St. NE, on Wednesday, Oct. 13, at 6:30 p.m. All members who want to be an officer or delegate must be present at the meeting or signal in writing to the branch recording/financial secretary prior to the meeting their willingness to be nominated.

The election shall be by secret ballot by mail, or in person at the regular branch meeting on Wednesday, Dec. 8. Balloting shall be open from 5 p.m. to the start of the regular branch meeting at 6:30 p.m. Ballots shall be mailed out no later than 21 days after the close of nominations. Mailed-in ballots must be received by the election committee by 12 p.m. on Election Day.

Henry C. Scott Jr., Rec-Fin. Sec., Br. 347

San Angelo, Texas

This is the official notice to all members of Branch 1203 that nominations for all branch officers, a trustee and delegates will be held at the regular branch meeting on Oct. 21 at Hidalgo's, located at 3108 Sherwood Way. Officer positions are a two-year term; the trustee position is a three-year term.

The election will be conducted by mail-in ballot from Nov. 1-17, and the results will be announced at the next branch meeting.

Nicholas Schwartz, Pres., Br. 1203

Santa Fe, New Mexico

This is official notice to all members in good standing of Branch 989 that nominations for all officer positions and delegates to the 2022 national

convention will be held at the Oct. 7 meeting at 6 p.m. All elected positions are for a two-year term and the election will be held at the Nov. 4 meeting at 6 p.m. at the Elks Lodge.

Pearl McReynolds, Pres., Br. 989

Shawnee, Oklahoma

Branch 883 will have the nomination of officers at the regular meeting on Oct. 19. If an election is needed, it will occur at the regular meeting on Nov. 16 at 7 p.m. This will be at 120 W. MacArthur St., Shawnee. The following positions will be up for nomination: president, vice president, secretary, treasurer, steward, sergeant-at-arms and trustee.

Nathan Palmer, Sec., Br. 883

Snohomish Co., Washington

This is official notice to all members of Branch 791 that nominations for branch trustee will be accepted at the Sept. 2 and Oct. 7 regular meetings. The vote shall be conducted at the Nov. 4 meeting by those present. All nominees must indicate their acceptance of the nomination, as required in Article 4, Section 6.

Nominations for the 2022 national and state convention delegates will be accepted at the regular branch meetings on Sept. 2 and Oct. 7. Election of delegates shall be held at the Nov. 4 meeting, by secret ballot of the members present.

The president, vice president and secretary, by virtue of their office, shall be automatic delegates to the national and state conventions.

Meetings are held at the Everett Labor Temple, located at 2812 Lombard Ave., Everett.

Michelle Decker, Pres., Br. 791

Sparks, Nevada

Nominations for the election of officers and delegates to the 2022 national convention and 2023 NSALC convention for Branch 2778 will be held at the regular branch meeting on Oct. 5 at 6:30 p.m. at Round Table Pizza, 1201 Baring Blvd., Sparks. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nomination for only one office.

Nominations will be held for the following branch offices: president vice president, secretary, treasurer, sergeant-at-arms, health benefits/MBA representative, OWCP representative and three trustees. The terms of office will be two years, beginning Jan. 3, 2022.

Nominations will also be held for convention delegates (2022 national convention and 2023 NSALC convention). The president, by virtue of the office, shall be an automatic delegate to the national and state conventions.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on or before Oct. 12. Ballots must be mailed back to the branch election committee and must be received by 5 p.m. on Nov. 2. The election committee will then collect the ballots, bring them to Round Table Pizza and begin the tally. The results will be announced at the branch meeting held there that night. Write-in votes are not permitted.

Joanna Penate, Sec., Br. 2778

State College, Pennsylvania

Branch 1495 will be holding its branch officer election at the November monthly branch meeting for the positions of president, vice president, secretary, treasurer, health and welfare secretary, sergeant-at-arms, health benefits representative, safety representative and one trustee position. All regular members are eligible to hold any office or position in the branch. Nominations for each position shall be held during the October monthly branch meeting at the designated time and location.

Kevin Sommers, Pres., Br. 1495

Staten Island, New York

This is official notice to all Branch 99 members that nominations for the following positions: president, vice president, recording secretary, financial secretary, treasurer, health and welfare/health benefits/OWCP representative, sergeant-at-arms and three board of trustees positions, as well as nominations for delegates for 2022 national convention, will be held during our October regular branch meeting on Zoom. Ballots will be mailed two weeks following the October meeting; all ballots must be received by 5 p.m. on Dec. 1. The results will be announced during the December branch meeting.

Robert Devlin, Sec., Br. 99

Temple, Texas

This is an official notice to all members of Branch 643 that nominations for the following positions will be held at the regular branch meeting on Oct. 26 at the Golden Corral, located at 5101 S. General Bruce Drive, Temple.

Nominations will be for president, vice president, recording secretary, treasurer, health benefits representative, sergeant-at-arms, trustee and delegates to the national convention. Elections will be held at the November branch meeting.

Juan Luna, Sec.-Treas., Br. 643

Tidewater Virginia

In accordance with Article 5 of the *NALC Constitution* and branch bylaws Article 5 and Article 14, Section 1, this is official notice to the members of Branch 247 that nominations will be accepted on the floor at the regular branch meeting on Oct. 5 at 7:30 p.m. at 10866 Warwick Blvd., Newport News. Nominations will be accepted for the branch office of treasurer. Nominations must be present and accept their nomination at the time made.

Nominations will also be held for delegates to the 72nd national convention, to be held in Chicago in 2022. All candidates must be present at the meeting to be nominated, except in the case of an unforeseen emergency.

If there are two or more candidates, there will be an election committee appointed by the branch president. The election committee will mail out secret ballots to the members' last-known address on record with NALC Headquarters; replies must be received at the P.O. box no later than 12:01 a.m. on Nov. 2. The results will be announced at the Dec. 7 regular branch meeting.

Please notify NALC Headquarters of any change of address as soon as possible by contacting the NALC Membership Department at 202-393-4695.

Chareke Batten, Pres., Br. 247

Urbana, Illinois

This is official notice to all members of Branch 784 that nominations for elected officers will be held at the regular branch meeting on Nov. 3. The offices up for election are president, vice president, secretary, treasurer and sergeant-at-arms. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the November meeting their willingness to accept the position. If need be, an election ballot will be mailed to each member and the results will be announced at the December union meeting.

All regularly scheduled meetings are held at the American Legion, 107 N. Broadway in Urbana, at 7 p.m. the first Wednesday of the month.

Jonathan Gray, Sec., Br. 784

Valdosta, Georgia

In accordance with Article 5 off the branch bylaws, this is official notice to all members of Branch 998.

Nominations and elections for delegates to the state and national conventions, as well as nominations for all officer positions, will take place from the floor at our regular monthly meeting on Oct. 26 at Mama June's, located at 3286 Inner Perimeter Road, Valdosta, starting at 7 p.m. All positions will serve a two-year term, beginning January 2022 and going through 2023. Officers to be nominated are president, vice president, recording/financial secretary, treasurer, sergeant-at-arms, health benefits representative and three trustees.

All regular branch members in good standing shall be eligible to hold any officer or delegate position in the branch. Members willing to serve must be present to be nominated, unless they signify their intentions in writing to the branch secretary prior to the meeting.

If there is to be a runoff election, an election committee will be formed by the branch president. The election will take place by secret ballot at our regularly scheduled union meeting on Nov. 23. Any absentee ballots requested from the secretary will be mailed to the member's last-known address on record and must be returned by 6 p.m. on Nov. 23 to be valid and counted by the committee, who will open all ballots. There will be no write-in candidates.

All nominees' acceptances must also include that they have not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether for one day or a fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting.

Edi Appling, Sec., Br. 998

Waco, Texas

Branch 404 will be conducting elections for Trustee 1 and for delegates to

the 2022 national convention in Chicago. Nominations will be on Oct. 7 via Zoom. Elections will be by mail, with ballots to be received by Nov. 2.

Everett Wyllie, Pres., Br. 404

Warwick, Rhode Island

This is official notice that the nominations for branch officers will be conducted at 7 p.m. on Tuesday, Nov. 9, at the regular monthly branch meeting at the William Shields Jr. American Legion Post 43, 662 West Shore Road, Warwick. All candidates for office or delegate must be present at the meeting when nominated, or signify in writing within 48 hours of their nomination their willingness to serve if elected.

Elections will take place at 7 p.m. on Tuesday, Dec. 14, at the regular monthly branch meeting. The offices to be filled are president, vice president, recording secretary, secretary-treasurer, Pilgrim shop steward, Conimicut shop steward, two Main Office shop stewards, safety officer, health benefits representative, sergeant-at-arms, three trustees, two delegates to the state association executive board and delegates to the national and state convention. The following officers, by virtue of their office, shall be delegates to the national convention: president, vice president, recording secretary and secretary-treasurer. The terms for all officers shall be two years.

