

Volume 134/Number 10

October 2021

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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The Mutual Benefit Association offers insurance for your family's needs—PAGES 12-19



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Solidarity for all on anti-COVID-19 measures



Fredric V. Rolando

As 2021 winds down, we are nearing a grim milestone—two years of the COVID-19 pandemic, with no conclusive end in sight. We should recognize the significant progress we've made as a country—the development, testing and deployment of safe and effective vaccines; a well-timed and successful set of economic stimulus programs to prevent a deep recession; and the incredible role that letter carriers continue to play in serving our country and our democracy when we need it most. But our exhaustion with this extended public health crisis is undeniable. The surge of the Delta variant of the virus in recent weeks—with infections, hospitalizations and deaths

at two to four times their respective levels of a year ago dashed our hopes for a speedy return to normalcy. Our nerves have frayed, and our patience is being tested, especially in the workplace.

Disagreements about face mask policies, testing rules and vaccine requirements have sown division in companies and at work sites across the country. As a union, we cannot and must not allow this to happen in the Postal Service and within the NALC. Now is the time for solidarity, not division.

In August, the Postal Service quickly reinstated the face mask policy that had been in effect from early in the pandemic through July of this year, which requires face masks regardless of vaccine status for postal employees where state, local or tribal mandates are in place, or where proper social distancing cannot be achieved and maintained in the workplace. It is not a perfect solution, but it is informed by the best science available from the Centers for Disease Control and Prevention, and it became necessary when the much more transmissible and dangerous Delta variant of the virus became dominant and as progress on the vaccination front stalled. Just 54 percent of eligible Americans (those age 12 or older) were fully vaccinated as of early September, and infections among the unvaccinated once again soared—filling hospitals and raising the death toll to more than 1,600 people a day. Simply put, neither the federal government nor many state and local governments have been able to convince a large minority of Americans to voluntarily get vaccinated.

As I write this article in mid-September, this latest surge in the pandemic has led the Biden administration to enact more aggressive anti-COVID-19 policies that may apply to letter carriers. One such policy is an executive order that will require COVID-19 vaccination for all federal employees, subject to such exceptions

as required by law. The Safer Federal Workforce Task Force, established by executive order earlier this year, is expected to issue guidance soon on implementation for all agencies covered by the order. It is not likely that the USPS will be covered by this order. Another such policy is a workplace rule currently being developed by the Department of Labor's Occupational Safety and Health Administration (OSHA) that will require all employers with 100 or more employees to ensure that their workforce is fully vaccinated, or require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work. OSHA will issue an Emergency Temporary Standard (ETS) to implement this requirement. This ETS has not yet been issued, but it is likely it will apply to USPS.

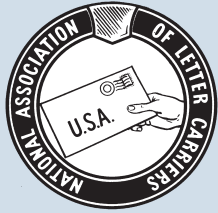
We will await issuance of the task force guidance and the OSHA rule regarding any applicability to USPS, as well as any legal or collective-bargaining components associated with either. These actions followed the lead of dozens of major corporations (including Disney, United Airlines, Fox News, etc.) to institute vaccination requirements for their employees after the Food and Drug Administration fully approved one of the COVID-19 vaccines. (Full approval for all the various vaccines that were given emergency use authorization is expected soon.) Such employer mandates have been upheld by federal courts.

President Biden's aggressive actions to fight the virus are controversial to some. As recently as December, he opposed vaccine mandates. But the emergence of the more dangerous and transmissible Delta variant and the slowing progress on vaccinations changed his mind. This may add to the cultural and political divisions that have arisen during the pandemic over public health measures. Much of this division is regrettable, driven by social media misinformation and often raw political opportunism, but there are also legitimate arguments about which level of government in our federal system should take the lead in public health emergencies.

Our membership is not immune to the broader political and cultural divisions revealed by the pandemic. I am sure that NALC members who are vaccinated are frustrated with those who are not. I am equally sure that members who choose not to get a vaccine feel resentment about being pressured to get an injection they don't want. And few of us like to wear face masks, whether we accept the need for a face mask mandate or not. We must respect each other's right to come to our own conclusions.

Debate is healthy, but angry debate is not. Let's try to really listen to each other and aim to reduce the tensions caused by the pandemic, not raise them. Empathy and patience are essential to maintaining a spirit of solidarity within our union. This will facilitate our overriding goal—to protect the health and safety of all carriers.

The pandemic will eventually end. Let's make sure that the NALC is stronger and more united when it does.



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Rich Trumka: Reflections



Philip
Dine

Coal miners dominated the news in April 1991: U.S. miners were irate over government findings that half of our mining companies had falsified tests meant to ensure clean air in mines. In the world's other superpower, a third of the 1.2 million Soviet miners were on strike, aiming to topple Communist leader Mikhail Gorbachev. Meanwhile, Congress and the Supreme Court were addressing the aftermath of the landmark Pittston Coal strike.

The young president of the United Mine Workers of America, Rich Trumka, having led the victorious Pittston strike, was on a hectic pace as he rose to the new challenges. So, for a St. Louis *Post-Dispatch* reporter, interviewing him meant showing up to

his St. Louis hotel room around midnight—after he'd addressed 1,000 local labor leaders—as he opened a Persian Gulf military MRE (Meal, Ready-to-Eat) of chicken and rice he'd been carrying around.

My initial impression: He was burly and blunt and bright, someone I'd no more relish facing in a debate than in a dark alley. This straight-talking son and grandson of miners (both felled by black-lung disease) had spent seven years in southwestern Pennsylvania mines and led a perilous grassroots campaign to reform a union run by a murderous autocrat, before being elected the country's youngest union president at 33.

His frenetic schedule notwithstanding, he was cordial and engaging—until I mentioned that he was being touted as a future AFL-CIO leader. His demeanor turned icy. "I'm going to tell you something," he said. "I don't know where that started, where that came from. I know where it didn't come from. I got the job that I like. I'm going to stay with it."

A decade-plus later, Rich invited me to see his secretary-treasurer's office at the AFL-CIO. He gestured to the expansive rooftop veranda outside his office. I opened the door and strolled outside—prompting Rich to launch himself onto the porch, nearly tackle me like the former high school football player he was and hustle me back inside.

I looked quizzically at him. He gestured to the White House roof just blocks away, noted the sharpshooters stationed there post-9/11, and said they had to be alerted before anyone ventured out.

In ensuing years, I watched with admiration—and pride—as Rich Trumka became an unsurpassed force for unions. I also respected how he didn't attribute labor's woes entirely to the media, Republicans or business, instead acknowledging unions' uneven communications, hyper-politicization and tepid organizing.

I wasn't with a huge news outlet that could make or break a leader, but that didn't affect how he dealt with me. When I wrote a book on labor, Rich organized an AFL-CIO event, inviting numerous staffers. He concluded his generous introduction by asking tongue-in-cheek why I'd written so many unkind things about him in the book. (I hadn't.)

As he sat down, I looked at him and replied, "Because I know you, Rich."

No one in the large room laughed more heartily than Rich, who took his mission on behalf of working people far more seriously than he took himself.

About a year later, in September 2009, Rich was elected AFL-CIO president. I interviewed him, and included in my Oct. 13 *Washington Times* labor column:

He also told me that he meant it 18 years ago when he said he had no designs on leading the American labor movement. A few years later, when Mr. [John] Sweeney challenged the incumbent AFL-CIO leadership in 1995 and asked Mr. Trumka to run on the ticket as secretary-treasurer, Mr. Trumka favored change but was reluctant to leave the miners union that had been the focus of his life.

So, he says, he went to the man whose advice always pierced through the confusion when things mattered most—Frank Trumka, a man toughened by 44 years working in the mines.

"I called my dad. He said, 'It doesn't seem to me like you have any choice. If you want to change things, then get in the game and change things. Otherwise, keep your mouth shut.'"

The column concluded as follows:

The path that Mr. Trumka chose that day changed his life; now it will change the labor movement, and perhaps more. [He] will be forceful; he will be loud; he will be visible; he will be in many people's faces; he will articulate complex ideas in ways that move working people.

And he will make a difference in the economic and political life of this country.

Indeed, he did.

Our labor movement and country are poorer without Rich—but his legacy inspires us as we continue his work.

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News from Washington

House passes budget resolution, committee advances funding for Postal Service vehicle fleet

In a party-line vote of 220-212, the House of Representatives passed a concurrent resolution on the budget for Fiscal Year 2022 (S. Con. Res. 14) on Aug. 25. The 10-year \$3.5 trillion plan includes both non-traditional infrastructure, such as funding for improved family services, elder care, health care and education, as well as infrastructure investments and tax policy changes aimed at combating climate change. The plan will be funded mostly by raising taxes on corporations and the wealthiest Americans—raising taxes on people who make more than \$400,000 a year.

The framework, which passed in the Senate on Aug. 11, reinforces crucial portions of President Biden’s “Build Back Better” agenda, a three-part plan to rebuild the U.S. economy through legislation currently being considered in Congress, by investing in roads, bridges, rail and other traditional transportation modes.

“The House of Representatives is taking a significant step toward making a historic investment that is going to transform America—cut taxes for working families, and position the American economy for long-term growth,” President Biden said.

After passage of the budget resolution in the Senate, the House vote cleared the path for Democratic lawmakers to use a process known as “budget reconciliation,” which requires only 51 votes in the Senate as opposed to the 60-vote threshold required in regular order, which has prevented numerous bills from being considered by the upper chamber. Using the budget reconciliation process, the House and Senate were completing their work on the legislation as this issue of the magazine went to print.

With regard to the Postal Service, the House Committee on Oversight and Reform held a markup on Sept. 2 to consider the committee’s allocations. The committee voted to approve and transmit its recommendations to the House Committee on the Budget.

The Oversight Committee’s total allocation was \$7.5 billion to implement Biden’s Build Back Better agenda, which, among other things, prioritizes electrifying the federal government’s vehicle fleet, including that of the Postal Service. Initially, the committee planned to provide \$2.4 billion for postal vehicles and related charging infrastructure. Due to successful lobbying efforts by NALC on the critical need for an upgraded Postal Service fleet, the total funding increased to \$7 billion after an amendment introduced by Rep. Stephen Lynch (D-MA) was passed.

Of the \$7 billion, \$3 billion will cover the cost of electric vehicles and \$4 billion will be used for charging infrastructure. At the hearing, lawmakers reported that the \$7 billion figure will also be mirrored by the Senate Homeland Security and Government Affairs Committee, which is good news for the overall prospects of securing this important funding to upgrade desperately needed vehicles for letter carriers.

“The benefits of these electric vehicles go well beyond the protection of our climate and human health,” Oversight Committee Chairwoman Carolyn Maloney (D-NY) said in her opening statement on Sept. 2. “Electric vehicles have been shown to cost an average of 20 to 25 percent less over the life of a vehicle as a result of reduced fuel and maintenance costs.”

Several Democratic representatives spoke in support of the amendment to

increase funding for the Postal Service vehicle fleet and charging stations.

“The electrification of our Postal Service fleet will reduce carbon pollution, to the great benefit of the health, safety and sustainability of our communities,” Lynch said.

The committee’s allocations will be included with the larger budget resolution reconciliation package, which Democratic lawmakers are actively crafting. Democrats are aiming to finalize the budget resolution’s reconciliation package by the end of September; at press time, a final vote had not occurred.

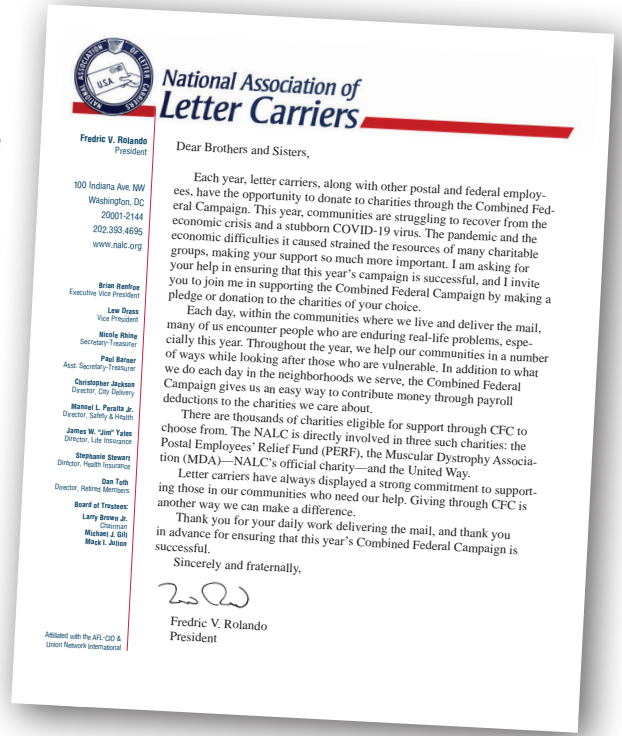
House passes voting rights bill

The House passed the John Lewis Voting Rights Advancement Act (H.R. 4) on Aug. 24 in a party-line vote of 219-212. The bill, introduced by Rep. Terri Sewell (D-AL), combats voter discrimination by restoring the protections of the Voting Rights Act of 1965 that have been cut back after a pair of Supreme Court decisions.

The legislation would restore the portion of the 1965 law that requires specific states to pre-clear certain changes to their voting laws and redistricting criteria with the federal government. The legislation comes as lawmakers seek to combat a wave of new restrictive election laws that have been recently introduced in various states.

“This bill restores the power of the Voting Rights Act, as President [Lyndon] Johnson said, ‘one of the most monumental laws in the entire history of American freedom.’ Any diminishment of the Voting Rights Act is a diminishment of our democracy. In America, the right to vote must never, ever be compromised,” House Speaker Nancy Pelosi (D-CA) said.

NALC President Fredric Rolando's letter to members asks them to donate through the Combined Federal Campaign.



After the House vote, President Biden expressed support for the bill and said, “The House has acted. The Senate also has to join them to send this important bill to my desk.”

The legislation, named for the late Georgia congressman and civil rights icon John Lewis, likely faces a similar fate as the For the People Act (H.R. 1), another sweeping voting rights bill that passed in the House but was blocked by all 50 Republicans in the Senate—H.R. 4 is unlikely to receive the 60 votes needed to overcome a GOP filibuster in the evenly divided Senate. **PR**

Carriers encouraged to give through CFC

As communities across the country recover from the economic crisis and struggle to escape the pandemic, non-profit groups are working to assure that no one is left behind. Letter carriers, as federal employees, have a convenient way to help them by donating through the world’s largest annual workplace giving program, the Combined Federal Campaign (CFC).

Letter carriers may sign up during the CFC campaign season, from Sept. 1, 2021, through Jan. 15, 2022, to make donations during 2022.

CFC participants make charitable donations via deductions from their paychecks. Participants may use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also may make a one-time donation using any of these methods except payroll deduction. They also can volunteer for the charity and count the value of the hours.

Pledges made during the campaign season support eligible non-profit organizations chosen by the donor. Carriers can select the groups they want to support from a list of thousands of eligible charities, and an amount of their choosing will be deducted from their paychecks each pay period and sent automatically to their selected charities.

“Letter carriers who donate through the CFC through paycheck deduction

provide steady resources for the charities they support,” NALC President Fredric Rolando said. “These charitable groups know they can rely on us year-round.”

All active letter carriers can participate in the CFC through payroll deduction. The easiest way to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play. Retired letter carriers may make a one-time or recurring e-check or credit card contribution to the CFC. These one-time and recurring gifts also can be made through the CFC Donor Pledging System.

“This year, communities are struggling to recover from the economic crisis and a stubborn COVID-19 virus,” Rolando wrote in a letter to members. “The pandemic and the economic difficulties it caused strained the resources of many charitable groups, making your support so much more important. I am asking for your help in ensuring that this year’s campaign is successful, and I invite you to join me in supporting the Combined Federal Campaign by making a pledge or donation to the charities of your choice.”

NALC is directly involved in three charities eligible for support through the CFC:

The Muscular Dystrophy Association (MDA) is NALC’s only official

charity. In addition to supporting MDA through branch fundraising events, letter carriers can support the organization directly through CFC. MDA is the world’s leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to mdausa.org.

The **Postal Employees’ Relief Fund (PERF)** provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at postalrelief.com.

United Way Worldwide is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life. For more information, go to unitedway.org. **PR**

Shuler elected as AFL-CIO president

On Aug. 20, Elizabeth H. “Liz” Shuler was elected president of the AFL-CIO by acclamation by the AFL-CIO Executive Council to serve out the term of President Richard Trumka, who died on Aug. 5.

Shuler was secretary-treasurer of the AFL-CIO when Trumka passed away, and she served as acting president in the weeks before her election. Shuler is the first female president of the AFL-CIO, the federation of 57 unions that has 12.5 million members.

“NALC congratulates President Liz Shuler on her selection as president of the AFL-CIO,” said NALC President Fredric Rolando, who serves as a vice president on the federation’s executive council. “Liz has been a dominant force in bringing power and diversity to the labor movement. In this time of loss, she will bring a steady hand, strength and forward momentum in fulfilling the priorities of organized labor.”

The executive council also elected by acclamation United Steelworkers International Vice President Fred Redmond to succeed Shuler as secretary-treasurer, as he became the first person of color to hold the No. 2 office.

Shuler grew up in a union household—her father, Lance, was a power lineman and longtime member of the International Brotherhood of Electrical Workers (IBEW) Local 125 at Portland General Electric in Oregon. In 1993, Shuler was hired as an organizer at Local 125. When energy giant Enron Corp. tried to muscle electricity deregulation through the Oregon Legislative Assembly, Shuler worked with a broad coalition of labor, community and environmental activists to challenge and ultimately overcome



AFL-CIO President Liz Shuler (c) with Executive Vice President Tefere Gebre (l) and Secretary-Treasurer Fred Redmond

Enron’s lobbying campaign, a victory that sparked her passion for mobilizing workers to make change even when faced with overwhelming odds.

In 1998, Shuler mobilized California IBEW members to help defeat Prop. 226, the so-called “paycheck protection initiative,” which threatened to silence union members in the political process. That victory prompted John J. Barry, then president of the IBEW, to hire her as an international representative in the union’s political/legislative affairs department in Washington, DC. In that role, Shuler ran grassroots political efforts and lobbied Congress on a range of issues important to working families. In 2004, she was promoted to assistant to the international president, where she served President Edwin D. Hill, who had succeeded Barry, in driving the agenda of the nearly 1-million-member union.

At the AFL-CIO’s 2009 convention, she became the first woman elected

to the position of secretary-treasurer. As secretary-treasurer, she steered the federation through multiple fiscal crises, including that associated with the COVID-19 pandemic.

“I am humbled, honored and ready to guide this federation forward,” Shuler said after her election as AFL-CIO president. “I believe in my bones the labor movement is the single greatest organized force for progress. This is a moment for us to lead societal transformations—to leverage our power to bring women and people of color from the margins to the center—at work, in our unions and in our economy, and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth.”

Shuler addressed the delegates at the 2014 NALC National Convention in Philadelphia. She praised carriers for going beyond doing their jobs by serving their communities in various ways, including raising funds for the

Muscular Dystrophy Association. “As important as your work is to every family and business in America,” Shuler said, “millions of people count on you for what you do besides deliver mail.” She also spoke at the 2014 NALC Heroes of the Year awards ceremony in Washington, DC, praising the heroes for their “unbelievable courage.”

Redmond has been a USW member since 1973, when he went to work at Reynolds Metals Co. in Chicago. He became active in his local union almost immediately, serving as shop steward and vice president before serving three terms as local president.

For decades, Redmond served the USW in various staff and leadership roles, assisting local unions, developing and conducting training programs, and negotiating contracts. Elected USW international vice president for human affairs in 2006, Redmond oversaw the Civil and Human Rights Department, as well as the union’s shipbuilding, health care and public-sector bargaining, and he worked with USW allies across the country in responding to attacks

on voting rights and in combating economic inequality. Redmond has a long history of leadership on various boards, including at the Coalition of Black Trade Unionists and the A. Philip Randolph Institute.

Speaking at NALC’s 2018 National Convention in Detroit, Redmond reminded the delegates of the labor movement’s central role, from its earliest years on, in promoting social and economic justice and opposing racism, sexism and other forms of discrimination. Our united action in service of our values, he said, prepares us for the struggles that face us today.

“These are tough times,” Redmond said. “But in the labor movement, tough is what we do. We fight every day for working families, because in this labor movement, we pride ourselves on the morality of our core values and our mission of being a collective voice for the voiceless.”

The terms of the president and secretary-treasurer run through June 2022, when delegates to the AFL-CIO convention in Philadelphia will elect leaders for new four-year terms. **PR**

CO letter carrier appointed to NALC Headquarters

Tamara Twinn of Centennial, CO Branch 5996 has been appointed to a letter carrier staff position at NALC Headquarters.

Twinn began carrying mail in Albuquerque, NM, in 2006, joining Albuquerque Branch 504. She served as steward, Formal A representative, legislative coordinator and Letter Carrier Political Fund (LCPF) coordinator for the branch. She also was vice president of the New Mexico State Association.

Twinn transferred to Englewood, CO,

in 2020 and joined Centennial Branch 5996, where she served as recording secretary, shop steward, Formal A representative and LCPF coordinator. She was a member of the Colorado State Association executive board and a letter carrier congressional liaison. She also served on the executive board for the Colorado AFL-CIO.

Twinn was an arbitration advocate and was named Activist of the Year at the Region 10 Spring Training School in 2020. She graduated from the NALC Leadership Academy in 2017. **PR**



Tamara Twinn

Mentoring pilot program underway

NALC and the Postal Service have launched a joint pilot program designed to provide newly hired city letter carriers the opportunity to have mentoring relationships with experienced city carriers, through which feedback, coaching and positive reinforcement can be shared.

During negotiations for the 2019-2023 National Agreement, NALC put forth a bargaining proposal to create a new employee mentoring program for city letter carriers. It is NALC's opinion that mentoring new letter carriers plays an important role in their professional development, which in turn benefits not only the new employee, but USPS and its customers as well. Mentoring also builds better relationships among co-workers and fosters a better work environment and culture. A mentoring relationship between an experienced letter carrier and a new employee can provide that new letter carrier with a necessary resource to ask questions, get feedback, and otherwise assist in his or her journey to becoming a professional letter carrier.

NALC's proposal was not agreed upon with USPS during negotiations; however, the parties did reach agreement to pursue the idea under the new City Delivery and Workplace Improvement Task Force, established for the purposes of jointly seeking methods to improve the cultural and operational environment in city delivery offices. After ratification of the National Agreement on March 8, a joint subcommittee of the task force was formed for the specific purpose of exploring ideas on how to improve city carrier assistant retention rates, as well as the possibility of jointly developing and discussing implementation options for a mentorship program for new employees

with the intention of improving their onboarding experience.

As a result of these discussions, NALC and USPS agreed on Aug. 23 to a memorandum of understanding (MOU) to pilot a mentoring program for newly hired city letter carriers in several locations throughout the country. The new MOU, Re: New Employee Mentoring Program, establishes and outlines the testing of the program in 38 installations located in California, Iowa, Ohio, Oklahoma, Pennsylvania and Texas.

Soon after the program was established with the signing of the MOU, a joint stand-up talk was created and presented to the employees in each of the selected locations. The purpose of the stand-up talk was to inform those employees of the program's guidelines and to begin soliciting experienced letter carriers to volunteer as mentors to new city carriers.

Seasoned carriers interested in serving as mentors submit their names to their postmaster or branch president, or their designees, for consideration. Mentors are then jointly selected by their NALC national business agent and USPS district manager, or their designees, based on the following criteria:

- Sufficient understanding of USPS policies, rules and regulations.
- Ability to convey a positive image and attitude.
- Demonstrated good communication skills, safe working practices and regular attendance.
- Commitment to a four-month mentoring relationship, during which time the mentor will make himself or herself available for telephonic and/or in-person discussions during regularly scheduled work hours.
- Willingness to meet, both independently and with mentee participation, with management concerning the work performance of mentee.
- Ability and willingness to successfully complete a mentor training program jointly developed by the national parties.

When new city carriers arrive at their installation, the local parties facilitate mentor-mentee relationships by jointly pairing them with an experienced letter carrier. Mentoring relationships established by this pilot program include the following:

- All newly hired city letter carriers in the pilot sites will be informed of this program as soon as practicable upon their start in the delivery unit. When practicable, the mentor will participate in the mentee's tour of the delivery unit, introducing the new employee to colleagues and providing him or her with an overview of the workroom floor.
- The mentor and mentee should meet regularly, as needed, to discuss the mentee's experiences and to address any work-related concerns or issues he or she may be experiencing. Such requests should not be unreasonably denied.
- The mentor should provide encouragement and advice to the new employee regarding his or her performance and ability to adapt to the requirements of being a city letter carrier.
- During the first 120 calendar days of a mentee's employment as a city letter carrier, whenever possible, any discussions related to the performance of a mentee (positive or negative), including 30-, 60- and

80-day evaluations as described by *Handbook EL-312*, Employment and Placement, Section 584, Employee Evaluation, should have the mentor present.

- When practicable, prior to any voluntary or involuntary separation of a mentee participant in the pilot program, the mentor, mentee and appropriate management representative should meet to discuss the reasons for the potential separation and whether there are possible alternatives or resolutions to address the underlying issues.

While mentor and mentee interaction is always paid time on the clock, participation in this program is completely voluntary. Additionally, while NALC and USPS have a joint expectation that mentoring relationships will last for a period of four calendar months, the mentorship may be terminated by either the mentor or

mentee at any time. In these circumstances, when practicable, efforts will be made to jointly assign a new mentor to the newly hired carrier. For a detailed explanation of everything the pilot program entails, see M-01961 in NALC's Materials Reference System at nalc.org/mrs.

"High turnover among our new letter carriers has been an ongoing issue since the city carrier assistant position was created in 2013," NALC President Fredric Rolando said. "Through the City Delivery and Workplace Improvement Task Force, we are working jointly with USPS toward our common goal of improving retention."

Research concerning mentoring programs has shown that mentoring relationships increase retention rates and help employees adapt to new workplaces. Employees who have workplace mentors have been found to be more likely to experience greater job satisfaction, and mentor-

ing relationships can help eliminate obstacles, difficulties and stumbling blocks that new employees may encounter. Additionally, effective mentoring programs provide opportunities for new employees to freely ask questions and gain information needed to effectively perform their jobs, and also help to build effective and diverse organizations.

"Like the New Employee Experience and Retention Program, which we began testing in several locations earlier this year, this is another example of our collaborative efforts to help transform USPS for the benefit of both the Service and its employees," Rolando added. "The New Employee Mentoring Program allows our experienced city letter carriers to share their experience, knowledge, skills and passion with our newest city letter carriers—welcoming them to our ranks and offering a helping hand as they begin their new journey." **PR**

November magazine to honor Veterans Group members

In 2015, NALC created the NALC Veterans Group to acknowledge and inform the military veterans who served their country and continue to do so by trading their military uniforms for letter carrier uniforms. Veterans of the U.S. armed forces comprise almost a quarter of the NALC membership.

The Veterans Group was designed to provide NALC members who are military veterans with access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service, as well as a sense of camaraderie.

Since that 2015 launch, thousands of members have signed up to be part of

the group and received the special pin showing their status. More recently, group members receive the *Veterans Guide*, filled with information to help veterans with their unique issues.

In the next issue of *The Postal Record*, to celebrate Veterans Day—our national holiday recognizing the service of veterans—NALC will publish the names of all of these Veterans Group members.

Any veteran who wishes to be included, but who has not yet joined the group, can take action now and join at nalc.org/veterans. If you are a member of the group and do not wish to have your name listed, please email your request to veteransgroup@nalc.org. **PR**



Meet
the

molar musician



Anthony Denucce, a Boston Branch 34 member, has an interesting talent, one that led him to perform in April for “America’s Got Talent” judges Howie Mandel, Heidi Klum, Simon Cowell and Sofia Vergara, plus a live audience, for a chance to move on to the semifinals. The talent? He plays music with his teeth.

Managing Editor Philip Dine wrote about Denucce and his “America’s Got Talent” experience in his column in the June issue of *The Postal Record*, leaving many curious about what happened next. As it turned out, “Anthony the Molar Man” didn’t make it further in the NBC TV reality show competition, but that is fine with Denucce, who was amazed to have been among the final 200 contestants of the 200,000 who

entered the contest—meaning that for every 1,000 contestants, only one was invited out to California to perform live for the judges.

In fact, Denucce, a letter carrier since 1997, got a bit beyond that; 140 of the 200 were selected to have their taped performances shown on television over the summer—with about 15 different contestants featured every Tuesday evening throughout June, July and August.

Of those, 44 advanced to the semifinals in September. Denucce didn’t make it to that select group. He was “buzzed off” by the four judges. Off camera, he persuaded one—Simon Cowell, who ironically is probably the toughest of the four—to change his vote, but approval by all four was needed for a contestant to move on.

Not only has it been an interesting journey for Denucce, it also has provided positive publicity for letter carriers and for the Postal Service, he says. People let him know that they held “watching parties at their home” for his televised segment the last week in June, he says, and in addition to the TV audience, his clip on the “America’s Got Talent” page already had about 60,000 views as this magazine was going to print.

In his original live audition in the spring, he got a standing ovation from the audience when he recounted how he (and letter carriers in general) seek to brighten the days for residents during the difficult period of the pandemic.

Denucce has been honing his musical craft for decades, ever since elementary school. “I picked up this quirky type of talent while taking tests,” he says. While thinking of answers, he’d tap his teeth, which made specific sounds. “I was getting different pitches,” Denucce said. “I would drive my teachers crazy. My classmates would attempt to do it, and I’d get in trouble for starting it.”

He continued to develop that ability to create music over the years.

Since he already had a postal career, he didn’t really pursue show business, but “people keep asking me to do it, so I just go with the flow,” he says.

He soon came up with his stage name, “Anthony the Molar Man,” to highlight his musical teeth.

Luckily, his pastime doesn’t require a whole lot of practice. “I’m pretty good with hearing music and playing it,” Denucce says.



Denucce auditioned for “America’s Got Talent” in April.



Denucce has performed for minor league baseball teams (l), on “The Late Show with David Letterman” (c) and on “America’s Got Talent” (r, pictured with host Terry Crews).

And though his musical repertoire is “all over the place,” ranging from the William Tell Overture, “The Adams Family” theme song and Camila Cabello hits, he says that “Disney music is my fave.”

His hobby has taken him places.

In 2004, Denucce’s sister noticed that “The Late Show with David Letterman” was holding tryouts in Boston for its popular “Stupid Human Tricks” segment, which featured interesting talents. “I auditioned in front of five people—they called me the next day,” he said.

Later that week, he went to New York City and was on TV. Though he didn’t get to meet Letterman until airtime, which was a little nerve-wracking, “it was all a great experience,” he says.

The carrier received a little notoriety from that appearance and was offered a regular gig performing “Take Me Out to the Ball Game” twice a year for the Lowell Spinners, a minor league baseball team in Massachusetts.

He also did stints on other TV shows, including “Let’s Ask America,” a multiple-choice game show in 2014, as well as a reboot in 2017 of “The Gong Show,” the popular amateur talent content that originally aired in the 1970s. “You only get 30 seconds,” he said. “The judges are the audience.” Denucce proudly recalled that he lasted for 28 seconds before he was booted off.

But his latest big break thus far has been the “America’s Got Talent” show. He began in February with a virtual audition, because of the ongoing COVID-19 pandemic. “I did it from my living room,” the carrier said.

After two and a half hours in a Zoom holding room watching others perform, it was his turn. “After I performed, the producer said, ‘Hold on, let me send you to someone else,’” he said.

Two weeks later, Denucce was called back for another online audition in front of an executive producer, and in April, the carrier was invited to Pasadena, CA, to perform on the show. The 200 contestants all stayed in the same hotel for the six days they were there. “We all became friends and keep in touch,” he says.

While at the studios, they were filmed for social media campaigns and took part in photoshoots and other interviews with “AGT” host Terry Crews, whom Denucce calls the “coolest guy ever.”

The carrier was given a standing ovation for about 30 seconds by the audience, after telling them he was a mailman and explaining that during the pandemic letter carriers had seen many of their customers losing their job or having to quarantine, and that the best letter carriers can do is try to deliver a smile for them every day.

Denucce was immensely proud to represent the Postal Service in such a public arena. “I felt proud for the company,” he said. “I got emotional. ... I’ve always been proud of what I do.”

Because of copyright issues, “they picked my songs for me, so it wasn’t my best stuff,” the carrier said, adding that “there was tons of talent,” so he wasn’t surprised he didn’t make it through.

Though he enjoyed performing for people nationwide, Denucce especially loves bringing joy to those on his route and in his community daily: “I do it for customers all the time. I see young kids on the street and play for them.

“The kids love it,” he said. “I’m a happy guy and I want to make people smile. I’m always performing at family functions and parties.”

And now that Denucce’s star has risen, he’s been able to parlay his re-

cent TV appearance into other opportunities. He’s under contract with NBC until the end of the year, so he does have a few restrictions on what he can accept. Talks are underway about an invitation extended to him to perform at a game next season for the New Hampshire Fisher Cats, another minor league baseball team. Fittingly, given the nature of his music, the venue would be the Delta Dental Stadium.

The carrier is grateful for the continued support of his wife and 14-year-old daughter. The media attention has been surprising but nice, and he says a lot of his customers didn’t know about his talent until newspapers wrote about him. The mayor of his town even wrote him a letter.

His co-workers began to call him “Hollywood” around the office after his performance in California. “Everyone found out about it,” he said. “They comment on it a lot.”

He loves to share his music and what he’s up to on social media—Instagram at @anthony_molarman and his YouTube channel, which can be found by searching “Anthony the Molar Man.” His followers include many Disney fans and a lot of dental associations.

“We’re hoping it will lead to bigger and better things. I’m patiently waiting for gigs to come my way,” he said. “My goal is to be in a commercial for a dentist, but I will always be a mailman. This is my career.”

Above all, though, Denucce just wants to have fun with his hobby, especially as people emerge from being stuck in their houses during the pandemic. His philosophy, he said, is simple: “I try to make people smile.” **PR**



MBA has you covered



The Mutual Benefit Association offers insurance for your family's needs

NALC was created in 1889 for the mutual benefit of letter carriers, and only two years later it established the U.S. Letter Carriers Mutual Benefit Association (MBA) to offer insurance and savings plans to keep letter carriers and their families financially secure in the case of illness or death.

