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The Postal Record



The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



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—PAGES 20-61



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Time to invest in the nation's postal infrastructure



Fredric V. Rolando

Our union has rightly argued for years that the Postal Service is a vital part of the U.S. economic infrastructure. It is the essential hub of a mailing industry that employs some 7 million American workers—letter carriers, mail handlers and clerks, of course, but also paper industry workers, printers, ad copywriters, magazine employees, e-commerce staff and every other worker employed by companies that help move the mail or use the mail. Thanks to our role during the pandemic—and especially during the 2020 election cycle, when half of all Americans voted on mail ballots—many in Washington have come to recognize the value of our nation's

postal infrastructure as well. And they are eager to invest in it. Indeed, President Biden's Build Back Better plan includes some \$7 billion to modernize the Postal Service's vehicle fleet—part of a larger program to electrify the federal government's fleet. The idea is to spur the development of electric vehicles more broadly, both to create new jobs and to combat climate change.

The Postal Service long has been an incubator of new industries and innovation. The Post Office helped spur the expansion of railroads in the 19th century and the creation of air transport services in the 20th century by using these emerging technologies to transport mail. And this role is not just ancient history; without the Postal Service, today's e-commerce giants like Amazon, Netflix and eBay would not have been possible. In view of our crucial role, the proposed investment in postal vehicles in the infrastructure legislation now pending before Congress makes good sense. Even so, getting the legislation through a politically polarized Congress is proving to be anything but easy.

The president's infrastructure agenda is divided between two bills: a \$1 trillion bipartisan traditional infrastructure plan (roads, bridges, etc.) that has already passed the Senate, and a broader \$3.5 trillion bill that would combat climate change by modernizing our national energy infrastructure. It also would improve the American labor market for working families by providing tax cuts and support for paid leave and child care, and by making community college and trades education tuition-free.

Unfortunately, the second bill, which includes the vehicle money for the USPS, has little to no support from congressional Republicans. It is therefore being advanced through Congress by the majority Democrats using a complicated process known

as budget reconciliation. This process, which the Republicans used to enact a huge tax cut tilted toward corporations and the wealthy in 2017, allows the majority party in Congress to enact budget policies without having to overcome a Senate filibuster. (See this column in the August *Postal Record* and pages 7-8 of the September issue.)

With small majorities and few votes to spare, congressional Democrats have been haggling among themselves for weeks over the exact contents of the reconciliation bill. As the saying goes, people with weak stomachs should not observe the making of sausages or legislation.

Opponents of the reconciliation bill cite its high cost and concerns about the already-high national debt. By any measure, \$3.5 trillion is a *lot* of money. But the Build Back Better plan should be kept in context—it will be rolled out over 10 years and will cost just 1.2 percent of our gross national product over the next decade. It's a big, ambitious program, but it is not the New Deal. And the president's plan aims to pay for the spending without new debt by repealing some of the 2017 tax cuts for large corporations and the wealthy—and by freeing up other resources by finally allowing the Medicare program to reduce the cost of prescription drugs through direct negotiations with pharmaceutical companies.

As we go to press this month, congressional leaders appear to be debating ways to reduce the cost of the plan. We hope that will not jeopardize the proposed investment in postal vehicles.

The good news for city letter carriers is that new vehicles are coming soon, regardless of what happens in Congress this fall—a procurement contract has been signed to build 165,000 vehicles, the first of which will arrive in 2023.

The USPS Board of Governors and the postmaster general structured the Next Generation Delivery Vehicle (NGDV) contract to allow for either gas or electric engines, and the Postal Service's Delivering for America strategic plan vowed to maximize the percentage of postal vehicles with electric engines if Congress provides financial support for the new vehicle fleet. Such a transition to electric vehicles is not just good for the climate, it is essential for the Postal Service to compete with Amazon, FedEx and other delivery firms that have committed to deploying 100 percent electric vehicles by 2030. The NGDV fleet must first and foremost meet our needs in the Postal Service. But it must also meet the needs of the next generation of postal customers—who will increasingly demand emission-free delivery services.

Given that up-front costs for charging stations that make electric vehicles are higher in the short term, only 10 percent of the first 55,000 vehicles ordered by the Postal Service are currently scheduled to use electric engines. But there still is time to increase that percentage. Congress can make that happen by retaining funds for postal vehicles in the budget reconciliation bill now being cobbled together in Washington.



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We honor the service of all veterans in our ranks and recognize NALC Veterans Group members

The mission



**Philip
Dine**

After a decade-plus as a bomb demolition specialist with Army special forces fighting drug cartels in Central America and Iraqi troops in the first Gulf War, Kent Ming made a commitment to his family “to see my boys grow up.”

Twenty-nine years into his postal career, the Colorado Springs, CO Branch 204 member and wounded warrior remains enthusiastic about delivering the mail, representing USPS at school career days—and training new carriers at Southern Colorado’s City Letter Carrier Academy for the past 24 years. He quickly spots the vets among them.