Balloting shall be by printed ballot. All officers must be elected by a plurality vote. At all elections, the votes shall be counted and tabulated in an open hall in the presence of all members who may be in attendance.

Absentee ballots must be requested, in writing, after nominations but at least two weeks before the election, from the election committee. Written requests can be sent to: Election Committee, P.O. Box 6709, Warwick, RI 02887. Only absentee ballots post-marked no later than midnight on the day preceding the election shall be considered valid.

Thomas Guadagno, Rec. Sec., Br. 3166

West Virginia

This is official notice to all members of the West Virginia State Association of Letter Carriers that nominations and elections for the following officer positions will be held at the West Virginia state convention Oct. 10-11 at the Doubletree by Hilton, 1001 3rd Ave., Huntington: president, vice president, secretary-treasurer, director of education, director of retired members, and seven executive board members.

By virtue of the office, the president and vice president will be delegates-at-large at the national convention.

Lonnie Carpenter, Sec.-Treas., WVSAALC

Westfield, New Jersey

This is official notice to all members of Branch 1492 that nominations will be held on Nov. 9 for the following offices: president, vice president, secretary, treasurer, sergeant-at-arms, HBP representative and three trustees. All are two-year terms. Nominations will also be held for delegates and alternate delegates to the 2022 national convention in Chicago. President and vice president are automatic delegates, by virtue of their office. Those nominated must be present at said

meeting to accept, or have acceptance written and presented to the secretary prior to the meeting.

The election will be held at the regular branch meeting on Dec. 14 by secret ballot. Members in good standing unable to attend may request in writing an absentee ballot to: Election Committee, P.O. Box 152, Westfield, NJ 07091, after Nov. 9 but before Dec. 7. The meeting will be held at Garwood Knights of Columbus, 37 South Ave., Garwood, at 6 p.m.

Russ Vidal, Sec., Br. 1492

Wheeling, West Virginia

This is an official notice to all members in good standing of Branch 66 that nominations and delegates to the national convention will be held at the regular monthly meeting on Tuesday, Nov. 9, at 7 p.m. at the Iron Workers Hall, located at 2350 Main St., Wheeling.

Any member who holds, accepts or applies for a supervisory position for any period of time shall be ineligible for any officer position for a period of two years after termination of such supervisory status. Any member who is not present at the nomination meeting and is nominated for an office in this branch, or a delegate to the national convention must notify the branch secretary-treasurer, in writing, within 10 days after he/she is nominated of their desire to stand for election. If any candidate fails to do so, his/her name shall not appear on the ballot. Candidates may accept nominations for only one office.

Branch officer positions include president, vice president, secretary-treasurer, sergeant-at-arms, scribe, MBA representative, health benefit representative, and three trustee positions. All officer positions have a term of two years. By virtue of their office, the president, vice president and secretary-treasurer of the branch shall be delegates to the national and state conventions.

The election for branch officer positions and delegates to the national convention will be held by secret mail ballot with instructions and mailed to the home addresses of eligible members starting Nov. 12. The results of the election will be held at the regular monthly meeting on Tuesday, Dec. 14, at 7 p.m. at the Iron Workers Hall, located at 2350 Main St., Wheeling.

Charles Pasquino, Pres., Br. 66

Wilmington, Delaware

This is official notice to all members of Branch 191, active and retired, that nominations will be taken at the October monthly meeting for the following branch offices: health benefits representative and one board of trustee member. If an election is needed, it will take place at the November monthly meeting. These offices will have two-year terms. The meetings are held at the union office, located at 409 Old DuPont Road, Wilmington.

Brian J. Smith, Rec. Sec., Br. 191

Woodbridge, Virginia

Nominations for the election of officers of Branch 5921 will be held at the regular branch meeting on Oct. 13 at 6:30 p.m. at a location that will be posted well in advance of the meet-

ing. All candidates must be present to accept nominations at the time made or, if absent, in writing. Candidates for office may accept nominations for only one office. The term of office will be for two years, beginning Jan. 2, 2022. Nominations will be held for the following branch offices and delegates: president, vice president, secretary-treasurer, sergeant-at-arms, five shop stewards, three trustees and delegates to the national convention in 2022.

The election will be conducted by secret ballot at the regular branch meeting on Nov. 10 at 6:30 p.m. in a location that will be posted well in advance of the meeting. Any member who will be unable to attend may request an absentee ballot from the election committee and must submit it no later than 5 p.m. on Nov. 10 at the union office, located at 3360 Post Office Road, Woodbridge. Write-in votes are not permitted.

Joseph McCarthy, Pres., Br. 5921

Yuma, Arizona

This is the official notice to all Branch 1642 members that nominations for delegates to the 73rd national convention, held Aug. 8-12, 2022, in Chicago, will be held at the branch meeting at 6:30 p.m. on Thursday, Oct. 7, at the Yuma Community Food Bank conference room, located at 2404 E. 24th St.

Candidates for convention delegate must either be present at the meeting when nominated or signify in writing to the branch secretary prior to the Oct. 7 meeting. The election will be conducted by secret mail-out ballot. Ballots with instructions will be mailed to the address of record to all eligible members in good standing. In order for a delegate to any state or national convention to be reimbursed money, they must have attended at least nine of the previous 12 meetings prior to being elected, per our local branch bylaws.

Return of mail-out ballots shall be by 5 p.m. the Tuesday prior to the Dec. 2 meeting. The election committee shall count ballots and report the results to the membership by posting on bulletin board and report at the regular Dec. 2 meeting of the branch.

Joan Sawyer, Sec., Br. 1642

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., September's deadline is for the October publication.

Branch Items

Albany, New York

Congratulations to Rob Sonnekalb on being converted from PTF to full-time regular letter carrier. Rob works out of the Latham Post Office.

Congratulations to Al Brino and Frank Stauder on their recent retirements from the Postal Service. Frank retired from Terminal Street with 23 years of service. Al retired from the Henry Johnson Carrier Annex with 36 years of service. We wish you good luck and good health in your retirements!

Jay Jackson, Branch 29

Anchorage, Alaska

As I look back on my career as a carrier, I remember when we started at 6 a.m. with all of our mail and hit the street in a few hours. Mail in the city took one day to be delivered. And here we are, nearly 40 years later, with all of the new technology, computers sorting the mail, more transportation options, and the carriers' start time has been moved later and later. And now the Postal Service is planning on having mail transported at a slower rate. How does any of this make sense in today's environment? If anything, mail processing and transportation should have gotten much more efficient and the work easier for carriers. How's that working for you?



Alexandria, LA Branch 932 awarded several members with 50-year gold cards and pins. Pictured (front, l to r) are Marion Cooley, Ray Paul, Jackie Brouillette, Ken Edwards and Tommy Smith, (back, l to r) Gerald Smith and Robert James.

These factors are not controlled by letter carriers, they're controlled by postal management, and they've failed us miserably. Slowing down mail service is not providing better customer service. It will simply give those who want to privatize the Postal Service more ammunition to call for the dismantling of the USPS that provides us with a decent living wage, benefits and a retirement plan that is no longer offered in nearly all sectors of the job market. There are those who want to see the USPS fail so that they can swoop in and take the most profitable areas of the country, leaving the Postal Service to serve high-cost areas, which in turn will raise postage rates. Carriers need to ensure that they contact their legislative delegates and tell them they don't support any erosion of postal

services and that the current standards should remain in place. The slowing of mail delivery will hit rural areas that already don't receive daily mail service. Would you or your loved ones want to have their mail service slowed when you're waiting on prescription medicines?

Jim Raymond, Branch 4319

Baton Rouge, Louisiana

Greetings, my brothers and sisters of Branch 129. This summer was supposed to be the end of the pandemic. Well, looks like we were a little premature in declaring victory. Across the country, and here in Louisiana specifically, the COVID-19 numbers are rising again. Please protect yourselves and your families. The CDC says the best protection is vaccination. We have to stop this disease now. Sadly, this new Delta variant is attacking the young and unvaccinated. I've seen an increase in letter carriers being exposed again to the virus from their kids or acquaintances. This leads to absences, which requires the rest of us to absorb the workload. So please get vaccinated.

We have had lots of complaints about delivery from the Gonzales area. The issues that we are dealing with nationally are affecting smaller cities as well. Staffing is so tight that we can't cover off days, vacation and the occasional sick call, let alone OWCP and COVID-19 absences.

Here are the results from the election for officers: Carol Banks (Cal) was reelected as treasurer, and our new vice president is Jacobe Shannon. We thank our longtime former vice president, Gary Triplett, for his service, and continued service. The branch wants to acknowledge the service of Sha-Ron Starwood, who recently stepped down as financial secretary. She was replaced by Demona Simpson.