“MBA is one of NALC’s best-kept secrets, but every letter carrier needs to know about it,” NALC President Fredric Rolando said. “MBA has great products, designed just for us, that every letter carrier at any stage of life should consider.”

At its second national convention in Detroit in 1891, the union created the MBA to offer life insurance coverage to letter carriers. Today, the MBA still gives many letter carriers and their families a way to secure their financial futures with insurance and savings plans provided by an organization that is focused not on profit but on the welfare of its members.

Unlike many insurance companies and other financial institutions, the MBA is a not-for-profit organization, which means that every penny it receives goes toward serving its members. This allows the MBA to provide lower premiums and higher dividends than many private insurance companies can.

“The MBA doesn’t have shareholders pushing for profits or agents pushing its products for a commission,” NALC Director of Life Insurance Jim Yates said. Yates, a member of Long Island Merged, NY Branch 6000, has overseen the MBA since 2018. “All of the MBA’s financial resources and all of the efforts of the letter carriers and staff who work to make it successful go into serving its members and their financial needs.”



The organization has come a long way since its humble origins, and it has secured the financial future of countless letter carriers and their families.

A long history, a firm financial foundation

While other labor groups also established similar mutual benefit societies throughout their histories to provide insurance, including the American Federation of Labor (its plan was later spun off to a private company), MBA may be one of the oldest still in existence.

As with other unions, for the letter carriers of 1891 a mutual benefit organization filled a serious need. The federal government offered no death benefit or workers’ compensation to postal employees, and at a time when letter carriers were men and when women rarely worked outside the home, the death or disability of a letter carrier could leave a wife and children with no source of income.

The next year, the MBA was chartered, headquartered in Tennessee and offered its first death benefit policies: \$3,000 (nearly \$80,000 in today’s

dollars when adjusted for inflation) or \$1,500. The premiums ranged from \$1 a year for a \$3,000 policy for a carrier under age 25, to \$2.12 for a carrier at age 55.

“The officers of the Mutual Benefit Association earnestly request the hearty cooperation of every carrier who has the welfare of the association at heart,” stated the first report of the MBA at the NALC’s third national convention in Indianapolis in 1892, “that this grand feature of our organization may attain the membership predicted by its friends; that we shall soon be able to pay the limit of a policy, viz., \$3,000.”

MBA had no difficulty attracting participants. By August 1893, 336 carriers from 37 branches had signed up for policies, and the MBA had built up its financial reserves enough to pay benefits to the families of 16 carriers who had died in the previous 12 months.

Nashville letter carrier Wilmot Dunn, who had helped create MBA, became its first “collector,” a job he held until 1915 (the position eventually was renamed “director of life insurance.”) Dunn was instrumental in establishing a solid financial foundation for MBA. A board of trustees—three letter carriers elected in the same way as national officers—provided oversight and made reports. Branches named their own local collectors to take applications and premium payments from branch members who signed up for insurance.

In 1905, the NALC added a benefit for sick carriers who couldn’t work due to accident or illness through a new National Sick Benefit Association (NSBA) administered by MBA. Premiums were between 50 and 80 cents a month, with benefits averaging \$8 a week for up to 20 weeks. The NSBA



MBA has you covered



Director of Life Insurance Jim Yates

later branched out to cover health and hospitalization expenses, which led to the creation of the NALC Health Benefit Plan.

The MBA weathered the Great Depression and helped many letter carriers' families survive the tough economic times of the 1930s whenever carriers died or became disabled. At a time when a safety net of government and employer benefits was just beginning, the MBA and the healthy cash reserves it had built for several decades made letter carriers feel confident about the future.

In 1953, MBA moved from Tennessee to Washington, DC, to occupy space in the NALC's new Headquarters building, and it remains there today. In this new space, MBA expanded and modernized. Security of financial records was enhanced, and the system of branch collectors was transformed. Collectors became "MBA representatives," elected by their branches and trained to explain to members the details of the MBA and its products and services.

Today, there are roughly 600 MBA representatives across the country who help NALC members understand MBA's products and assist them in applying for them. Working with the professional staff of 16 who administer the MBA in Washington under Yates's supervision, these representatives are the backbone of the MBA.

The *NALC Constitution* establishes MBA as the only insurance provider

that may solicit at branch meetings or other NALC events and that can use NALC or branch publications to do so. The MBA does not sell its products to anyone other than NALC members (for themselves or family members) and to MBA, NALC and NALC Health Benefit Plan non-letter carrier staff members.

Letter carriers in charge

From the beginning in 1891, the MBA was administered by letter carriers with input from letter carriers about the products and services that it should offer.

"There's no insurance company that has such a close relationship to letter carriers," Yates said. "They have meaningful input on what MBA offers, and the trust level is unsurpassed."

As with other national officers of the NALC, the director of life insurance and MBA trustees, who also are NALC's trustees, are elected by the members to four-year terms after nominations are taken at the NALC's biennial convention. The trustees are Lawrence D. Brown Jr. (chairman) of Los Angeles Branch 24, Mike Gill of South Florida Branch 1071 and Mack I. Julion of Chicago Branch 11. Their duty is to keep a close eye on MBA's financial health.

Letter carriers' jobs and family lives have changed a great deal over the last century, and MBA has expanded and altered the plans it offers to meet members' needs. As more recent examples, after a resolution was passed by the members at a biennial convention, in 2009 the MBA began offering policies valued up to \$100,000. The delegates at the 2010 NALC convention in Anaheim, CA, approved an amendment to the *NALC Constitution* that made letter carriers' step-children, step-grandchildren and step-great-grandchildren

eligible for coverage. In 2014, a similar amendment—to allow parents or legal guardians of a member (up to the age of 80) to be covered under the MBA plans—was approved at the NALC convention in Philadelphia in response to member requests.

Another important change came when the city carrier assistant (CCA) job category was created through the Das arbitration award in 2013. MBA stepped in to ensure that CCAs had an opportunity to save money for their future by creating the NALC CCA Retirement Savings Plan tailored specifically for carriers starting their careers. When CCAs are converted to career status, they can keep the account or roll their traditional IRA savings over into the Thrift Savings Plan. The MBA will waive the surrender charge in this instance only.

"This is your insurance and savings company—you own it," Yates said. "Every plan we offer today was designed at one point to meet specific requests by letter carriers. MBA's only goal is to serve the needs of its members. We listen to you, and we never stop adapting as your needs change."

The focus on members, rather than on profit, has led to strong financial stability for MBA. Owing to wise investments and to putting all of its resources into working for its members, and not into profits or sales commissions, the MBA's financial position is secure, and it continues to offer dividends and interest rates that are above market averages.

Products designed for today's letter carrier

Today, thanks to the different programs designed to meet the different needs of letter carriers, the MBA has

approximately 19,000 members that it either insures, helps save for retirement, or helps cover some hospital or disability costs.

Here's a review of the products MBA offers:

MBA Whole Life Insurance

MBA Whole Life Insurance is a whole life insurance plan that lets you choose from \$10,000, \$15,000, \$25,000, \$50,000 or \$100,000 in coverage. Premiums are based on the amount of the policy benefit and your age at the time of purchase. With this plan, premiums remain the same throughout the life of the policy. You may pay premiums once a year, 12 times a year or biweekly under the payroll deduction plan.*

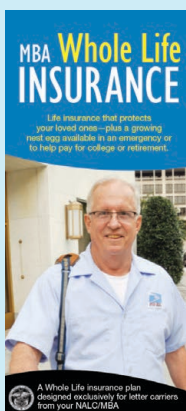
Premiums are payable for the insured's lifetime. You can borrow against your cash buildup and still keep your plan in force, or you may trade in your policy for the cash value (which you can take as a lump sum or as regular income).

Should you decide to borrow against your policy, the interest rate will be 8 percent, or the rate determined by the state in which your policy is issued (whichever is lower).

* Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

Paid Up at Age 65 MBA Whole Life Insurance

Paid Up at Age 65 MBA Whole Life Insurance is a limited payment whole



life insurance policy. It is ideal for all letter carriers and their family members. Paid Up at Age 65 offers lifelong insurance protection without lifelong payments. This plan allows the insured to reduce their financial obligations upon retirement while maintaining their insurance coverage. You can purchase life insurance coverage worth \$10,000, \$15,000, \$25,000, \$50,000 or \$100,000.

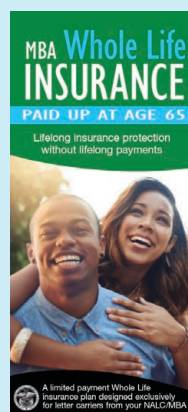
Premium payments are required up to the policy's anniversary date after the insured's 65th birthday. At that time, the policy is fully paid up, yet coverage stays in force throughout the insured's lifetime. This coverage continues in full, unless you decide to surrender the policy for its cash value. You may borrow against or surrender your plan any time.

You may pay your premiums once a year, 12 times a year, or biweekly under MBA's automatic payroll deduction plan.*

* Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

Paid Up in 20 Years MBA Whole Life Insurance

Paid Up in 20 Years MBA Whole Life Insurance is a limited-payment life insurance policy specially suited to letter carriers who want to insure their young children. It lets you build up cash for your children's future. Whether you choose \$10,000, \$15,000, \$25,000, \$50,000 or \$100,000 worth of coverage, you pay premiums for 20 years.



In the event of the insured's death, Paid Up in 20 Years MBA Whole Life will pay survivors the full amount of the policy.

After the 20 years, you may keep the coverage at no cost, or surrender your policy for its cash value. If you choose to keep the policy in force, your cash value will continue to build up at current dividend rates. You may borrow against or surrender your plan any time.

Premiums may be paid once a year, 12 times a year or biweekly under the payroll deduction agreement.*

* Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

MBA 10 Year Renewable and Convertible Term Life Insurance

MBA Term Life Insurance is a 10-year renewable and convertible term policy. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force. This plan lets you choose coverage of \$10,000, \$15,000, \$25,000, \$50,000 or \$100,000.

Your premium will remain the same until the 10-year term has ended. You can renew for another 10 years of coverage without a medical exam. At





MBA has you covered

each renewal period, your premium increases according to your age. You may continue Prime Protection coverage until age 80.

You also can convert your term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65.* Term Life is available for your spouse at the same benefit amounts open to you. Premiums can be paid annually, 12 times a year, or bi-weekly through payroll deductions.** You may choose to have your dividends paid in cash or left on interest-bearing deposit.

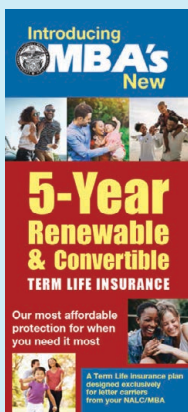
* If you convert to Whole Life, the premiums are specified according to your age on the date of conversion.

** Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

MBA 5 Year Renewable and Convertible Term Life Insurance

MBA 5 Year Renewable and Convertible Term Life Insurance is a five-year renewable and convertible term policy. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force. This plan lets you choose coverage from \$10,000 to \$100,000.

Your premium will remain the same until the five-year term has ended. You can renew for another five years of coverage without a medical exam. At each renewal period, your premium increases according to your age. You may continue Prime Protection coverage until age 80.



You can also convert your five-year renewable and convertible term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65.* MBA 5 Year Term Life Insurance is available for your family (age 17 or older) at the same benefit amounts open to you. Premiums can be paid annually, 12 times a year, or bi-weekly through payroll deductions.**

* If you convert to Whole Life, the premiums are specified according to your age on the date of conversion.

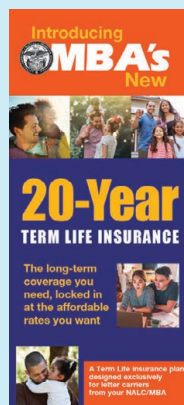
** Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

MBA 20 Year Term Life Insurance

The MBA 20 Year Term Life Insurance plan offers insurance protection for a period of 20 years. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force. This plan lets you choose coverage from \$10,000 to \$100,000.

The premium rate is based on the current age of the proposed insured and the amount of life insurance applied for. The premium rate will never change for the entire 20-year period. As long as the premiums are paid on the policy, the insured is guaranteed life insurance for a period of 20 years.

You can also convert your 20-year term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65.* MBA 20 Year



Term Life is available for your family (age 17 or older) at the same benefit amounts open to you. Premiums can be paid annually, 12 times a year, or bi-weekly through payroll deductions.**

* If you convert to Whole Life, the premiums are specified according to your age on the date of conversion.

** Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

MBA Term to Age 65 Life Insurance

The MBA Term to Age 65 Life insurance plan offers insurance protection until the insured reaches age 65. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65. This plan lets you choose coverage from \$10,000 to \$100,000.

The premium rate is based on the current age of the proposed insured and the amount of life insurance applied for. The premium rate will never change during the lifetime of the policy. As long as the premiums are paid on the policy, the insured is guaranteed life insurance until the policy anniversary date after the insured reaches age 65.

You also can convert your MBA Term to Age 65 life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65.* MBA



Term to Age 65 Life insurance is available for your family (age 17 or older) at the same benefit amounts open to you. Premiums can be paid annually, 12 times a year, or biweekly through payroll deductions.**

* If you convert to Whole Life, the premiums are specified according to your age on the date of conversion.

** Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

Independence—Single Payment

Independence—Single Payment is one of the most convenient whole life plans available. For a single, once-in-a-lifetime premium payment you, or any eligible member of your family, can have life insurance coverage of \$5,000, \$10,000, \$20,000, \$100,000 or any amount you choose (subject to MBA's maximum face value limitations).

With this plan, you not only get immediate real-cash value but also investment advantages like favorable tax-free interest earnings, easy low-interest loan availability, an instant cash-value option, a no-cancellation guarantee and, of course, full death benefits.

Single Payment also lets you decide whether to leave your dividends on deposit to increase your cash value, or to use them to increase your death benefit or receive a dividend check.

It's the most convenient way to give your loved ones added financial security.



Hospital Plus

If you are hospitalized for illness or injury, the MBA can help your financial health with cash payments of \$30, \$50, \$75 or \$100 a day. With Hospital Plus, cash benefits start on the first day you are hospitalized, and continue for up to 365 days.

Hospital Plus also lets you cover your spouse and children. The spouse benefit is the same as yours—\$30, \$50, \$75 or \$100 a day. Children's benefits are \$18, \$30, \$45 or \$60 a day.

Benefits are paid in full, regardless of other health insurance benefits you receive. Cash benefits are paid directly to you and may be used for any purpose. This is extra cash protection to help you meet the financial burdens of accidents and illnesses.

All applying members, regardless of age, and their eligible dependents can be covered. As long as you pay your premium, you can keep your policy, regardless of prior benefits received or future health conditions. Rates will not be individually raised.

Repeat claims for the same or related causes will be treated as claims for the same cause (and included in a single 365-day limit), if recurring hospital stays are not separated by six months or more. Such claims will be covered only if the policy is then in force.

The policy contains a benefit restriction for pre-existing conditions—a condition for which medical advice or treatment was received during the 12 months before the effective date of our policy. Also, a pre-existing condition will not be covered until 12 consecu-



tive months have passed in which no medical advice or treatment is received for such condition, or until your policy has been in effect for one year, whichever occurs first.

MBA Retirement Savings Plan

MBA Retirement Savings Plan is a retirement income plan designed to supplement your pension. You make small payments to the plan while you're young, so you can receive a lifetime of monthly payments after you retire—even if you live to be 200!

Under the MBA Retirement Savings Plan, you also can request a guaranteed number of monthly payments.

You choose the amount you want to contribute to your MBA Retirement Savings Plan. It can be as little as \$15 per pay period (the minimum amount allowed). You also can select your method of payment: MBA can deduct payments automatically from your paycheck, or bill you monthly or annually.*

With as little as a one-time \$15 payment, you can start your MBA Retirement Savings Plan and never have to make any additional deposits to maintain your policy in force. You also can make a lump sum deposit into the MBA Retirement Savings Plan at any time to help build your plan's value.

As your MBA Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax deferred, which means you do not pay taxes on any of your interest until you draw on it, further improving your yield.





MBA has you covered

When you're ready to retire, MBA offers a choice of four ways to collect monthly benefits:

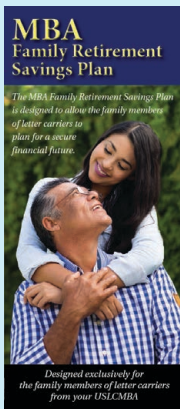
- **Life annuity with period certain:** Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (five, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.
- **Life annuity:** Receive monthly payments through your lifetime. No further benefits will be paid after your death.
- **Joint life annuity:** You or your beneficiary receive monthly payments as long as either of you live.
- **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

*Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

MBA Family Retirement Savings Plan

MBA Family Retirement Savings Plan can mean the difference between worry and well-being in your family member's retirement—because it is an annuity policy that delivers extra cash to the annuitant every month to supplement their retirement income.

A family member (annuitant) can make small contributions now (as little as \$25 a month, with a \$1,000



initial deposit) into an interest-bearing annuity that guarantees above-market returns. The annuitant chooses how much to contribute and how often. The plan has certain tax advantages, depending on the options selected

Best of all, you get all the advantages of your Mutual Benefit Association:

- **Dependability**—NALC stands behind every policy written by MBA, which was created more than a century ago to give letter carrier families reliable savings and insurance plans.
- **Affordability**—MBA operates with low overhead, no fees and no salespeople on commission, and the savings are passed on to the annuitant.
- **Simplicity**—Just fill out an application to join the Family Retirement Savings Plan. The annuitant will receive a policy to examine for 30 days. If the annuitant is not fully satisfied for any reason, return it for a full refund of any premium paid. There's no risk.

City Carrier Assistant Retirement Savings Plan

NALC CCA Retirement Savings Plan is a retirement income plan designed for CCAs to supplement your pension. You make small payments to the plan while you're young, so you can receive a lifetime of monthly payments after you retire.

Under the NALC CCA Retirement Savings Plan, you also can request a guaranteed number of monthly payments.



CCAs who participate in the plan may transfer their Traditional IRA funds to the Thrift Savings Plan once they become career letter carriers. The surrender charge will be waived in this instance only. Note: The Thrift Savings Plan is not set up to receive Roth IRA transfers at this time.

You choose the amount you want to contribute to your NALC CCA Retirement Savings Plan. It can be as little as \$15 per pay period (the minimum amount allowed). You also can select your method of payment: MBA can deduct payments automatically from your paycheck, or bill you monthly or annually.*

With as little as a one-time \$15 payment, you can start your NALC CCA Retirement Savings Plan and never have to make any additional deposits to maintain your policy in force. You also can make a lump-sum deposit into the NALC CCA Retirement Savings Plan at any time to help build your plan's value.

As your NALC CCA Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax deferred, which means you do not pay taxes on any of your interest until you draw on it, further improving your yield.

When you're ready to retire, MBA offers a choice of four ways to collect monthly benefits:

- **Life annuity with period certain:** Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (five, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.
- **Life annuity:** Receive monthly payments through your lifetime. No

further benefits will be paid after your death.

- **Joint life annuity:** You or your beneficiary receive monthly payments for as long as either of you live.
- **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

*Retirees may choose to pay premiums monthly or annually. Retirees are not eligible to use payroll deductions.

MBA Immediate Annuity

The Mutual Benefit Association has a retirement option called an Immediate Annuity that is perfect for a retiree.

An Immediate Annuity is when an individual gives an insurance company a lump sum of money in exchange for a guaranteed income stream starting immediately. This product can be made an important part of a letter carrier's retirement portfolio. This option, along with Social Security proceeds, investments, savings and pension payments will help foster a safe and comfortable retirement.

One of the defining features of an Immediate Annuity is that the annuitant may select one of three options:

1. A life annuity that pays equal payments for life.
2. A life annuity with a guaranteed period certain of five, 10, 15 or 20 years.

3. A joint life annuity that pays equal payments for life; upon death, your beneficiary would receive annuity payments for life.

If you are interested, the MBA will provide a quote with the estimated monthly payment based on the amount invested, the annuitant's current age, and the immediate payout option selected.

A principal benefit of an Immediate Annuity is that you will know how much money you will receive in each payment for the rest of your life. This characteristic will alleviate the stress of an individual outliving his or her investments. In addition, you will not need to make investment decisions about how to earn a comparable sum of money, since the MBA is responsible for the growth of your funds. The MBA is your non-profit fraternal association providing competitive rates on its products. You will find that the MBA's fixed immediate annuity rates are higher than most of our competitors. The MBA has been providing high-quality service to our members since 1891.

Like all decisions, there are pros and cons to every choice in these matters. A factor to consider is that the money that you invest with the Immediate Annuity cannot be withdrawn or used for another purpose once the annuity proceeds have begun. You should consider your decision carefully and not invest money that you might need for an emergency. Another consideration is that the money invested in an Immediate Annuity is not available to your heirs, except in the case where the annuitant chose a five-, 10-, 15- or 20-year guaranteed payment or a Joint Survivor option. There are different tax advantages for annuity withdrawals and payments

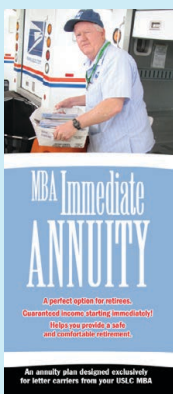
based on the type of assets used to purchase the annuity (qualified versus nonqualified). You should consult your tax advisor for information on how annuity taxation applies to your situation.

An Immediate Annuity is a valuable investment option available to our NALC retirees. There are various payment options, such as life with period certain and joint survivor, that minimize the downside to the mortality issue. Each of the options comes with a corresponding monthly, quarterly, semi-annual or annual payment amount. Just another way that your MBA is working to provide options for the members.

Group Accidental Death Benefit

This Group Accidental Death Benefit Contract provides \$5,000 of accidental death benefit coverage for every active and retired member of NALC. The union pays the entire premium for the basic coverage; each branch has the option to purchase additional accidental death benefits and level-term life insurance coverage.

"The MBA provides a wonderful opportunity for letter carriers to obtain insurance and savings plans that not only offer good benefits at reasonable rates, but also are administered by letter carriers, for letter carriers," President Rolando said. "Whether you are just starting out as a carrier, you're working toward retirement, or you're already retired, MBA may have a plan that can serve you and your family. Please look into these offerings to see if any are right for your needs. It might help you establish a measure of financial security to last a lifetime." **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.

Idaho carrier joins last punch bunch

After being on the job for more than 23 years, **Brett Hochhalter** of Pocatello, ID Branch 927—known for going out of his way to help people—retired on July 28 to much fanfare from his patrons.

"It's been nice. It's been real," Hochhalter told the *Idaho State Journal*. "I've enjoyed it; being a mailman is pretty cool."

The carrier has gotten to know his customers as he walks eight miles a day to deliver mail. Indeed, about 80 percent of his customers have his phone number and will call him when they're going on vacation and need him to hold their mail, Hochhalter said.

The Air Force veteran also has been known to shovel snow for households in need of assistance outside of his work hours. (See the January 2020 *Postal Record*.)

"Everybody should try to be nice to people," Hochhalter said.

And Hochhalter's customers return the favor, sometimes leaving water, chips, candy bars, cookies and thank-you notes out for him to pick up on the rounds.

The carrier owns a local roofing company, which provides a free roof for someone in need each year and volunteers to roof houses for Habitat for Humanity. After his postal retirement, he's looking forward to focusing on that business more.

Hochhalter won't forget the people he's served over the past two decades, though: "I'll still go visit my customers. I'll still stay in contact with them."

Longtime pen pals co-author book

After writing a bestselling book about their friendship, two longtime pen pals, Caitlin Alifirenka and Martin Ganda, have started a virtual tour to teach students across the United States about the value of letter writing and mail.

"My heart is so unbelievably happy going to schools and talking to young adults," Alifirenka told USPS Link.

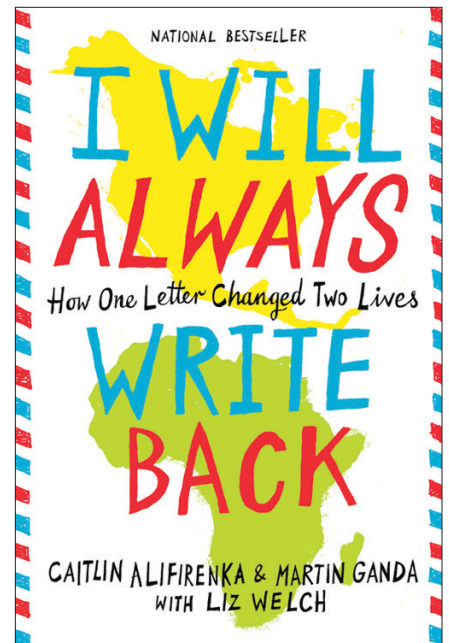
The co-authors of "I Will Always Write Back" routinely talk to school groups—both virtually and in person—where they explain how one letter in 1997 started their decades-long friendship.

That year, 12-year-old Alifirenka from Pennsylvania was matched with Ganda, a 14-year-old student in Zimbabwe, during a classroom pen-pal project.

Her letters shared stories about typical American teenage experiences and her middle-class life. His letters, while optimistic, told of his life in poverty as he and his family lived with another family in a one-room home.

Though they led different lives, the two students bonded through their letters, in which they regularly signed off with the promise "I will always write back."

Indeed, between one letter exchange, Alifirenka got concerned that she hadn't heard from Ganda in a while. She eventually received a discarded ice-cream wrapper from him because paper had become too pricey. He told her that he had to leave school because his family couldn't afford the fees. Alifirenka responded by send-



ing \$20 of her baby-sitting earnings. Touched, Ganda wrote back, saying that was "more money than my father made in several months" and that it had allowed him to re-enroll.

"I always tell people: We're so fortunate to have the opportunity to get our mail," Alifirenka told USPS Link. "I'm grateful to our mail carriers in the U.S. that we can rely on them and know the mail is coming, which is something we take for granted," she said.

That wasn't the case for Ganda. In Zimbabwe, customers must pay to both send and receive cards, letters and packages.

Alifirenka now works as an emergency room nurse outside Philadelphia, and Ganda lives in New York City and runs his own non-profit foundation to help impoverished students in his hometown in Zimbabwe.

During their appearances, the two friends emphasize the message that kindness is contagious.

"I'd like to thank everyone who shares and supports our story," said

Ganda. “Helping us share our message of kindness can truly change the world. One small act of kindness makes big waves around the world.”

Many young adults have written to the pair about feeling inspired to contribute to those in need after reading their book. They always write them back.

“That is the greatest reward, knowing that kids have taken our message and are doing small life-changing things,” Alifrenka said.

California carrier celebrated with surprise retirement party

After three decades on the job, San Diego, CA Branch 70 member **Russell Jones** is retiring.

In honor of the milestone, neighbors on his longtime route planned a surprise party and parade in a park for him on his last day in July.

“We have always appreciated his professional service and caring connections with us, but even more so during the COVID-19 pandemic,” Karen Austin wrote on the website of the San Diego Community Newspaper Group. “During the pandemic, Russell became a lifeline for many by delivering medicines, needed supplies, Social Security and stimulus payments, and important correspondence. ... We felt fortunate to get our mail and even luckier if we timed it right to get it from him personally.”

To show appreciation, customers included in the party a banner covered in messages of thanks and well wishes. “We stood with it, parade-style, along a portion of the street lined with American flags and cheering residents,” Austin said. “The USPS graciously had another carrier finish the last few streets of his route so that he could stay with us for a little celebration.”

It was clear that Russell made a difference in the lives of those on his route on a daily basis.

“Over the 42 years that we have lived in Alvarado Estates, we have appreciated the work and dedication of all our mailmen and women, but during the last few years, Russell has stood out as our favorite,” Carolyn Housman told the newspaper group. “He is the epitome of the mailman you can trust to deliver your mail through rain, sleet and snow. He drives up in that little truck or comes to the door with an enormous grin on his face, a bounce to his step and a quick story and a laugh that always puts a smile on my face.”

For her part, Austin wrote, “He didn’t rush through our neighborhood, he became a part of it, and that’s why he will be remembered and missed by all his friends in Alvarado Estates.”

Art project supports USPS

As he was recuperating from a near-fatal case of COVID-19 last year, Mark Mothersbaugh (best known as front

man for ’80s new wave band DEVO) was dismayed to hear anti-Postal Service rhetoric.

“We weren’t hearing anybody speaking up for the Post Office, so we said, ‘Well dang it, we’re gonna do it,’” Mothersbaugh told USPS Link.

So he and fellow artist-musician Beatie Wolfe decided to create “Postcards for Democracy,” a collective art project/show of solidarity that included a May to August exhibit at Florida Southwestern State College’s Rauschenberg Gallery.

All that was required of participants was to create a postcard and send it to the project’s address—and to buy a stamp in the process. Postcards were then uploaded to the Postcards for Democracy website at postartfordemocracy.com and saved for possible use in the exhibit.

Tens of thousands of people sent submissions, which Wolfe and Mothersbaugh then curated to create the exhibit.

Topics depicted included the importance of the Postal Service, Black Lives



Mark Mothersbaugh (l) and Beatie Wolfe go through submissions for their art project to show support for USPS.

Social media (continued)

Matter, climate change, feminism and much more.

“We’ve both been very touched by all the contributions—the art, poems, personal stories, sentiments,” Wolfe said, adding that it can be viewed as a “physical time capsule or portal in an increasingly digital age.”

“The Postal Service delivers tangible objects, not meaningless emojis,” Mothersbaugh said.

Mothersbaugh has always loved postcards. “I first started mailing and sending postcards in the form of art back in the late ‘60s,” he said, elaborating that he was inspired by Dadaists who required their art to be transferred physically by mail.

In fact, “I used to want to deliver mail as a kid,” he said. “But that was before I discovered The Beatles.”

Mothersbaugh has immense appreciation for postal workers. “There’s a sense of security and connectedness that comes from seeing a postal worker making their rounds and keeping us all a part of the bigger picture,” he said.

Clocking in at 1 million accident-free miles

After driving the equivalent of about two round trips to the moon without an accident, Greater East Bay, CA Branch 1111 member **Lorna Lualhati** was inducted on July 27 into the National Safety Council’s “Million Mile Club” at the Benicia Post Office and bestowed with a plaque to honor her achievement.

“Safety is no accident. We need to be safety conscious at all times,” Lualhati said in a news release.

The 37-year carrier delivered mail in Southern California and Honolulu before landing in Benicia in Northern

California, where she’s had the same driving route for the past 14 years.

“The truly remarkable achievement by our Benicia 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,” District Manager Mike Mirides told local NBC news affiliate KNTV-TV.

USPS licenses new kids’ toys

The Postal Service and toymaker Kid Trax have created a licensed USPS ride-on vehicle for youngsters.

The mini mail delivery truck, aimed at kids ages 3 to 5, is available for purchase through Amazon and the Kid Trax website.

“It will be a great learning tool for kids to have fun, use their imagination and connect with the Postal Service employees who visit their home every day to deliver their mail and packages,” Amity Kirby, the USPS licensing manager, told USPS Link. “It is also an ideal gift for employees and retirees to purchase for the children in their lives.”

The Postal Service’s release of the vehicle comes amid the widespread appreciation that customers of all ages have displayed for USPS during the ongoing COVID-19 pandemic.

The vehicle follows the previous introduction of other licensed products, such as letter carrier costumes, for both kids and pets.

“It’s a great way for us to reach kids in this day and age and build brand loyalty at a young age,” Kirby said.

Unfortunately, because of the size of the box that the vehicle comes in, it can’t ship through USPS. However, Kid Trax also produces a Post Office play tent and mailbox set, available

The Postal Service has licensed its brand to Kid Trax to make a ride-on vehicle.



for purchase at usps.com, that will be shipped through the Postal Service.

The vehicle has been submitted for this fall’s annual Toy of the Year Awards, described as the Oscars of the toy industry.

Aside from the honor of a nomination, Kirby said that the new product is a “really positive brand story for the organization and a really great way for us to reach a generation of kids.”

Son of ‘Mister Rogers’ Neighborhood’ mail carrier a carrier IRL

Do you remember Mr. McFeely, the mail carrier from “Mister Rogers’ Neighborhood”? David Newell played the role of a mail carrier for nearly 30 years.

Now, his son, **Alex Newell**, of Pittsburgh, PA Branch 84 is following in his father’s footsteps and tackling the job in real life by delivering the mail in his hometown as a letter carrier.

“When you’re living around it, you don’t realize how special and kind of cool it is,” Alex told the *Pittsburgh Post-Gazette*. “It was a lot of days being on set and in the offices and

going to appearances with my dad and meeting a lot of interesting and famous people.”

Newell isn't just a letter carrier in real life; he's also making an appearance as a letter carrier on an episode of the children's show "Daniel Tiger's Neighborhood." The animated TV show on PBS Kids features one of Mister Rogers' puppet characters as a letter carrier who makes sure that a girl's care package for a friend makes it to her safely.

"In a way, Alex grew up in Mister Rogers' neighborhood, in reality and in pretend," Newell's father said. "He



watched the program as he was growing up, and now he's making a delivery on ['Daniel Tiger's Neighborhood']. And that makes me so proud.”

He added that among his children, Alex always had been the most interested in acting, even living in Los Angeles for a while and working on some independent films and reality shows before moving back home to Pittsburgh

to “settle himself and regroup,” and soon joining the Postal Service.

And what was Newell's father's reaction to learning that he'd become a letter carrier?

“You're kidding!” David Newell said. “How ironic he would be a delivery/postman, and I've been pretending to be one for over 40 years!”

When people hear about Alex's chosen profession, they like to remind him that “you were born for this,” the carrier said.

The “Daniel Tiger's Neighborhood” cameo opportunity presented itself after Fred Rogers Productions reached out to Alex. Supervising producer Chris Loggins told the *Post-Gazette* that the show had been looking for a mail carrier for that segment, and that they had decided to go with Alex to showcase “a serendipitous case of life imitating art.”

Alex said it is “definitely important to carry on the legacy of what Mister Rogers created,” which is why he embraced the opportunity to be on the kids' show. The delivery connection to his father made the whole experience even better, adding that it was great to honor his dad, who was the “greatest teacher for me and every other kid that grew up with the show.”

“Thank you for being the greatest role model there is,” Alex said, “besides Mister Rogers.”

UT carrier honored on route upon retirement

Grateful for his 33 years of service, residents on Logan, UT Branch 970 member **Dallen Jolley's** route organized a celebration in honor of his retirement in late July that included balloons, signs and decorated mailboxes.

Customer Daryla Cox told *The Herald Journal* that Jolley is a “nice and special guy,” adding, “He's very friendly. If you're outside, he'll come and help you. He's very polite and friendly. We just all have enjoyed him.”

Jolley told the newspaper that he's loved working for the Postal Service and that he tries to live by the golden rule.

“I try to be nice on the route,” he said. “If I see somebody struggling with a lawnmower and I can help start it or something, I'll take a few minutes to help out. If they want to visit for a minute I'll take time to visit and subtract from my breaks.”

The carrier began working for USPS after coming across an ad when he was home sick from his previous job at a meat processing plant.

“I was fumbling through the paper and I saw a company that was offering a seminar,” he said. “They said, ‘We will guarantee a high score for the Postal Service test.’ I've been happy ever since.”

Jolley said the patrons he delivers to are “fantastic.”

He added, “This is probably the best community to deliver mail in. I've done several routes, and it seems like it keeps improving and improving. It's a great place to be.”

WV carrier hangs up satchel

On Parkersburg, WV Branch 481 member **Brent Walter's** last day on his route on July 29, customers gathered to thank him and wish him well. Of his 34 years as a letter carrier, he's spent 29 years on the same route, so they know him well.

Though the carrier was surprised at seeing the balloon and “Happy Retirement” signs, he carried on as normal, stopping briefly to chat and joke with his patrons as he usually did.

This artwork was created for Anthony Puccio as part of the renaming of the Letter Carrier Academy in his honor.



Social media (continued)

Several neighbors came together to give Walter some gift cards and a card that they asked him to open and that expressed how they felt about his service over the years.

“Man, oh man,” Walter told Jackson Newspapers. “You guys are going to make me cry.”

He added, “The people are just great. I’m going to miss the people.”

The carrier plans to spend his retirement on his farm tending to his cattle. He said it’s bittersweet to close this chapter, but “it’s time.”

Drew Barrymore loves the mail

Actress, film producer and talk show host Drew Barrymore loves mail, and she’s not afraid to share that sentiment.

Barrymore posted a video on Instagram on July 6 telling her 14 million followers how excited she was after receiving a letter from her daughter, who was attending sleepaway camp.

“I’m the most proud parent right now,” Barrymore says in the video. “I got mail from my daughter and she’s at camp.”

She continues: “I think that letters and postcards and stamps and the Post Office are just so important. Letters are so beautiful and may we encourage our kids to be writers and send mail to us.”

Barrymore, who has shared her love of mail before in previous posts, also encourages fans to send her letters for the “Dear Drew” segment on her eponymous daytime talk show. She also selects a “ZIP Code of the Day,” and spouts fun local facts before opening correspondence on air.

In the video, Barrymore says that opening a letter from her daughter is “the day I’ve dreamt of since my kids were born—my kid writing me a letter from sleepaway camp,” adding, “It’s just such a sign that not only is everything

OK, but these rich, important, crucial traditions live on in our family. We love mail. And guess what? I’ve got mail.”

Carrier Academy renamed for late carrier

The USPS Letter Carrier Academy in New York City has changed its name to honor Branch 36 member **Anthony Puccio**, who began working as a letter carrier in 1958 and retired in 2020. He died in January.

The Anthony Puccio Letter Carrier Academy, located at a Manhattan post office, features a mural of Puccio and a plaque that reads, in part: “Dedicated to service, he delivered mail in NYC for 62 years.”

The carrier delivered mail on the same route for his entire career, was known by his co-workers for his strong work ethic and received many awards during his career.

Always neatly dressed, Puccio was affectionately referred to as “The Dean” by colleagues because he “was always willing to teach and mentor young carriers,” New York 1 District Manager Lorraine Castellano told USPS Link.

“He treated his customers ... with the utmost respect and they, in turn, grew to adore him,” she added.

Paying tribute to longtime IL carrier

After **Marcus Wheeler** of Oak Brook, IL Branch 825 unexpectedly died in August, customers on his route organized a police-led procession of Postal Service and civilian vehicles in his memory on his longtime route in Libertyville, just three days later.

“I’ve been in the post office for 32 years and in management for about 15 years,” Libertyville Postmaster Patrick Sweeney told *The Daily Herald*. “I’ve never seen this. He [was] loved by his customers.

He had a great personality and sense of humor. His smile was constant.”

Customers wanted to honor Marcus, a 33-year carrier who they said had a positive impact on everyone he met.

Libertyville resident Nicholas Wennerstrom told the newspaper that he had met Wheeler in 2012 and that they became close friends. His 9- and 5-year-old sons would shout “It’s Marcus!” whenever they saw an LLV.

“They broke down when I told them,” Wennerstrom said. “They liked him, too.”

For the procession, the sidewalks along Wheeler’s route were packed with patrons. Among them was Bob Castleton, who said that the carrier had come by his house after his shift the week before to help Castleton with a task after he had mentioned his to-do list to Wheeler.

Wheeler’s family was represented in the procession by siblings, daughter Camryn, her mother, Kimberly Price, and several nephews and nieces.

“It just says what we always knew about him,” his sister Aminah Woodhouse said.

“It made me so proud of him, and I was always proud of him,” niece Aminah Burns added.

Camryn Wheeler said that she believes her father’s example of finding friendships in a turbulent world is one everyone can follow, and that she was amazed to see such a tribute from people of so many different backgrounds and ages.

“I saw a veteran with one leg who was standing up for my father,” she said. “I know that if he was alive he wouldn’t even believe this, because he was so humble.” **PR**

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 undergradu-

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 NALC parent member
(or spouse if deceased)

Signature of branch officer

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.

THE PENNY BLACK

The story of the first postage stamp



It's hard to imagine a letter without a stamp, or at least it's hard to imagine a letter being delivered without a stamp, but before 1840, stamps were not required to get a letter to its destination. In 1837, however, a man proposed to reform that and in doing so, he changed the way the world thought about mail.

Affordable postal service in England started back in 1680, initiated not by the English government, but by an entrepreneur in London named William Dockwra. On April 1 of that year, Dockwra established the Penny Post, which delivered letters within London and a 10-mile radius around the city. People paid a penny when they received the letter. Until that time, there was only a single place in London where people could receive their letters, but the Penny Post soon offered collections at nearly 600 locations within London, and attempted delivery several times a day.

The idea proved popular, but not foolproof. People often were not at home when the mail was delivered, or refused to accept the letter. Dockwra had bigger problems, though. He had applied for and been given a patent for the service, but the profits from the government-operated General Post Office had been granted to the king's brother, the Duke of York (who would later become King James II). Dockwra was required to surrender his patent and pay £2,000 in compensation.

Because of its success, the Penny Post made lots of enemies. Couriers and porters assaulted the Post's messengers, tore down advertisements and committed other acts of violence against the service they saw as unfair competition. Members of the Whig Party used the Penny Post to distribute

anti-Catholic and seditious newsletters they couldn't send through the General Post Office, to try to stop the Duke of York from becoming king.

As a result, the Penny Post was taken over by royal authorities in 1682 and became part of the existing General Post Office. From that point on, the postal rates gradually increased as the monarchy used the profits from the Government Post Office and the London Penny Post to pay for several wars with France. At one point, it cost what many would consider a day's wages to send a letter across London.

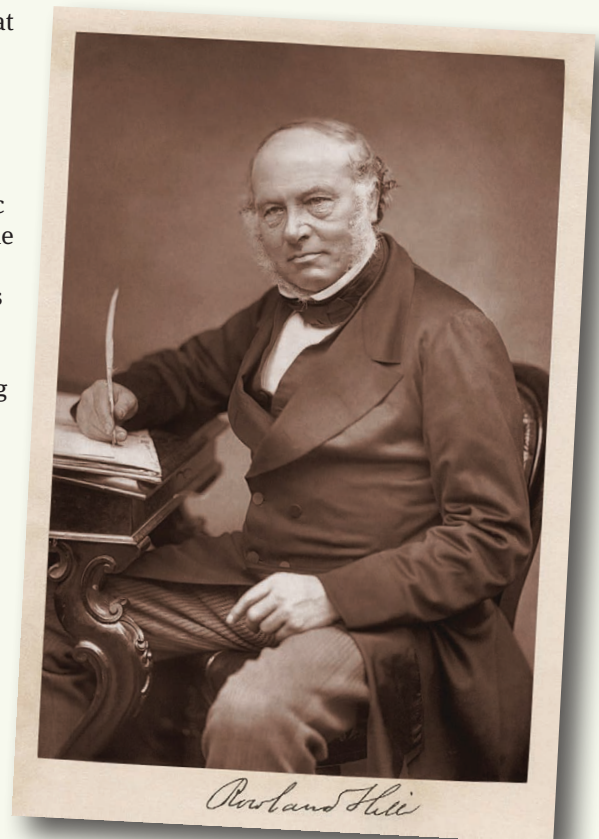
This went on for more than a century, and as a result of the mounting public complaints, a Committee of Enquiry was set up in 1835. This is when an educator and inventor by the name of Rowland Hill came forward with a crazy idea: a prepaid stamp that cost only a penny.

Previously, Hill had inherited his father's private school, Hazelwood, and set about reforming it with progressive ideas. Hazelwood provided a model for public education for the emerging middle classes. The school, which Hill redesigned, included innovations such as a science laboratory, a swimming pool and forced-air heating. In a pamphlet explaining his school's theories, Hill argued that kindness, instead of caning, and moral influence, rather than fear, should be the predominant forces in school discipline. The idea was that students would gain sufficient knowledge, skills and understanding to allow them to continue self-education throughout their lives. The school became an international model and cemented Hill's reputation as a reformer.

His next project was reforming the postal system. One story asserts that Hill became interested in postal reform when he saw a poor young woman who could not afford to pay to receive a letter sent to her by her fiancé.

Besides the rising price of postage, the existing postal system was rife with mismanagement and fraud. Coded information often appeared on the cover of the letter so that the recipient could get the information from the front and then refuse delivery to avoid payment. In addition, postal rates were complex, depending on the distance and the number of sheets in the letter.

Hill, in his 1837 pamphlet, *Post Office Reform: its Importance and Practicability*, pointed out that most of the costs in the postal system were



Opposite page: Rowland Hill

Right: A sheet of Penny Black stamps

Below: A letter with a canceled Penny Black stamp. At the time, envelopes weren't widely used, so it was just a piece of paper folded up and addressed on the back.



not for transport, but for laborious handling procedures at the origins and the destinations. Costs could be reduced dramatically if postage were prepaid by the sender. To prove prepayment, Hill proposed the use of adhesive stamps (such stamps had already long been in use to show payment of taxes). In addition, Hill suggested lowering the postage rate to a penny per half ounce, without regard to distance. That would constitute a sizable drop in the cost of postage, but Hill argued that if common people were given the means to use the postal system, the increased volume would more than offset the slush in price.

Hill's ideas were not universally accepted. The postmaster, Lord Lichfield, denounced Hill's ideas as "wild and visionary schemes." Secretary to the Post Office William Maberly said, "His plan appears to be a preposterous one."

But merchants, traders and bankers saw in Hill's ideas a path to making the post less corrupt and a better tool for trade. They convinced Parliament to let Hill try his system for a two-year trial, starting in 1839.

Hill immediately held a competition to design the first stamp. There were some 2,600 entries, but none was considered suitable. Hill endorsed a depiction of Queen Victoria's profile based on a design that William Wyon had created for a medal to celebrate her first visit to London earlier that year. Hill worked with artists and engravers to refine the portrait, develop the stamp's intricate background pattern and prepare the design for printing in an attempt to foil forgeries. He also made the decision to print the design in black.

Initially, Hill specified that the stamps should be 3/4-inch square, but

he altered the dimensions to 3/4-inch wide by 7/8-inch tall to accommodate the writing at the bottom. The word "POSTAGE" at the top of the design distinguished it from a revenue stamp. "ONE PENNY" at the bottom showed the amount prepaid for postage.

The two lower corners showed the position of the stamp in the printed sheet, from "A A" at top left to "T L" at bottom right. The sheets consisted of 240 stamps in 20 rows of 12 columns. One full sheet cost 240 pence or 1 pound; one row of 12 stamps cost a shilling.

The "Penny Black," as it came to be called, went on sale May 1, 1840. It allowed letters of up to a half ounce to be delivered at a flat rate of one penny, regardless of distance. It was an immediate hit (it probably didn't hurt that Queen Victoria celebrated her 21st birthday that month). Over the next year, 70 million letters were sent. Two years later, the number of letters sent with a penny stamp had more than tripled. (Despite its popularity, it took decades for the new postal system to make as much money for the government as it had before it had decreased the price of postage to a penny.)

The decision to place stamps in the upper right-hand corner was made because more than 80 percent of London's male population was right-handed, and it was believed this would help expedite the cancellation process.



Despite the Penny Black's popularity, it lasted less than a year. At the time, cancellations were in red and difficult to see on the black design. Because the red ink was easy to remove, it was possible to re-use canceled stamps. In February 1841, the Penny Red was introduced; it was the same design printed in red ink. The post began using black ink for cancellations, which was more effective and harder to remove.

The prepaid stamps and system of low and uniform postal rates were so well regarded that other countries soon followed suit, including Brazil and the United States. In short order, the system was in use all over the world.

And that's how a little piece of paper with an image of a queen changed the world. Being first has its privileges, too.

Because of its historical significance, the United Kingdom was exempted by the Universal Postal Union in 1874 from the rule stating that a country's name had to appear on its postage stamps in Latin letters. A profile of the reigning monarch continues to be the only requirement for identification of Britain's stamps. **PR**

Proud to Serve

Proud to Serve is a semi-regular compilation of heroic stories about letter carriers in their communities. If you know about a hero in your branch, contact us as soon as possible at 202-662-2489 or at postalrecord@nalc.org. 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.

Carrier's intuition helps save customer's life

"I had gone up to the [customer's] door to check to see if he had picked up the mail," Sacramento, CA Branch 133 member **Melissa Pastorino** recalled about her actions on July 14. Given that the customer was elderly and lived alone, the 22-year carrier was concerned whenever his mail wasn't collected promptly.

The mail from the day before was still there, but nothing else at the house looked amiss. "I started to walk away, and then I turned back," Pastorino said, driven by her instinct. As she got close to the house again, "I

heard a faint 'Help!' " she said.

Pastorino moved even closer, then: "I listened again, and heard 'Help me!' "

She knocked on the door, and the man's voice became even louder, pleading for her assistance. Pastorino immediately called 911.

While on the phone with the 911 operator, the carrier began searching for a way into the house. The front door was locked, and no neighbors were home. A few minutes later, however, one of the neighbors returned, and walked over to see what was going on.

Together, they were able to get through a fence into the back yard. "We went around and tried all the doors and windows," Pastorino said, but everything was locked.

They could still hear the man's cries of distress, and finally decided to try breaking down the front door. "We hit the door, and it busted open," the carrier said.

Inside, they found the customer on the floor, where he had been lying for more than 24 hours.

There was blood around him, so "I checked on him to make sure that he wasn't still bleeding, and then started giving him water," Pastorino said. She then waited with him until paramedics arrived.

The man was treated for severe dehydration, and he ended up spending two weeks in an intensive care unit. He has since recovered and moved to a rehabilitation facility.

"I was just so thankful that I found him, because [his voice] was very faint," Pastorino said about her role in rescuing her customer, adding, "You deliver on a route for so many years, you get to know people and their habits—you pay attention to these things." **PR**



After hearing about Sacramento, CA Branch 133 member **Melissa Pastorino's** heroic actions for a customer, a co-worker decorated her case at the Orangevale Post Office.

Help on the way

On June 24, “I was actually on somebody’s porch, delivering a package, when the lady came out screaming, ‘Somebody help me!’” Fort Wayne, IN Branch 116 member **Joshua Flaugh** recalled about his eventful day on the route. The elderly woman lived a few houses down with her husband. Upon seeing her distress, the six-year carrier immediately leaped into action. “I ran over to my truck and grabbed my iPhone,” Flaugh said, and then raced down the street to the woman’s house. When he got to their back yard, he found the woman’s husband lying on the ground, unconscious. “He was lying there, no pulse, no heartbeat,” the carrier recounted. Flaugh promptly called 911, and the operator was able to walk him through CPR. “I knew the basics, but I didn’t feel confident,” Flaugh said. “I hadn’t ever done it before.” The carrier continued



Joshua Flaugh

to do chest compressions until emergency responders reached the scene and took over. Paramedics labored to save the man, but they eventually were asked to stop resuscitation attempts by his wife. In a commendation letter, the carrier was praised by Branch 116 President **Tim Scroggs** for “showing great courage and fortitude to do all he could to save the life of a customer,” but Flaugh declined the “hero” label.

“I’m not doing anything that someone else wouldn’t have done,” he explained. “Anyone who sees an elderly woman coming out, yelling ‘Help me!’ would have done the same. I just did what needed to be done.”

On Feb. 16, Brunswick, GA Branch 313 member **Shana Mathis** was “at the stop sign, ready to cross the intersection,” she recalled, when she glanced at the crosswalk and saw her 80-year-old customer Ruth Blake step off the curb. As the six-year carrier watched, Blake missed her footing and took a hard fall, rolling several feet and landing in the street. “I immediately stopped the truck and got out,” Mathis said, “and went to see if she was OK.” When she approached Blake, she could tell that the customer was definitely not all right—“she was screaming, she was



Shana Mathis

in so much pain,” the carrier said. Mathis quickly called 911, and then waited with Blake until paramedics arrived. The carrier later visited her customer in the hospital, where Blake was being treated for contusions. “She was so thankful, so grateful—she kept calling me an angel from the sky,” Mathis said. “She said had I not been there, she would have died.” After Blake returned home, the carrier walked her mail up to the customer’s front door each day, until the woman felt fully recovered. Mathis was modest about her role in rescuing Blake, saying that she was nervous the entire time she was assisting the woman. “I’m not a nurse; I don’t have any medical background,” she added. “I was just thinking, ‘I’ve got to call 911.’” **PR**

Eye on the elderly

In late February, “I was walking up to the mailbox [of a customer] when I saw the door was open,” Harrisburg, PA Branch 500 member **Melissa Stinsman** recalled. The four-year carrier knew that the customer, an elderly man, usually kept his door closed, so she went up to the front of the house to investigate. When she glanced inside the door, “I saw him lying on the floor,” Stinsman said. The carrier asked the man if he was all right, and he told her that he

had fallen off of his chair lift and had been lying there for a couple of hours. “He was begging me for help,” she said. Stinsman quickly entered the home and began assisting him back into his chair. “It took about 20 minutes, because he was so worn out that he could barely use his muscles,” the carrier said. Finally, she was able to get him back onto his seat. The man declined her offer to call 911, so Stinsman watched him to make sure he traveled up the stairs safely. Afterward, the



Melissa Stinsman

carrier went next door to his neighbor’s house to ask them to check in and make sure that the customer was OK. “I checked in the following day with the neighbor,” Stinsman said, “and [was told] he was fine and very thankful.” But the carrier was modest about her contribution to her customer’s welfare. “I was in the right place at the right time,” she added. “It feels really good to help people, and I know they would do it for me if they could.” **PR**

Customer Connect adds up for USPS

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

Carrier's sharp eye key to scouting new businesses

Philadelphia, PA Branch 157 member **Joe Delmont** had been keeping an eye on the newest business on his route for a while. The 23-year carrier quickly struck up a rapport with his new customers, who turned out to be the owners of a startup e-commerce fulfillment company, IK Marketplace.

"After a few times [delivering to them], when I heard what they did, I said, 'Hey, can I get someone to talk to you?'" Delmont recalled.

After the owners agreed, the carrier passed their information along to his Customer Connect coordinator, who logged the lead and helped facilitate the sale.

Following further discussion, the sales team then closed a deal to handle



Joe Delmont

the company's shipping, generating an estimated \$6.9 million in new annualized revenue for the Postal Service.

Delmont has submitted several other leads for the Customer Connect program, and said that he always tries to keep a lookout for potential new customers.

"If I see anything on a loading dock, even if I don't go in [to deliver mail] myself because they have a P.O. box, I relay it to the Customer Connect coordinator," he said. "Sometimes, we strike gold."

Delmont added that his best advice to newer carriers would be to "keep your eyes and ears open," he said. "If you notice a couple of packages at a house or business, or you're seeing UPS or FedEx, just write down the address and give it to Customer Connect."

In Iowa, two carriers deliver big for the Postal Service

Two letter carriers from Central Iowa Merged Branch 352 recently struck big with sales leads for the Customer Connect program, generating almost \$200,000 in new estimated revenue for the Postal Service.

Branch 352 member **Travis McCray** said that as a T-6 working on mostly commercial routes, he keeps an eye out for possible leads while delivering—but his most recent lead came from a source closer to home.

The carrier's wife works for a law firm, and she asked McCray for assistance when the firm was swamped with an especially heavy mailing period.

"I've got my wife's boss asking me questions about postage," the six-year carrier said. "I was on vacation at the time, so I called the station."

Working together, McCray and his fellow carriers were able to satisfy the firm's needs and get everything mailed out. His lead generated more than \$125,000 in revenue for USPS.

McCray said that his strategy for finding leads was based on his previous employment. "I used to work at a place

that did a lot of shipping," he explained, "so I knew what's cheaper through us and what wasn't."

When he sees a business that he knows could save money through USPS, he said, "I look into getting them a better deal."

For his lead, Branch 352 member **Jason Berkley** found a slightly more unusual business: Crayfish Empire II, which sells all-natural food for shrimp aquariums.

"I'm a T-6, so I see a lot of routes and businesses," the carrier, who has also served as a steward for 14 years, said. "[I approach businesses] if I notice UPS stopping there quite a bit."

His approach to leads is straightforward, Berkley said: "I ask, 'Can I give your name and number to someone to lower your shipping costs?'"

Then, he passes their information along to the branch Customer Connect coordinator, fellow Branch 352 member **David Weaver**, who takes over the sale.

The key, Berkley said, is "to get to know your customer." He added, "I've been doing this 26 years, and you learn to speak friendly to people."

Both carriers were enthusiastic about Weaver's ability in his role as coordinator, and credited him with a lot of assistance in finding and generating leads.

The carriers also agreed that most businesses, if approached the correct way, are eager to hear ways to save with the Postal Service.

"People hear it will lower their costs, and they're interested," Berkley said. **PR**



Jason Berkley

National Agreement implementation



**Brian
Renfroe**

The 2019 National Agreement was ratified by eligible NALC members on March 8. Since then, a number of changes included in the Agreement have been implemented or are in the process of being implemented.

We began negotiations in early 2019, a few months prior to the May 20, 2019, expiration of the 2016 National Agreement. The parties were unable to reach agreement by the expiration date, so we moved to the next step of mediation, during which we continued to negotiate. At the conclusion of the 60-day mediation period, we did not have an agreement, so impasse was declared and the parties moved to the final step—interest arbitration.

The parties jointly selected neutral arbitrator Dennis Nolan to chair the three-person arbitration panel. Hearings were originally scheduled to begin in the spring of 2020, but were canceled due to the COVID-19 pandemic. The parties agreed to conduct hearings virtually, and the first week of hearings took place in the summer of 2020. Even while engaging in the interest-arbitration process, we continued to negotiate. As we neared the end of the interest-arbitration process, we reached tentative agreement with the Postal Service on a new collective-bargaining agreement late in 2020. The interest-arbitration proceedings were then put on hold pending a ratification vote. After mail balloting among eligible NALC members, the tentative agreement was overwhelmingly ratified in March.

After ratification, the process of implementing the terms of the new agreement began—starting with implementing the wage increases that were included. On April 10, wage increases dating back to the first general wage increase from November 2019 were implemented. All pay rates were current as of April 10. On the Aug. 20 paychecks, eligible letter carriers received retroactive pay.

Back pay was 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). The following pay increases were 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 (COLA), effective Feb. 29, 2020
- \$188 COLA, effective Aug. 29, 2020
- 1.1 percent general wage increase, effective Nov. 21, 2020
- \$416 COLA, effective Feb. 27, 2021

Please note that the 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 (CCAs):

- 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

CCAs receive the additional 1.0 percent increases referenced above in lieu of COLAs, pursuant to Article 9.7 of the National Agreement.

Retired and separated employees who worked during the back pay period were 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 (OPM) will make any necessary annuity adjustments. We do not currently have an estimated time for when OPM will make such adjustments. When we have further updates, they will be posted on the NALC website.

The fourth regular COLA under the 2019 National Agreement was calculated to 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 was effective Aug. 28 and was 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.

Future wage increases under the 2019 Agreement will take place as follows:

- Nov. 20, 2021—1.3 percent general wage increase for all city letter carriers, plus an additional 1.0 percent for CCAs in lieu of COLAs
- COLA in the second full pay period after the release of the January 2022 consumer price index (CPI)
- COLA in the second full pay period after the release of the July 2022 CPI
- Nov. 19, 2022—1.3 percent general wage increase for all city letter carriers, plus an additional 1.0 percent for CCAs in lieu of COLA
- COLA in the second full pay period after the release of the January 2023 CPI

Additionally, effective Nov. 19, 2022, a Step P that is \$444 more than Step O of the basic salary schedule in Tables 1 and 2 will be added to both tables. The waiting period in Step O to reach Step P of the basic salary schedule in Tables 1 and 2 will be 46 weeks. Employees with at least 46 weeks in Step O of the basic salary schedule in Tables 1 and 2 on Nov. 19, 2022, will advance to Step P in the salary schedule, and employees with less than 46 weeks will advance upon reaching 46 weeks.

2021 *JCAM* changes, Part 3



**Lew
Drass**

We will pick up where we left off last month and begin with Article 10:

Article 10

Page 10-2

New employees earn annual leave but are not credited with the leave and may not take it prior to completing 90 days of continuous employment (*ELM* Section 512.313(b)). **The 2019 National Agreement established that CCAs converted to career status after at least 90 days of continuous service as a CCA are exempt from this rule.**

CCAs are not subject to the rule in *ELM* Section 512.313(b).

This *JCAM* explanation makes two points:

1. City carrier assistants (CCAs) no longer have a waiting period to be able to take annual leave after being converted to career status unless they are converted less than 90 days after their initial appointment.
2. CCAs do not have a waiting period to be able to take earned annual leave.

Page 10-6

The modified memorandum removed the geographic restriction in cases where the donating employee and the receiving employee are members of the same family (son or daughter, parent, and spouse as defined in the *ELM* Section 515.2). **The parties agreed to further modify the Leave Sharing MOU to allow employees to be eligible to receive donated leave to care for a child born to or placed for adoption with the employee within the twelve months prior to taking leave.**

This language acknowledges the change to the Memorandum of Understanding (MOU) Re: Leave Sharing.

Article 11

Page 11-2

An employee who works on a holiday (except Christmas Day) or day designated as their holiday will be paid at the base straight-time rate for each hour worked, up to eight. **Effective with the 2021 Independence Day holiday, employees who work their holiday or day designated as their holiday, at their option, may elect to have their annual leave balance credited with up to eight (8) hours of annual leave in lieu of holiday leave pay.** Overtime is paid for work in excess of eight hours **on a holiday or designated holiday** (*ELM* Section 434.53(a)). **This is true whether or not an employee elects to have their annual leave balance credited with up to eight (8) hours of annual leave in lieu of holiday leave pay.**

This language acknowledges our new right to have up to eight hours added to our annual leave balance in lieu of receiving holiday leave pay, and makes it clear that this option is available for work performed on an actual holiday or a day designated as a holiday.

Page 11-5

Full-time employees who are scheduled after the Tuesday deadline to replace a properly scheduled CCA who calls in sick or is otherwise unable to work are also eligible for holiday scheduling premium.

M-00150 states that when a full-time employee is scheduled on the holiday schedule after the Tuesday deadline to replace a properly scheduled part-time flexible (PTF) who is unable to work for some reason, the full-time employee is eligible for holiday scheduling premium. The new *JCAM* language recognizes that this rule also applies when a CCA is unable to work.

Article 12

Page 12-15

Prearbitration Settlement, Q06N-4Q-C 11084998, January 22, 2015, M-01852 is listed as a new bullet regarding withholding rules. This settlement resolves the question of what happens when a PTF meets the maximization criteria to be promoted to full-time flexible in an installation that is properly under withholding.

Page 12-17

Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who do not qualify for relocation benefits shall be given not less than thirty days advance notice, if possible. Note that this provision applies not only to those employees who are

involuntarily reassigned or excessed from one installation to another, but also to employees, including part-time flexibles, who are temporarily detailed on an involuntary basis.

This language recognizes the change of the notice period required for excessing full-time and PTF letter carriers and/or involuntarily loaning PTFs within the commuting distance (50 miles) from 60 days to 30 days. This also recognizes the fact that, unlike CCAs, PTFs cannot be involuntarily loaned to another installation without proper notice.

Page 12-19

National Arbitrator Goldberg held in Q10C-4Q-C 12265307, June 24, 2014 (C-31339) that when the Postal Service intends to reassign an excessed employee to a position across craft lines under the provisions of Article 12, it must determine, prior to the actual reassignment, that the employee meets the minimum qualifications for that position, including the physical requirements.

The parties also agree that when excessing bargaining unit employees from other crafts into city letter carrier positions pursuant to Article 12, any driver testing/licensing requirements contained in the city letter carrier qualification standards must be met prior to reassignment. (Prearbitration Settlement, Q06N-4Q-C 81135613, March 16, 2016, M-01871).

This language acknowledges that employees from other crafts must meet the physical and driver testing/license requirements before being excessed into the letter carrier craft.

Page 12-24

Those provisions of the Memorandum of Understanding Re: Delivery Unit Optimization that applied to TEs also apply to CCAs.

Page 12-34

This Section applies when the Postal Service needs to reduce the number of employees in an installation more rapidly than is possible through normal attrition. Before excessing the Postal Service must seek to minimize the impact on regular work force employees as follows:

Casuals...

CCAs...

PTF Hours...

Overtime Hours. This section requires that management must “to the extent possible, minimize the impact on full-time positions by reducing overtime” prior to excessing employees.

This section lists the steps that management must take before excessing letter carriers. This language makes management’s recognized obligations (when it comes to reducing overtime) much clearer than the previous *JCAM* language.

Article 13

Page 13-10

Limited duty work is further addressed in Article 21.4 of the National Agreement. (See *JCAM* pages 21-4 through 21-6.)

All of the limited duty language that is no longer in Article 13 was moved to Article 21.

Article 15

Page 15-4

When appealing a grievance to Formal Step A, day one is the day following the receipt of the supervisor’s oral decision. In appealing any grievance beyond Informal Step A, a union representative has until the last day to **send** the appeal. Thus, the appeal must be **sent (if faxed or e-mailed), postmarked (if mailed), or received (if hand-delivered)**, on **or before** the seventh day following the Informal Step A decision (for example, on the tenth if the decision is received on the third). To avoid problems union representatives should not wait until the last day.

This amended language expands the methods that the union can use to appeal a grievance from Informal Step A to Formal Step A in an effort to modernize the appeal process and eliminate many of the disputes that arise over this part of the grievance procedure.

Page 15-6

Resolutions and withdrawals at Formal Step A do not establish a precedent unless the parties specifically agree otherwise **or develop an agreement to dispose of future similar or related problems.**

This amended language recognizes the actual contract language from Article 15.2 Formal Step A (e) in the *JCAM* explanation.

Page 15-8

The Step B teams must give priority to considering and deciding removal, **then 16.7, then 16.6** cases.

Grievances at Step B are normally heard and decisions handed down in the order they are received with the exception of removal cases. Removals go to the top of the stack. This amended language establishes priority consideration for emergency and indefinite suspension cases after removal cases.

Page 15-14 and again at 15-18

If one party’s representative decides to close orally, the other party’s representative will not be excluded from the hearing during closing arguments. **When filing post-hearing briefs, at the time either party files its brief, a copy must be sent to the other party. The party who orally**

(continued on next page)

2021 *JCAM* changes (continued)

closes, at its discretion, may request leave from the arbitrator at the arbitration hearing to file a reply brief when they receive the other party's brief (Prearbitration Settlement, G94N-4G-D 96088399, May 21, 1998, M-01315). **A copy of the reply brief must be sent to the other party when it is sent to the arbitrator.**

This is for arbitration advocates. The amended language sets the rules for both parties when one party decides to close orally and the other party decides to file a brief (written closing), including the right to request leave at the hearing from the arbitrator to file a rebuttal brief should the need arise.

Page 15-19

The decisions of an expedited arbitrator are final and binding. However, they **do not set precedent and may only be cited to enforce their terms.**

This language recognizes that expedited arbitration awards may be cited to enforce their terms.

Article 16

Page 16-9

The same Article 16.7 provisions that apply to career letter carriers apply to CCAs as shown in Appendix B, 3. Other Provisions, Section E. Article 16 – Discipline Procedure.

This language acknowledges that CCAs have the same rights under Article 16.7 as career letter carriers.

Page 16-13

Discipline issued to a CCA may not be considered or cited

in determining whether to issue discipline to the CCA employee after his or her conversion to career status.

This new language acknowledges that discipline issued to a CCA cannot be considered or cited after the CCA converts to a PTF or full-time career letter carrier.

Page 21-6

An exception to the prohibition on dual MSPB-Grievance filing occurs where a compensably injured employee (whether a veterans preference employee or not) appeals to the MSPB a failure of the Postal Service to restore him/her to limited or full duty in accordance with 5 USC 8151(b) and Title 5 CFR, Part 353. In this circumstance, there is no bar to pursuing a grievance to arbitration and through MSPB simultaneously.

This new language does not change anything. It just recognizes existing law.

Page 41-14

However, the employee may voluntarily choose to end the hold-down at any time and assume the new assignment under this circumstance.

This new sentence incorporates changes in the 2016 and 2019 National Agreements into *JCAM* language.

The online version of the *JCAM* has links set up for all items in the table of contents and the index in an effort to save you time when you are looking for something.

I hope that you found this series useful.