Due to the pandemic, the Stamp Out Hunger Food Drive has been canceled again. In lieu of the drive, the branch voted to donate \$4,000 to the Greater Baton Rouge Food Bank.

We are planning a retirement dinner, COVID-19 permitting, next month; information forthcoming. Also in September, we will have nominations for delegates to the 2022 national convention in Chicago.

Yours in unionism—

Troy M. Scott, Branch 129

Boulder, Colorado

On July 10, Reno from Main Office in Boulder organized a food drive run among fellow carriers and collected \$475, which resulted in 400 pounds of food for our local food pantry (EFAA) in Boulder! Thank you, Reno, and everyone who donated and helped coordinate this great effort to help feed families. Now, Main Office would like to challenge your office to a friendly food drive competition by collecting as many of these items as possible for either EFAA in Boulder or Sister Carmen in Lafayette. Have fun and email your photos to Branch 642.

Regularly needed items:

- Fruit—canned, applesauce, jelly, jam, preserves
- Pastas, chicken soup, broth, stews
- Protein—tuna, salmon, canned chicken

- Grains—rice, gluten-free items, pastas, quinoa, cereals, crackers
- Granola bars, small chip bags, protein drinks, etc.
- Shampoo, conditioner, toilet paper, toothpaste, deodorant
- Pain relievers, vitamins, cold medications
- Soaps, detergents, bleach, sprays, disinfectant wipes

High-demand items:

- Dish and laundry soap, cleaners
- Baby items—formula, size 5 and size 6 diapers, wipes
- Nut butters—peanut, almond, cashew
- Cooking oil, salt
- Canned tomatoes—diced, paste, stewed, spaghetti sauce
- Canned beans—black, pinto, refried, garbanzo, white beans
- Deodorant, shampoo, conditioner, body soap, bar soap, lotion, toothpaste

As many of us return to "life as normal," our low-income neighbors will feel the financial impact of the pandemic for much longer. As those hardest hit by COVID-19 work to build back wiped-out savings and tackle new emergency debt, the need for a community safety net remains stronger than ever. Together, we can help our neighbors get back on their feet faster. Thanks to you, our community is receiving critical assistance for rent, utilities, food and more. Together, we have been meeting our community's crucial needs during this crisis. As demand continues, we thank you for your ongoing support as people work to get back on their feet.

Diane Santoyo, Branch 642

Camden, New Jersey Merged

When did I become the old man? I was lean and mean when I first started with the USPS. I used to shrug my shoulders when the old timers would tell stories of days gone by and of carriers in the past. Now I'm that old timer. Where did the time go?

I've been doing this "union activist" thing for a little minute now. Long ago, as a baby shop steward, I was the eager one. I was always ready to do battle, always looking for the next fight. Flash forward 25 years later, I'm the battle-weary president who's looking for a negotiated resolution.

Now that I'm approaching the end of my career, I find myself looking back and remembering the branch leaders who came before me. I wonder how I stack up to them. Do I have the integrity of Matt Carroll? Do I have the self-assured certainty of Russ Olive? Do I have the qualities of Rich Grabowski, Henry Szwak or the revered Gabe Beatrice? I try not to make those comparisons. I do, however, look at the younger leaders in my branch and see their progression over time. I see their eagerness to help their brothers and sisters, their willingness to give of themselves for the betterment of the branch. So, I figure I must have done something right.

The reason this article has a feeling of reminiscence is because I want to give a shout-out to a recent retiree. After retiring with 41 years on the job, Al Gramenzi was honored by the mayor, borough council and residents of Audubon Park when they dedicated the new walking track to



Camden, New Jersey Merged Br. 540 retiree Al Gramenzi (l) with Branch President Chuck Goushian.

him. “Al the Mailman” delivered their mail for 35 years, and he will be sorely missed by all.

Chuck Goushian, Branch 540

Carmel, Indiana

A good union steward enforces the contract and local agreement and refuses to make special deals or look the other way when management has violated the contract. A good union steward doesn’t look the other way and not file grievances, even if, for whatever reason, carriers think something should be allowed. A good union steward fights for what is contractual and what is right. The national parties agree on contract language, and a good union steward enforces what they agree on, plain and simple. As I say often, contract compliance is not optional!

On another note, I would like to thank our Region 6 NBA’s office for getting our impasse items resolved during the latest round of local negotiations. After several years of hard work and perseverance, we have been able to get CCAs added to our complement for annual leave in every installation in Branch 888 after the wonderful pre-arb our RAA, Kyle Inosencio, was able to get area labor to agree in Carmel. This is something that has been on my radar since 2013, and eight years later, it has come to fruition. Great job, Kyle!

Finally, it was a sad day when the news was announced that AFL-CIO President Richard Trumka died of a heart attack. He dedicated his life to fighting for working men and women and was on the front line of the labor movement for many years. I never had the chance to meet him but heard him speak at several conventions, and I can attest to the fact he was passionate about the importance of unions. He was a fierce and loyal ally to letter carriers, and we are going to miss his leadership. Rest in peace, brother; your call to duty and service was well served and we salute you. Hip, hip, hooray!

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

We at Branch 545 want to thank our members for all your hard work this summer. We know how hard it can be to work out in the hot summer conditions with prime time leave, and then combining that with the stress of COVID-19 has taken a toll. The heat should be breaking soon and, with prime time leave ending, the

workload should be getting a little easier for all of us.

The union has been working with the Postal Service to hire more CCAs to help ease some of the workload, but it does take time to get the new hires trained up, and retention is an issue we have been dealing with. If anyone can help mentor our new CCAs, please take a moment and speak with them. We all have been there before when we first got started at the Postal Service and got frustrated with our jobs. Let the new CCAs know that they are not the first to go through the challenges of our jobs and they will not be the last. The OJIs and union stewards aren’t always available to answer the CCAs’ questions; we must all work together to help make this a better work environment.

The union leadership wants all of our members to know that we are doing virtual as well as continuing 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 COVID-19 parameters established by our local government leaders. We look forward to seeing all of our members who are able to make it out and or log on to participate. If you are interested in participating in the virtual meetings, please see your local shop steward for the login information, or contact the local branch office.

Justin Fraley, Branch 545

East Lansing, Michigan

APWU says it doesn’t support a COVID-19 vaccine mandate yet, because it thinks that’s an issue that should be negotiated with USPS. Obviously it is forgetting how long it takes to negotiate anything with management. I don’t think we can wait years. COVID-19 vaccine mandates are coming, and likely it won’t be just the government doing the mandating, but businesses as well. My wife, who works in a nursing home (and who was vaccinated in January), reports increasingly harsh measures taken against those employees (totaling 38 percent) who still refuse the shot. All clients are vaccinated and all employees must wear masks, but unvaccinated employees must also wear face shields and undergo weekly COVID-19 testing. Soon, the unvaccinated will be required to pay for their own testing. The only reason they haven’t been fired is the “emergency approval” nature of the vaccines. Now, with the news that the Pfizer vaccine will likely be fully approved by the FDA near the end of August, their fate seems certain—vaccinate or lose your job.

My wife also reports a change of attitude, a losing of patience toward the unvaccinated. They can’t hide now, and resentment against them is building. After all, it costs lots of money for a business to buy the extra cleaning and deploy precautions these people require. And who knows what’s coming next? The Delta variant is at least six times more contagious than the original virus, and mutates much faster than most viruses. Variants breed inside the unvaccinated. New, even deadlier versions are bound to pop up soon, leading to more cost and risk. When the unvaccinated get sick, they invariably beg for the vaccine and demand that brave doctors

and nurses save them. Is it right to ask others to bear the burdens of your risky choices?

Mark Woodbury, Branch 2555

Evansville, Indiana

I was pleased to read the July 23 NALC *Bulletin*. I have but one request: Can we get Evansville added to the CCA retention pilot program now underway in Michigan and Wisconsin?

Trust me, Evansville needs this program far more than Warren, MI, or Milwaukee, WI. As I read the list of changes to the training program, I cringe at the way things are done here in Evansville. It is exactly the opposite as the training program described in the *Bulletin*.

The only thing I see amiss with this new pilot program is no mention of increasing the actual days of on-the-job training. Do they still get only three days of actual on-the-job training? That simply is not sufficient time to assimilate all of the information a letter carrier needs in order to do his/her job in a professional manner, in accordance with the myriad rules and regulations we have to operate under.

Now our CCAs are being instructed that they should be delivering 25 packages per hour during our Sunday Amazon delivery. You’ve heard of the adage “one step forward, two steps back.” In the Post Office, it’s “one step forward, five steps back.”