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 or write to: MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

Convention 2022: Convention call, amendments and reminders



Nicole Rhine

As previously announced, the 72nd biennial convention of the National Association of Letter Carriers will be held Aug. 8-12, 2022, in Chicago, IL. All branch and state association secretaries are alerted that the convention call and accompanying materials will be mailed from NALC Headquarters this month.

Delegates

Article 4, Section 1 of the NALC Constitution states:

Each Branch having twenty (20) or less members shall be entitled to one delegate and one vote in the National Convention. Branches having more than twenty (20) members shall

be entitled to one delegate and one vote for each twenty (20) members, or fraction thereof. Each State Association shall be entitled to two Delegates-at-Large. National Officers and Delegates-at-Large shall each be entitled to one vote...

As defined in Article 4, Section 4 of the *NALC Constitution*:

The number of members for whom per capita tax is paid to the National Association for the term beginning October 1 prior to each Biennial Convention shall determine the number of votes and delegates to which the Branch is entitled at such Convention.

Please note: The *NALC Constitution* calls for the election of delegates from branches to be made no later than December of the year preceding the convention year. Please see Article 6, Section 3 of the *Constitution for the Government of State Associations* for information on the election of delegates-at-large.

Amendments

All proposed amendments submitted for the consideration of the delegates at the national convention in Chicago must conform to the provisions of Article 19, Section 2 of the *NALC Constitution*, which reads as follows:

Proposed amendments to the Constitution of the NALC, the Constitution for the Government of Subordinate and Federal Branches, and the Constitution for the Government of State Associations may be presented in writing in the manner herein set forth: (a) by any member of a Branch in good standing, signed by him/her, at a regular meeting of the Branch; providing, the proposal is endorsed by two-thirds of the members present and voting at the meeting; and (b) by any member of the NALC Executive Council, signed by him/her, at a regularly-called

meeting of the Executive Council; provided, the proposal is endorsed by two-thirds of the members of the Executive Council present and voting at the meeting. Proposals thus qualifying shall be forwarded to the National Secretary-Treasurer in duplicate, each on a separate sheet of paper, at least sixty (60) days prior to the Convention, signed by the Branch President and Secretary, and in the case of the Executive Council by the Chairperson and Secretary thereof. These proposed amendments shall be printed in the official Journal of this Association at least 30 days prior to the National Convention. All proposed amendments to the Constitution and Laws shall designate the Article and Section to be amended, and shall be referred to the Executive Council, and be reported by them before being acted upon by the Convention. Said word acted to be interpreted as meaning altering, amending, or changing in any manner whatsoever by a majority vote of the Convention.

Proposed amendments qualifying for referral to the convention must be received by the national secretary-treasurer by June 8, 2022.

Resolutions

All resolutions submitted for consideration of the delegates at the 72nd biennial convention in Chicago must conform to the provisions of Article 12 of the *NALC Constitution*, which reads as follows:

Any Branch in good standing or any State Association may, at any time, forward to the National Secretary-Treasurer resolutions properly attested by their President and Secretary-Treasurer for consideration by the appropriate Union authority. Such resolutions must be in duplicate, and each shall be on a separate sheet of paper. Resolutions pertaining to the National Working Agreement, which should, insofar as possible, identify the Article and Section to be changed, shall be forwarded to the Chief Spokesman of the NALC Negotiating Team; those pertaining to legislation shall be forwarded to the NALC Director of Legislation; and all others shall be forwarded to the NALC Executive Council for their consideration and appropriate action. Those appropriate authorities shall report to the National Convention on all such resolutions and the action taken thereon.

Any submitted resolution that restates or otherwise reaffirms a resolution approved by a previous convention will not be considered at the national convention in Chicago. Resolutions seeking to amend or rescind a resolution approved by a previous convention are permissible. Only resolutions received by the national secretary-treasurer on or before June 8, 2022, will be printed in the *Resolutions and Amendments* book.

Please take note of the requirements for qualification. On occasion, branches and state associations neglect one or more of them, causing the amendment and/or resolution to be returned.

Required language for bylaw changes



Paul Barner

As chairperson of the Committee of Laws, it is my privilege to review submissions from branches for proposed changes to their bylaws. When reviewing hundreds of submissions each year, recurring issues with branch bylaws become obvious.

This month, I want to address required language that is routinely missing from branch bylaws when submitted to the Committee of Laws for review. Below are a few examples of some language that must be contained in branch bylaws:

- **Meetings**—Article 3, Section 1 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* states that regular meetings of the branch shall be held “at such time and place as may be designated in the Branch bylaws.” Presidential rulings have consistently held that this language clearly requires that both the date and the time of the meetings be fixed in the bylaws (i.e., the second Thursday of each month at 7:30 p.m.). It is impermissible for branches to leave the date or time of the meeting uncertain.
- **Officers**—Article 4, Section 1 of the *CGSFB* states: “The officers of the Branch shall be a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, a Health Benefits Representative, and a Board of Trustees composed of either three or five members.” The branch may also establish officer positions in addition to those required by the *CGSFB*. The *NALC Constitution* also allows the branch to combine certain offices and to determine whether the board of trustees is to consist of three or five members. The bylaws should specify which offices, if any, are combined, as well as the number of trustees (either three or five).
- **Term of office**—Article 4, Section 2 of the *CGSFB* states: “All officers shall be elected for a term of one (1), two (2), or three (3) years, at the option of the Branch, or until their successors are duly elected and installed.” The bylaws must stipulate which term of office the branch selected.
- **Elections**—Article 5, Section 4 of the *CGSFB* states: “Election of officers shall take place at a time prescribed by the Branch bylaws.” The *NALC Constitution* requires that the branch bylaws specify the exact date of the election. If the election is by mail, the date on which ballots are due should be set forth. It would be sufficient to indicate that the election will be held at a branch meeting. In ad-

dition, the bylaws should state when nominations will take place. (Article 5, Section 5 (b) of the *CGSFB* requires that nominations be held at a regular or special meeting of the branch not less than four weeks before the date of the election, but not less than 10 days after the notice of nomination and election has been sent out.)

- **Delegate elections**—Article 5, Section 4 of the *NALC Constitution* states: “Election of delegates and alternate delegates to the National and State Association Convention shall be made no later than December of the year preceding the convention year.” Again, the date, place and manner of nomination and election should be listed in the branch bylaws.
- **Stewards**—Article 4, Section 5 of the *CGSFB* states: “Branches having members in two or more stations may make provisions in their bylaws for station delegates, representatives or shop stewards to be appointed or elected, within the respective stations as the Branch may be determined....” The branch bylaws should specify how the branch has decided to choose its stewards: election by the general membership, election by station or by appointment. (The term station delegates in Article 4, Section 5 of the *CGSFB* refers to stewards, not convention delegates.)
- **Dues**—Article 7, Section 1 of the *CGSFB* provides: “Initiation fees and dues shall be fixed in the bylaws and payable in advance, provided that regular members with 50 years membership shall be exempt from the payment of dues, fines and assessments.” Branch bylaws must specify the amount of branch dues. If the branch dues are the same as the minimum dues required by Article 7, Section 2 of the *NALC Constitution* (not the *CGSFB*), it would be sufficient to so state. However, the branch dues must be listed in the bylaws.

These are just a few examples of language that must be included in all branch bylaws. The Committee of Laws recommends that branches refer to the *CGSFB* when considering revising their bylaws. The *CGSFB* begins on page 66 of the *NALC Constitution*. The *NALC Constitution* can be found at nalc.org under the “Union Administration” tab. Copies of the *NALC Constitution* also may be purchased from the NALC Supply Department.

For more information regarding branch elections, please refer to the *NALC Regulations Governing Branch Election Procedures*. A copy of the regulations also can be found on the NALC website by going to the “Union Administration” tab, then clicking “In This Section”; it also can be found on the secretary-treasurer’s page, under a link for “Election Information.” The guide also can be requested from the NALC Supply Department.

USPS Connect Local



Christopher Jackson

In the last six months, the Postal Service has restarted many city delivery initiatives that had previously been put on hold due to the COVID-19 pandemic. I want to use this month's article to tell you about one of these initiatives and the NALC activities related to this test.

In June, the Postal Service notified me that it was going to test a new service, called USPS Connect Local, which is targeted to neighborhood business customers. With consumers shopping online more than ever, USPS says that neighborhood businesses are looking to find new and affordable ways to compete on shipping speed, price and convenience to meet customer

demand for local delivery.

The test began on July 19 in seven locations in the Dallas and Houston metro areas. During the first week of the test, NALC Headquarters city delivery staff, regional representatives and local union officials visited all seven initial sites to learn about the test process.

USPS Connect Local is designed for small and micro-business customers who ship locally and want same- or next-day delivery service in their surrounding area. These businesses could include non-profit or community service providers, as well as specialty businesses such as clothing boutiques, pharmacies, hardware stores, jewelry shops and food banks. Businesses that USPS hopes to solicit might include a neighborhood pharmacy that needs to deliver time-sensitive medications to a patient or a neighborhood candy shop that wants to ensure that gifts arrive on time to local recipients. It also is designed for institutions such as non-profit or community service providers, as well as schools.

Business customers participating in USPS Connect Local can use the Click-N-Ship application to ship parcels at either the Parcel Select or Parcel Select Lightweight rate. During the test, parcels are accepted from the customer at the back dock and not at the retail counter. Connect Local parcels are not entered into the traditional mail stream, but they are staged and handled separately within the delivery unit. These parcels are then distributed to the appropriate delivery route for same- or next-day delivery by the carrier. City carriers deliver these parcels as they would any other parcel; there is no change to parcel delivery methods. Currently, there is no method for the customer to request that these parcels be picked up by a letter carrier; however, this option may be considered in the

future if USPS expands the service. Customers wanting same-day delivery to the ZIP codes serviced from the drop-off facility may drop off parcels at the local delivery unit between 5 and 7 a.m. Packages dropped off after 7 a.m. will be scheduled for delivery on the next business day.



A poster advertises the new USPS Connect program to customers.

For this test, the Postal Service has created special USPS Connect Local signage, marketing materials, shipping labels and reusable mailing bags to be used by participating customers. Using Click-N-Ship, the customer can prepay postage with a credit card, print a shipping label and receive tracking numbers. There are no minimum or maximum number of pack-

ages required; however, USPS encourages customers to mail at least 10 parcels a day. While USPS offers specific, distinctive Connect Local packaging, the customers are not required to use the packaging when using the service. Additionally, USPS has created a new Lead Card insert that letter carriers can offer customers to promote the features and benefits of the USPS Connect Local service.

On Aug. 9, USPS expanded the test to Wave 2, an additional 20 Dallas and Houston metro area locations. Waves 3 and 4 of the test, which began the last two weeks of August, added an additional 356 delivery units. USPS anticipates a continued phased expansion of the program, adding additional locations each week throughout Texas until the end of September. USPS indicated that a total of 855 delivery units will offer varying levels of Connect Local service. Some delivery units will offer same- and next-day delivery, while others will offer only next-day service. USPS intends for the testing to last approximately six months.

The Postal Service hopes that with local delivery, neighborhood businesses can provide the convenience their customers expect and assist them in growing their businesses. In turn, the Postal Service will generate revenue, build brand loyalty and increase shipping volume. I am hopeful that USPS Connect Local will help solidify the Postal Service as the shipper of choice for consumers and create additional job security for city letter carriers.

COVID-19: Masking up, getting vaccinated and protecting each other



Manuel L. Peralta Jr.

Most days, you have or should have received a message on safety from your supervisors/managers. After their message, you generally learn how sincere they were. After they tell you or teach you what you should be doing to do your job safely, you later discover that they did not intend for the new safety plan to cost any more time.

If it takes more time to do it safely, they should not weigh the cost against the benefit... but that is often how business makes its decisions, both inside and outside of our postal world.

In earlier columns on the subject of COVID-19, I expressed optimism that the changes implemented by the current administration put more faith in the scientific community to address the pandemic, as opposed to relying on the business community to make the necessary decisions.

Last month, President Biden released his COVID-19 Action Plan. If you have not seen it, go to [whitehouse.gov/covidplan](https://www.whitehouse.gov/covidplan), where you can read the whole plan. The narrative references the sharp decline in COVID-19 cases, hospitalizations and deaths that came about after the vaccination frenzy began, then addresses the turn-about caused by the more challenging Delta variant.

The plan puts the pandemic in perspective by labeling what we face as:

...a pandemic of the unvaccinated, which is wreaking havoc in many communities: spreading the virus, risking our economy, filling our hospitals and putting our kids at greater risk...

The president's plan identified the following six main components:

1. Vaccinating the unvaccinated.
2. Furthering protection for the vaccinated.
3. Keeping schools safely open.
4. Increasing testing and requiring masking.
5. Protecting our economic recovery.
6. Improving care for those with COVID-19.

The Johns Hopkins Coronavirus Resource Center (coronavirus.jhu.edu) lists 41,028,341 confirmed cases in the United States and a death toll of 660,899 as I write this.

Further, the Centers for Disease Control and Prevention reports that real-world data shows that vaccination is a critical tool to reduce COVID-19 rates among adults 65 and older. The statistics show that the two-shot vaccines have protected this population by reducing their risk of hospitalization by 94 percent. This is very important. The higher the vaccination rate, the greater benefit there is to our total population, which translates to relieving the burden on our health care system and saving lives.

I have been advised that one particular hospital in southern California had filled its intensive care unit (ICU) beds earlier this year, and that after vaccines had been approved and rolled out, the ICU beds in this same hospital were freed up as its COVID-19 population was reduced to a single patient.

All looked good until the Delta variant again filled that hospital to its capacity. The facility and its health care workers are again strained beyond their capacity. Components Nos. 1 and 2 of President Biden's plan are essential to the recovery that is needed to sustain life as we knew it (or at least as close as possible to what we remember).

Component No. 3 bears a title that we should repeat as often as necessary: keeping schools safely open.

In one state, there is a battle between the governor and science. As this state experienced an increase in COVID-19 cases brought on by the Delta variant, this governor pushed for and then signed into law a bill that prohibited businesses, schools and government entities from requiring proof of vaccination, and then topped it off with banning any mask mandate in public schools. The anti-masking ban leaves it to parents to decide whether or not to allow their children to mask up in school. What about the other children at the same school?

As a result of a business-related rejection of science, those children are exposed to a higher risk of infection.

President Biden's plan includes the following observation:

We know how to keep students safe in schools by taking the right steps to prevent transmission—including getting all staff and eligible students vaccinated, implementing universal indoor masking, maintaining physical distancing, improving ventilation, and performing regular screening testing for students and school staff. For those too young to be vaccinated, it is especially critical that they are surrounded by vaccinated people and mask in public indoor spaces, including schools....

Err on the side of caution. Keep a mask on each other.

Social Security web portal



Dan Toth

It's easy to go into cruise control when it comes to Social Security. Except for employees covered under the Civil Service Retirement System (CSRS), with each paycheck a small portion of your wages is deducted with no effort on your end. In return, you will receive a safety net of a guaranteed benefit during your retirement. This article will discuss Social Security's web portal, as well as credit necessary to receive benefits.

Stay up to date on your earned Social Security benefit by creating a "my Social Security" account at ssa.gov. This is a free and secure

portal for you to access your own information, whether or not you are already receiving benefits. This portal becomes a one-stop shop. You can view benefit estimates, experiment with a variety of different calculators for WEP (Windfall Elimination Provision), GPO (Government Pension Offset), early or late retirement, earnings test, benefits for spouses, life expectancy and more. Other tools and resources include the ability to view your Social Security statement, receive a benefit verification letter, change your address and telephone number, get a copy of your 1099, and request a replacement Social Security card. You don't have to be retired, or even close to retirement, to start benefiting from a personal "my Social Security" account. But for those already receiving benefits, you can set up or change your direct deposit to ensure that any changes in financial institution don't result in delayed payments.

Calling or visiting a local Social Security office is rarely necessary once you have a "my Social Security" account. To create your account, visit ssa.gov/myaccount and select "Create an Account." Read and agree to the terms of service, and verify your identity. Create your account details, select how to receive your security code and then enter your code. Now that you have an account, you can choose email or text under "Message Center Preferences" to receive courtesy notifications, if desired.

Now that you've created an account, you'll probably want to review your estimate, as well as your earnings history, and check your eligibility for benefits. To qualify for Social Security benefits, you must earn at least 40 credits. These credits don't affect the amount

of benefits you receive; they are simply used to determine eligibility. To receive a credit, there is an earnings amount that changes each year. In 2021, you earn one credit for every \$1,470 in covered earnings. You can receive only up to four credits per year. For 2021, you must earn \$5,880 to get the maximum four credits. As this is a fairly low threshold, most people will qualify for Social Security benefits after 10 years in the workforce.

The number of credits needed to be eligible for Social Security disability benefits varies based on age. Before age 24, you may qualify if you have six credits earned in the three-year period ending when your disability starts. In general, between ages 24 to 31, you may qualify if you have credit for working half the time between age 21 and the time you become disabled. As a general example, if you become disabled at age 27, you would need three years of work (12 credits) out of the past six years (between ages 21 and 27). Through the "my Social Security" portal, you can check to see what your disability benefits would be if you qualify, and you can even start the disability application process if eligible.

Your Social Security benefits don't need to be on your mind every day, but you should consider creating an account and checking in at least once a year. This will help you reflect on your long-term retirement goals and give you an opportunity to review your other retirement benefits on a routine basis. As Social Security benefits are not intended to be your only source of income in retirement, we also look to our Federal Employees Retirement System/CSRS pensions and participation in the Thrift Savings Plan. With these combined benefits, and with proper planning, we all can enjoy our retirement. Be sure to also consider other benefits such as the Federal Employees Health Benefits Program, the Federal Employees Group Life Insurance and Medicare.



Paying your premium: Electronic funds transfer



**James W.
“Jim” Yates**

The Mutual Benefit Association (MBA) offers several ways to pay the premiums on our insurance policies and retirement savings plans. The two most common ways are by 1) sending a check or money order directly to the MBA office on a monthly or annual basis or 2) through biweekly payroll deduction.

Most active letter carriers choose the convenience of biweekly payroll deduction to pay the premiums on their policies. However, once the letter carrier retires or separates from the Postal Service, the only option available is to pay the premiums directly to the MBA office.

Although this method of premium payment has been successful

for many years, letter carriers have requested that the MBA offer a third way of paying premiums, through electronic funds transfer (EFT)—an automatic withdrawal directly from their bank account.

For the last few years, the MBA has been allowing our members to authorize withdrawals (debits) from their savings account or checking account with their financial institution. This may be done on a monthly or annual basis. The use of EFT to pay premiums on MBA policies can help avoid the risk of forgotten or late payments and potentially having a policy lapse or cancel for non-payment of premium.

“Letter carriers have requested that the MBA offer a third way of paying premiums, through electronic funds transfer—an automatic withdrawal directly from their bank account.”

To sign up for EFT payments, the policy payor (person responsible for paying the premiums on an MBA policy) will complete an Authorization Agreement for Electronic Fund Transfers (ACH Credits and Debits) form. This form is available at nalc.org/mba. At the bottom of the MBA page, click on “MBA Brochures, Applications and Forms.” Then, scroll down to the “Forms & Filing Information for U.S. Letter Carriers Mutual Benefit Association Policies”

section. Click on “EFT Funds Authorization.” There, you will find the form named “Authorization Agreement for Electronic Fund Transfers,” as well as some important information about completing the form. You may also call the MBA office to have an EFT form mailed to you.

The entire form must be completed, signed and returned to the MBA office, along with a voided check. The MBA will notify the payor when the first monthly or annual premium is scheduled to be withdrawn from his or her bank account via EFT. The payor should continue to make premium payments directly to the MBA office until he or she has received written confirmation from the MBA indicating that the EFT payments will begin.

As an added convenience, the payor may choose the day of the month that he/she would like the premium to be deducted from their bank account. The date may be any day of the month between the first and the 28th. If the payor does not specify which day of the month the deduction should be taken, the MBA will deduct the premium on the original policy day of each policy.

Once the EFT method of premium payment has been established, the automatic deduction will take place the same day each year or each month. Any request for a change in the EFT deduction must be made by a written request to the MBA.

The MBA has various insurance policies that are offered to letter carriers. Some of these policies have different payment requirements—for example, the number of premiums that are due to the MBA per year. For payors who choose to pay annually, only one premium payment is due each year. This payment will be due on the policy anniversary date.

Some policies pay premiums on a true “monthly” premium basis; they pay premiums 12 times per year. For these policies, the premium is due on the same calendar day each month. Other policies have the premiums due on an “eleventhly” basis; for these policies, premiums are due only 11 times per year, on the same day each month. For these policies, no premium is due in the month of December.

To determine the monthly premium payment amount, the annual premium is divided by 12 to determine a “monthly” premium amount, or by 11 to determine the “eleventhly” premium amount. If you are not sure whether the premiums are due on a policy on a “monthly” or “eleventhly” basis, please contact the MBA office.

For more information about paying your premiums using electronic funds transfers 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 also may visit our website at nalc.org/mba.

October is Breast Cancer Awareness Month



**Stephanie
Stewart**

Since October is Breast Cancer Awareness Month, I would like to take some time to increase understanding about this subject. According to the American Cancer Society, breast cancer is the most common cancer in American women other than skin cancer.

Let me lay out some harsh statistics about this serious disease—not to scare you, but to get your attention. Approximately 13 percent, or 1 in 8 women, will be diagnosed with invasive breast cancer in their lifetime; approximately 3 percent, or 1 in 39 women, will die from breast cancer.

The American Cancer Society estimates for 2021 are:

- Approximately 281,550 new cases of invasive breast cancer will be diagnosed in women.
- About 49,290 new cases of ductal carcinoma in situ (aka DCIS) will be diagnosed.
- About 43,600 women will die from breast cancer.

Breast cancer occurs almost entirely in women, but men can get breast cancer, too.

Making time for regular preventive care and taking charge of your future is a great defense. While you may not be able to avoid a breast cancer diagnosis, early detection may be the key to success and help with an effective treatment plan.

Let's start with a risk factor overview. The first associated risk factor is age. Unfortunately, we can't stop the hands of time, and studies show that as you age, the risk increases. Other risk factors may include family history, genetics, personal history, obesity, alcohol, tobacco use and more. As you can see, although you cannot control all risks, there are some areas that you can influence by making healthy lifestyle choices.

Next, let's talk about the symptoms and what you can do to be proactive. First, please don't ignore what your body is telling you. If you suspect something is wrong, please see a medical professional.

This is not an inclusive list and symptoms may vary, but possible warning signs could include:

- Breast pain
- A lump in the breast or under the armpit
- Nipple bleeding or discharge
- Redness or swelling
- Unusual changes (i.e., pulling in of the nipple, changes in the breast size or shape, irritation or dimpling of the breast skin, etc.)

Knowing what symptoms to look for is important, but it does not take the place of having regular mammograms and other screening tests. Screening tests can help find breast cancer early before any symptoms appear. Finding breast cancer early gives you a better chance of successful treatment.

Other preventive measures include self-check breast exams and scheduling regular medical checkups. The NALC Health Benefit Plan covers routine mammograms for women age 35 and older as follows:

- Age 35 to 39, one during this five-year period
- Age 40 and older, one every calendar year

Always talk with your medical provider regarding which preventive screenings are right for you. If you have questions about coverage, make sure to reach out to one of our customer service representatives. A healthier you is a better you.

Coming soon

The new Health Benefit Plan member portal and mobile application are on the way!

Although the exact rollout date has not been finalized, we are planning to launch the first public version during October or November. Refining the user experience to make these platforms into useful tools you will love to use has been our goal from the start.

The features will include:

- **Single sign-on**—Using a single username and password to log into the new member portal will permit you to connect directly to each of our partner sites (Cigna, CVS, Optum and American Well) without having to provide a separate username and password.
- **Online claim information**—Securely logging into the member portal or mobile app, members will be able to access up-to-date claim information, including out-of-pocket and deductible status.
- **Personal health record**—The new member portal includes a redesigned personal health record that makes it easier for you to access and decide what important personal health information you want to include to share with your providers.
- **Secure messaging**—Once logged into the portal or app, members will be able to send messages securely to the Plan. This includes the ability to securely upload documents such as birth and marriage certificates, Medicare or other insurance coverage ID cards to keep the Plan informed on changes that may affect coverage.

We are excited about this new release and will keep you updated as the plans unfold.

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

Overtime and pay during December

The rules governing the payment of overtime and penalty overtime are found in Article 8 of the National Agreement. This month's Contract Talk will discuss some of the exceptions to these rules.

The entitlement to penalty overtime for full-time regular and full-time flexible employees is found in Article 8, Section 5.F of the National Agreement, which states:

F. Excluding December, no full-time regular employee will be required to work overtime on more than four (4) of the employee's five (5) scheduled days in a service week or work over ten (10) hours on a regularly scheduled day, over eight (8) hours on a non-scheduled day, or over six (6) days in a service week.

The 2021 *Joint Contract Administration Manual (JCAM)* explains Article 8, Section 5.F:

Article 8.5.F applies to both full-time regular and full-time flexible employees. The only two exceptions to the work hour limits provided for in this section are for all full-time employees during the penalty overtime exclusion period (December) and for full-time employees on the ODL during any month of the year (Article 8.5.G). Both work and paid leave hours are considered "work" for the purposes of the administration of Article 8.5.F and 8.5.G.

The rules governing how part-time flexible (PTF) and city carrier assistant (CCA) letter carriers receive penalty overtime pay are found in Article 8, Section 4.E. This section requires the payment of penalty overtime to PTF and CCA letter carriers for all work in excess of 10 hours in a service day or 56 hours in a service week. Part-time regulars are in the same category as PTFs for penalty overtime purposes.

When determining the entitlement to penalty overtime pay, both the actual hours worked as well as any paid leave hours are counted. This is explained on page 8-3 of the *JCAM*, which states:

All bargaining unit employees are paid postal overtime for time spent in a pay status in excess of 8 hours in a service day and/or in excess of 40 hours in a service week. Hours in pay status include hours of actual work and hours of paid leave.

The first exception to these rules, which affects full-time, part-time and CCA letter carriers, involves the payment of penalty overtime during the month of December. In accordance with Article 8, Section 4.C, penalty overtime will not be paid for any hours worked in December. This is sometimes referred to as the "penalty overtime exclusion period."

Although Article 8, Sections 4 and 5 reference the month of December, in 1985, the national parties

agreed that the month of December referenced in these sections is understood to mean four consecutive service weeks, rather than the entire month (M-01508 in NALC's Materials Reference System). The specific range is published each year in the *Postal Bulletin* and *The Postal Record*. The penalty overtime exclusion period for calendar year 2021 will be Dec. 4 through Dec. 31 (pay periods 26 of 2021 and 1 of 2022).

The second exception during December pertains to the daily and weekly work-hour limitation. Article 8, Section 5.G provides that employees on the overtime desired list (ODL) or work assignment list (WAL) may be required to work up to 12 hours per day and 60 hours per week, except during the penalty overtime exclusion period. However, these work limits do not apply to full-time employees on the ODL or WAL during the penalty overtime exclusion period. Management may, but is not required to, assign ODL carriers to work in excess of the 12- and 60-hour limitations during the penalty overtime exclusionary period.

The national parties signed a memorandum of understanding (M-00859) on Oct. 19, 1988, which states in part:

The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week.

Section 432.32 of the *Employee and Labor Relations Manual (ELM)* establishes the maximum hours allowed for full-time employees not on the ODL or WAL, PTFs, and CCAs:

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.

The Step 4 settlement (M-01272) in Case Number E94N-4E-C96031540, dated Feb. 25, 1998, dictates that the limit established by *ELM* 432.32 continues to apply even during the penalty overtime exclusion period.

Similar to the previous reference that paid leave counts toward overtime, *JCAM* pages 8-19 state that the 12- and 60-hour limitations are inclusive of all hours, including any type of leave taken.

The third exception during December pertains to letter carriers on the WAL. As stated above, these carriers are available to work up to 12 hours in a day or 60 hours in a service week. Outside of the penalty overtime exclusion period, management has the right to assign an employee on the ODL to work regular overtime to avoid paying penalty overtime to a carrier on the WAL. This would limit a carrier on the WAL to 10 hours in a service day, even if additional overtime was available on their bid assignment. During December, the carrier on the WAL has the right to work the additional time over 10 hours, since penalty overtime is

not paid. This is explained on pages 8-21 of the *JCAM*, which states in part:

Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid.

The exceptions during December for penalty overtime pay and overtime provisions can cause confusion. If you have any questions related to these or other Article 8 provisions, contact your local shop steward or branch officer.

Retiree Reports

Bergen Co. Mgd., New Jersey

So I have noticed that a lot of my friends and family members have been able to work from home during this pandemic. It must be nice working at a computer in your pajamas and slippers. All of the letter carriers do not have that luxury, although the thought of seeing my carrier deliver in their PJs would certainly get my attention.

Carriers have had to deliver as usual and have had to deal with staggering start times in order to abide by social-distancing rules. Management was in charge of dictating the start times, and you know how well they have managed to screw that up.

With all the news talking about how the mail has slowed down (thank you, DeJoy), carriers have gone out and done their job every day and delivered the mail in a timely fashion as it has come in to the facilities.

As I am writing this article, I got an email from our national business agent that the Postal Service plans to hire retirees for this year's holiday season. After five minutes of laughing, I politely gave a two-word answer. I cannot say the first, but the second word is no—you can fill in the rest.

Dennis Spoto, Branch 425

Hartford, Connecticut

Our retirement dinners for Branch 86 will be in two parts after a year-plus delay. Western Connecticut, including the Danbury and Naugatuck area, will hold its event at the Amber Room of Danbury on Nov. 6. I am looking forward to see the retirees from our western towns. The remainder of the branch will apparently hold its retirement dinner in the usual facility in Southington.

Branch 86 had its annual Labor Day get-together at the Hartford Yard Goats baseball game in Hartford in mid-September. It will be good to see our membership and officers face to face again. We experienced some hot, humid weather this summer in Connecticut. Obviously, the sooner, the better for when the new postal vehicles arrive with air conditioning installed.

I know if it is hot, the desire to air out the vehicles while driving is strong. However, driving with the driver's-side door open is unsafe. Obviously, you should *not* drive with that door opened unless you are going to curbside mail rural mailboxes on a road. Please close the door when crossing an intersection or driving street to street. The children are back in school, so exercise caution when driving in residential neighborhoods and near bus stops or local schools.

Carriers contemplating retirement should make sure, if applicable, that their armed forces service time is included in the calculations. Buying back your military time if need be as soon as possible is a wise course of action.

Military veterans get free admission at the Big E fair on Opening Day in Massachusetts.

Other postal retirees not otherwise eligible can purchase on a periodic basis directly through mail Part B of Medicare. The price is about \$445 every few months.

Enjoy your holidays. The stores are filling up with Halloween items and candy already.

Ed Mulrenan, Branch 86

Paterson, New Jersey

During the summer months, our local branch takes our monthly union meetings off the schedule so that members can enjoy summer months (July and August) with their families. Summers go quick here in New Jersey, having only short amounts of warm months for all of

us to enjoy. There are no union meetings during these two months.

Retirees continue to meet every third Wednesday, even during the summer months, so that we can be fully focused and engaged in our union functions, information and solidarity. These breakfasts are held at the Hawthorne Diner in Hawthorne. Please call our union office (973-279-7356) for more specific and detailed information. These monthly meeting breakfasts were started by Branch 120 President Murray Ross back during the strike years of the '70s and continue today.

Our then-President Ross (currently living in California) is alive and well; we still to this day appreciate his knowledge, expertise and experience in union matters. Branch 120 continues to stay in touch with Murray and wish him well for many more years to come. We thank Murray for starting this trend of monthly retiree breakfast meetings and hope to continue it for a very long time. It is this true union solidarity and many years of membership that keeps our union strong.

Joseph Murone, Branch 120

Phoenix, Arizona

Howdy to all from still-sunny Arizona.

Our hearts and prayers go out to all who have had to suffer the wrath of the hurricane in the East and the fires out West. I encourage those who can to send support to the NALC Disaster Relief Foundation.

Our branch has lost a retiree who started out in Branch 36 and stood tall with Vince Sombrotto and others during the 1970 strike. Sorry to say that Pedro Pereira Jr. has passed away.

We owe so much to all those who risked their livelihoods to fight for justice for all letter carriers.

Al Linde, Branch 576

Empower and educate: MDA community resources



Christina Vela Davidson

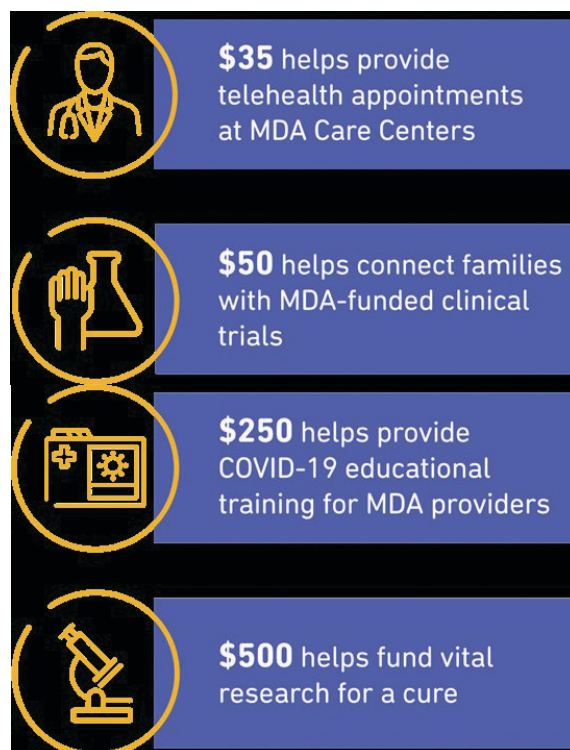


The Muscular Dystrophy Association (MDA) supports community members with neuromuscular diseases by spreading awareness to the general public, as well as committing to transforming the lives of people living with neuromuscular disease. Here are programs and services that can help:

- **Access workshops**—These educational workshops provide information and resources on access to care and services and on overcoming barriers. Each online workshop includes videos and activities that help you build knowledge, health literacy and self-advocacy skills. They're available on demand, allowing you to work through them at your own pace. Find workshops at mda.org/accessworkshops.

- **Advocacy centers**—Find resources and webinars that will help you make your voice heard on issues that are important to the neuromuscular disease community. Visit mda.org/advocacy.
- **Community education**—From disease fact sheets to in-depth guides on genetics and clinical trials, MDA provides educational materials in English and Spanish at mda.org/education.
- **Engage events**—These community education programs empower individuals and families with knowledge and resources about neuromuscular disease. Find upcoming events and view recorded programs at mda.org/engage.
- **Social media**—MDA tackles timely and engaging topics, such as the COVID-19 vaccine and accessible fashion on Facebook Live. Follow MDA at facebook.com/mdaorg. Find past events on MDA's YouTube channel at youtube.com/mda.
- **MDA care centers**—MDA supports a network of care centers at more than 150 of the top health care institutions across the United States. To learn about MDA Care Centers and find a location, visit mda.org/care/mda-care-centers.
- **National Resource Center**—The Resource Center provides one-on-one support via phone or email for individuals and families looking for information about neuromuscular diseases, services, activities and more. Resource Center staff are available Monday through Friday, 9 a.m. to 5 p.m. Central time and are typically able to answer questions within one to two business days. Call 833-ASK-MDA1 or email resourcecenter@mdausa.org.

Finally, the graphic below shows where some of your fundraising goes:



MDA 'Deliver the Cure' Branch Challenge starts Oct. 1

October marks our next Branch Challenge, and we want all branches to participate. 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 what your fundraising is making possible.

Smoke season



Assistant to the President
for Workers' Compensation
Kevin Card

In addition to winter, spring, summer and fall, there is a new season that many letter carriers are coping with: smoke season. While most of the smoke originates in the forests of the American West, the reach of these fires has spread far across the country.

Earlier this year, East Coast residents witnessed colorful sunsets from smoke that had traveled more than 2,000 miles from the Bootleg Fire in Oregon. As I write this, several fires burning in California are sending smoke east-

ward. Fire season used to be confined to the summer months. With the prolonged drought in the West, it now spans most of the year.

In my younger days, I spent several years on a fire crew, fighting forest fires across the western United States. In those days, large fires were measured in the thousands of acres. Today's forest fires are measured in the hundreds of thousands of acres. Wildfire smoke that used to be localized is now traveling around the globe.

Wildfire smoke is made up of a complex mixture of gases and fine particles. The number of toxic chemicals found in wildfire smoke is substantial. In addition to particle pollution, wood smoke contains several toxic air pollutants, including benzene, formaldehyde, acrolein and polycyclic aromatic hydrocarbons.

The major health threat from wildfire smoke is from fine particles. These microscopic particles can get into your eyes and respiratory system, where they can cause health problems such as burning eyes, runny noses and illnesses such as bronchitis. Fine particles also can aggravate chronic heart and lung diseases like asthma—and have been linked to premature deaths in people with these conditions.

AirNow, a government entity, reports air quality using the official U.S. Air Quality Index (AQI), a color-coded index designed to communicate whether air quality is healthy or unhealthy. AirNow aggregates information from a number of federal, state and local sources.

The AQI is a measurement tool that runs from 0 to 500. The higher the AQI value, the greater the level of air pollution and the greater the health concern. AQI values at or below 100 are generally safe. When AQI values are above 100, the air quality is unhealthy—at first, just for certain sensitive groups of people, then for everyone as AQI values get higher.

Due to the nature of our work, many letter carriers cannot avoid wildfire smoke. Exposure to air ranging from unhealthy to hazardous has become increasingly common over the last few years.

For letter carriers with heart or lung disease, smoke may make symptoms worse. Carriers with heart disease might experience chest pain, palpitations, shortness of breath or fatigue, and may not be able to breathe as deeply or as vigorously as usual. Symptoms include coughing, chest discomfort, wheezing and shortness of breath.

Exposure to wildfire smoke while delivering mail may constitute a workplace injury if the smoke is the cause of a health condition or aggravates a pre-existing one. Work duties alone do not have to cause a health condition from breathing wildfire smoke. The wildfire smoke need only contribute to the condition.

If you have a pre-existing condition that is not disabling but becomes disabling because of a work-related aggravation, then regardless of the degree of the aggravation, the resulting disability is compensable.

It is not necessary to prove a significant contribution by wildfire smoke to a disabling condition for the purpose of establishing a causal relationship. If the medical evidence reveals that the wildfire smoke contributes in any way to a disabling condition, the condition would be considered employment-related.

Letter carriers filing claims for wildfire smoke injuries should register and file the claim electronically via the ECOMP web portal. The "Injured on the Job" page at nalc.org has a link to the ECOMP registration page.

The type of claim you file will depend upon the length of exposure to the wildfire smoke. Injuries that occur in one day or during one work shift would be CA-1 claims for a traumatic injury. Injuries that occur over a longer period would be a CA-2, an occupational injury claim.

To get a claim accepted, you will need a medical report from a doctor that lists a history of your exposure to the wildfire smoke and a history of any underlying conditions that were aggravated. The doctor's opinion must be based on objective medical evidence, such as a physical exam, chest X-ray and blood tests to measure oxygen and carbon monoxide levels.

You can find historical air quality data at the Airnow.gov website to document the air quality index for the day or days of exposure.

There have not been enough long-term studies on the effect of wildfire smoke on the human body. Unfortunately, there are no Occupational Safety and Health Administration regulations limiting excessive exposure to wildfire smoke. That should not prevent anyone from filing an injury claim if he or she suffers a smoke-related injury due to smoke season.



Wounded Warriors Leave rights

The creation of Wounded Warriors Leave (WWL) came about in response to the passage of the Wounded Warriors Federal Leave Act of 2015, which allows employees who meet the eligibility requirements to use this category of leave to undergo medical treatment for a service-connected disability rating of 30 percent or more. As a disabled veteran myself, being eligible to use up to 104 hours of this distinct category of leave has made it easier to keep all of my Veterans Affairs (VA) appointments.

This category of leave is an important benefit to letter carriers who are also veterans with a disability rating of 30 percent or greater. Disabled veterans generally are required to attend regular medical appointments to maintain their health and to continue their eligibility to receive their veterans' benefits. Frequently, such appointments must be scheduled during normal work hours, and before the creation of WWL, letter carriers often were required to use leave without pay (LWOP) to attend those appointments. WWL provides some relief to those who are eligible and must receive necessary treatment.

Eligibility to receive WWL can be verified on the carrier's PS Form 50, which is found in their e-OPF. In Box 11 on their PS Form 50, it should indicate "6-10pt-Comp over 30%." If Box 11 does not denote "6-10pt-Comp over 30%," the employee will need to submit the necessary documentation to certify that they meet the 30 percent eligibility.

It is an employee's responsibility to notify the Postal Service of their eligibility before requesting WWL. Employees must provide documentation from the Department of Veterans Affairs, or on any Office of Personnel Management (OPM) certification form

developed for administration of WWL, certifying that they have a qualifying service-connected disability. Eligible employees who have not yet submitted the necessary paperwork should do so now.

Steps eligible employees must take

Eligible employees are required to request this leave in advance, when possible, by completing and submitting to their supervisor a PS Form 3971, Request for or Notification of Absence. The supervisor is responsible for approving or disapproving requests by signing PS Form 3971 and returning a copy to the employee. In addition, to verify that any WWL requested by an employee is appropriately used for the treatment of a service-connected disability, the requesting employee must provide proof from a health care provider that the employee used the leave to receive treatment for a covered disability.

The Postal Service created a form to be used for this verification, PS Form 5980, Treatment Verification for Wounded Warriors Leave. The employee should designate the reason for the absence as "Other" on PS Form 3971 and write "Wounded Warriors Leave" in the space provided.

Should the need to use this leave be unforeseeable, the employee must notify his or her supervisor of the expected duration of the absence and the applicability of WWL. Employees also may use the Interactive Voice Response system to report absences if this process is used in their employing office. A PS Form 3971 is required upon returning to work and a PS Form 5980 no later than 15 calendar days after returning.

Employees eligible for WWL also may be eligible for protection under the Family and Medical Leave Act (FMLA)—see Section 515 of the *Em-*

ployee and Labor Relations Manual for more information and eligibility requirements. Supervisors will initiate FMLA leave if they have reasonable grounds to believe that the leave might qualify. It is the employee's responsibility to provide complete and sufficient documentation to establish eligibility for FMLA. FMLA protection will run concurrently with WWL.

The eligibility requirements, as outlined in USPS Management Instruction EL-510-2019-2 (M-01901 in NALC's Materials Reference System), are as follows:

Eligibility

Eligible Employees

All employees who have a single or combined service-connected disability rating of 30 percent or more are eligible for Wounded Warriors Leave.

Employees with Pending Disability Determinations

Otherwise eligible employees with pending disability determinations who at any time during any Leave Year receive a 30 percent or more disability rating, will be eligible for leave retroactively to the first day of that current Leave Year. Any leave without pay (LWOP) or leave used while the determination is pending will be reimbursed and replaced with Wounded Warriors Leave, as appropriate, up to the maximum number of hours allowed. Wounded Warriors Leave may be retroactively applied for only the most current Leave Year and for no more than 104 hours.

Losing the Disability Rating

If an employee's service-connected disability rating is decreased to below 30 percent or discontinued during

any Leave Year then the employee no longer has a qualifying service-connected disability. The employee must notify the HR Shared Service Center of the effective date of the change in the disability rating. The employee is no longer eligible for Wounded Warriors Leave as of the effective date of the rating change.

Accrual and Crediting

General

It is an employee's responsibility to notify the Postal Service of his or her eligibility before requesting Wounded Warriors Leave. Employees must provide documentation to the HR Shared Service Center from the Department of Veterans Affairs certifying that the employee has the requisite level of service-connected disability.

Initial Eligibility

Newly hired eligible employees or those returning to the Postal Service will be credited with 104 hours of Wounded Warriors Leave following the Postal Service's receipt of documen-

tation supporting the employee's eligibility. Wounded Warriors Leave will be available for use retroactively to the first day of their enter-on-duty date, or the current Leave Year, whichever is later, for use through the end of the Leave Year.

Additional Eligibility

Eligible employees will be credited with 104 hours of Wounded Warriors Leave on the first day of each Leave Year and the leave is available for use until the last day of the Leave Year.

Carryover

Wounded Warriors Leave must be used during the Leave Year in which it is credited and will not be carried over. No employee may accrue more than 104 hours during any Leave Year.

Separation

If the employee leaves the Postal Service at any time during any Leave Year, any remaining leave will not be reinstated or paid out, except as permitted by OPM regulations if the employee transfers to another federal agency.

Information regarding the rules and regulations of WWL is available on the NALC website, nalc.org, and can be found on the "NALC Veterans," "Contract Administration Unit" and "City Delivery" pages. PS Form 5980 can be found on those pages as well. After reviewing those guidelines, if you have any further questions about WWL, make sure to discuss them with your shop steward or a branch officer.

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

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 and an *NALC Veterans Guide* as a symbol of gratitude for your military service and membership in NALC.

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

Join the NALC Veterans Group

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

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

If you are interested in joining the group, complete the sign-up card at right and mail it to the address included. **A fillable version is also available at nalc.org/veterans.**



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

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

Free
to join

State Summaries

Arizona

My first true encounter with my brother from another was a conference on “Erroneous Autonomy: A Conversation on Faith & Solidarity,” co-sponsored by the AFL-CIO and the Institute for Policy Research and Catholic Studies at the Catholic University of America. The Arizona AFL-CIO flew me out to the Washington, DC AFL-CIO headquarters to attend that meeting Monday morning, June 15, 2015. The organizing premise of the meeting was to supply labor its religious roots and to remind the Church about the vision and values behind economics.

I never thought I’d be in the front row gazing at the gigantic wall-sized mosaic portrait honoring workers in the auditorium of the AFL-CIO’s headquarters, two blocks from the White House, surrounded by dozens of Roman Catholic bishops, representatives from Jewish and neo-Calvinist organizations, African social activists, journalists and union officials—in other words, packed, and the expression on my letter carrier face that AFL-CIO President Richard Trumka saw was shock.



Members of the Arizona State Association of Letter Carriers recently met with Rep. Ruben Gallego (D-7) and AFL-CIO Secretary-Treasurer Fred Redmond. From left: Phoenix Branch 576 President Cynthia Staley, Gallego, Redmond, Arizona State President Jeff Clark, Arizona Secretary of State Katie Hobbs and Arizona State Vice President Edmundo Sanchez.

He looks at me and said to the audience, “If my priest in my boyhood parish had been told that someday I’d be introducing a cardinal, he would have laughed in disbelief.” But Trumka was indeed introducing Cardinal Donald William Wuerl, archbishop of Washington, DC, and I was indeed sitting there, in the same row with former AFL-CIO President John Sweeney. Afterward, I approached Sweeney for photos, and President Trumka asked, “Did you see the statue yet?”

That’s when they showed me the George Meany cigar statue and told me the story of AFL-CIO’s first president, George Meany, building his office on the second floor facing the White House so that he could be heard shouting out suggestions to whoever was living on Pennsylvania Avenue.

God willing, Godspeed, God bless our brother, Rich Trumka, and my dear friend, Pam Hellestrae.

Dominus Vobiscum—

Jeff Clark

Colorado

Representatives from the COSALC attended the NALC Region 4 rap session in Prescott, AZ, last month. There was great information presented by NALC Legislative and Political Organizers John Beaumont and Anna Mudd at the training.

COSALC letter carrier congressional liaisons have hit the ground running in contacting their representatives to push the Postal Reform Act of 2021. Hopefully, this legislation will get passed quickly to help USPS, along with other postal issues.

We also need to educate members on the Letter Carrier Political Fund and get more signed up. COSALC is working on getting branch representatives trained to get more support. We all need to do our part.

In solidarity—

Richard Byrne

Florida

The FSALC held its 76th biennial convention Aug. 12-14 in Orlando. We had the meeting areas set up with Centers for Disease Control and Prevention guidelines and required masks be worn at all times. There were 279 delegates who attended. We had Reps. Darren Soto and Val Demings as guest speakers. NALC President Fred Rolando and National Business Agent Lynne Pendleton addressed the convention.

Elected officers for the 2021-23 term are: president, Al Friedman; vice president, O. D. Elliott; secretary, Cory Gibson; treasurer, Mike Clark; director of education, John Mitchell; director of retiree affairs, Billie Nutter; District 1 chair, Frank Ramirez; District 2 chair, Joanne Cannon; District 3 chair, Shane Ulbin; District 4 chair, Frank Marinacci; and District 5 chair, Percy Smith Jr.

Sadly, Florida is again leading the nation in number of COVID-19 cases and deaths. Unfortunately, we’re having an upsurge in reported cases among postal employees.

History of the FSALC, continued: In 1953, State President Doyle S. Adair started the state band. The band was composed of active and retired carriers and would attend all state and national conventions. Until the early 1980s, many states had bands that would accompany them to the conventions and play during opening ceremonies and at other venues throughout the convention. The Florida state band was supported entirely by donations. Branches were asked to set up a “Good Guys Club” just to support the band. Each month, the *Florida Letter Carrier* listed branch donations received from the clubs. Due to the increasing costs to send bands to the conventions, most state bands, including Florida’s, folded by the mid-’80s.

Again, the fall Committee of Presidents meeting (branch and state presidents) will be hosted by West Coast Florida Branch 1477 at the Hilton St. Petersburg Bayfront, located at 333 1st SE, St. Petersburg. You may contact the hotel at 727-894-5000.

O. D. Elliott

Kentucky

KYSALC continues to work for our members while juggling different challenges, including the raging COVID-19 virus. Through all the

“fog,” remember to “take action” and to contribute to the Letter Carrier Political Fund (LCPF).

The political/legislative challenges to our members have been present since this state president joined NALC in August 1979. It takes voluntary dollars to compete in the arena. Our national officers, led by President Rolando, have followed the blueprint of NALC legend Vincent Sombrotto. Federal agencies, legislators and all of the major players work in Washington, DC, not far from NALC Headquarters on Indiana Avenue NW.

Help the NALC varsity in DC. Letter carriers have had contractual increases, and a recent “whopper” of a cost-of-living adjustment, all negotiated by NALC, so each of us can afford to give something to our political action committee, the LCPF.

This scribe can calculate that without a smartphone. So dig deep—it is job and benefit insurance, to quote Anna, our legislative and political organizer.

Bob McNulty

Texas

Summer is over, and we are heading into our prime time to shine. The Postal Service is advertising for positions all over the internet. Share with your family and friends. There are several members working 10 to 12 hours, six days a week. The addition of more carriers will help tremendously. Keep up the great work, sisters and brothers.

Legislatively, we need to keep up the emails, phone calls, letters and dropping in on our representatives’ offices. Encourage all members to participate and focus exclusively on H.R. 3076, the Postal Reform Act of 2021.

The 2020 Census accounted for the population of Texas, and it added two additional congressional seats, totaling 38. Along with this addition, the lines must be redrawn, for which the Texas legislature will reconvene. The third special session started Sept. 20 and will convene after this arrives in your home. We will keep you informed as this develops.

The state appreciates all delegates participating in election for the Texas state officers. We would like to thank election chairs Gilbert Ramos of Arlington Branch 2309 and Glen Walters of Lake Jackson Branch 4723 for their dedication and hard work. Ballots were counted on Aug. 27.

The following are the Texas State Association election results.

For president: Carlos Rodriguez Jr., with 7,469 votes, while Homer Hernandez received 5,137 votes and there were four blank votes. For secretary: Kimberley Arnhold, with 7,037 votes, while Kathy Ruffo received 5,569 votes and there were four blank votes. For representative—District 6: Shelby Clower, with 1,132 votes, while Marvin Ruyle received 799 votes and there was one blank vote.

Elected by acclamation are: vice president, Everett Wyllie; treasurer, James Kimbrell; director of retirees, Elisabeth Goodwin; representative—District 1, Gerald W. Hall; representative—District 2, Rita Wilder; representative—District 3, Matt Selmyer; representative—District 4, Ron Eudy; and representative—District 5, Luis Palacios.

Carlos Rodriguez Jr.

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

James E. Lloyd	Fort Smith, AR	Br. 399
Stephen J. LaBarber	Buffalo-Western NY	Br. 3

75-year pins

Hubert D. Billings	Los Angeles, CA	Br. 24
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70-year pins

Harry W. Sturdavant	Boise, ID	Br. 331
John W. Hammerstrom	Sioux City, IA	Br. 69
William P. Sullivan	Royal Oak, MI	Br. 3126
Lloyd J. Zimmer	Cleveland, OH	Br. 40
Richard C. Newman	Cincinnati, OH	Br. 43

65-year pins

Earl J. Blyeth	Colorado Springs, CO	Br. 204
Jerry E. Leach	Tampa, FL	Br. 599
Chas W. Sams	Tampa, FL	Br. 599
Alfred C. Bonnett	Chicago, IL	Br. 11
Harold L. Brooks	Chicago, IL	Br. 11
Robert W. Chatman	Chicago, IL	Br. 11
James P. Kelly	Chicago, IL	Br. 11
Edward T. Kett	Chicago, IL	Br. 11
Tommy L. Lane Jr.	Chicago, IL	Br. 11
George C. Lenhardt	Chicago, IL	Br. 11
Keith A. Proctor	Chicago, IL	Br. 11
Joe E. Ruiz	Chicago, IL	Br. 11
Stanley S. Spanczak	Chicago, IL	Br. 11
Donald R. Bobo	Royal Oak, MI	Br. 3126
Clyde A. Miller	Royal Oak, MI	Br. 3126
Connolly A. Bergene	Fargo-W. Fargo, ND	Br. 205
J. P. Tritschler	Fargo-W. Fargo, ND	Br. 205
Kenneth T. Kaforey	Akron, OH	Br. 148
Lloyd J. Zimmer	Cleveland, OH	Br. 40
Oscar F. Williams	Memphis, TN	Br. 27

60-year pins

Theodore R. Wampach	Fort Smith, AR	Br. 399
Eugene Kaye	Central California	Br. 52
Frank Rostain	Central California	Br. 52
Victor Wright	Central California	Br. 52
John A. Garcia	Los Angeles, CA	Br. 24
Ray A. Arguellez	Tri-Valley, CA	Br. 2902
Donald P. Bach	Tri-Valley, CA	Br. 2902
Charles W. Barnes	Tri-Valley, CA	Br. 2902
Richard W. Cinnater	Tri-Valley, CA	Br. 2902
Maxwell J. Feinberg	Tri-Valley, CA	Br. 2902
Donald L. Margolis	Tri-Valley, CA	Br. 2902
Anthony N. Perrotti	Tri-Valley, CA	Br. 2902
Felix M. Rivas	Tri-Valley, CA	Br. 2902
Ronnie E. Weightman	Tri-Valley, CA	Br. 2902
Verner G. Wilhite	Tri-Valley, CA	Br. 2902
William S. Henderson	Tampa, FL	Br. 599
Donald N. Stephens	Tampa, FL	Br. 599
Robert L. Thurmond Jr.	Tampa, FL	Br. 599
Martin E. Adler	Chicago, IL	Br. 11
Charles R. Bartol	Chicago, IL	Br. 11

Thomas G. Bateman	Chicago, IL	Br. 11
James M. Berbeka	Chicago, IL	Br. 11
Donald A. Blonda	Chicago, IL	Br. 11
Anthony Cipcich Jr.	Chicago, IL	Br. 11
Raymond J. Clause	Chicago, IL	Br. 11
David Clemons Jr.	Chicago, IL	Br. 11
Dudley Conner Jr.	Chicago, IL	Br. 11
Robert C. Dahl	Chicago, IL	Br. 11
Charles H. Dixon	Chicago, IL	Br. 11
Charles Doyle	Chicago, IL	Br. 11
Andrew Haley	Chicago, IL	Br. 11
Wayne King	Chicago, IL	Br. 11
Martin J. Kosiek	Chicago, IL	Br. 11
Walter P. Kriss	Chicago, IL	Br. 11
Robin A. Miller	Chicago, IL	Br. 11
Raymond W. Niemann	Chicago, IL	Br. 11
Ernst R. Ostrand	Chicago, IL	Br. 11
William D. Porto	Chicago, IL	Br. 11
Vincent E. Roberts	Chicago, IL	Br. 11
Larry L. Salberg	Chicago, IL	Br. 11
Lynwood S. Vaughter	Chicago, IL	Br. 11
Stokes Wiley Jr.	Chicago, IL	Br. 11
Burl Jones	Kokomo, IN	Br. 533
Robert J. Williams	Sioux City, IA	Br. 69
Richard G. Rusnak	Prairie Village, KS	Br. 5521
David J. Superman	Western MA	Br. 46
Donald R. Berthel	Worcester, MA	Br. 12
Edmund J. Walsh	Worcester, MA	Br. 12
Joseph B. Carter III	Royal Oak, MI	Br. 3126
Joseph Borawski Jr.	Wyandotte, MI	Br. 758
Robert A. Mason	Atlantic City, NJ	Br. 370
Carl E. Zuchlinski	Camden, NJ Mgd.	Br. 540
Delmas A. Beckett	New York, NY	Br. 36
Louis J. Bertuccio	New York, NY	Br. 36
Alfred A. Connizzo	New York, NY	Br. 36
Joseph L. D'Agostino	New York, NY	Br. 36
Luis Delgado	New York, NY	Br. 36
Charles S. Dilapi	New York, NY	Br. 36
Abraham D. Fishbein	New York, NY	Br. 36
Victor Guberman	New York, NY	Br. 36
Robert R. Jones Jr.	New York, NY	Br. 36
David J. McKenzie	New York, NY	Br. 36
Kevin P. Murray	New York, NY	Br. 36
David Quintero Sr.	New York, NY	Br. 36
Frank S. Romboy	New York, NY	Br. 36
Herbert Rosenberg	New York, NY	Br. 36
Pietro J. Tassielli	New York, NY	Br. 36
Charles E. Young	Durham, NC	Br. 382
Ronald G. Heugel	Raleigh, NC	Br. 459
Paul A. Granum	Fargo-W. Fargo, ND	Br. 205
J. P. Tritschler	Fargo-W. Fargo, ND	Br. 205
Gary A. Clore	Cincinnati, OH	Br. 43
Michael G. Eaton	Cincinnati, OH	Br. 43
Carl B. Harrell	Cincinnati, OH	Br. 43
Robert E. Hay	Cincinnati, OH	Br. 43
Al Laker	Cincinnati, OH	Br. 43
Donald F. Nagel	Cincinnati, OH	Br. 43
William A. Sierveveld	Cincinnati, OH	Br. 43
John R. Zwick	Cincinnati, OH	Br. 43
Thomas B. Clutter	Mansfield, OH	Br. 118
Allen B. McNew	Mansfield, OH	Br. 118
Charles L. Boyle	Memphis, TN	Br. 27

Willie J. Clark	Memphis, TN	Br. 27
Ralph B. Martin	Memphis, TN	Br. 27
Willard E. Williams	Memphis, TN	Br. 27
Henry J. Maurer	Olympia, WA	Br. 351
James G. Guyant	Milwaukee, WI	Br. 2

55-year pins

John J. Broderick Jr.	Tri-Valley, CA	Br. 2902
Mercedes R. Conley	Tri-Valley, CA	Br. 2902
Alfonso V. Covarrubias	Tri-Valley, CA	Br. 2902
Alan H. Takagi	Tri-Valley, CA	Br. 2902
Richard S. Thatcher Jr.	Tri-Valley, CA	Br. 2902
Marvin Waller	Tri-Valley, CA	Br. 2902
John A. Ambrose	Tampa, FL	Br. 599
John T. Anthony	Tampa, FL	Br. 599
William L. Gaskins	Tampa, FL	Br. 599
Benjamin F. Henson	Tampa, FL	Br. 599
James F. Kingston	Tampa, FL	Br. 599
Conrad J. Kuhlman	Tampa, FL	Br. 599
Nelson J. Mongiovi	Tampa, FL	Br. 599
Jose R. Oliva	Tampa, FL	Br. 599
Argelo R. Rodriguez	Tampa, FL	Br. 599
Jamie R. Rodriguez	Tampa, FL	Br. 599
Alfred Rosello	Tampa, FL	Br. 599
Eugenio Sepulveda	Tampa, FL	Br. 599
Hugh T. Stone	Tampa, FL	Br. 599
David E. Van Bremen	Tampa, FL	Br. 599
Joe Villa Jr.	Tampa, FL	Br. 599
James E. Ward	Tampa, FL	Br. 599
Earl Baskin	Chicago, IL	Br. 11
William Bean Jr.	Chicago, IL	Br. 11
Ronald Bromley	Chicago, IL	Br. 11
Thomas Bruin	Chicago, IL	Br. 11
Valeri E. Collins	Chicago, IL	Br. 11
Mildred Cross	Chicago, IL	Br. 11
D. L. Cummings	Chicago, IL	Br. 11
James Davenport	Chicago, IL	Br. 11
Timothy L. Giffin	Chicago, IL	Br. 11
Robert J. Hack	Chicago, IL	Br. 11
Burton S. Hirschberg	Chicago, IL	Br. 11
Yokota J. Hutton	Chicago, IL	Br. 11
Benoit J. Jefferson	Chicago, IL	Br. 11
Elaine R. Johannesen	Chicago, IL	Br. 11
William J. Larson Jr.	Chicago, IL	Br. 11
Johnnie M. Mackey	Chicago, IL	Br. 11
Herbert G. McCluskey Jr.	Chicago, IL	Br. 11
Robert L. McGhee	Chicago, IL	Br. 11
Daisy R. Moore	Chicago, IL	Br. 11
Charles B. Oliva	Chicago, IL	Br. 11
Booker T. Palmer	Chicago, IL	Br. 11
Norman J. Resner	Chicago, IL	Br. 11
Michael J. Rhodes	Chicago, IL	Br. 11
Charles F. Rizzo	Chicago, IL	Br. 11
Carl L. Robinson	Chicago, IL	Br. 11
Edward L. Thigpen	Chicago, IL	Br. 11
Albert Todd	Chicago, IL	Br. 11
Walter A. Weisses	Chicago, IL	Br. 11
Floretta L. Williams	Chicago, IL	Br. 11
Timothy L. Willis	Chicago, IL	Br. 11
Reginald L. Young	Chicago, IL	Br. 11
Robert R. Briese	Sioux City, IA	Br. 69