Our Region 6 NBA warned us that this would be happening. I guess this is a play on giving the CCA an hour and a half of work and telling them they should be done in 45 minutes. Then, when the CCA rushes through their deliveries, throwing packages up on the porch, ignoring “leave if no response,” speeding between stops, reading addresses while driving, and then falls down the steps or has a vehicle accident—gee whiz, it’s not the supervisor’s fault. I didn’t tell him to do that.

Five steps back. Now we have to fire the CCA.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

It recently came out that the USPS will be slowing down the mail delivery standards by a few days to save money. I understand we are in a financial mess, but I think we need to think of other ways to get us on a better financial path. We are a society that wants things instantly; we hate to wait. This will only push more people to pay bills online, read periodicals online, send email and not order things from small businesses that ship items in first-class or flat envelopes. There is a reason Amazon has become so popular—if you need a product, you can get it in a day or two and, in some cities, the same day.

It is more common to have packages for our routes that have received an inaccurate scan to satisfy the management’s scanning goals. One Monday, I had three Sunday Amazon packages given to me by a carrier who found them in their truck. I checked the tracking, and all three said they were delivered to the mailbox the previous evening at a time when all of the CCAs had gone home. If a carrier falsified a scan, discipline would be a possibility. Our customers deserve better.

Branch Items

We need some members to step up and help with a few jobs that remain unfilled in the branch: MDA coordinator and food drive coordinator. If you have an interest in helping out or want to know what the job entails, please speak with a union official.

Congratulations to Leeann Sorenson, who recently retired after 30-plus years with the Postal Service. We wish you all the best in your retirement.

Welcome to our newest regular, Seneil McBean, who transferred into the carrier craft from his previous job as a mail handler in Fargo.

Brian Prisinzano, Branch 205

Fresno, California

My first day as a letter carrier, a senior letter carrier advised me to tell my wife how I would be working long hours. I did, in fact, work many hours. He was right. Today is no different. CCAs work many hours. We not only know it, we hear the constant complaining.

Some years ago, a CCA was complaining how he had to work until 6 p.m. the previous day, when a senior carrier asked him if he was paid to do so. The CCA stormed off, mumbling to himself. We all work long hours. But, we do not want to hear about it the whole time we are working. That is the way it has always been, and continues to be. This is not being uncaring. We have a union to help when needed. Stand up for your rights, and work safely. Grievances will be filed when needed. Abusive management must be put in their place. Non-stop complaining is not going to settle a problem.

After 39 years, I do know how frustrating and tiring work can be. I also know how many letter carriers are abused, yet not telling their branch representatives about it. Sure, vent some, just not so much you drive everybody away. It's ironic that, years from now, many of you will call today's work, "the good old days." I know I do. Back then, I could not stand working all of those days and hours.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

On Thursday, Aug. 5, Richard Trumka, long-time president of the 12-million-member AFL-CIO labor federation with which NALC is affiliated, died at the age of 72. That evening, at our branch meeting (still virtual), President Debbie Matyga called upon me to give recognition to President Trumka. My many differences with him over the years were largely based on his insistence on treating the AFL-CIO as an appendage of the Democratic Party rather than as a powerful and "independent" labor movement of the working class people of the USA. Given my approach, I showed Brother Trumka and the U.S. working class the proper respect at our branch meeting by *not* treating his passing dismissively.

For many years—rather than relying solely on the Democrats—I have fought for NALC to place expectations and demands on Republican and independent politicians as well as Democrats. NALC, under President Rolando, has undertaken this serious approach with much success. I be-

lieve this has also made all the more clear the need to cooperate with the other three postal unions (and even with postal headquarters in Washington, DC).

Connected to the above, President Rolando is providing valuable non-partisan political education to our membership. On that same Thursday, the August *Postal Record* arrived with the "President's Message" teaching us about the U.S. Senate filibuster. Titled "Majority rules?" Fred states: "Majority rule is the essential concept of our democracy...But increasingly it does not govern in the U.S. Senate." Even with majority rule in the House, now routinely requiring a 60-vote "supermajority" in the Senate, since "legislation must pass both houses of Congress ... to become law...as presently constructed and deployed by both parties, the Senate's filibuster rules are doing serious damage to our democracy." (My emphasis.)

This is *trade union* leadership.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

Iwould like to take the time to give my most sincere congratulations to Harry Jones upon his retirement this past month. Harry was always an absolute joy to work with, and personally helped teach me many things to become a better city carrier. I will personally treasure all the time I had to work with Harry. All your union brothers and sisters wish you the absolute best in your retirement. Only 30 more years until I can join you, Harry!

Speaking of retirement, undoubtedly many of us have heard that Congress has recently reintroduced the Federal Retirement Fairness Act. At the time of this writing, the bill only has six cosponsors in the House and none of the cosponsors are representatives from our area. This bill would allow for the buyback of federal service, allowing former CCAs to buy back their time and it be credited toward retirement. I understand that last month I urged us all to write our representatives regarding postal reform, and that is still an extraordinarily important issue to write Congress about, but this issue could also use a boost from all of us who deserve to have our time counted towards our retirement, as ultimately, it is the goal of all of us to reach our retirement date. The NALC website and NALC Member App both have quick methods that you can use to get in touch with your local representative, and I implore you to do so.

Turning the page from retirement speech to new beginnings, I would like to congratulate Juan on finally making regular. Congratulations; it's been a long time coming! No more Amazon Sundays and finally all the paid holidays, starting with Labor Day. Let's enjoy the next several years working our way toward retirement.

In solidarity—

Jeremy Kessel, Branch 443

Hartford, Connecticut

Shocking news to hear of the death of Richard Trumka, president of the AFL-CIO. At the time of his acceding to the presidency, he was hailed as a new generational leader—a break

from the past leadership styles to a new era of worker innovations. I had spoken with him on several occasions, and he was always very accommodating with his time and down-to-earth. His successor will have large shoes to fill.

Equally shocking was USPS's issuance of a "Revised Face Covering Policy." For the past 16 months of the COVID-19 pandemic, we in the field saw management and labor working together to alleviate threats to employee health while we work as essential employees. For those local union and management officials who worked together to provide as safe a working environment as possible, the release of this letter was shortsighted. Without checks to verify vaccinations, those refusing to vaccinate became able to say that they were vaccinated without repercussions. Those who did what was asked of them were relegated to again being subjected to succumbing to, or transmitting, the virus. I would think that after 40-plus years of postal employment that I would cease to be amazed at the speed and depth to which USPS could totally screw up a situation, but I'm not.

Equally disturbing to this writer is the finality and speed in which USPS was willing to deep-six its joint efforts to work with the unions. Personally and professionally, I am offended that USPS "offed" the national leadership(s) of my union (and one other) to undo six months of work. I would need another 300 words to explain how I feel about the other two unions for capitulating. All craft employees work together, and their conduct affects all of us.

Don't trust your health, and that of your loved ones, to anyone. Be responsible.

Michael L. Willadsen, Branch 86

Knoxville, Tennessee

Hello, brothers and sisters of the satchel. Overtime. Love it or hate it? Sound and/or bad management decisions equals financially happy Overtime Desired List (ODL) carriers and financially unhappy non-ODL carriers. Who suffers? Well, city carrier assistants (CCAs) and ODL carriers have carried the brunt of the workload, as well as floor supervisors who must keep the doors open while the overtime is conducted.

And then there is COVID-19, which has obliterated Article 8 and forced all parties to review how to manage its provisions, such as increased 12/60 and 10/12-hour violations. The absence of an ODL at a station, and the shortage of CCAs, has forced management to utilize non-ODL carriers to work off their routes and, at times, more than 12 hours in a day and/or 60 hours in a workweek. Stewards should establish a weekly monitoring system with management to review clock rings for all violations.

Once again, it is incumbent upon all carriers to maintain a record of their daily clock rings and inform their steward when they encounter this event. A simple notebook or use of the calendar on their cell phone will suffice. This increased OT has made ODL carriers rich to the point where some have earned six-figure salaries, which is more than the salary of a postmaster. During this period of increased work, carriers should also take better care of themselves

and not become complacent in the performance of their duties.

Be safe out there!

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Hello brothers and sisters—

It's been a while since you've heard from us, but it's not because of a lack of subject matter. Amazingly (and sadly), our branch is breaking all of our past records in grievance filings. We have nearly doubled what is normally filed during any given year. It's not pretty, because so much of it is simply the result of stupidity and mismanagement. Shocking, right?

Mandating continues at some of our stations as almost a daily occurrence. COVID-19 continues to affect staffing, but not as much as before. So discipline for attendance rears its ugly head once more. Our carriers have endured Christmas-level parcel volumes, short staffing, dangerous heat and now smoke-filled skies from the wildfires burning all around us. (California carriers, we feel your pain!)