Honor Roll

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

Gary P. Carlson	Sioux City, IA	Br. 69	Charles Ferrell	Tri-Valley, CA	Br. 2902	Roy A. Jaffe	Chicago, IL	Br. 11
Jack L. Garthright	Sioux City, IA	Br. 69	Albert M. Fitz	Tri-Valley, CA	Br. 2902	David M. Juarez	Chicago, IL	Br. 11
Garland A. Jepsen	Sioux City, IA	Br. 69	E. P. Garcia	Tri-Valley, CA	Br. 2902	Barbara Mitchell	Chicago, IL	Br. 11
Harold J. Harwick	Prairie Village, KS	Br. 5521	Zane D. Gardner	Tri-Valley, CA	Br. 2902	J. C. Moore	Chicago, IL	Br. 11
Frank E. Smith	Prairie Village, KS	Br. 5521	Joseph L. Gutierrez	Tri-Valley, CA	Br. 2902	Robert Munoz	Chicago, IL	Br. 11
Jeremiah A. Carney	MA Northeast Mgd.	Br. 25	Kathryn E. Haley	Tri-Valley, CA	Br. 2902	Ronald E. Ott	Chicago, IL	Br. 11
George P. Goulding	Worcester, MA	Br. 12	Steven W. Haueter	Tri-Valley, CA	Br. 2902	Charles A. Rex	Chicago, IL	Br. 11
Edmund Walsh	Worcester, MA	Br. 12	Delbert J. Horton II	Tri-Valley, CA	Br. 2902	Debra Rowls	Chicago, IL	Br. 11
Harold Bigger Jr.	Royal Oak, MI	Br. 3126	Warren E. Jones III	Tri-Valley, CA	Br. 2902	Daniel M. Shea	Chicago, IL	Br. 11
John W. Sachs Jr.	Royal Oak, MI	Br. 3126	Clyde H. Jones Jr.	Tri-Valley, CA	Br. 2902	Thomas E. Smith	Chicago, IL	Br. 11
Edward D. Potoczek	Wyandotte, MI	Br. 758	Richard J. Jost	Tri-Valley, CA	Br. 2902	Kenneth R. Stawicki	Chicago, IL	Br. 11
Herbert B. Mathews	Grandview, MO	Br. 5267	John R. Kalvelage	Tri-Valley, CA	Br. 2902	Edward Suarez Jr.	Chicago, IL	Br. 11
Jarold F. Huffman	St. Joseph, MO	Br. 195	D. L. Knight II	Tri-Valley, CA	Br. 2902	Kenneth J. Sutkus	Chicago, IL	Br. 11
Robert A. Mason	Atlantic City, NJ	Br. 370	Lee A. Leighton	Tri-Valley, CA	Br. 2902	William B. Trotter	Chicago, IL	Br. 11
Joseph W. Robinson	Camden, NJ Mgd.	Br. 540	Michael A. Loisesides	Tri-Valley, CA	Br. 2902	Douglas J. Wigan	Chicago, IL	Br. 11
W. R. Rosch	Riverside, NJ	Br. 1908	Richard D. Lowe	Tri-Valley, CA	Br. 2902	Ozeal M. Wyatt	Chicago, IL	Br. 11
Delmas A. Beckett	New York, NY	Br. 36	Roger D. Madison	Tri-Valley, CA	Br. 2902	James E. Young Jr.	Chicago, IL	Br. 11
Louis J. Bertuccio	New York, NY	Br. 36	Larry M. Marez	Tri-Valley, CA	Br. 2902	Richard R. Stout	Milan, IL	Br. 5783
Alfred A. Connizzo	New York, NY	Br. 36	Mariano E. Marin	Tri-Valley, CA	Br. 2902	Sally A. Bradley	S. Suburban Mgd., IL	Br. 4016
Joseph L. D'Agostino	New York, NY	Br. 36	Robert D. Martone	Tri-Valley, CA	Br. 2902	Richard E. Brow	S. Suburban Mgd., IL	Br. 4016
Luis Delgado	New York, NY	Br. 36	Ronald M. Mason	Tri-Valley, CA	Br. 2902	Randall J. Kamper	S. Suburban Mgd., IL	Br. 4016
Charles S. Dilapi	New York, NY	Br. 36	Donald G. McClure	Tri-Valley, CA	Br. 2902	Edith C. Meyer	S. Suburban Mgd., IL	Br. 4016
Abraham D. Fishbein	New York, NY	Br. 36	John W. McIntosh	Tri-Valley, CA	Br. 2902	William J. Murray	S. Suburban Mgd., IL	Br. 4016
Victor Guberman	New York, NY	Br. 36	Larry J. McKeighen	Tri-Valley, CA	Br. 2902	Ronald C. Simkunas	S. Suburban Mgd., IL	Br. 4016
Robert R. Jones Jr.	New York, NY	Br. 36	Billy D. Miller	Tri-Valley, CA	Br. 2902	Rosalyn J. Szymborski	S. Suburban Mgd., IL	Br. 4016
David J. McKenzie	New York, NY	Br. 36	J. P. Morales	Tri-Valley, CA	Br. 2902	John R. Zimmerman	S. Suburban Mgd., IL	Br. 4016
Kevin P. Murray	New York, NY	Br. 36	John Munoz	Tri-Valley, CA	Br. 2902	Larry W. Hillebrand	Mishawaka, IN	Br. 820
Frank S. Romboy	New York, NY	Br. 36	Carlos H. Murrieta	Tri-Valley, CA	Br. 2902	Mary L. Brown	Muncie, IN	Br. 98
Herbert Rosenberg	New York, NY	Br. 36	Wilbur E. Nelson	Tri-Valley, CA	Br. 2902	Fred D. Noble	Muncie, IN	Br. 98
Pietro J. Tassielli	New York, NY	Br. 36	William D. Norman	Tri-Valley, CA	Br. 2902	Nancy C. Poling	Muncie, IN	Br. 98
Norman C. Trogdon	Asheboro, NC	Br. 2560	Audrey E. O'brien	Tri-Valley, CA	Br. 2902	William E. Cunningham	Centerville, IA	Br. 925
Malary C. Rowe	Durham, NC	Br. 382	Pedro G. Ornelas	Tri-Valley, CA	Br. 2902	Daniel J. Murray	Dubuque, IA	Br. 257
Thomas E. Smith	Durham, NC	Br. 382	Gary W. Pearson	Tri-Valley, CA	Br. 2902	Thomas F. Murray	Dubuque, IA	Br. 257
William E. Stone	Durham, NC	Br. 382	Everardo G. Perez	Tri-Valley, CA	Br. 2902	Thomas J. Reisdorf	Dubuque, IA	Br. 257
William R. Creighton	Raleigh, NC	Br. 459	Lois L. Perkins	Tri-Valley, CA	Br. 2902	Ronald G. Richey	Dubuque, IA	Br. 257
Robert L. Fischer	Fargo-W. Fargo, ND	Br. 205	Samuel W. Popkin	Tri-Valley, CA	Br. 2902	Kevin E. Welsh	Dubuque, IA	Br. 257
J. P. Tritschler	Fargo-W. Fargo, ND	Br. 205	Charles R. Powell	Tri-Valley, CA	Br. 2902	Michael M. Howe	Tipton, IA	Br. 3181
Harold V. Shockley	Akron, OH	Br. 148	Albert Quezada Jr.	Tri-Valley, CA	Br. 2902	Allen L. Koch	Tipton, IA	Br. 3181
James B. Stimpfel	Akron, OH	Br. 148	Dennis H. Ritenour	Tri-Valley, CA	Br. 2902	Don W. Cheslic	Arkansas City, KS	Br. 194
Robert P. Maracci	Erie, PA	Br. 284	Lorenzo E. Roberts	Tri-Valley, CA	Br. 2902	Paul D. Pickett	Greensburg, KY	Br. 6094
Chauncey R. West	Erie, PA	Br. 284	Enrique Rodriguez	Tri-Valley, CA	Br. 2902	William R. Woodford	Madisonville, KY	Br. 1408
Herman A. Scott	Sioux Falls, SD	Br. 491	Alex Rodriguez Jr.	Tri-Valley, CA	Br. 2902	Roland J. Boudreaux	New Iberia, LA	Br. 988
Roberto Arevalo	El Paso, TX	Br. 505	Franz J. Schatt III	Tri-Valley, CA	Br. 2902	Antoine Breaux	New Iberia, LA	Br. 988
Joseph B. Armes	Lynchburg, VA	Br. 325	Donald J. Schiller	Tri-Valley, CA	Br. 2902	Joseph D. Byrd	New Iberia, LA	Br. 988
Marvin R. Clark	Lynchburg, VA	Br. 325	Stephen W. Speer	Tri-Valley, CA	Br. 2902	Frank Cuccio	New Iberia, LA	Br. 988
C. L. Kirkpatrick	Lynchburg, VA	Br. 325	David F. Stanfield	Tri-Valley, CA	Br. 2902	Raymond Melancon	New Iberia, LA	Br. 988
Dennis W. Lovelace	Lynchburg, VA	Br. 325	Robert R. Tacata	Tri-Valley, CA	Br. 2902	Larry J. Migues	New Iberia, LA	Br. 988
James B. Tuggle	Lynchburg, VA	Br. 325	Howard F. Teel	Tri-Valley, CA	Br. 2902	G. J. Punch	New Iberia, LA	Br. 988
William A. Howe	Olympia, WA	Br. 351	Lewis K. Travis III	Tri-Valley, CA	Br. 2902	Alvin P. Jochum	Rayne, LA	Br. 3295
Henry J. Maurer	Olympia, WA	Br. 351	Jess D. Turbeville	Tri-Valley, CA	Br. 2902	William E. Wells	MA Northeast Mgd.	Br. 25
			David B. Tweit	Tri-Valley, CA	Br. 2902	Donald P. White	MA Northeast Mgd.	Br. 25
			Carl M. Wesanen	Tri-Valley, CA	Br. 2902	Ralph E. Wilson	MA Northeast Mgd.	Br. 25
			Wayne W. Wiebers	Tri-Valley, CA	Br. 2902	Frank A. Wojick	MA Northeast Mgd.	Br. 25
			Donovan J. Wolfe	Tri-Valley, CA	Br. 2902	Robert H. Dupell	Worcester, MA	Br. 12
			Thaddeus J. Wolinski	Tri-Valley, CA	Br. 2902	David B. Hurley	Cambridge, MD	Br. 1050
			Max O. Yeates	Tri-Valley, CA	Br. 2902	James C. Newcomb Jr.	Cambridge, MD	Br. 1050
			Darlene A. Zaun	Tri-Valley, CA	Br. 2902	Charles L. Dipzinski	Harbor Springs, MI	Br. 523
			Fred G. Gray	Valisia, CA	Br. 866	Joseph Duhoski Jr.	Harbor Springs, MI	Br. 523
			Ronald A. Bishop	Colorado Springs, CO	Br. 204	Delores D. Monte	Harbor Springs, MI	Br. 523
			Terry L. Butterfield	Colorado Springs, CO	Br. 204	William C. Vanhorne	Harbor Springs, MI	Br. 523
			William R. Jacobs	Colorado Springs, CO	Br. 204	Michael R. Bennett	Royal Oak, MI	Br. 3126
			Richard D. Jordan	Colorado Springs, CO	Br. 204	Norbert I. Chachuski	Royal Oak, MI	Br. 3126
			Joseph P. Neville Jr.	Colorado Springs, CO	Br. 204	William W. De Chant	Royal Oak, MI	Br. 3126
			Joseph P. Ramaglia	Colorado Springs, CO	Br. 204	Douglas W. Forrester	Royal Oak, MI	Br. 3126
			James M. Wahl	Colorado Springs, CO	Br. 204	Faye E. Patterson	Royal Oak, MI	Br. 3126
			P. M. Duke	Derby, CT	Br. 109	John E. Roach	Royal Oak, MI	Br. 3126
			Robert P. Gabianelli	Derby, CT	Br. 109	Stuart L. Sanderson	Royal Oak, MI	Br. 3126
			Joseph P. Kenny	Derby, CT	Br. 109	William J. Stinson	Royal Oak, MI	Br. 3126
			S. Persico Jr.	Derby, CT	Br. 109	Jean E. Gossett	Wyandotte, MI	Br. 758
			Paul F. Tottenham	Derby, CT	Br. 109	Thomas J. Pastulka	Wyandotte, MI	Br. 758
			Jimmy E. Simons	Tampa, FL	Br. 599	Stanley J. Tarlowicz Jr.	Wyandotte, MI	Br. 758
			Jimmy G. Roberts	Valdosta, GA	Br. 998	Charles H. Evans	Starkville, MS	Br. 2291
			Alfredia Berry	Chicago, IL	Br. 11	James E. Tribble	Starkville, MS	Br. 2291
			Michael F. Burke	Chicago, IL	Br. 11	John R. Bahr	Jefferson City, MO	Br. 127
			Violine J. Butler	Chicago, IL	Br. 11	Robert J. Berhorst	Jefferson City, MO	Br. 127
			David Charles Jr.	Chicago, IL	Br. 11	Donald F. Brown	Jefferson City, MO	Br. 127
			Miles R. Cross	Chicago, IL	Br. 11	Frank R. Carter	Jefferson City, MO	Br. 127
			Frank P. Disler	Chicago, IL	Br. 11	Gerald L. Cremer	Jefferson City, MO	Br. 127
			Dennis P. Droszcz	Chicago, IL	Br. 11	Larry D. Hall	Jefferson City, MO	Br. 127
			Pamela P. Drummond	Chicago, IL	Br. 11	Craig M. Holliday	Jefferson City, MO	Br. 127
			Charles E. Hughes	Chicago, IL	Br. 11	Leon B. Kliethermes	Jefferson City, MO	Br. 127
						Edmund S. Lueckenotto	Jefferson City, MO	Br. 127

50-year pins and gold cards

Kenneth C. Hill	Harrison, AR	Br. 2277
Larsh E. Johnson Jr.	Harrison, AR	Br. 2277
Richard A. Glaeser	Greater E. Bay, CA	Br. 1111
Ruben O. Valladolid	Los Angeles, CA	Br. 24
Robert A. Martinez	Sacramento, CA	Br. 133
Gale Aldrich	Tri-Valley, CA	Br. 2902
Garry D. Aldrich	Tri-Valley, CA	Br. 2902
Juan Ambriz Jr.	Tri-Valley, CA	Br. 2902
Ronald A. Auld	Tri-Valley, CA	Br. 2902
James A. Beauchemin	Tri-Valley, CA	Br. 2902
Robert A. Benson	Tri-Valley, CA	Br. 2902
Nathan J. Blank	Tri-Valley, CA	Br. 2902
Dago A. Bretado	Tri-Valley, CA	Br. 2902
Richard E. Bundy	Tri-Valley, CA	Br. 2902
Scott E. Campbell	Tri-Valley, CA	Br. 2902
Richard L. Cayton	Tri-Valley, CA	Br. 2902
Donald A. Chisholm	Tri-Valley, CA	Br. 2902
Anthony R. Cicero	Tri-Valley, CA	Br. 2902
John A. Clermont	Tri-Valley, CA	Br. 2902
Harold W. Conley	Tri-Valley, CA	Br. 2902
Paul R. Decareau	Tri-Valley, CA	Br. 2902
Jose M. Dominguez	Tri-Valley, CA	Br. 2902
E. E. Drake	Tri-Valley, CA	Br. 2902
Jack E. Dunn	Tri-Valley, CA	Br. 2902
Erik Ellefsen	Tri-Valley, CA	Br. 2902
Keith J. Fagan	Tri-Valley, CA	Br. 2902
Manuel Feliciano	Tri-Valley, CA	Br. 2902

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

John H. Neuner	Jefferson City, MO	Br. 127	Raymond Y. Marrero	New York, NY	Br. 36	Edgar T. Rose	Durham, NC	Br. 382
James B. Owens	Jefferson City, MO	Br. 127	Nicholas Massoni	New York, NY	Br. 36	William T. Strickland	Durham, NC	Br. 382
Robert E. Schellman	Jefferson City, MO	Br. 127	James R. McGovern	New York, NY	Br. 36	William T. Wade	Durham, NC	Br. 382
Alfred W. Schulte	Jefferson City, MO	Br. 127	James P. McGuinness	New York, NY	Br. 36	James L. Walters	St. Pauls, NC	Br. 4460
Terry G. Stone	Jefferson City, MO	Br. 127	David J. McKenzie	New York, NY	Br. 36	Ronald E. Furnish	Cincinnati, OH	Br. 43
Donald E. Wilson	Jefferson City, MO	Br. 127	Stephen G. Miller	New York, NY	Br. 36	Billie R. Powell	Cincinnati, OH	Br. 43
Billy G. Wyrick	Jefferson City, MO	Br. 127	Leo Morales	New York, NY	Br. 36	Gordon M. Schnur	Cincinnati, OH	Br. 43
Leland R. Monson	Glasgow, MT	Br. 1698	William Morales	New York, NY	Br. 36	Gregory D. Stulz	Cincinnati, OH	Br. 43
John J. Yavor	Freehold, NJ	Br. 924	Enrico B. Nardone	New York, NY	Br. 36	John R. Zwick	Cincinnati, OH	Br. 43
Leonard N. Gehlhaus	New Jersey Mgd.	Br. 38	Melvin Nass	New York, NY	Br. 36	Stephen J. Bahn	Dunkirk, OH	Br. 3443
Louis J. Caracci Jr.	Riverside, NJ	Br. 1908	Joseph Pascarelli	New York, NY	Br. 36	Thomas E. Creel	Mansfield, OH	Br. 118
Kenneth C. Entwistle	Riverside, NJ	Br. 1908	Joe W. Ritter	New York, NY	Br. 36	Rodney L. McFarland	Mansfield, OH	Br. 118
Robert F. Guzik	Riverside, NJ	Br. 1908	Angel Rivera	New York, NY	Br. 36	Philip D. Radford	Pomeroy, OH	Br. 2678
Jeffrey W. Schneider	Riverside, NJ	Br. 1908	Erick A. Rivera	New York, NY	Br. 36	C. W. Berry	Easton, PA	Br. 389
Antonio Adorno	New York, NY	Br. 36	Michael A. Rivera	New York, NY	Br. 36	Franklin C. Butz	Easton, PA	Br. 389
Delmas A. Beckett	New York, NY	Br. 36	Nieves A. Rivera	New York, NY	Br. 36	Thomas R. Dalrymple	Easton, PA	Br. 389
Louis J. Bertuccio	New York, NY	Br. 36	George S. Robinson	New York, NY	Br. 36	Ray A. Gerhart	Easton, PA	Br. 389
Larry Brody	New York, NY	Br. 36	Eugene B. Spry	New York, NY	Br. 36	Earl L. Holland	Easton, PA	Br. 389
Juan F. Carrion	New York, NY	Br. 36	John T. Taylor	New York, NY	Br. 36	William J. Hutnik	Easton, PA	Br. 389
Robert J. Esposito	New York, NY	Br. 36	Robert J. Toretta	New York, NY	Br. 36	Sherwood L. Kneebone	Easton, PA	Br. 389
Felipe Felix	New York, NY	Br. 36	Ellsworth A. Walters	New York, NY	Br. 36	John A. Oyer	Easton, PA	Br. 389
Lesmore W. Francis	New York, NY	Br. 36	Sam Washington Jr.	New York, NY	Br. 36	Charles K. Rickenbach	Easton, PA	Br. 389
Pedro J. Garcia	New York, NY	Br. 36	Sudie M. Wise	New York, NY	Br. 36	Robert D. Vine	Easton, PA	Br. 389
Tongart R. Gee	New York, NY	Br. 36	John S. Zippo	New York, NY	Br. 36	Raymond L. Wood	Easton, PA	Br. 389
Yvonne M. Grant	New York, NY	Br. 36	Thomas J. Vaccaro	Rochester, NY	Br. 210	William L. Gallagher	Sioux Falls, SD	Br. 491
Cecil X. Gregory	New York, NY	Br. 36	Anthony Antonellis	Flushing, NY	Br. 294	Jim B. Henslee	Odessa, TX	Br. 3964
Stefan F. Hamilton	New York, NY	Br. 36	Charles Asta Jr.	Flushing, NY	Br. 294	Ramon Hinojos	Odessa, TX	Br. 3964
Roberto Hernandez	New York, NY	Br. 36	John T. Obidienzo	Flushing, NY	Br. 294	Raul Marin	Odessa, TX	Br. 3964
Melvin J. Klein	New York, NY	Br. 36	Edwin J. Anderson	Long Island Mgd., NY	Br. 6000	Robert J. Vasquez	Odessa, TX	Br. 3964
Florencio Lamberty	New York, NY	Br. 36	Thomas J. Hylenski	Westchester Mgd., NY	Br. 693	Grady A. Wilkerson	Odessa, TX	Br. 3964
Pedro J. Lanzar	New York, NY	Br. 36	Robert S. Manca	Westchester Mgd., NY	Br. 693	A. L. Tucker	S. Boston, VA	Br. 3170
Joseph Lucatorto	New York, NY	Br. 36	George H. Zimmernan Jr.	Westchester Mgd., NY	Br. 693	Donald O. Yeager	Wenatchee, WA	Br. 1350
Michael L. Mangino	New York, NY	Br. 36	A. Russell Averett	Ayden, NC	Br. 4563	Weikko W. Jussila Jr.	Laramie, WY	Br. 463

Auxiliary Update



Linda Davis
Asst. Secretary

National Auxiliary Board

News and updates
from the officers



Cythensis Lang
President



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Pam Fore
Treasurer

From the Asst. Secretary

Hello, brothers and sisters, Hope everyone is staying safe out there. Washington state had our 2021 in-person state convention this year. And as far as I know, no one got COVID-19 from attending the convention.

Last year we lost a great friend and a huge part of our convention every year, Danielle Harada. She was a huge asset to the Muscular Dystrophy Association (MDA) since she was about 4 years old.

She has been presenting her art for our convention to auction off for nearly two decades, and now this year, my family and I are blessed to own two of her paintings and a jar of miniature origami stars she hand folded herself. Michael and Linda, Danielle's parents, presented each branch with a replica of her last piece of artwork. Yakima Branch 852 proudly displays its art piece in the steward's room. Danielle's paintings have been auctioned off at Washington state conventions' banquet dinner night for as long as I can remember. And a portrait painting of Danielle was auctioned for \$10,000 this

year, with the portrait being given to the Haradas from the winning bidder.

Her artwork has raised right around \$100,000 over the years for MDA through the NALC Washington state convention. She will be missed by many who had the honor of meeting her and getting to know her as family.

I leave you with this: Remember to tell those who are dear to you how much you love or care for them, because tomorrow is never promised.

Have an amazing day.

Linda Davis

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Crystal Bragg, Secretary
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lindadyakima@gmail.com

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

Election Notices

Adrian, Michigan

Official notice to members of Branch 579: Nominations for the following branch offices will take place at the union meeting held on Wednesday, Nov. 3 (meeting has been changed due to Nov. 11 being a holiday) at 4:15 p.m. at the Friendly Village in Adrian. Terms of all the offices will be two years; offices are president, vice president, steward, secretary, treasurer, sergeant-at-arms, three trustees, health benefit representative, mutual benefits representative and alternate convention delegates. President and steward shall be delegates to the convention for the term of their office.

Write-in votes are not permitted. If you cannot be present and want to be considered for nomination, you must make your desire known, in writing, stating the position you would like to be nominated for and your willingness to accept that position if nominated and elected. Letters of intent must be given to the secretary prior to the Nov. 3 meeting. Any member accepting nominations or voting by absentee ballot or in person must be a member in good standing at the time of the nomination and the election.

The election will be conducted by secret ballot Dec. 2 from 7:45 to 8:15 a.m., Dec. 8 from 4:15 to 5 p.m., and Dec. 9 from 7:45 to 8:15 a.m. in the Adrian Post Office break room, and Dec. 9 from 4:15 to 4:30 p.m. at the Friendly Village (1100 S. Main St.), Adrian, before the branch meeting.

Any member who, for any reason, will be unable to vote before Dec. 9 may obtain an absentee ballot by writing to: Election Committee, Branch 579, P.O. Box 413, Adrian, MI 49221. Requests for absentee ballots must be received by the election committee no later than Nov. 19. Absentee ballots must be returned to the election committee by 3:45 p.m. on Dec. 9. Election results will be announced at the end of the meeting.

Rebekah Buhrer, Sec., Br. 579

Aiken, South Carolina

This is an official notice to members of Branch 1569 that nominations for president, vice president, secretary/treasurer, recording secretary, health benefit/MBA representative, sergeant-at-arms and three trustees will be held on Oct. 7 at 7 p.m. We will also nominate delegates to the state and national convention on this date. If you wish to be nominated and are unable to attend, you must submit in writing to the branch secretary of your desire to be nominated and accept the nomination. This must be mailed and received by Oct. 7. Please mail nominations to: Branch 1569, P.O. Box 2634, Aiken, SC 29802. We will meet at Gregg Park Civic Center, located at 1001 A Ave., Graniteville.

The election for all officers and delegates will be held on Nov. 4 at 7 p.m. We will meet at Gregg Park Civic Center, located at 1001 A Ave., Graniteville.

Donald Jackson, Pres., Br. 1569

Albert Lea, Minnesota

This is the official notice to all members of Branch 718 that nominations for president, steward and secretary-treasurer will be held on Oct. 14 in the upstairs room of the post office at 4 p.m. These terms are for two years. Elections, if necessary, will take place at the Nov. 18 meeting.

Kendall Christensen, Sec.-Treas., Br. 781

Anderson, South Carolina

This is official notice to all members of Branch 1871 that nominations for all branch officers and delegates to the 2022 SCSALC and NALC national conventions will be held at the Oct. 26 branch meeting at 7 p.m. at the Anderson County Library, located at 300 N. McDuffie St., Anderson.

Elections will be held at the same location at the Nov. 23 branch meeting at 7 p.m.

Daron E. Brownlee, Sec., Br. 1871

Asheville, North Carolina

In accordance with Article 5 of the NALC Constitution and of the branch bylaws, this is official notice to all members of Branch 248 that branch elections will be held on Nov. 23 at 7 p.m. via Zoom. Contact the branch at P.O. Box 25072, Asheville, NC 28813 with your email address so meeting log-in information can be provided. You must be a member in good standing to participate.

Nominations will take place on Oct. 26 at 7 p.m. via Zoom. Candidates must be present, or signal their willingness to accept the nomination in writing to the branch secretary prior to the starting time of the Oct. 26 meeting. Voting will be by secret ballot.

Officers to be nominated and elected to a one-year term are: president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms and health benefits officer. One trustee will be selected for a three-year term. All stewards for all zones and associate offices will be elected for a one-year term. Chief stewards are to be appointed by the elected president.

Arkavia Smith, Rec. Sec., Br. 248

Brooklyn, New York

This is an official notice to all Branch 41 members, in accordance with the NALC Constitution and Branch 41 bylaws, that nominations for delegates to the 2022 national convention will be held at the regular branch general meeting on Nov. 9 at 7 p.m. The 73rd biennial national convention will be held in Chicago Aug. 8-12, 2022.

John A. Cruz, Pres., Br. 41

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for all officers and trustee positions, as well as delegates to the 2022 national convention, will be held at the regular stated monthly virtual branch meeting on Nov. 16. Any member that cannot be at the Nov. 16 virtual branch meeting may send notification to accept nomination by mail to the secretary. Notifications must be received at least 30 days prior to the Dec. 21 election.

Also, a motion was made and passed at the regular stated monthly virtual branch meeting on Aug. 17 for a bylaw change.

Current bylaw is: "Article 9, Section 7b. Each delegate shall be reimbursed 8 hours pay at current hourly rate per day (2) days at the Seminars and (3) days for the State Convention and Rap Session. Said reimbursement will be paid to delegate in good standing for time spent in order to attend. Each delegate will be reimbursed

\$9.00 per meal for 6 meals at seminars for (2) days, and 9 meals while a delegate to the State Convention and Rap Session for (3) days. Reimbursement for travel fee will be based on the Federal Per Diem rate. Lodging will be provided for all delegates in good standing for all Training Seminars, State Convention and Rap Session. No other room expenses will be paid for by the Branch. Retirees will be paid (2) days for time spent if they are an officer or shop steward and will be paid (3) days for State Convention and Rap Session. Retirees will be paid at the current top pay for regular city carrier rate."

Bylaw change is: "Article 9, Section 7c. In the event that a meeting held through video conference platform, i.e. zoom WebEx etc. each delegate must be visible and accountable through a device camera for the duration of each meeting. Any evidence of noncompliance may result in nonpayment or other consequences to be determined by the board. Each delegate has a responsibility to represent their union through the virtual meeting. If possible a local business conference location could be provided using union funds for all delegates to attend."

The bylaw change will be voted on at the regular stated monthly virtual branch meeting on Nov. 16. Election for officers, trustees and delegates to the national convention will be by mail ballot, if needed, at the regular stated virtual monthly branch meeting on Dec. 21.

Mark Bare, Pres., Br. 2262

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

Charlottesville, Virginia

This is an official notice to members of Branch 518 that nominations for the election of officers of Branch 518 will be held at the regular branch meeting on Nov. 18, located at the Charlottesville post office in the union office at 7 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, health benefits representative, sergeant-at-arms, mutual benefits representative and three trustees. The term of office will be two years, beginning Jan. 1, 2022.

Nominations for delegates to the 2022 national conventions will also be held at this time. The president, vice president, secretary and treasurer are automatic delegates, per our bylaws.

The election will be conducted by secret ballot at the regular branch meeting on Dec. 16 at 7 p.m. at the Charlottesville post office in the union office. You may obtain absentee ballots by writing to the election committee at: Branch 518, P.O. Box 6665, Charlottesville, VA 22906. Requests for absentee ballots must be received by the election committee no later than Dec. 1, and must be post-marked no later than Nov. 25. Write-in votes are not permitted.

Doris Overcash, Sec., Br. 518

Cherry Hill/Haddonfield, NJ

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

Concord, New Hampshire

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

Brandon Palmer, Treas., Br. 72

Connecticut Merged

This is official notice to all of the Branch 20 members that nominations for delegates to the 2022 national convention will take place at the regular monthly branch meeting scheduled for Wednesday, Nov. 3, at 7 p.m. All delegates must be present at the branch meeting when nominated and/or signify in writing. Nominations made in writing must be received by the secretary before nominations.

Tonya Currier, Sec., Br. 20

Cuyahoga Falls, Ohio

This is official notice to all members of Branch 1629 that nominations for delegates to the 2022 national convention in Chicago, IL, in July 2022, will be held at the regular union meeting on Wednesday, Nov. 3, at the American Legion Post 281, located at 1601 Front St., Cuyahoga Falls. Per bylaws, the top four elected officers are automatic delegates (president, vice president, secretary and treasurer). Elections for delegates will be held at the Dec. 1 union meeting.

Coleen Sullivan, Sec., Br. 1629

Detroit, Michigan

This is official notice to all members of Branch 1 that nominations for the following branch officers for the 2022-2024 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

Emerald Coast, Florida

This notice is to serve as official notice to all members of Branch 4559 that the nominations for delegates to the national convention will be accepted at the Nov. 11 meeting, to be held at the American Legion located at 105 Hollywood Blvd., Ft. Walton Beach, at the regular branch meeting at 7:30 p.m.

Elections for the delegates will be held at the regular Dec. 9 meeting. You must have been present for nine of the 12 regular meetings of the preceding year.

You must be present; if you are unable to attend to accept the nomination, you must have a written acceptance letter into the branch secretary prior to the Nov. 11 meeting, informing the branch of your willingness to accept the position that you were nominated for.

Percy Smith Jr., Pres., Br. 4559

Erie, Pennsylvania

Notice is hereby given to all Branch 284 members that nominations will be held on Tuesday, Nov. 9, at 7:30 p.m. at The Siebenbuerger Club for delegates and alternates to the national and state conventions. If you cannot be present to accept the nomination, a written letter of acceptance must be in the possession of the secretary before the meeting.

Elections, if necessary, will take place on Tuesday, Dec. 14 between 4 and 8 p.m. at The Siebenbuerger Club. You can send a request for an election ballot with your printed name, address and phone number to: NALC Branch 284 election committee, 32 W. 8th St., Suite 302, Erie, PA 16501, any time before Tuesday, Dec. 7. The completed ballot must be received before Dec. 13.

Tim Huhto, Sec., Br. 284

Fairmont, West Virginia

This is official notice to all active and retired members of Branch 910 that nominations for the offices of president, vice president, recording secretary, treasurer and sergeant-at-arms will take place Oct. 21 at the Kingmont Community Building at 7 p.m. The election will be held at the November meeting at the same location.

Walter Brummage, Pres., Br. 910

Forest Park, Georgia

This is official notice to all members of Branch 4568 that nominations for all branch officers, convention delegates and alternate delegates to the national and state conventions will take place at the regular branch meeting on Nov. 18.

Bernice Grooms, Sec.-Treas., Br. 4568

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

Grand Forks, North Dakota

Branch 517 will be holding nominations for election at the monthly meeting on Oct. 14 at 7 p.m. at the VFW, located at 312 Demers Ave., East Grand Forks, for the following officers: president, vice president, secretary, treasurer, steward, sergeant-at-arms, three trustees, health benefits representative and delegates for the 2022 national convention.

Nominees must be present to accept nomination or, if absent, they must provide a written notification of their acceptance. The president will attend the national convention by virtue of his or her office.

For elections: Ballots and instructions will be mailed out within seven days of the October meeting. Ballots must be postmarked by Dec. 1 to be counted. Election results will be released at the December meeting. Term of office will be two years, beginning in January 2022.

Janell F. Harris, Pres., Br. 517

Green Bay, Wisconsin

This is official notice to all Branch 619 members of nominations and elections for the following positions: president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, health benefits representative, editor, three trustees, one (or two) stewards for each office represented by Branch 619, and delegates to both the state and national conventions in 2022.

Nominations for the election of officers, stewards and delegates will be held at the Labor Temple, located at

1570 Elizabeth St., Green Bay, during the regular branch meeting at 7 p.m. on Oct. 21. The term of office will be for two years, beginning Jan. 4, 2022. All members in good standing shall be eligible to hold any office or position in the branch, except as provided under Article 5, Section 2 of the NALC Constitution. Every member shall have the right to nominate a candidate(s). Candidates must accept nomination at the time made or, if absent, in writing. Candidates may accept nomination for only one office. The president and vice president, by virtue of their office, are delegates 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 in October. Ballots must be mailed back to the election committee at P.O. Box 13456, Green Bay, WI 54307-3456, and must be received by 5 p.m. on Nov. 18. At this time, the election committee will collect the ballots, bring them to the Labor Temple and begin to tally. Ballots may be returned to the election committee the night of the regular meeting of the branch on Nov. 18. Write-in votes are not permitted.

The members present at the February 2022 meeting will determine how many delegates will receive branch funds for expenses incurred to attend the national and state conventions.

Jodi L. Rogers, Rec. Sec., Br. 619

Hagerstown, Maryland

To all members of Branch 443: This shall serve as official notice that nominations for the following offices will be taken at the regularly scheduled monthly meeting on Wednesday, Nov. 10: president, vice president, secretary, treasurer, two shop stewards (21740), one shop steward (21742), sergeant-at-arms and four convention delegates. The president, vice president and treasurer are automatic delegates by virtue of their respective positions, as per the bylaws of this branch. Each office shall serve a term of two years. All members in good standing, active or retired, are eligible to run for office.

Julie W. Mitchell, Sec., Br. 443

Hannibal, Missouri

This is official notice of nomination and election of officers for Branch 291. Nominations for the election of officers for Branch 291 were held at the regular branch meeting on July 21. Nominations may also be made in writing, but must be received by the branch secretary no later than Oct. 17. Nominations will be held for the following offices: president, vice president, secretary-treasurer, steward and three trustees. The terms of office will be two years, beginning Jan. 1, 2022.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 27. Ballots must be mailed back to the election committee at 801 Broadway, Hannibal, MO 63401, and must be received by 3 p.m. on Wednesday, Nov. 17. On that date, the election committee will collect and tally the ballots. Write-in votes are not permitted.

Rick Cummins, Sec.-Treas., Br. 291

Election Notices

Harrisburg, Pennsylvania

This is official notice to all members of Branch 500: Nominations for the election of officers will be held at the Nov. 2 member meeting at the Enola Sportsmen's Association, located at 290 Pine Hill Road Exd., Enola.

Nominations will be held for the following branch offices: president vice president, secretary, treasurer, assistant secretary, health benefits rep (HBR), mutual benefits representative (MBR), sergeant-at-arms and three trustee positions.

Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. The terms of each office will be three years. The election will be conducted by secret ballot at the Dec. 1 member meeting, conducted at the Enola Sportsmen's Association. Any member who, for any reason, will be unable to vote at the regular branch meeting may obtain a mail-in ballot by writing the election committee after nominations.

James E. Zerbe, Sec., Br. 500

Hartford, Connecticut

Nominations for the position(s) of Branch 86 delegate to the 2022 national convention will be held at the Branch 86 meeting hall, located at 303 Burnside Ave., East Hartford, at the Nov. 10 regular membership meeting. In the event that COVID-19 restrictions are still in place, an alternate manner to accept nominations will be made available to all members.

Elections for the position(s) of Branch 86 delegate to the 2022 national convention, should an election be necessary, will be held by secret ballot at the regularly scheduled membership meeting at the Branch 86 meeting hall, located at 303 Burnside Ave., East Hartford, to be held on Dec. 8.

David F. Rooks, Sec.-Treas., Br. 86

Hattiesburg, Mississippi

This is official notice to the members of Branch 938 that nominations for delegates to the 2022 national convention and one board of trustee will take place at the Oct. 21 regular meeting. The elections will take place at the Nov. 18 regular meeting. Both the nominations and elections will be held at the St. Thomas Aquinas Catholic Church meeting room, located at 3117 W. 4th St., Hattiesburg.

Hal E. Odom, Sec.-Treas., Br. 938

Honolulu, Hawaii

Branch 860 will be accepting nominations for delegates to the 2022 national and state conventions. Such nominations will be held at our monthly branch meeting on Wednesday, Nov. 3, at 7 p.m. on Zoom, or at the branch office #319 at 1001 Dillingham Blvd., whichever Hawaii's restrictions will allow due to COVID-19.

Elections will follow at the Dec. 1 branch meeting at 7 p.m. on Zoom, or at the branch office #319, whichever Hawaii's restrictions will allow due to COVID-19.

Terry Kaolalo, Rec. Sec., Br. 860

Jackson, Michigan

This is official notification to all members of Branch 232 that nominations will

be held at the November branch meeting. This will be for a three-year trustee position, as well as nominees for the 2022 national convention.

Nominees need not be present but must submit written acceptance to a branch officer prior to said meeting. All candidates must be members in good standing.

Kymm Neal, Sec., Br. 232

Jefferson City, Missouri

Nominations for the election of officers of Branch 127 will be held at the branch meeting on Nov. 18 at 6:30 p.m. at the Knights of Columbus building, located at 1022 Tanner Bridge Road, Jefferson City. Nominations can be made at the meeting or, if absent, in writing. Nominations in writing must be received by the secretary no less than 30 days before the date of the election.

Nominations will be held for the following branch offices: president, sergeant-at-arms, vice president, secretary, treasurer, director of organization and three trustees.

The terms of office will be two years, beginning Jan. 1, 2022. Office holders of president, vice president, secretary and treasurer, by virtue of their elected office, shall be compensatory delegates to the national and state conventions. Candidates may accept nominations for only one office.

The election will be conducted by secret ballot at the December meeting, if necessary. Members will be given a secret ballot upon entering the meeting. 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 nominations have been closed but at least two weeks before the election. At that time, the election committee will collect the ballots and begin the tally. Write-in votes are not permitted.

John Cremer, Sec., Br. 127

Kokomo, Indiana

This notification is to inform members of Branch 533 that nominations for office of president, vice president, secretary-treasurer, sergeant-at-arms, health benefit representative, three board of trustees, and delegates to the 2022 state and national conventions will be held during the 6:30 p.m. Nov. 1 monthly branch meeting. To be eligible, a member must be present to accept the nomination, or if absent, must signify, in writing, prior to the meeting to the branch secretary their willingness to serve. An election committee will also be appointed at the November meeting.

Elections for the above offices will be held during the regular 6:30 p.m. Dec. 6 monthly meeting. Voting will take place from 6:30 to 7:30 p.m. The election shall be by secret ballot and all offices are for a two-year term, beginning Jan. 1, 2022. The president of the branch at the convention time shall, by virtue of the office, be considered a delegate to both conventions.

Both meetings will be held at the American Legion Post 6 Hall, located at 2604 South Lafountain St., Kokomo. Any member who will be unable to vote on Dec. 6 may obtain an absentee ballot by writing: Branch 533 Election Committee, P.O. Box 2053, Kokomo, IN 46904-2053. Requests for absentee ballots must be received by the election committee no later than Nov. 15. All absentee ballots must be mailed

back to the election committee and received by 6 p.m. on Dec. 6.

Tim Turner, Sec.-Treas., Br. 533

Lanham, Maryland

This is the official notice to all members of Branch 4819 that nominations for the election of branch officers will be held at the regular branch meeting on Nov. 2 at 7:30 p.m. via Zoom. Candidates must accept nominations at the time made or, if absent, in writing. Written acceptance can be sent by mail to P.O. Box 591, Lanham, MD 20703, or by email to branch4819@outlook.com. Nominations and acceptance letters should be addressed to Branch 4819 and received no later than 6 p.m. on Nov. 2.

Nominations will be taken for the following offices: president, vice president, secretary-treasurer, recording secretary, health benefits representative, three trustees, sergeant-at-arms and shop stewards.

The term of office will be three years, commencing at date of installation.

This is also the official notice that nominations for delegates for the 2022 national convention will be made.

Cynthia Goodwin, Sec.-Treas., Br. 4819

Lansdowne, Pennsylvania

This is official notification to all members of Branch 1929 that nominations for all officers will be held at our regular meeting this November. Elections for all these officers will be held at the December regular meeting. All elected officers will assume a two-year term in January 2022.

William O'Doherty, Pres., Br. 1929

Montgomery, Alabama

Branch 106 will have nominations for delegates to the biennial national convention. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Branch 106 will have nominations for one trustee position. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Breonna Jackson, Sec., Br. 106

Morristown, New Jersey

This is official notice to all Branch 272 members that nominations for the offices of president, executive vice president, vice president, secretary/treasurer, director of retirees and three trustees will be held at the regular branch meeting on Oct. 28 at Watnong VFW, located at 45 Tabor Road, Morris Plains. Any member in good standing may nominate. Candidates must accept nominations at the time made or, if absent, in writing. Terms for the office will be for three years, beginning on Jan. 1, 2022, and ending on Dec. 31, 2024. The elections will be conducted at the December meeting.

John Simpson, Sec.-Treas., Br. 272

Morristown, Tennessee

This is an official notice to all members of Branch 1256 that nominations for branch officers will be held at the Oct. 13 monthly meeting. Nomination will take place for president, vice president, secretary/treasurer, steward and sergeant-at-arms. Elections will take place at the Nov. 10 meeting. Terms are for three years.

Valerie Stone, Sec.-Treas., Br. 1256

Nashua, New Hampshire

Should an election be necessary, it will be held according to branch bylaws: "Section 8. When there are two (2) or more candidates for any office, the election shall be by secret ballot and the plurality of all votes cast for such office, excluding blank or invalidated ballots, shall be necessary to elect. When there is but one (1) candidate, the President will declare the election by acclamation.

Section 9. All members in good standing of Branch 230 not able to attend any election meeting may request a ballot by writing to the Balloting Committee at P.O. Box 1 Nashua, N.H. 03061-0001. All ballots must be received no later than the day of the election to be valid. Any ballots received after that date will be null and void."

Henry Gorman, Sec., Br. 230

New Haven, Connecticut

This is the official notice to all members of Branch 19 that nominations for delegates to the NALC national convention to be held in Chicago, IL, Aug. 8-12, 2022, will be held at the regular branch meeting on Nov. 17. Candidates must accept the nomination at the time made or, if absent, in writing to the recording secretary by 8 p.m. the night of nominations. In accordance with our branch bylaws, all elected officers are automatic delegates to the 2022 national convention.

If more delegates are nominated than what is allotted, an election shall be held by secret ballot. This election shall be in the same time and manner as stated in the Branch 19 bylaws, Article 5, Section 5.E.2.

MaryAnn DeRevere, Rec. Sec., Br. 19

New York, New York

This is official notice to all members of Branch 36 that nominations for delegates to the 72nd biennial national convention, to be held in Chicago, IL, Aug. 8-12, 2022, will be held at the regular membership meeting on Nov. 4. All elections will be conducted in accordance with Article 5, Section 1 of branch bylaws and the NALC Constitution. This election will take place at our Dec. 9 membership meeting.

Tony Ortiz, Rec. Sec., Br. 36

Newark, Delaware

This is official notice to members of Branch 1977 that nominations for the following branch officers, for a term of two years, as well as delegates to the national convention, will be held at the regular branch meetings on Oct. 6 and Nov. 3 at 64 E. Main St., Newark: president, vice president, recording secretary, treasurer, three shop stewards, sergeant-at-arms and three trustees.

Candidates may accept nominations for only one office and must accept nominations at the time made or, if absent, may accept in writing to the branch secretary prior to the meeting, their willingness to serve in the desired position.

The election will be held by secret ballot, by mail, with the ballots being mailed out no later than Nov. 17; ballots must be received by 5 p.m. on Dec. 1. Ballots will be counted at the Dec. 1 meeting by an election committee appointed by the

president and results announced at that same meeting.

Kinnon Johnson, Pres., Br. 1977

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

Oklahoma City, Oklahoma

This is official notice to the members of Branch 458 that nominations will be taken at the Oct. 14 and Nov. 4 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. 9. Ballots must be returned to the Branch 458 post office box no later than Wednesday, Dec. 8. 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

Princeton, New Jersey

To the members of Branch 268: Be notified that nominations of all branch officers for Branch 268 for the January 2022 to January 2025 term will be taken at the November meeting on Tuesday, Nov. 24, at 7 p.m.

Elections will be held at the December meeting held on Tuesday, Dec. 22. The location of the meeting is 1800 Rt. 33, Hamilton.

Richard E. Folmer, Pres., Br. 268

Richardson, Texas

Nominations for the election of officers of Branch 4784 will be held at the regular branch meeting on Nov. 11 at 5:30 p.m. at the Meeting Room, 1702 N. Collins Blvd., Richardson. Candidates must accept nominations at the time made, or in writing within three days if absent. Candidates may

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

The election will be conducted by secret ballot at the regular branch meeting on Dec. 9 at 5:30 p.m. at the Meeting Room, 1702 N. Collins Blvd., Richardson. Any member who for any reason will be unable to vote on Dec. 9 may obtain absentee ballots by writing the election committee at: Branch 4784, P.O. Box 830314, Richardson, TX 75083-0314. Requests for absentee ballots must be received by the election committee no later than Nov. 20. Returned ballots must be received by Election Day on Dec. 9. Write-in votes are not permitted. Any altered ballots will be invalidated.

Freddie Jackson, Pres., Br. 4784

Santa Fe Springs, NM

This is official notice to all members of Branch 4941 that nominations for delegates to the national convention will take place at the regular branch meeting on Nov. 17. The election will be at the regular branch meeting on Dec. 15.

Dave Donovan, Pres., Br. 4941

St. Augustine, Florida

Nominations for the election of officers for Branch 689 will be held at the regular branch meeting on Nov. 9 at 7 p.m., located at the United Way, 117 Bridge St., St. Augustine. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. Offices are: president, vice president, secretary, treasurer and three trustees. The terms of office will be one year, beginning Jan. 1, 2022.

If needed, the election will be conducted by secret ballot at the regular branch meeting on Dec. 14 at 7 p.m., located at the United Way, 117 Bridge St., St. Augustine. Any member who for any reason will be unable to vote on Dec. 14 may obtain absentee ballots by writing to the branch secretary at: P.O. Box 161, St. Augustine, FL 32085. Requests for absentee ballots must be received by the secretary no later than Nov. 22. Write-in votes are not permitted.

William Wilcox, Pres., Br. 689

Savannah, Georgia

This is the official election notice to all members of Branch 578. Nominations for branch officers and delegates will be held at the Thursday, Nov. 4, regular monthly meeting. The meeting place is 600 Highway 80 W., Pooler.

Nominations of officers and delegates shall be made from the floor. All candidates must be present at the time of their nomination or else signify their willingness in writing to accept if elected. They must also certify that at the time of nomination that they have not served in a supervisory capacity within two years prior to nomination. The officers to be nominated are: president, vice president, recording secretary, treasurer, financial secretary, health benefit representative, sergeant-at-

arms and trustees. The president, vice president, recording secretary, treasurer and financial secretary are delegates to the national and state conventions and seminars, by virtue of their office.

The election will be conducted on Dec. 2. Voting polls will be open from 6 p.m. to 8 p.m. at the meeting place, located at 600 Highway 80 W., Pooler.

The election of officers and delegates, for a two-year term, shall be by secret ballot. In the event any member is incapacitated or whose duty assignment prevents him/her from voting during the time that the polls are open, he/she may request an absentee ballot in writing from the election committee. The request for the absentee ballot should be mailed to the branch's meeting place of 600 Highway 80 W., Pooler, GA 31322. The request must be received at least two weeks prior to the election. Absentee ballots must be returned to the election committee prior to the opening of the polls.

Tammy J. Swaney, Rec. Sec., Br. 578

Southern Delaware

This is official notice to the members of Branch 906 that nominations for delegates to the national convention in Chicago in 2022 will be held on Nov. 10 at 7:30 p.m. at the monthly branch meeting. If necessary, the election of delegates will be held on Jan. 12, 2022, at 7:30 p.m. at the monthly branch meeting.

Norberto Aviles, Sec., Br. 906

Turlock, California

This is official notice to all Branch 1742 members that nominations for all branch officers will be taking place at our regular scheduled meeting held in October. Elections, if necessary, will be held at our regular meeting in November. Nominations for delegates to the 2022 national convention will be held at our October meeting.

Fermin Martinez, Pres., Br. 1742

Venice, Florida

This is official notice to all members of Branch 5480 that nominations for all elected officers will be held at the regular October branch union meeting. The term of office will be two years, beginning with the January 2022 union meeting and ending with the January 2024 union meeting. The election will be by secret ballot. The ballots will be mailed no later than Nov. 15 and must be received no later than Dec. 10 at: NALC Branch 5480, P.O. Box 73, Venice, FL 34284.

Nominations will be held for the following branch offices: president, vice president, recording secretary, financial treasurer, sergeant-at-arms, health benefits/MBA representative and three trustees. The president and vice president shall attend the national and state conventions, by virtue of their office.

Megan Owen, Pres., Br. 5480

Vineland, New Jersey

This is official notice of nomination and election of officers for Branch 534.

Nominations for the election of officers of Branch 534 will be held at the regular branch meeting on Nov. 1 at 7

p.m. at the Vineland Elks Lodge 1422, located at 18 S. 6th St., Vineland. Candidates must accept nomination at the time made.

Nominations will be held for the following branch offices: president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms and three trustees.

The terms 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 term of office. Candidates may accept nomination for only one office.

Depending on the nominations, the election will be conducted by secret ballot at the regular branch meeting on Dec. 6 at 7 p.m. at the Vineland Elks Lodge 1422, located at 18 S. 6th St., Vineland, or by secret mail-in ballot. Any member who for any reason will be unable to vote on Dec. 6 may request an absentee ballot. Request for absentee ballots must be received by the election committee no later than Nov. 19.

Miguel Alvarez, Sec., Br. 534

Virginia Beach, Virginia

This will serve as the official notice to all members of Branch 2819 that nominations for delegates to the 2022 national convention will be held at the regular branch meeting on Sept. 28, located at 6064 Indian River Road, Suite 203, Virginia Beach, at 7 p.m.

Members will vote for delegates (if applicable) at the 2T Tony Sabettini Annual Fall Buffet, to be held on Oct. 26 at the Aragona Moose Lodge, located at 3133 Shipp's Corner, Virginia Beach.

Qualifications for delegates and alternates to the 2022 national convention are as follows: Any member in good standing who has attended eight of 10 meetings in the qualifying years shall be eligible to be a funded delegate.

Candidates must accept nominations at the time made or signify in writing to the branch secretary within three days their willingness to serve in the desired position.

The nominations and elections may be subject to change due to Centers for Disease Control and Prevention and COVID-19 guidelines. If any questions, please contact the secretary at the union hall.

Jamie Drayton-Bey, Sec., Br. 2819

Walla Walla, Washington

This is the official notification to all members of Branch 736 that nominations for all officer positions for 2022 will be held at the regular branch meeting in November, and elections will be held at the regular branch meeting in December.

Kevin Pinkerton, Sec., Br. 736

Youngstown, Ohio

Branch 385 will be holding nominations for delegates to the 2022 national convention at the November regular branch meeting. An election, if needed, will be held at the regularly scheduled December branch meeting.

Frederick Woodley Jr., Rec. Sec., Br. 385

Branch Items

Albany, New York

This will be my last scribe report after about 20 years of articles. I have appointed our branch vice president, Norris Beswick, to take over the scribe duties. I have decided to step down as branch president at the end of the year—time for the younger folks to take over.

I'd like to thank past president John Walsh for appointing me sergeant-at-arms in 1998. This was the start of my career as a branch officer. Shortly after being elected steward in 1999, President Joe Pollicino appointed me to be the vice president of the branch. In about two and a half years, I moved into the executive vice president position. In 2004, I became the president of Branch 29. Thanks, Joe, for being a great mentor and a great friend.

I'd like to thank my friend Bill Cooke, former NBA for Region 11. Bill was an old-school NBA who was there every time I called upon him for help and guidance. I thank my current NBA, Mark Camilli, for his help over the last few years. I also thank my fellow upstate New York presidents for their help over the years: Dave Grosskopf from Buffalo, Kenny Montgomery from Rochester and Bill Cook from Schenectady. I also thank the past president from Buffalo, Bob McLennan, for his help when he was president of Branch 3. These guys were great assets for me over the past 18 years.

Lastly, I would like to thank the members of Branch 29 for the opportunity to be your president and for your friendship over the years. It was an honor and privilege to be your president.

Jay Jackson, Branch 29

Anchorage, Alaska

By the time you are reading this, the nomination of officers for our branch has already taken place. Members will be receiving a ballot in the mail to cast their vote for a new branch president and other officers. I encourage you to be involved and cast your vote. It will only take a few minutes and you will be doing your part to participate in our democratic process.

I became involved with our branch 38 years ago in a much different Postal Service. I'm hopeful the new administration will continue to make our branch the envy of other unions. Manny Peralta, NALC director of safety and health, once told me that poor management makes great union leaders. Well, I guess the Postal Service in Anchorage got what it deserves. Ask any retiree or active carrier about their experience with management. It's rare to hear of a supervisor/manager who a carrier can say made their job better. Now I could say I feel sorry for carriers in this current environment, but it's only because of the union that protects them from the daily incompetence showered down upon them that I don't. Simply ask any retiree or active carrier what it would be like working for the Postal Service without a union. And be ready to listen for a while. The family members of carriers tell me they can't believe the stories of the stupidity that happens at work. And I suspect many of you reading this have also sat in disbelief at some of the decisions management makes. Now I ask all of you, how many of these incompetent supervisors/managers were held

accountable for their actions? Do you hear that? Crickets. Now get involved and be proud to be a union letter carrier. Best decision I made 38 years ago...and counting.

Jim Raymond, Branch 4319

Camden, New Jersey Merged

Does management really care about your safety? I sometimes wonder. We had tornadoes this past month. Those of you in Tornado



Buffalo-Western New York Br. 3 honored Paul George with a 50-year gold card.

Alley may be used to this, but here in the Delaware Valley, not so much. We later learned there had been one south of us, then one north of us. I had already returned to the office when everyone's cell phones started sounding off with alerts of tornado warnings and telling people in vehicles to seek shelter for the next 25 minutes.

I tried to get the closing supervisors to send out a message on the scanners to the carriers still on the street. I was told that the manager had been called and was waiting to hear back from the POOM. Thankfully, all of my people returned safely. Oh, there was a message we all received while setting up our scanners the next morning instructing us to return to the office. I was very upset about this and had a conversation with the manager first thing. While we knew of no SOP for this, we agreed that the best remedy was to give a safety talk. We agreed every carrier needs to protect themselves and make their own decision to seek shelter whenever they feel they are in immediate danger, and to keep in communication about this with management.

The POOM happened to be in our building while the manager and safety captain were preparing to give this safety talk. The POOM stopped this talk, saying there needed to be guidance from the district. In the past, our safety team had asked specifically for safety talks pertaining to extreme weather; no one from the district was ever able to find anything. Thank you, district management, for caring so much for your carriers...not.

Chuck Goushian, Branch 540

Carmel, Indiana

The year 2021 is turning out to be a great year to be a letter carrier, thanks to NALC. Many of our family, friends and neighbors have been hit hard financially as a result of the COVID-19 global pandemic. Fortunately, letter carriers haven't missed a check, and we have stepped up and provided an essential service to our communi-

ties we serve. Top step letter carrier pay is going to increase by more than \$5,000 in one single year during 2021!

Top-step letter carrier pay started 2021 at \$65,037. On April 10, when the contract wage increase took effect, top-step pay increased to \$67,237. Then, like Christmas in August, our top-step pay jumped to \$69,171 when the cost-of-living adjustment took effect on Aug. 28.

Around Thanksgiving, when most of us are eating way too much food and regretting it later, we will break the 70K barrier when our 1.3 percent general wage increase takes effect and our pay increases to \$70,070. We have many reasons to be thankful, and our pay and benefits are certainly gobble, gobble worthy when our pay goes up by \$5,033 in less than one calendar year. All letter carriers, whether at top step yet or not, will benefit from these higher wages in the future.

It is quite simple: You want higher pay? Join a union. You want better job protections? Join a union. You want above-average benefits with affordable health care? Join a union.

The time is now, with our recent back pay, COLA and general wage increase coming up, to step up and contribute to the political fund or to increase the amount you give to help protect our jobs. Five dollars a check is peanuts, as they say, when your pay increases so dramatically thanks to your union. Thank you, NALC! Hip, hip, hooray!

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

The members of Branch 545 want all of our members and everyone around the country to have a happy Halloween. Please be cautious of any trick-or-treaters who may be out while you are delivering your routes, and take into account that it is getting darker earlier every day and to prepare accordingly.

We would like to honor and congratulate our fellow member George Hinson on his recent retirement after 38 years of service. George was a longtime steward for Branch 545 at our Concord Post Office, and we want to thank him for being so dedicated to our branch. We all want to wish you the best in the next chapter of your life.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

Emerald Coast, Florida

Let me say that this is not directed to any particular person(s), but I am just stating the facts. As I have mentioned in the past, we should be working as a team. After discussions with branch officers, stewards and members of this branch, *this is not happening!*

As a reminder to those newer carriers, we have all gone through what you are going through now. Casual, TE, PTF and unassigned regulars—we have all been there. Some feel that they have paid their dues, but that is not the case. Those who paved the way during the 1970 Great Postal Strike for the right to negotiate for a fair day's work for a fair day's pay paid their way. We must stop feeling privileged or entitled because, as I write this article, there is someone on the outside ready to take your position. We are taking too much for granted and need to wake up; please just do your job and things will get easier. When you are called in for a PDI, remain calm and let your steward do his or her job and don't be antagonistic. We can only be successful if we work together. Please see any branch officer with questions if you are unsure.

Branch 4559 sends its condolences to the family of Richard Trumka, president of the AFL-CIO, who recently passed away.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Prairiewood has been selected for route inspections this fall. Originally scheduled to start on Sept. 18, it has been moved back to begin Oct. 16. I hope this extra month is used by carriers who had questions and concerns to review the *M-41* and to get rid of any bad habits and do the job according to the books. I think there will be significant adjustments, including merging and loss of routes this time around.

We need to help promote our postal products. Please let management know if you have any leads on small businesses or home-based businesses that you think would use our services.

Every month, it usually takes something on the workroom that triggers what I should address or write about, whether it is a new policy implemented by the post office, local issues or numerous other things work-related. That is all trivial this month, as we learned one of our carriers in Branch 205 has been diagnosed with Stage 4 cancer after being cancer-free for two years. Prairiewood carrier Stacie Rinde has always been an active union member, filling roles as secretary, treasurer, academy trainer and street trainer. Stacie is someone you always see smiling and a friendly good morning is her norm. A Facebook page, "Fight for Stacie! Lend a Hand Up Fundraising Auction," has been set up with multiple ways to support her, her husband and three children. Stacie, you and your family are in the thoughts and prayers of your postal family.

Brian Prisinzano, Branch 205

Fresno, California

When I retired five years ago, many in management would act like their instructions were the law of the land, no matter how stupid, unsafe or unreasonable they were. You just do it, even if it violates the National Agreement. Many senior carriers just worked their own pace. Management hated this. But the newer, college-educated carriers would run like the wind. Management had them pale-faced, bug-eyed and

fearful at just the sight of their supervisor's car. A hostility-free work environment is not being provided by management, as required. Clearly, grievances must be filed. Even mad dogs can be trained to behave.

Now fast forward. Postal management has gotten worse, from what I keep hearing from letter carriers. I get phone calls daily from mostly younger carriers. They bitch like hell about "back pay," yet do not defend themselves against abusive management. If you can stand up for your rights just half of what you complain about back pay, it would go a long way. Some of the stories I hear are sick. Carriers are just about being raped. Management does not care if you are exhausted, sore or injured. You must help them ease up and treat people right. The Postal Service is supposed to be a model employer. If we do not remind managers, they will never get those sticks out of their butts. You can provide great customer service, and work in a hostility-free work environment at the same time.

Jesse Dominguez, Branch 231



Bismarck, ND Br. 957 honored John R. Reinert with a 50-year gold card. Pictured is Reinert on his first day of work in 1970.

Greensboro, North Carolina

"Why we volunteer" is the title of the column by Assistant to the President for Community Services Christina Vela Davidson in the September *Postal Record*. Sister Davidson, formerly a North Carolina letter carrier leader, encourages us to "offer necessary help to people in need, worthwhile causes and the community..." She observes that "Giving in simple ways can help those in need and improve your health and happiness."

Branch 630's biennial nomination and election of officers (and annual steward elections) take place in October and November. And Sister Davidson's points about giving of ourselves apply equally to taking steps to contribute more to the moral, spiritual and cultural life of our union branch and the general movement for social justice of workers and oppressed groups.

Volunteering for union activism and leadership can certainly be a meaningful step to help make a better world. And this type of giving often entails even more sacrifice than the community giving Sister Davidson is encouraging. For example, NALC shop stewards who effectively represent the members are often the victims of management harassment and discrimination.

In this light, we should appreciate our branch union activists as the outstanding volunteers that they so often are. Our solidarity is key.

One final point involves coronavirus vaccines. A Sept. 5 New York Times opinion column ("Our Era of Incompetence") points out: "... the greater the volume of infection, the greater the risk of variants even more dangerous than Delta. And the greater the economic damage, too." Yet, "None of the members of the Group of 20 have stepped up, not Europe, not the United States, not China. Billions of people will be forced to wait until 2023 to receive even their first shot." Essential workers like us need to insist on the importance of human solidarity.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

To start, I'd like to congratulate both Tunisia and Danielle for making regular after nearly three years of being part time. It is a huge accomplishment and a bigger relief to finally make regular, especially without having to do another holiday season as a part-timer. Hopefully, these congratulatory messages will continue for a couple more months.

On a less stellar note, as I write this, we have lost several carriers in a span of roughly four weeks. Headed into a busy holiday season, now is the time for all of us to band together to ensure our safety and unity. We must all be vigilant to ensure that our contracts, local and national, are being followed. To do this, we must work together like we always have in the past. Whether you're an active union member going to every meeting or a lapsed union member who listens through the grapevine, we all need each other to essentially "see something, say something."

I also implore the membership to come out to our monthly meetings. They're only once a month, on the second Wednesday of the month, starting at 7:30 p.m., but dinner is served at 7. With so many newly made regulars, myself included, these meetings are incredibly important to attend. With more than half of our workforce either being a former CCA or a current CCA, we are entering a time of a relatively inexperienced workforce. This makes learning our craft, and our contracts, that much more important. It is incumbent upon us to continue the work that our union has done in the past so that we can continue to enjoy the quality of life we all value so dearly. It only requires a little time once a month to help protect the remainder of your valued time.

In solidarity—

Jeremy Kessel, Branch 443

Hartford, Connecticut

Jim Perry was the longtime president of Rocky Hill, CT Branch 5263 prior to that branch and Branch 86 merging in June 1991. After the merger, Jim stayed on as steward until his retirement in January 2004. He has since relocated to Summerfield, NC.

After speaking with him on the phone recently, I found that Jim would be returning to Connecticut on some personal business. Knowing that he was due for his gold card this year, we

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spoke of visiting his old office, as several of his co-workers still worked there. I contacted our steward, Cleveland Gordon, and arranged to have some refreshments on the morning of Jim's visit. I then contacted NALC Secretary-Treasurer Nicole Rhine, who expedited the production of his gold card and shipped it to us immediately.

On Aug. 13, I met Jim at the back door and let him in. He spent more than an hour walking around and talking to everyone, and as the carriers were starting to leave for the street, we gathered everyone together and I told those hired after Jim's retirement who he was, what he did and the critical role he played in the development of the NALC on the workroom floor following the strike and the advent of collective bargaining. We then presented him his gold card, and to say he was surprised would be an understatement!

It's always thrilling to see those who retire have many long, healthy and productive years.

Michael L. Willadsen, Branch 86

Kansas City, Missouri

Down, but not out. Quite possibly the mantra of these United States of America. As the nation reflected on the tragic events of 9/11, an event that literally shook the world to its core, NALC reflected back on the remembrance of Rich Trumka, the president of the AFL-CIO, a friend and ally of NALC. I remember hearing Mr. Trumka speak at the national convention. I was instantly reminded how his fiery, enthusiastic



Kansas City, MO Br. 30 held a "Kickin' It for Charity Kickball Challenge."

and unrestrained delivery immediately made me think about Branch 30's own Dan Pittman, former Branch 30 president and Region 5 NBA.

In spite of all the previously scheduled Muscular Dystrophy Association events being canceled by COVID-19 precautions, Branch 30 carriers decided to do their part in helping those who help others, as things eased up a bit. What will be known as the first "Branch 30 Kickin' It for Charity Kickball Challenge" was created. On the professional level, this "friendly" match pitted the intrepid carriers from Independence, MO, led by Jenny Shinn against Kansas City, MO, "Superstation" James Crews, captained by Michael Childs. In what surely was a family-oriented event, food and refreshments were provided, and it had participants ranging from grade school to retiree. For the record, no management names were heard during the kicks, and while the final score was not important (Independence won), the comradery and fun that took place was overshadowed by the fact that NALC was doing something to give back to the communities we serve.

As Branch 30 sends our prayers out to those affected by the plethora of natural disasters that have affected millions throughout our great nation, remember, whenever America has faced challenges, it has been the face of NALC/USPS that has restored hope and a sense of normalcy. Down, but not out.

Calvin Davis, Branch 30

Knoxville, Tennessee

Wanted: shop stewards!

I'm sure you all have heard of the phrase "step up." What does it mean? We are always looking for city letter carriers to step up and be leaders in this great branch. Who can step up? You! Be it one or 10 leaders, one should look inward into themselves and see if they have the gumption to be a branch officer or shop steward. *Our branch leaders are not born, they are veterans by the experiences they encountered in life, and on the workroom floor such as an incident that motivates them to step up and become a steward!*

We need you to check yourself out and see if you want to step up and represent your brothers and sisters. Do you considered yourself to be honest and possess integrity? Do you set an example or treat others as you would want to be treated? Are you confident and have some swagger to stand up for your brothers and sisters for what you believe in? Can you stay focused when management is tossing curve ball information when they are soliciting route times from carriers? Are you willing to read up on the *Joint Contract Administration Manual* to be prepared to speak up when the contract is about to be violated? These questions are not inclusive but are a guide to help you search your inner being and help you in handling workroom issues. Each station should elect its own steward. To not have an elected steward affects daily operations. An elected steward is "boots on the ground" and has a feel for what's going on. An outside steward is often greeted with callousness since he's not there every day.

Think about it!

Tony Rodriguez, Branch 419

Minneapolis, Minnesota

In August, we were finally able to have our Red and Gold Retiree Banquet. It was wonderful to be able to get together again to honor our 50- and 60-year members. Since we missed 2020, we had two years' worth of honorees and recognized our 55- and 65-year members, too. The banquet is always fun, and it was good to laugh, reminisce, and celebrate with friends and family. The event also provides our active carriers the chance to visit with recent retirees and to interact with those whose actions blazed the trail before us.

President Emeritus Lenny Larson was our keynote speaker. Among the things he spoke about was the heartbreaking destruction of our 2408 Central building by fire. In his speech, Lenny spoke of the history boards that had lined the office walls, each recounting the NALC and branch milestones over the years. Most importantly, he reminded us that our branch is

more than a building; our members are the true Branch 9. He could not have said it better: "We have not lost the history of Branch 9. It is right here in this banquet room." Our retirees are the living, breathing history of our branch. They hold the stories of the last 70 years—the ups, downs, and pivotal moments that formed us.

As the purchase of a new branch building draws near, we wish to recapture our history and once again display it for all to see. We want our new home to celebrate the past and look forward to the future, to chronicle our proud history of nearly 132 years. It will be a place where we stand for our motto, "An injury to one is an injury to all," where solidarity is alive and well, because we are, and continue to remain, Branch 9 strong.

JoAnn Gilbaugh, Branch 9

Norristown, Pennsylvania

Two days, and it will be the 20th anniversary of 9/11. I remember that day well: I was off and watching it unfold on TV and wondering WTF is going on? We had heroes that day who ran toward the towers and not away; I thank them for their heroism. Not knowing what was gonna happen to them but going to help others is amazing! The firefighters, police and EMTs, and just regular citizens who were helping others people—it shows what kind of character they have.

I cut out a drawing in the *Philadelphia Inquirer's* editorial page, it had a 34-cent postage stamp (yes, 34 cents) that said, "Postal Workers...First Class" and I hung it on my bulletin board in my kitchen. It is still hanging there now, 20 years later. The carriers of New York and Washington and Shanksville, PA, had to deliver the mail with heavy hearts right after all this happened, although we were not going to be normal for a long time and, in fact, we are not normal now. When they started to deliver, it gave some kind of normalcy back. We as carriers are a piece of America that everyone knows when they see us. We are at your house every day (weeeeeeeeee, that is another story). I remember my mailman when I was younger coming to our house like clockwork every day between 10 and 10:30...I'd hear the storm door open and the mail coming through the door slot, and it was a low door slot, so he had to fight the storm door and bend over and skillfully put through the mail slot without ripping a thing. I never knew how hard that was till I delivered in Norristown with the those tiny door slots. I learned quick!

Be safe and vaccinate.

Joel Stimmler, Branch 542

Northeastern New York

Branch 358 recently honored two of our retirees with gold cards. Chuck MacDougal and Bob Oeser both were Schenectady letter carriers. Chuck has always been a strong union advocate, and was always helpful to junior carriers. Bob worked out of Heritage Station and served in various capacities for our branch. He started as a steward and was appointed as a regional assistant business agent by Bill Cooke.

He also served as executive vice president and director of retirees for our branch. Congratulations to both Chuck and Bob!

I would also like to congratulate Rich Mikus and Shawn MacDougal on their recent retirements. Rich delivered mail at the Ilion office. Shawn worked out of the Castleton office. Shawn also served as a steward for Branch 358.

In a recent conversation with a friend, he was surprised to learn that our retirees can stay in the union. While employed at General Electric, he was a member of the IUE-CWA. Upon retirement, they are not allowed to stay in the union. I am glad our union has both active and retired members. NALC provides invaluable benefits to our retirees. Our retirees add strength to NALC..

Frank P. Maresca, Branch 358

Philadelphia, Pennsylvania

Recently, I attended a funeral mass honoring the mother of a letter carrier from Branch 157. In his homily, the priest spoke so highly of the deceased, saying repeatedly what a talented and giving woman she was.

The minister continued to sermonize this mother, sister, aunt, cousin, parishioner, friend and humanitarian who deeply understood that the talent she was given by her maker was not hers alone. They were to be shared. She was blessed with these endowments, not solely for her personal needs, but more importantly, to use her abilities in the service of others, which she did admirably. In essence, the deceased felt an innate obligation to use her God-given gifts to help others. She understood, appreciated and thoroughly applied the idea of what is meant by the notion of “the collective good.”

I impart this experience in the hopes of inspiring and reminding all of us that we exist to help others. Why else would we be here? We are all here in the service of our fellow human beings...nothing more, nothing less. For all of our members at Branch 157, we need you to help us attend to and to shepherd the comfort and well-being of our fellow letter carriers. I urge you to get involved, volunteer at the branch, participate in branch activities. Everything we do is in the service of letter carriers. Help us help others! We need you. We cannot do it without you. It is our common and sacred obligation to each other.

As of this writing, the branch lost two of its members way too soon: Ganna Sims, Paschall Station (age 27) and Alex Rosario, Hunting Park Station (age 43). Together we say, “Eternal rest granted unto them, and let perpetual light shine upon them.”

Rest in peace, our beloved and faithful servants. God bless you.

Joe Rodgers, Branch 157

Phoenix, Arizona

In honor of AFL-CIO President Richard L. Trumka, I handed out “Pass the PRO Act” postcards to the brothers and sisters attending the Branch 576 and Branch 1902 August meetings. Congratulations to Branch 576 letter carrier Janell Wolter and daughter Emily Wolter, and Branch 1902 letter carrier Ray Singer’s son Dominick

Singer for winning the ASALC/Gerald Patrick Gaskin Scholarship!

For Labor Day, Arizona’s labor movement celebrated many successes in 2021 thus far, while continuing our fight for the passage of the “Richard L. Trumka Protecting the Right to Organize (PRO) Act.” We kicked things off, a week early on Friday, Aug. 27, with newly elected AFL-CIO President Liz Shuler representing 56 unions and 12.5 million members, meeting with our very own Branch 576 president, Cynthia Staley, and Arizona AFL-CIO Vice President Jeff Clark at a labor round table with the Arizona AFL-CIO executive board at IUPAT Local #86.