It would be interesting to have an OSHA study done about how constant hardship on a job can affect your mental state. Instead of encouragement, team building and appreciation, carriers are bullied, belittled and issued discipline for getting sick from all of the issues mentioned above. This is nothing new to the rest of the country. What is new is that we read the memorandums issued from National. Our union and the USPS at the national level made agreements to try to offset some of this hardship. Was it implemented? Of course not. So our grievances pile up because the intent of these memos never made it to the field.

Temporary carrier assistants could be hired to offset the absences due to COVID-19. Was this done? Hardly. CCAs wouldn't be bounced from station to station. Was this done? Nope. Management resolved that they violated this—then didn't comply with the resolve. Liberal leave allowances? Ha!

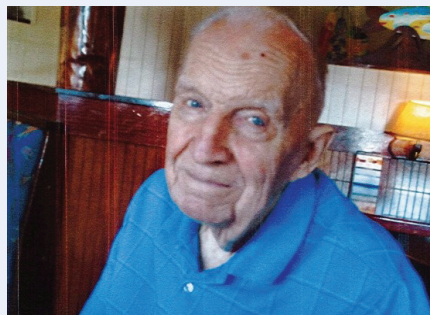
Perhaps we could file forehead banging as an on-the-job injury?

Leslie Hammett, Branch 2502

Lehigh Valley, Pennsylvania

I want to recognize two carriers for making the Branch 274 Chinese auction at the summer picnic a huge success. The Chinese auction was established to raise money for the Muscular Dystrophy Association, the charity of choice of NALC. On July 11, Branch 274 raised \$540. Shaun Hallman did an amazing job securing donations from our local community. Some of the items included gift certificates, tools, sports memorabilia and wine. Shaun has always thought of others during tough times, a quality that is often overlooked or not seen in today's world. Tina Weller did an awesome job making the auction baskets and setting up the ticket purchase and presentation for the auction itself. Tina, like Shaun, is always willing to help when others are in need and always steps up when the branch has a fundraising goal. It took both many hours to do this, and Branch 274, and

I want to thank you. Without your selfless help, our branch would not have been successful in donating to this great cause.



Buffalo-Western New York Br. 3 honored Paul J. Prusinowski with a 65-year pin.

A special "Hip, hip, hooray!" to our fellow carriers for doing such a wonderful job in our branch's effort.

Tom Cser, Branch 274

Long Island Merged, New York

The challenge of his life! This is the way fellow letter carrier Eric Peluso describes his request for assistance, because he is in need of a kidney transplant.

Brother Peluso is a fellow letter carrier and a member of Branch 6000. He is reaching out to the branch and the national union and his fellow letter carriers for help because he is faced with a life-threatening illness. He has a genetic illness (Alport Syndrome) that will eventually lead to his kidney failure. Both his mother, who sadly passed away at the age of 57, 13 years ago, and his brother also have had kidney issues.

Eric is currently on a waiting list in the hopes that someone will be a "match" for him to receive a kidney transplant that will save his life. Placement of a person's name on a waiting list means that you might get a response in several months—or it might be five years. The average wait time, however, is two years.

Eric is asking for assistance in the hopes that there may be a fellow letter carrier who would like to help him.

Eric describes his mother as a hero because she never quit taking care of him and his brother. She always had a smile, even in bad times.

Eric is asking if a fellow letter carrier could be a hero and help save his life by becoming a "living donor." If you or someone you know wants to help, you can reach Eric at TRSdesign57@yahoo.com or the NYU Langone Transplant Institute at 212-263-8134.

Walter Barton, Branch 6000

Louisville, Kentucky

We're still out here soliciting for more carriers. Hot days and 12-plus hours, seven days a week—what could be better? Yes, we still need help, the pandemic is still present, and there's no current solution to our problems. Through all our issues, we're banding together, filing these grievances and encouraging our carriers to keep going.

Last month, we had our cornhole tournament. The union hall was packed wall to wall, and we were able to raise more than \$2,000! This was a pleasant surprise due to what the pandemic has been preventing us from doing. Next, we'll have our golf scramble and a bowling lathon, but only if COVID-19 allows us.

Stay safe out there, stay hydrated, and wear your mask!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

We've been leasing office space for Branch 9 since our building burned down last year. For the past several months, there has been a lot of commotion on our floor. We are getting new "neighbors" and the construction crews can be loud! Some days the sound is so deafening it rattles our teeth, and other days it's just steady background noise. It's an exercise in perseverance and tolerance. We're looking forward to having a new building and no longer sharing walls with other businesses!

Today, while trying to concentrate through the hubbub, it occurred to me that this situation is easily compared to daily life. Here the "noise" is the tasks we complete, our interactions with people, the schedules we keep—you get the idea. Add in our workplace and that's where the circus begins. There's the booming boss with the morning go-around, the crashing of mandated overtime mixed in with the "white noise" of never-ending packages. Most of us can't wait to get to the street for a little peace and quiet.

When it comes to the noise of life, some is constant, some is temporary and some is intermittent. While most days are manageable and can be taken in stride, there are times when the racket is overwhelming. What matters most is not the volume or duration of the ruckus. It's how we deal with the situation and how we can help each other through the fray. It helps to remember that everyone is dealing with their own unique blend of noise.

As a union, we know the value of working together. If a fellow carrier is struggling, help them out. When we help each other, we can become sound barriers to help each other through the day. In solidarity there is strength.

JoAnn Gilbaugh, Branch 9

Monterey, California

The end of summer is close at hand. Each year has brought higher temperatures and more challenges to stay safe. Make sure you are staying safe and making sure your family also stays safe.

June 3 was the deadline for adjusting the routes; it didn't happen. May 14 was the deadline for paying the carriers the thousands of dollars from the pre-arbitration decision. To date, the routes aren't adjusted and carriers haven't been paid the agreed-upon amount of money. I sure hope this gets resolved soon; I'd hate to think approximately \$250,000 owed the carriers has gone by the wayside. All the hard work done by Chris Calica, James Henry and yours truly can't go down the drain.

Branch Items

If you have an issue, make sure you seek permission from the supervisor to talk to your steward. That's the rule. I know you'd rather just say, "Hey, what about this, what about that?" But contractually, the steward needs to be on union time to speak to you.

I have heard horror stories about carriers being improperly mandated and working over the contractual allowances. All this could be resolved if the routes were adjusted as mandated by the pre-arbitration decision. The second pre-arbitration decision and we are on the fourth *non-compliance* grievance. Come on, management, do the right thing! You're killing the carriers; someone is going to get hurt or have an accident.

Perhaps eight-hour days for some of the supervisors would assist with getting the mail delivered. We wouldn't have to use 204-b's, but hey, that's why they get the big bucks!

Protect yourself and your routes, stop casing FSS, stop punching to the street to finish casing—it takes what it takes.

United, we bargain; divided, we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Good morning; I'm reporting from on the road today. Yes, it's vacation time and I'm in Kitty Hawk, NC. It was a nice drive down from beautiful Upper Gwynedd, PA, but a long one. I'm on a deadline to get this in, so here goes....

Vacation is something everyone should enjoy, but I can't help but worry about my route. I know it's not *my* route, it's the Post Office's route, but it's my people I see every day. I'm gonna be gone for two weeks, and when I took my last vacation, it was just a week and I came back to a somewhat mess. I label all my boxes clearly with the names of the people who live there in my clusters, and "vacant" when the house or apartment is empty. You would think that reading and comprehension would be a part of our job, but somebody put mail in Mr. Vacant's box.

Or they just don't read the names in the box and just "throw and go" or "chuck and truck." "If they don't live there, they should" is what they do. We get paid by the hour, not by the piece. All I am saying is, be a professional. Hey, we all make mistakes, but when it's not a mistake, just laziness, that's not good.

I am writing this as I have my morning coffee on a Tuesday morning. Life is good, and I'm enjoying time with my family. With this pandemic, it is making life a little harder, but if we stick together as one, we should get through this. So don't hate, vaccinate. Don't make this political; inform yourself from reliable sources, not just somebody online who has an opinion but not the facts. Knowledge is power; COVID-19 sucks!

Jael Stimmler, Branch 542

Philadelphia, Pennsylvania

The other day, I visited the main processing plant on Lindbergh Boulevard in Philadelphia. While walking through this impressive-looking building, I glanced up at a banner that read: "The Postal Service's mission has as its

basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal



Rochester, NY Br. 210 President Kenny Montgomery (l) and Region 11 NBA Mark Camilli (r) gave a hero pin to Marlene Cruz for her efforts in helping to save the life of a customer on her route by giving CPR.

services to all communities."