Grandview, MO Br. 5267 president Anthony Ealy Sr. (l) honored Herbert B. Mathews with a 55-year pin.

Then, Friday morning, Sept. 3, was the eighth annual Labor Day breakfast, featuring labor legend Dolores Huerta, co-founder of the United Farm Workers, and Tucson Mayor Regina Romero, and was held virtually. Labor Day weekend provided us a unique opportunity for the faith community and the labor movement to bond and also a time to reflect with “Labor in the Pulpit” on Sunday, Sept. 5, at the First Institutional Baptist Church with AFL-CIO Secretary-Treasurer Fred Redmond (USW) and “Better for All” on Monday, Sept. 6, at IUPAT Local #86. As Mr. Redmond said, “the union never sleeps!”

Once again, the Arizona State Association of Letter Carriers 79th biennial convention hospitality night is Thursday, Oct. 28, at 6 p.m., then Friday, Oct. 29, 7 a.m. registration, 8 a.m. opening ceremony, 7 p.m. banquet; Saturday, Oct. 30, 8 a.m. general session at the Hilton Phoenix Resort at the Peak, 7677 N. 16th St., Phoenix. Check out asalc.org for further details.

In unity—

Jeff Clark, Branch 576

Pittsburgh, Pennsylvania

Do more with less. That’s the expectation. It’s not going away. Why not? COVID-19 might have accelerated it, but the USPS is finally reaping what it’s sown in asking for a split pay scale. It has even sunk to a new low with job fairs and “We’re Hiring” bumper stickers because prospective hires don’t even want to wait two years to start accruing time toward retirement, so they go elsewhere and we’re left to...do more with less.

We’ve all heard this in our respective offices: “I’m double casing, so I don’t have time to check my truck,” or “I clocked in late, so I don’t have time to check my truck.” The OIG recently released a report that management has, on occasion, failed to reconcile filing both a report in the Employee Health and Safety system and the work order for a vehicle accident. This means that a repair to the vehicle you might be using that day might have “slipped through the cracks.” Just because the expectation is to do more with less, don’t skip the vehicle check.

In order to combat staffing shortages for the holidays, the “flavor of the week” will soon be (and is, in some cases) eight-hour restrictions. For years, management told carriers that if they didn’t want to be forced into overtime, they should get a restriction. Now that there are so many due to management’s request, the time has come to try to disprove them. Document what you have to. Just because the expectation is to do more with less, don’t work past your restrictions.

Labor Day commemorates the unofficial start of the ramp-up to the end of the year. So, when you’re expected to do more with less this holiday season, try not to forget that you are under a contract with language that affords you the ability to work safely.

John Conger II, Branch 84

Portland, Oregon

Thank you to all the volunteers who helped to make our dear departed vice president Jim Baxter’s celebration of life a success. Thank you to all who took the time to come by on that pleasant summer day, and a big thanks to all who donated money to pull the whole thing off. We sure are missing Jim. Things just aren’t the same without him.

We normally don’t talk about working in excessive heat and working in the dark at the same time. Those topics are usually separated by different seasons, but that’s where we are right now. Our union officers have been warning about bad staffing for a couple years now, at least. Our local management is actively trying to hire new people. There have been times in the past with bad staffing when this wasn’t true, but at least this time they are actually trying.

It is important for us to understand that we’re all in this together. It is unfortunate when some people within the union want to work against the interests of the membership for their own personal gain. Sometimes members will look for

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.

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any excuse to get out of the work and encourage others to do the same. Most of the issues that they like to shout about will go away with better staffing. We should all be doing our part to hire new people—dependable people who aren't afraid to work hard and who understand what's at stake.

As we wearily walk into another pandemic peak season, I hope we can remember what it means to be essential employees and to have pride in our work. Real solidarity means that we as letter carriers work together for our true goal of delivering to the American public, regardless of the circumstances.

Suzanne Miller, Branch 82

Providence, Rhode Island

“Choose a job you love, and you will never have to work a day in your life.”
—Confucius

I'm not sure exactly how applicable this is nowadays; I do love my craft, but at the same time, it does feel like work most days. Maybe it has to do with being forced overtime nearly every day and forced in on NS days, but that's neither here nor there. I know a majority of offices I hear from are short-staffed most days, but hopefully not for too much longer.

As much as we were hoping to put COVID-19 behind us this summer, it reared its ugly head again as we head into the fall months with numbers on the rise yet again. Branch 15 in-person union meetings resumed in July; it was nice to see everyone again. We will continue to do so, but will require everyone to be masked up regardless of vaccination status.

Hopefully next month I will have more for y'all. In the meantime, be safe, diligent and professional.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Racine has a section in the local paper titled “Today in History, On this Date.” On the Aug. 6 date, it stated, “In 1973, entertainer Stevie Wonder was seriously injured in a car accident in North Carolina.” Gotta ask, why was Stevie Wonder driving? Why didn't the crew help the castaways off Gilligan's Island? Why is it that you pass the same rundown building for years and when it's torn down, suddenly wonder what used to be there? Lots of questions.

We are a station full of “can'ts.” Anything that makes our job easier and more efficient, we can't do. Any function that may make our jobs less efficient and non-productive thrives. Carriers handle our own UBBM, scan our spurs, wipe down our vehicles and remove tags from our tubs and trays, functions we are told “shouldn't take you long.” However, the devil is in the details. These seemingly harmless little bits add to an already busy day without the benefits of a proper count.

Recently, a Function 4 team landed at our station to improve clerk efficiency. They landed at our door step like an invading force, creating chaos and confusion. At the end of the week, they packed up, leaving us to pick up the pieces. Reminds me of the kiddie song “the more

you get together, the happier you'll be.” Not true. Stop already, just stop trying to reinvent the wheel and driving us crazy. Next time, head to the cafeteria for a cup of deliciousness. When you're done with your coffee, the idea will pass. Presto, crisis averted. Go back to the office and



Western Massachusetts Br. 46 President Michael Harazmus (l) presented Brendan Cloran (c) with a plaque commemorating his 75 years of membership as Cloran's family members looked on.

just daydream about that great cup of coffee you just enjoyed. The more people try to reinvent the wheel, the squarer it becomes.

Chris Paige, Branch 436

Rockville, Maryland

On Sept. 1, we had our third in-person union meeting in 18 months. Actually, it was a hybrid meeting, with more than twice as many participating via Zoom. All 15 of our officers were elected by acclamation for another term. I want to thank Kristin Williams, regional workers' compensation assistant for Regions 12 and 13, for conducting the Zoom part of our union meeting. All said, the meeting went rather well. The Zoom participants could ask questions, make motions and speak for or against motions. We are getting back to normal one baby step at a time.

USPS management has declared a “state of emergency” in Maryland and DC. I thought governors declared states of emergency. Anyway, this is the terminology that management is using to declare an “emergency.” Article 3F of our contract speaks of an emergency with the following language: “This provision gives management the right to take whatever actions may be necessary to carry out its mission in emergency situations. An emergency is defined as an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature.”

The pandemic has been raging for the last 18 months. Therefore, the situation is recurring. Anyway, we are taking the position that management is violating the contract with this “emergency” declaration. In one of our cities, management sent all of our CCAs to Baltimore to case and carry mail on a Sunday, in the middle of our Labor Day holiday weekend! There are many violations here, including M-01915. We have won about \$5,000 for violations of M-01915.

It looks like that total will be increased! Fred Rolando, Brian Renfroe and Lew Drass are addressing this “emergency” with L'Enfant Plaza. We hope this is resolved soon.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

The AFL-CIO Executive Paywatch report was just released and shows the growing need for more unions in the United States. The pay inequity between workers and CEOs widened even further in 2020, confirming that “executive base pay reductions during the COVID-19 crisis was just lip service.”

The Executive Paywatch confirmed that CEO pay of the S&P 500 companies received on average of \$15.5 million in total compensation in 2020. The average S&P 500 company CEO-to-worker pay ratio was 299-to-1.

Despite a painful year of unspeakable loss and economic turmoil during which millions of working people lost their jobs through no fault of their own, the report shows executives indifference to the tribulations of the average worker by rewarding themselves with obscene raises in pay and compensation.

The nation's growing levels of inequity showcase the importance of passing the Protecting the Right to Organize (PRO) Act, the monumental labor law currently in the U.S. Senate. The PRO Act would remove barriers to organizing and transform our economic system into one that works for all workers, not just corporate interests and billionaires.

New AFL-CIO President Liz Shuler stated: “The only reason we're reaching the other side of the COVID-19 pandemic is because working people stepped up, including first responders, county and municipal workers, food and retail, transportation workers, nurses, health care workers and postal workers and letter carriers. We've always been essential workers, doing the critical work to make this country run.”

The PRO Act would fix our labor laws, remove barriers like the fear of getting fired that workers face for trying to unionize. The PRO Act is how we can reclaim our bargaining rights on a level playing field. The PRO Act is the single best way to reverse economic inequality.”

Tom Schulte, Branch 343

Saint Paul, Minnesota

As many of you know, I am not a Minnesotan by birth. There are many things about this nuanced culture that I flat-out do not understand: Minnesota “nice,” extended goodbyes, a seemingly biological nutrition deficiency for corn and the inability to accept any kind of direct criticism. One of my biggest challenges has been navigating this new social environment.

To be clear, there is no “right” or “wrong” way to communicate. That said, all too often, I witness a lack of desire, especially among Minnesota folk, to try to understand those coming from a different background or communication style. There is a whole heck of a lot of “this is the way it has always been, so that's the way it should be.” This is, to say the least, disheart-

ening. For NALC, a union with such deep ties to the community, this is doubly so. We have to acknowledge and adjust to the changes of both our customer base and our membership. We have to take some kind of ownership of our collective future and not blindly grasp to “business as usual.” That way is a dead end.

For the old guard, do not take offense at new ideas or approaches. For our newer members, give the respect and reverence to the years of blood, sweat and tears that have brought us, as a union, to where we are today. Our traditions are important, but our future is, too. Neither stands independent of the other. This is what solidarity is about, folks. Though our brothers and sisters may not do things as we may exactly prefer, our interests are completely intertwined. That is what organized labor is about. Our bonds are not just with those next to us on the workroom floor today, but across the decades as well.

Colin Walker, Branch 28

San Antonio, Texas

Greetings from the Alamo City. Last year, Branch 421 sold our union hall of many decades and purchased a new building. The new place needed some renovations to make it suitable for meetings, training and other activities, and it has (not surprisingly) taken longer and cost more than expected. But it is very near completion, and in October we will host an NBA-led training. We are very excited to unveil the new digs and start getting back to normal. The officers and stewards have been doing a fantastic job adapting to the challenges brought on by the inability to use the hall because of construction and social-distancing measures, and are looking forward to finally getting into the new research room and polishing up their grievances.

One issue the branch has devoted increased focus on is managers and supervisors who can't seem to understand the concept of treating letter carriers with dignity and respect. Chaired by Kathy Ruffo, the Dignity and Respect Task Force the branch set up years ago systematically focuses on offices where carriers have indicated management is overstepping its authority. The task force also includes Esteban Ramirez, Ernest Rosas, Raul Reyes, Ralph Rodriguez, Ernest Gonzalez and Ricky Gonzalez.

Letter carriers simply notify the branch of a problem, and a trained member of the task force is deployed to investigate the extent of the issue and file any necessary grievances. Assigning those disputes to members of the task force ensures that the procedures the branch has set up are followed so nothing slips through the cracks. It's definitely a shame that the branch had to assemble a task force for this, but as the saying goes, “necessity is the mother of invention.” Our fingers are crossed that the task force will eventually be unnecessary. Any wagers?

Fraternally—

Jim Ruetze, Branch 421



Westfield, NJ Br. 1492 Treasurer Jerry Cola (r) presented a 50-year gold card to Al Nies.

Seattle, Washington

Life is a constant surprise—for me, and given the reckless stupidity of my drunker days, I'm surprised I'm still here. I figured I would tap out and top off my time on the planet at around age 30. But, surprise, here I am 40 years past my pull date, and I credit my job as a letter carrier for my extended shelf life. Thankfully the job is mostly aerobic. That is, after you clear the obligatory hurdle of mental gymnastics that carriers are required to perform in the office. Once you hit the street, life is not easy, but the exercise can keep you healthy.

Back in the '80s, when I first began mail delivery, everything was hard copy. All the advertisements were on paper. The “Weekender” as we called it, was stuffed with ads and valuable coupons from every promoter under the sun, and then some. They were the size of small phonebooks, and there were actual phonebooks to deliver as well. You didn't so much walk down the street as waddle. Thankfully that much has changed, and isn't life essentially about change?

Sadly, what has not changed is the harassment/management shenanigans at the Postal Service. The job's tough enough without the constant complaints about leave and return times. It's a head-spinning affair having to lis-

ten to these managers as they bark about making the numbers as if that were the warp and woof of mail delivery. They're not. What makes “making the numbers” so insane and inane is that the numbers have nothing to do with customer service! When it comes to customer service, the numbers are delusional. If you read about workers tossing mail away, leaving it in a dumpster, or burying it in their back yard, are you surprised? I'm not. They're making the numbers.

Don Nokes, Branch 79

Silver Spring, Maryland

Last month's Branch Item was the victim of “friendly” censorship, the very subject of the submission. I stand by what I wrote and consider it of utmost importance. If you would like a copy of it, one of the best things I have ever edited, “17 Reasons I Won't Be Getting a COVID Shot,” I would be happy to share. Simply email me at taylrfut@aol.com. By the way, there are more than 17 reasons.

The individuals who decide not to participate in the corporate pharma solution to the “pandemic” are not selfish or ignorant. People holding Ph.D.s make up the majority. The doctors and nurses who have put their livelihood at risk over what they consider important deserve to be heard. Instead, they are completely censored in mainstream media. I have come to my decision on the basis of research, and I credit NALC with honing my skill set. I simply cannot establish “just cause” for coronavirus vaccination.

As a union, we have an obligation to respect each other's decisions and opinions, especially regarding health and well-being. I have often fought for carriers' rights to behavior and beliefs that I don't share. The right to smoke comes to mind, as well as a Muslim carrier's right to a mandatory day of abstinence to practice their religion. It is a labor union's duty to represent a worker's right to make choices concerning their health. A labor union should uphold a worker's right to submit a vaccine declination and/or a religious exemption letter, and fight like hell for

COLA: Cost-of-living adjustment

- ▶ Following the release of the August consumer price index (CPI), the fifth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$104 annually**. This COLA is based on the change in the CPI from the base index month to July 2021, with the previous four COLAs subtracted. The previous three COLAs will be paid retroactively to their contractual effective dates.
- ▶ The 2022 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement

System (FERS), which are based on the CPI's increase between the third quarter of 2020 and third quarter of 2021, is **5.9 percent** and will be finalized with the publication of the September 2021 CPI in October.

- ▶ The 2022 projected COLA under the Federal Employees' Compensation Act (FECA) is **5.6 percent** following the release of the August CPI. This COLA is based on the change in the CPI between December 2020 and December 2021.

Visit nalc.org for the latest updates.

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their right to work. Anything less is unacceptable.

Always remember, we are stronger when we honor and value individuality, yet come together as one.

Lee Taylor, Branch 2611

South Jersey, New Jersey

Does anyone remember the city delivery versus rural delivery disputes? I guess if you ignore it long enough, maybe everyone will forget it ever occurred. The reason I am bringing this up is we may be experiencing this issue in our branch once again. I was looking back in my files and, lo and behold, I found cases from 2013! I now remember I was told these cases were being looked at and a decision would be forthcoming. That was five years ago, and still no decision. We were instructed to do a lot of tedious work with getting maps and borderlines, etc., which we did, and we never heard a thing about whose territory this should go to. Obviously, the rurals have been delivering the territory we believe should be ours, but I guess no one could at least tell us what the decision was one way or another.

I am assuming these cases ended up in the black hole of grievances that will never be found or ruled upon. Maybe I missed the decisions, and they were ruled on, but I never got anything that would have answered the dispute. I hope I am not expected to grieve these disputes coming up, because I don't want to waste my steward's time and energy if these cases will go to the far beyond with no answer as well. I don't really care one way or the other on how these cases go, since it wouldn't be the first time I wasn't happy with a decision. I just think it isn't fair for us to put so much time and effort into a grievance without some sort of remedy. I was told we would have a decision, but it never came. Anyone else still waiting?

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

I just left the 2021 Labor Day parade. And it felt great! It was very inspiring to be around

How to submit items

Branch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the November issue, the deadline is Tuesday, Oct. 12. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.



Cleveland, OH Br. 86 members celebrated with Jim Perry, who received a 50-year gold card. Pictured (l to r) are Cleveland Gordon, David Pepe, Perry, Karl Stanek and Peter Bielenda.

so many leaders in unionism. It marks a sense of normalcy that we haven't had since March 2020.

As we approach normalcy at work, that means management will commence their shenanigans again. And they will do it knowing the effect the pandemic has had on our routes. Because in route adjustment, routes always lag behind the reality. If you have new growth on your route, you won't get credit until you show it on your walks. And now you have an overburdened route. Your other alternative is to qualify and apply for a special inspection. But don't forget that many of the businesses have closed since the pandemic. So, I suspect management will pounce on this opportunity to take routes out. Please always consider protecting your route.

Many of our offices start times have been pushed back again. Don't you hate it when it is changed to :15 or :45? The next thing you know, carriers are counting on their fingers to determine their return times. The time changes are based on the "up" time that the clerks get the mail sorted. The bad thing is that with COVID-19, etc., many offices have had shortages of clerks. So, we pay the price for things that have nothing to do with us.

But we will adjust like we always do. We may complain, but we always get the job done. A funny thing happened during the pandemic. We were getting so many complaints from CCAs and junior carriers that I proclaimed, "the complaints department is closed." The others laughed because we were all up to our necks in work.

"There is no crying in letter carrying." Just do it!

Eric Jackson, Branch 725

Springfield, Ohio

Congratulations to Robin Hensley on his recent retirement. Way to go, Robin.

Also, a hearty welcome to all our new CCAs: Levi Helton, John Eifort, Gary Gordin, William Underwood, Matt McAlexander, Dylan Schwarz, Philip Waters, Jordon Christman, Theo McCoy, Rodney Helton and Aaron Bough.

I hope you all give the job a fair chance. For pay and benefits, it's tough to beat.

Recently, Branch President Brian DeWell got in a loud, heated discussion with a PTF 204-b on the workroom floor about a PDI the supervisor wanted to give to a scab.

Later, a carrier asked me why President DeWell got all worked up about what the 204-b wanted to do to a scab. They weren't in the union. So, who cares what happens to a scab?

Well, the short answer is easy. Your union is legally obligated to protect every carrier, regardless of their scabiness. But the long answer is more than skin deep.

Like all bullies, management likes to pick on those who they think are the weakest and easiest to intimidate. So, if they can get away with harassing a scab, then it's only a matter of time before they come after you and me. President DeWell was not protecting the scab, he was protecting all of us and our contractual rights.

Somebody must stand guard against management's abusive shenanigans. Somebody must stand up to management. Somebody must tell management "no." Somebody must be ready and willing to fight for carriers' rights. Somebody must have the training and contractual knowledge to beat management. That "somebody" is your union. Thank you, Brian and Rob.

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

Brian Gourilis, Branch 45

Toledo, Ohio

I think the old adage goes, "the more things change, the more they stay the same." Man, is that true. For a short time it appeared that management was serious about resolving a substantial number of backlogged grievances. A few weeks later, it changed its mind.

For various reasons, 2020 had a record-high number of grievances filed for the year. Some discipline grievances have been settled, but any contractual ones involving money are non-starters. The reason given: The Postal Service doesn't have to comply with grievance settlements and arbitration awards because they are defective.

There is a bill sitting in Congress that would address the financial stability of the Postal Service. Funds from the Letter Carrier Political Fund are used to lobby Congress on our behalf. Every carrier should be making a biweekly contribution. Because...if the Postal Service's financial outlook improves with the passage of postal reform, it might be willing to talk settlement on the backlog of grievances. So, it's in your best interest to sign up for LCPF.

The Toledo Labor Council held the Labor Day parade, but with a smaller participation. Several unions decided not to participate for various reasons. Although we didn't advertise heavily because of the uncertainty that the event would take place, Branch 100 was well represented and had the only float in the parade, I believe. The branch also resumed our annual picnic. Attendance was less than in previous years, but the food was just as good. Our special events committee chair, Deb Pipes, does a phenomenal job. Many thanks to the following volunteers: Cooks Jim Schrickel, Skip Carman, Louie Seambos and Dom Hopkins. Kitchen: AJ Reynolds, Dave Hall, Roger Jaquay and Joe Young. Raffles: Samantha Yerg and Gina Cousino. Great job, everyone!

Ray Bricker, Branch 100



From the Trustees

Sept. 6 was Labor Day, and it was the second one celebrated since the pandemic was declared. The pandemic didn't stop Nalcrest from offering residents a way to honor the spirit of those who worked for fairness and to make America's letter carriers aware of working hard for a fair day's pay.

So this past Labor Day, residents were served the free traditional picnic fare from the safe confines of the Nalcrest Cafe using a takeout method. All safety protocols were in place; maybe next year we can all gather together without protocols.

In reviewing the history of Labor Day, I found that Peter J. McGuire, a carpenter and labor union leader, was the person who came up with the idea for Labor Day. He thought American workers should be honored with their own day. He proposed his idea to New York's Central Labor Union early in 1882, and it thought the holiday was a good idea, too. It was enacted in 1918 as a federal holiday, and the Postal Service honors it.

Relaxing at Nalcrest comes easy now; it's even better. Feel like a pedicure or a massage? These two new features are offered by onsite providers. Need vehicle services? Try the Nalcrest Automotive Center on the property. Bingo is back every Monday evening, though masks are required. Check out "Nalcrest Foundation, Inc." on Facebook for daily updates and information about NALC's union retirement community.

Fall brings the return of many of Nalcrest's "snowbird" residents. Those coming back will enjoy many free amenities, including free WiFi. There are more than 200 NALC members on the waiting list to live at Nalcrest.

Stay safe and happy.

Matty Rose



Above and right: Nalcrest hosted a Labor Day barbecue to the delight of residents.

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

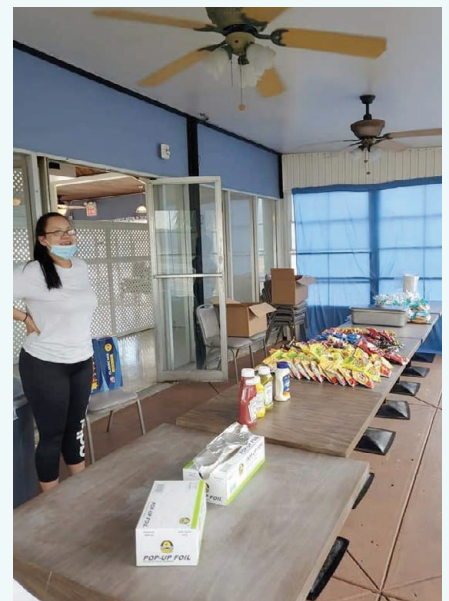
NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern



In Memoriam

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

Robert C. Mobley	Br. 1902	Arizona Mgd.	Velita A. Little	Br. 73	Atlanta, GA	Ravin Hernandez	Br. 36	New York, NY
Pedro J. Pereira Jr.	Br. 576	Phoenix, AZ	Darrell Beltz	Br. 2932	Hilo, HI	Leung S. Ho	Br. 36	New York, NY
Charles J. Alling	Br. 704	Tucson, AZ	Richard M. Watanabe	Br. 860	Honolulu, HI	Huldenil Velazquez	Br. 36	New York, NY
Ronnie R. Estrella	Br. 704	Tucson, AZ	Melvin C. Branch	Br. 155	Belleville, IL	Martin C. Hoyt Jr.	Br. 358	Northeastern NY
Leonard T. Lingenfelter	Br. 231	Central California	Victor Segafredo	Br. 11	Chicago, IL	Carol C. Litteral	Br. 210	Rochester, NY
William C. Haggard	Br. 1111	Greater E. Bay, CA	Curtis L. Wilson	Br. 11	Chicago, IL	Joey M. Vail	Br. 693	Westchester Mgd., NY
Darren Hysong	Br. 2525	Escondido, CA	E. M. Siebert	Br. 1132	Granite City, IL	Donald T. Kutz	Br. 464	Wilmington, NC
Eugene Mace Jr.	Br. 2525	Escondido, CA	James E. Bown	Br. 825	Oak Brook, IL	Robert J. Bejbl	Br. 40	Cleveland, OH
Cruz Martinez	Br. 1100	Garden Grove, CA	Robert C. Welke	Br. 245	Rockford, IL	Denasia D. Flonnoy	Br. 40	Cleveland, OH
Clifford E. Montgomery	Br. 1100	Garden Grove, CA	Benjamin T. Melvin	Br. 39	Indianapolis, IN	Larry O. Cartmell	Br. 78	Columbus, OH
Duane R. Shafer	Br. 1100	Garden Grove, CA	Alvin L. Arrington III	Br. 506	Davenport, IA	David E. Platt	Br. 78	Columbus, OH
Joe A. Valdez	Br. 1100	Garden Grove, CA	Christophe M. Foster Sr.	Br. 5521	Shawnee Mission, KS	John B. Peters	Br. 182	Dayton, OH
Mario E. Corona	Br. 24	Los Angeles, CA	Francis E. Zink	Br. 5521	Shawnee Mission, KS	Edward W. Lucas	Br. 385	Youngstown, OH
George A. Fernandez	Br. 24	Los Angeles, CA	Travis C. Seabolt	Br. 468	S. Central Kentucky	Anthony T. West	Br. 63	Zanesville, OH
Wilfred Kaough	Br. 24	Los Angeles, CA	Francine M. Henderson	Br. 176	Baltimore, MD	A. L. Adams	Br. 48	Oklahoma City, OK
Dodridge Koerner	Br. 133	Sacramento, CA	Michael M. Calliste	Br. 2611	Silver Spring, MD	Ernest C. Bosso	Br. 82	Portland, OR
David W. Ruedi	Br. 133	Sacramento, CA	J. W. Boylen Jr.	Br. 34	Boston, MA	Francis L. Ellmers	Br. 82	Portland, OR
William C. Lippi	Br. 214	San Francisco, CA	Andrew F. Cicerano	Br. 34	Boston, MA	Wayne N. Wood	Br. 82	Portland, OR
John B. Ries	Br. 214	San Francisco, CA	Richard V. Perry	Br. 34	Boston, MA	Douglas R. Hall	Br. 347	Salem, OR
Joshua R. Holmwood	Br. 290	Santa Barbara, CA	Stephen M. Walcott	Br. 18	Southeast MA Mgd.	Joseph E. Mattes	Br. 389	Easton, PA
Donald C. Oremus	Br. 183	Santa Rosa, CA	Harvey F. Martin	Br. 12	Worcester, MA	Edward A. Atz	Br. 157	Philadelphia, PA
Joseph S. Zawislan	Br. 642	Boulder, CO	Katherine Tomlinson	Br. 1	Detroit, MI	Edward P. Bores	Br. 157	Philadelphia, PA
Jorge R. Lara	Br. 32	Bridgeport, CT	Joseph W. Corryn	Br. 246	Kalamazoo, MI	James A. Cummings	Br. 157	Philadelphia, PA
Dana C. Clay	Br. 86	Hartford, CT	Louis J. Rehnert	Br. 246	Kalamazoo, MI	Edward R. Dudzic Jr.	Br. 157	Philadelphia, PA
John J. Esposito	Br. 86	Hartford, CT	Cecile M. Sumera	Br. 74	Saginaw, MI	Russ G. Roach	Br. 84	Pittsburgh, PA
William E. Hintz	Br. 86	Hartford, CT	Joseph P. Dimaria	Br. 4374	South Macomb, MI	Joseph F. Konnick	Br. 258	Reading, PA
Darrelle E. Murphy	Br. 86	Hartford, CT	Karl J. Heinrich	Br. 217	Jackson, MS	Gerard V. Burke	Br. 17	Scranton, PA
Edward S. Balcerski	Br. 191	Wilmington, DE	Norbert W. Kayser	Br. 343	St. Louis, MO	Thomas W. Szajkowski	Br. 17	Scranton, PA
Richelle L. Hepner	Br. 191	Wilmington, DE	Michael B. Kroft	Br. 203	Springfield, MO	Donald L. Wilson	Br. 27	Memphis, TN
Deborah D. Best	Br. 142	Washington, DC	John Yap	Br. 2502	Las Vegas, NV	Michael I. Chabolla	Br. 132	Dallas, TX
Derrick V. Colbert	Br. 142	Washington, DC	John H. Hall	Br. 444	Garden State Mgd., NJ	Crystal M. Mena	Br. 505	El Paso, TX
Gilda A. Durant	Br. 1753	Bradenton, FL	Glenn A. Keller	Br. 38	New Jersey Mgd.	Glenn J. Fornerette	Br. 283	Houston, TX
Damon Smith Jr.	Br. 1091	Central Florida	Harry R. Schechter	Br. 38	New Jersey Mgd.	Kendell Roy	Br. 283	Houston, TX
Henry J. Wittenberg	Br. 53	Northeast Florida	Charles W. Plungis	Br. 1492	Westfield, NJ	Paul A. Ellis	Br. 68	Ogden, UT
Jerry L. Jones	Br. 1071	South Florida	John A. Bikos	Br. 333	Binghamton, NY	Richard G. Lorenzon	Br. 111	Salt Lake City, UT
David J. Kopec	Br. 1071	South Florida	Nicholas J. Homa	Br. 333	Binghamton, NY	Jack G. Raymond	Br. 111	Salt Lake City, UT
David Mumford	Br. 1071	South Florida	Joseph J. Radage	Br. 333	Binghamton, NY	Ellis W. Jacobs	Br. 609	Newport News, VA
Wilbert Pierre	Br. 1071	South Florida	Timothy M. Sullivan	Br. 21	Elmira, NY	James E. Franklin	Br. 450	Bellingham, WA
William S. Barnes	Br. 599	Tampa, FL	Edward G. Wayne	Br. 6000	Long Island Mgd., NY	Robert L. Williams	Br. 1528	Pasco, WA
Robert Fernandez	Br. 599	Tampa, FL	Joseph L. Germain	Br. 36	New York, NY			



NALC Veterans Group

The November issue of *The Postal Record* will feature the names of the NALC Veterans Group members. If you are a veteran and would like your name to appear in this issue, you must join the NALC Veterans Group. You can find out more about the group and how to join on page 46.

NALC-USPS arbitration hearings begin —PAGE 4

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.

CA: Studio City (1/95) to North Las Vegas/Henderson, NV. Carrier. Great office with nice routes. OT if desired. Spouse already resides there; moving to be with her. Richard, 323-630-9446 or lakersaiz@gmail.com.

CT: New Haven (1/88) to Vero Beach, Sebastian, Melbourne, Fort Pierce, FL areas. An exchange with me lets you keep all of your seniority. Eleven different stations and suburbs in bidding cluster. Overtime available. On the coast. Home of Yale University. Short drive to NYC, Boston and Providence, RI. Andrew, 203-500-5505.

FL: Bradenton (10/19) to Aguadilla, PR or surrounding areas. Nice office with OT available. Great co-workers, four bidding stations, great location (hospitals, schools, shopping, beach-

es, etc.). Close to Tampa, Clearwater, Sarasota and two hours to Orlando. For family reasons. Roberto, 407-247-9828 (call or text).

FL: Bradenton (8/00) to Anderson, SC; Ellijay, GA. Great weather. Jerry, 941-932-6157 or jerrymoden@yahoo.com.

FL: Fort Lauderdale (3/20) to Orlando, FL. Regular carriers only. Lots of OT. Looking to swap due to family reasons. Edgardo, 407-978-3556 or ortiz.edgardo@hotmail.com.

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.

MT: Great Falls (3/13) to Vernon, CT or surrounding area. North central

Montana. Three hours to Glacier, five hours to Yellowstone National Park. No state sales tax. Low cost of living. Lots of outdoor recreational opportunities. Marcus, 406-531-6483.

NV: Las Vegas (7/98) to Murfreesboro or Smyrna, TN. Regular city letter carrier. Lots of overtime. Scott, 702-427-2498 (text) or scottblondin@yahoo.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 overtime. Good work environment

with great union/management rapport. Robert, 423-617-4327 or rjgerner4@gmail.com.

UT: Ogden (3/01) to Reno, Sparks or Carson City, NV. T-6 positions between two stations. Mixture between park-and-loop, business and curbside routes. Overtime available. World-class skiing, fishing and hunting. Hiking trails galore. Salt Lake City International Airport only 30 minutes away. Dan, 385-278-5080 (text or call).

WA: Bremerton (9/20) to Chickasha, OK or surrounding areas. Seeking mutual swap with city letter carrier. Thomas, 253-549-8972.

WA: Everett (6/15) to Spokane, WA or surrounding areas. Two large bidding offices with plenty of overtime. Moving to be closer to family. Rigels, 425-922-1616 or rigels_dushi@love.com.

WY: Sheridan (8/96) to Chickasha, OK or surrounding area. Good hunting, fishing and close to the mountains. No state tax. Ardale, 307-751-1094 (text) or adralethomas@charter.net.

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., October's deadline is for the November 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: 1429534

Tyler Dominguez



Missing Since: Aug 19, 2021
Missing From: Springfield, MA
DOB: Oct 2, 2020
Age Now: 11 months
Sex: Male
Race: Biracial
Hair Color: Brown
Eye Color: Brown
Height: 2'4"
Weight: 30 lbs

Tyler was last seen on August 19, 2021. He may be in the company of his father. Tyler is biracial. He is Hispanic and White.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)



MISSING

HELP BRING ME HOME

NCMEC: 1430305

Arriannah Hatton



Missing Since: Sep 3, 2021
Missing From: Dayton, OH
DOB: Aug 12, 2008
Age Now: 13
Sex: Female
Race: White
Hair Color: Lt. Brown
Eye Color: Brown
Height: 5'4"
Weight: 125 lbs

Arriannah was last seen on September 3, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Dayton Police Department (Ohio) 1-937-333-2677

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**