After reading the words on the banner and being fully sympathetic to the fact that we are operating in a COVID-19 environment, the question that struck me was: Is the Postal Service doing all it can to live up to its mandate? The answer came to me quicker than the question itself. The answer was a resounding "no."

I don't pretend to understand business models and I don't have a degree from Wharton, but what I do know is this: The Postal Service's 10-year plan makes little sense to me as a consumer. Our patrons, the American public, are being told to pay more for postage rates on our products while the Postal Service extends the time it takes for that product to arrive at its destination—in essence, slowing down the mail while charging more. How does this concept square with logic? I personally don't get it. How is the Postal Service living up to its mission statement? I'll leave it for you to decide.

In switching gears, it is my hope that all of you are taking every precaution necessary to keep yourself and your family safe while the virus continues its latest surge on the heels of the appearance of the more contagious Delta variant. We are not where we want to be.

In the meantime: Stay safe, stay hydrated, and get vaccinated!

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

Staffing issues remain in the branch and I've covered that topic *ad nauseum*, so this one's for the younger, less-traveled employees.

There has been a rash of stories in the news cycle regarding postal employees and theft from the mail stream. You'd think it would go without saying at this point, but this activity continues to rear its ugly head. This is detrimental on two fronts: 1) a \$75 Costco gift card or a child's \$10 cash birthday gift are *not* worth trading \$40k-

plus/year for, and 2) the USPS's integrity is key to its survival (and yours). Don't even debate it—you *will* get caught.

In recent weeks, many stories have emerged about carriers being robbed/assaulted/shot/killed while on street function. This has become all too common lately. Sometimes, even being hyper-conscious about your surroundings can't prevent an incident of this type. But if you happen upon a situation that has the potential to be dangerous, notify your supervisor so that they may take action, such as curtailing a block or neighborhood. If there's no time, calling 911 is your best bet. Don't be a hero.

Lastly, two carriers in Maryland were charged and found guilty of accepting a \$500 bribe for each parcel containing cocaine delivered to the head of a trafficking ring. They were named co-conspirators. *Co-conspirators*. Don't throw a career or retirement away through poor decision making. If someone approaches you in this manner, notify your supervisor. If it happens to be someone in a position of authority, talk to your steward or call the branch hall.

I'm sure all of the involved employees either ended up blindsided or didn't know how to ask for help once they were in too deep. As always, remember your Weingarten Rights to representation, and EAP counseling is available should you need it.

John Conger II, Branch 84

Portland, Oregon

I fear that our current climate is breeding a generation of future letter carriers who maybe don't know what the heck they're doing, and it's not their fault. CCAs, at least where I am, don't have time for anything but survival. I have found that mail in general has slipped through the cracks. Management's attention is on anything with a barcode. But what about the letters? What about the outgoing? That's our thing, right?

Like the mail, we cannot let customer service be a thing of the past. It sets us apart from the rest. While Amazon drivers leave their vans idling with the driver's-side door open, we take the time to turn the engine off and curb our tires. So, too, must we take the time to gather a customer's mail and get it out the same day. We have to knock on the door before we leave a "Left Notice" slip. Please, put the package behind the planter; it doesn't take more time than dropping it in plain sight. And what if it did? Isn't customer service still worth it?

I once had a manager tell my station that safety doesn't take any extra time. We argued that it does, but we were told it doesn't. Safety takes extra time! Buckling your seat belt after every dismount takes longer than ignoring it. But it's so important to buckle your seat belt! Customer service is important too, even if it takes a few more seconds to greet Mrs. Harold with a "good morning, let me get that for you."

Please be good teachers and examples for all of the new people. We should all do our part to ensure a successful future for them and for the Postal Service.

Suzanne Miller, Branch 82

Providence, Rhode Island

“If you think your boss is stupid, remember: You wouldn’t have a job if he was any smarter.”—John Gotti

I’m sure that I’m not alone in hoping that by this time we could have had COVID-19 in the rearview mirror, at least in large part. However, now we have the Delta variant to deal with. It’s unfortunate, because I know how hard a majority of us worked toward keeping safe throughout the pandemic, and most of the people I know and work with received the coronavirus vaccination.

With that being said, several COVID-19-related memorandums, including temporary expanded sick leave for dependent care, were extended through Sept. 30. You can find out more on the NALC website. I know in my office, especially, it’s been a rough few months seemingly short on bodies to cover routes more often than not, and at this point, we’re just hoping that we can stay ahead of this recent uptick in COVID-19 cases.

As always, congratulations to the recent retirees and recent CCA converts in Branch 15.

Anthony Turcotte, Branch 15

Racine, Wisconsin

It appears our POOM may have recently relocated her office from Milwaukee to downtown Racine. This recent COA might suggest the POOM is headed straight for the problem child. Or just a bigger office. Soon after settling in, the POOM made a road trip to the Four Mile Station, making a startling discovery. Upper, unused shelving on our cases were dust collectors. All the various forms we use were collecting dust and to only supply ourselves with what forms we actually needed.

That’s it? Curious. Has the POOM seen our vehicles? Our vehicles haven’t seen a vacuum since the day they rolled out of Detroit. Lots of talk among carriers regarding hazard pay. Don’t get me wrong, well deserved. Carriers hunkered down and toughed it out during a really difficult year. However, what we gained was much more valuable than monetary compensation: friendship, companionship and conversation. For a brief couple of hours each morning, we are able to come together for conversation, catch up on what’s happening and talk that nonsense jibber-jabber. We were gifted the opportunity of each other—something many people couldn’t do during the pandemic as folks isolated themselves and worked from home. Our time together has more value and is worth more than any hazard pay that can be doled out.

Racine’s postal family fondly remembers our friend and co-worker, Eddie Scott, on the anniversary of his passing. Eddie’s presence loomed large in life and continues in spirit. No amount of money could stop Eddie’s failing health. Companionship, togetherness and conversation, however, kindled his spirits and quieted his soul. Rough days, long days, crappy days and good days. We got this. Take care of your health, save a few bucks and be on your way in 30 years.

Chris Paige, Branch 436

Rockville, Maryland

On Aug. 4, we had our second in-person union meeting in 17 months. Actually, it was a hybrid meeting, with some members participating via Zoom. All said, the meeting went rather well. We are getting back to normal one baby step at a time. Thank goodness!

Recently, a service talk was given at the Rockville Main Office informing the carriers that management was going to change the mode of delivery for businesses to cluster boxes. This post office has a huge number of business deliveries. Of course, management was unaware that to convert the mode of delivery, management would have to comply with 631.7 of the *Postal Operations Manual*. Also, on the NALC website, we have great information on the issue of changing the mode of delivery and the rights of postal customers. Management has tried this in the past, and has never been successful in our branch. It looks like we will have to win in the grievance procedure again! NALC fights for good service.

Last month, I thanked our vice president, Chuck Clark, and steward Steve Klein for winning thousands of dollars for our members concerning violations of M-01915. Since then, thousands more have been paid out due to continued violations of M-01915. Management is not to send our members to other post offices to the extent possible. Management is regularly violating this. And, we are escalating the remedy in order to attain contract compliance.

In Burtonsville, Chuck Clark and Steve Klein have escalated the remedy for non-ODLs to an additional 100 percent for each hour of Article 8, Section 5G violation. This means the non-ODLs are making \$60 per hour of violation. And the ODLs are making overtime or penalty pay as applicable. With these remedies, contract compliance will soon occur in Burtonsville!

In the struggle—

Kenneth Lerch, Branch 3825

Royal Oak, Michigan

On Dec. 8, 1941, President Franklin Roosevelt delivered a speech about the Japanese attack on Pearl Harbor. President Roosevelt started his speech by stating, “Dec. 7, 1941—a date which will live in infamy.” Sept. 11, 2001, is another date no American will forget, a date tied to terrorist attacks. I could go on, as there are several dates throughout history that are infamous and are tied to events both tragic and historic. These certain dates are significant due to the scope and circumstances of the event. When you say a terrorist attack against this great nation, you automatically think of Sept. 11.

Nov. 14, 1991—a day that will live in postal infamy. The tragic shootings that happened at the Royal Oak, MI, post office that morning is synonymous with postal violence. The Joint Statement on Violence in the Workplace was a direct result of the shootings in Royal Oak. Whenever there is a postal shooting, Royal Oak is mentioned or compared to that act of violence. The term “going postal” was born from the Royal Oak shooting.

At our national convention in 1996, a resolution submitted by Branch 3126 was passed that mandated that our national union observe and promote “Accountability Day.” The motion was passed with the stipulation that our national union would select the actual day to be observed as Accountability Day instead of Nov. 14. Our national union selected Feb. 14 and explained that this was the date that the Joint Statement on Violence in the Workplace was signed. Feb. 14, 1997, was proclaimed the first Accountability Day by our national union. Since then, Accountability Day has not been observed nationally.

With that, I hope you join Branch 3126 this year and observe Nov. 14 as Accountability Day. Nov. 14 will be the 30th anniversary of the shooting. I’ll save Feb. 14 for Valentine’s Day.

In solidarity—

Paul Roznowski, Branch 3126

COLA: Cost-of-living adjustment

- ▶ Following the release of the July consumer price index (CPI), the fourth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$1,934 annually**. This COLA is based on the change in the CPI from the base index month to July, with the previous three COLAs subtracted. The previous three COLAs will be paid retroactively to their contractual effective dates. See page 4 for more information.
- ▶ 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 **5.7 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 **5.4 percent** following the release of the July 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

St. Louis, Missouri

Strange how capricious life can be. Last month, I wrote a story about a union brother whom we presented with his 70-year plaque as a member of Branch 343. Jim Kluempers was a dedicated member of this branch who served in multiple capacities throughout his 43-year postal career. His lovely wife Anna served many years as the president of Auxiliary #11. Jim loved his country and served it in the Navy in World War II as a member of the “Greatest Generation.” He was an officer in his local VFW post and dedicated himself to assisting veterans following his retirement from the Postal Service. I’m sad to report that Jim died peacefully in his sleep fewer than three weeks after our presentation.

Also, noted on the front page of the August issue of *The Postal Record* was a picture of Richard Trumka, president of the AFL-CIO and a fixture at every NALC convention since at least 2010. Richard died suddenly at the age of 72.

Richard was a firebrand and a dedicated union supporter—a man who was both respected and feared by politicians from both sides of the aisle. He never missed an opportunity to speak before the thousands of letter carriers in attendance at our conventions. I had the pleasure to meet Richard several times and was impressed. Not only did he look out for the needs of the working men and women in this country, but on a personal level when he would take the time to inquire about your family and what was going on in your life. Who does that anymore?

To me, we lost two giants last month. And the world is diminished by their absence.

Tom Schulte, Branch 343

San Antonio, Texas

Hello from the Alamo City. Well, well, well. Local negotiations for Branch 421 started out the same this time as they did last time. Management attempted to dictate all the ground rules and schedule meetings at crazy times, and adopted a strategy of

refusing to negotiate by obstructing discussion at every turn. The postmaster couldn’t even be bothered to participate. Instead he sent some of his bootlickers, who refused to listen to any of the words that came from the union representatives’ mouths.

This time, the committee was ready for it. Branch President Richard Gould, Vice President Louise Jordan and the rest of the committee were well prepared for every meeting and played chess while the management lackeys were trying to figure out where the checkers were. Committee members Mark Isenhour, Pete Velasquez, Erin McLaughlin, Raul Reyes, Dennis Alltop, Cesar Hernandez, Esteban Ramirez, Ernest Gonzalez and Joseph Blancarte did an outstanding job, and their efforts led to “only” three items needing to be impassed. And in a prearbitration agreement, the union’s position on two of the three was adopted, with a fair compromise reached on the third. CCAs are now included in choice vacation selections, as well as in figuring the complement. We also got an increase in the percentage allowed off in the summer. Following last year’s crazy winter storm, the union had an interest in being involved in management’s emergency planning, and that was incorporated into the LMOU. A compromise was reached on the holiday pecking order that includes CCAs having the ability to volunteer for the holiday schedule.

Thanks to all of the committee members, and congratulations on an outstanding job representing the members’ interests in this round of negotiations.

Jim Ruetze, Branch 421

Seattle, Washington

It’s never easy staying healthy as a letter carrier, and the pandemic has certainly tossed us a nasty curve. But at least the gym is open again, and we can attempt to shed that Quarantine-19 weight gain, which for me has trended up to a Quarantine-30. I get a few double takes when I go to the gym, as I err on the side of

caution and double mask myself. But, in my defense, the clientele are mostly young adults, ages 18 to 39 years old, and according to the CDC, they are the least vaccinated age group. I don’t trust the honor system by which the gym operates, and I don’t trust my fellow gymnasts. I have been their age. If there had been a litmus test for stupidity back then, I would have checked every box. I mask up.

The times are dire, sacrifices are necessary and running into the fray screaming about freedom—freedom to spread the virus and ill will all at once—doesn’t help. Get the vaccine or not, your choice, but do. Will it alter your DNA? I doubt it, but for you, who knows? It might be an improvement. “The vaccine doesn’t work,” the guy being fitted for a ventilator says, but vaccines worked for smallpox and polio, and they will work now—if we let them. There’s that whole magnetizing myth. I’ve yet to see anybody walking around looking like a “metalized” Chia Pet. The vaccine created the variants? What? The variants come from the virus, the same virus which is being spread by all those unvaccinated “freedom” fighters. Bill Gates put microchips in the vaccine because he wants to control us and take all our money? Bill Gates already has all our money!

Get real. Get vaccinated!

Don Nokes, Branch 79

Southeast Pennsylvania Merged

How do we do it? We have endured 17 months of COVID-19 sprinkled with prime time vacations on top. Just when we thought we couldn’t take any more of this s%+t, we arrive at September 2021. We are still here. We are exhausted and bewildered by the challenges we face, but we are here!

But a funny thing happened on the journey of the “pandemic.” As we still see no definitive end in sight, management has decided to barrage us with discipline for attendance. Mind you, had they attempted to issue corrective discipline while we were really suffering from a lack of staffing, maybe we would have averted some of the attendance issues we had. Now they are

How to submit items

Branches may submit items for publication in *The Postal Record* by standard mail or by e-mail. **But please note the important information below.** Due to production requirements, items that do not comply with the styles specified cannot be published. Call *The Postal Record* office at **202-662-2851** if you have questions.

Who can submit: Branch presidents must send *The Postal Record* a letter designating authorized scribes, especially if the branch scribe has changed. If items will be submitted by e-mail, the president also must list the e-mail address(es) that will be used.

Deadline: The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the October issue, the deadline is 9 a.m. on

Monday, Sept. 13. Items received after the deadline will be held for the next issue.

Word limit: The *NALC Constitution* (Article 9, Section 1.b) limits items to **300 words**. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

To submit items by mail: Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11” paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); where it comes from; the person sending it; and how to contact the sender.

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city

and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at 202-662-2851.

Photos: Branches may submit in-focus, professionally processed photos or e-mail digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC’s social media accounts.

trying to write up the wrong people for as little as two occurrences. It's just a glimpse into the ineptitude that is current postal management. So now we waste time (and money) defending our people when they did nothing wrong. We will prevail, but how about working together for the betterment of the USPS? No, that will never happen. It will always be "our way or the highway." But this great union always ensures that they must earn the discipline they propose against our brethren.

I cannot go any further without extolling the virtues of our fallen comrade in unionism, the great Mr. Richard Trumka. He was the president of the AFL-CIO. NALC is associated with this great labor organization. As president, he led a great part of the labor movement in this country. I was fortunate to have a retired gentleman who was delivering Meals on Wheels to a condo on my route. Our conversation led to him telling me that he was the college roommate of Richard. Take the time to google Mr. Trumka!

#ImTellingYouWeCarriersAreTheShisnit!
#StayHumbleAndKnowYourPurpose# #TryToBeAPartOfTheSolutionNotTheProblem

Eric Jackson, Branch 725

Springfield, Ohio

Sometimes it's the simple things that matter most. A smile from a friend. A "thank you" for a job well done. A hot shower. Clean underwear. Being lied to.

After loading our vehicles each day, we push our hampers into the building, where the mail handler then moves the hampers to where they are needed. Been doing it that way for years. Simple.

Now the postmaster decided we need to push the hampers back to our cases, ostensibly for "safety" reasons. But the truth is simply that he changed the mail handlers' schedule and decided that the carriers would do the extra work.

So, while we are all being ordered in on all our days off, and being given one- to three-hour boosts every day, working 60 to 70 hours a week, our postmaster is trying to find ways to increase our workload. All the while trying to hide the fact in the name of safety.

Using safety, which is vitally important to all of us, just to add to our workload is abhorrent. And it certainly makes me wonder what else he has been lying about.

Did you know that your branch recently donated \$1,000 to the Second Harvest Food Bank here in Springfield? And that NALC Headquarters matched the donation? \$2,000 to help the Springfield community where we work. Thank you.

And a big thank-you to everyone who works their day off, carries extra boosts, and doesn't get home to their family until 8 or 9 at night. You, and your family, have my thanks.

You all deserve a big thank-you, a hot shower, and a Schuyler donut. Oh, and clean undies. Branch meetings are the second Thursday of each month at 6:30 p.m. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

St. Paul, Minnesota

One of the biggest upsides of union activity and involvement are the friendships and connections we make with others around our communities and across the country. The *Postal Record* Branch Items help us keep up with these

relationships, along with spreading the news of our accomplishments, milestones and struggles. Last month, it bore news of the impending retirement of the president of Anchorage, AK Branch 4219, the man who organized my Carrier Academy class (of two!), Jim Raymond.

The first thing I remember Jim emphasizing to us was that, "We stand on the shoulders of giants." The longer I spend in NALC, the deeper the meaning of that becomes. Jim certified me as the steward of Midtown Station 99503 while I was still a CCA. He dealt with both my shortage of knowledge/experience and the tendency of



Region 6 NBA Troy Clark (r) presented a 50-year gold card to longtime Western Wayne County, MI Br. 2184 activist Joe Golonka.

our group of carriers to skip talking to me, and call him direct. He did so with the utmost solidarity and patience.

Solidarity did not, and does not, mean always telling people what they want to hear, nor does it mean that you, or those around you, cannot improve, or shouldn't be willing to. More than once, Jim told me when I was wrong. Patience does not mean allowing those around you to be incorrect, destructive or compromising of their integrity for a short-term advantage. For a steward, reputation is everything.

Since I transferred to Saint Paul in 2016, everyone, union-wise, who I tell about being from Alaska, seems to have some story or opinion about things up (real) North. Some is fair. Some is not. Whatever the case, Jim, enjoy your well-earned retirement. Let us carry on with solidarity and patience. We continue to stand on the shoulders of giants.

Colin Walker, Branch 28

Tri-Valley, California

Pop safety quiz question: Is it OK to attach your USPS vehicle key to your arrow key chain attached to your belt or clothing while driving, thereby tethering yourself to the ignition? Logical answer: *Hell no!* Notice I wrote "logical answer," because in the USPS California 3 District, carriers have been instructed to do just that. In support of this unsafe instruction, management is relying on Section 261.21 of *Handbook M-41*, which reads as follows, in part: "A numbered check is issued to each employee. When you surrender the check, you will be given a set of Arrow and/or padlock, and/or truck keys. (In some instances, a signature is used in place of a numbered check.) The keys are on a chain which must be securely fastened to a belt or clothing..."

When I voiced my objections to the district manager of Human Resources regarding this

instruction, she quoted this *M-41* provision. I explained that in my 37 years in the craft, carriers have never obtained their vehicle keys attached to their arrow keys, but instead grabbed their keys immediately after clocking in to then inspect their vehicles. She responded by telling me that I could only speak for our district, but in other parts of the country, carriers do obtain their vehicle keys as prescribed in Section 261.21 of the *M-41*. Imagine if carriers were required to line up at the cage after clocking in so they could obtain their vehicle keys to inspect their vehicles, only to return later to obtain other accountable items? I guess it's time to rewrite the *M-39* and USPS flow charts.

Our branch has filed an Article 14 grievance, which was impassed by the DRT on Aug. 4. You really can't make this s__t up, can you?

Ray Hill, Branch 2902

Western Wayne County, Michigan

As has been the case throughout NALC, Branch 2184 has been challenged during the past 18 months by the impacts of an unprecedented pandemic. As with other branches, we have adapted and innovated to ensure that our representative functions as well as our member services continued at their customary high level.

During recent months we underwent a change of branch leadership and successfully conducted a branch election. All of this occurred in midst of an inept and even incompetent pandemic response by the Postal Service. Many of our stations remain seriously understaffed, resulting in daily challenges to customer service and employee morale.

Lingering effects of the pandemic remain, mostly a result of irresponsible and selfish behavior on the part of many American citizens. Foolish obstinance is not "freedom." The failed pandemic response of the previous administration has been amplified by politicians aligned with its ideological nonsense. Instead of providing leadership, they promote ignorance and dangerous conspiracy theories.

Given the absence of leadership from postal management, it has been up to USPS employee organizations to lead the way. None has accomplished this more effectively than the world's finest public service union, NALC. As summer turns to autumn and America's letter carriers approach another challenging peak season, it will be your union that ensures your rights, and that your future is protected.

Joe Golonka, Branch 2184

Notice

Article 9, Section 1(b) of the NALC Constitution provides that: "All articles submitted by authorized scribes pertaining to Branch, District, State Association, or Retiree items of interest will be published as written, unless such article is defamatory or unlawful." The statements and opinions contained in any branch, state association or retiree item do not necessarily reflect the views of NALC or NALC policy.

Mutual Exchanges

CA: Fresno (3/07) to Dallas/Fort Worth area, TX. Regular carriers only. Large office with five zones; area includes five bidding offices. Lots of OT available. Central California, great weather. Just a few hours to beaches, Yosemite Park and Disneyland. Norman, 559-906-5222 or alinorman@sbcglobal.net.

FL: Bradenton (8/00) to Anderson, SC; Ellijay, GA. Great weather. Close to beaches. Jerry, 941-932-6157 or jerrymoden@yahoo.com.

GA: Savannah (9/15) to Atlanta, GA. Seeking mutual swap with city letter

carrier. Five bidding offices. Lots of overtime. Curtis, 708-822-5494.

IL: Chicago (9/93) to Phoenix, AZ; Charlotte, NC or surrounding areas. Regular carriers only. Large office with lots of overtime, if wanted. North Side of Chicago. 15 minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or reena2@hotmail.com.

MI: Rochester Hills (2/99) to Tampa, Clearwater, FL or surrounding areas. Looking to swap due to family reasons. Steve, 586-481-4721 or stevenchard2@gmail.com.

NM: Albuquerque (3/00) to Austin, Temple, Belton, Georgetown, Round Rock, TX or surrounding areas. Wife has health issues and we both need to be closer to family. Regular carriers only. Extremely busy downtown office, with 12 bidding stations and plenty of OT. Home of growing movie industries, scenic living (Sandia Mountains, National Petroglyphs, part of Route 66, extinct volcanoes). One hour north of Santa Fe (home of Zozobra) and home of the International Balloon Fiesta. William, 505-506-6006 or wilshe307@hotmail.com.

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.

UT: Ogden (3/20) to Valley, AL or surrounding area. Three bidding offices with OT available. Close to amenities, skiing and the great outdoors. Need to move closer to family. Willing to commute to Montgomery (possibly Atlanta). Adam, 801-941-0271 or jc.white70@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., September's deadline is for the October 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.

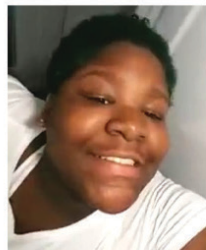


MISSING

HELP BRING ME HOME

NCMEC: 1426171

Malinda Jackson



Missing Since: Jul 15, 2021
Missing From: Savannah, GA
DOB: Dec 11, 2007
Age Now: 13
Sex: Female
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 5'9"
Weight: 324 lbs

Extra Photo



Both photos shown are of Malinda. She was last seen on July 15, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Savannah Police Department (Georgia) 1-912-652-6500

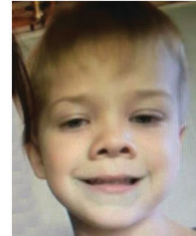


MISSING

HELP BRING ME HOME

NCMEC: 1427007

Michael Vaughan



Missing Since: Jul 27, 2021
Missing From: Fruitland, ID
DOB: Jun 24, 2016
Age Now: 5
Sex: Male
Race: White
Hair Color: Blonde
Eye Color: Blue
Height: 3'7"
Weight: 50 lbs

Michael was last seen on July 27, 2021. He was last known to be wearing a light blue t-shirt with the Minecraft logo on it, dark blue boxer briefs and sandals.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Fruitland Police Department (Idaho) 1-208-642-6006



Free college for union members and their families

Earn your degree for free online. The Free College Benefit helps union families continue their college education without piling on thousands of dollars in student debt.



– Chelsea T.
Free College student

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Zero out-of-pocket costs

Union members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any federal grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC).

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Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, saving you as much as \$15,000 on your education!

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- 1 **APPLY** to Eastern Gateway. Go to freecollege.unionplus.org and select the Get Started Today button.
- 2 **COMPLETE** the FAFSA. Complete the form online at FAFSA.ed.gov (school code: 007275)
- 3 **SUBMIT** proof of high school graduation or GED completion
- 4 **ENROLL** in classes. Work with an enrollment advisor to register for classes.

Enroll anytime. Classes start every 8 weeks.

Enroll Today!

1-888-590-9009
freecollege.unionplus.org

The Free College benefit covers the cost of tuition, fees and books after any PELL or other federal grant, or employer reimbursement is applied. The remaining amount will be cleared with the Free College scholarship. As long as your financial aid file is complete, there is no cost to the student and students are never asked to take out any loans.

Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.



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

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

The app's features include:

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

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