“They bring a lot to the table,” Kent says. “They’re very organized and dis-

ciplined. They have a work ethic, because in the service they have done the 24-hour missions. Our mission in the Postal Service is to deliver the mail, and that’s what these guys want to do.”

Before delivering mail for 33 years, Peter O’Keefe prepared C-130 military transport planes for critical missions, from Nevada to Italy to Saudi Arabia.

“It helped me,” he says, “because of the loyalty to the country, and the Postal Service is to me an extension of the country. I was very proud of my job because I felt that people depended on me, just like they depended on me when I was in the Air Force.”

Peter, elected Southeast Massachusetts Merged Branch 18 president last year, sought to emulate his father, a military veteran and union man. “First thing he said when I told him I’d started at the post office was, ‘Did you join the union?’ I said, ‘Of course.’ He said, ‘Good thing.’”

Linda Culp, a Pentagon-assigned Vietnam-era Marine in the late 1960s, pioneered as a female letter carrier for 28 years in Bartlesville, OK. She brought self-discipline, mission focus and rapid decision-making, the latter benefiting her as a Tulsa Branch 1358 steward.

“All the lessons I learned in the Marine Corps, I never realized how important they were until I joined the Post Office,” she says.

Including respect: “In the Marines Corps, we’re all brothers and sisters. I looked at my union the same way, like union brothers and sisters.” Pride: “The same pride I took in wearing the Marine Corps uniform, I had in the postal uniform.” Determination: “In the Marine Corps, there’s no such thing as failure. If I made it through boot camp, I can become a letter

carrier. Nothing was going to stop me. I thought about that every day; I can do this.”

Jennefer Beck, born in the Panama Canal Zone where her Navy father was stationed, spent part of her 10-year Air Force career organizing troop deployment to the Gulf War. The disabled veteran has had the same route for 26 years in Cartersville, MO.

“This is a struggling little town,” the Southwest Missouri Branch 366 member says. “I made up my mind, they’re going to have an attentive letter carrier. I’m going to treat them first class, because that’s what they deserve. They should have a mail carrier who remembers their name, remembers their dog’s name, treats them nice.”

A young man working for the local cable company recently “made my day,” she says. “He told me I used to give him and his brother rubber bands when they were little kids, and that I remembered their names. Here he is, a dad with two kids. It’s really kind of cool to see the little kids grow up, become parents, stay in the area....[and] remember such a small gesture from the mail carrier.”

Vada Preston joined the Hampton, VA, main post office 35 years ago, after four years with the Air Force’s nearby First Tactical Fighter Wing and two as a reservist. That helped from the get-go, the Region 13 national business agent says:

“I think military veterans come into the Post Office recognizing that a postal career is an extension of service to the nation. When you take the oath, it’s not much different than the one you took when you raised your hand and swear to defend the Constitution. In the military, you understand what you’re doing is a sort of sacrifice. The satisfaction is in the completion of the task, not whether you get recognized or not. Completing your duty is for a bigger mission than yourself. I think that’s why it’s so easy for them to transition over to the Post Office.”

Vada adds: “The spirit of camaraderie is almost the same as in the military. You can travel anywhere in the country as a letter carrier, and if you see another letter carrier or branch, you can get help or assistance. You see a letter carrier and you say, ‘Hey man, I’m a letter carrier, too.’”

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News from Washington

Congress funds government and raises debt limit through Dec. 3; negotiations continue on other priorities

The House of Representatives and the Senate passed legislation to fund the government and increase the country's debt limit until Dec. 3.

Both chambers passed a continuing resolution on Sept. 30 to fund the government until Dec. 3. President Biden signed the continuing resolution into law on Sept. 30, just hours before the midnight deadline to avoid a government shutdown.

This short-term fix includes funding to sustain federal agencies until Dec. 3, as well as \$2.6 billion in aid to respond to recent hurricanes and wildfires and \$6.3 billion to help resettle refugees from Afghanistan.

House members voted 219-206 on Oct. 12 on a rule (H. Res. 716) that cleared a bill that passed in the Senate (S. 1301) on Oct. 7 to raise the debt limit with an extension that expires on Dec. 3. President Biden signed the bill into law on Oct. 15.

The bill raises the nation's borrowing authority by \$480 billion, avoiding a default on the country's debt. This is a temporary bipartisan fix, and it leaves much work to be done on addressing the debt ceiling, which Republican lawmakers have said Democrats must do on their own. The debt limit and government funding will both expire on Dec. 3.

"The Democratic House has taken action to honor our responsibility to address the priority of the debt limit," House Speaker Nancy Pelosi (D-CA) said. "We have done so because this is about protecting families. The failure to lift the debt limit could result in a loss of up to 6 million jobs, the elimination of \$15 trillion in household wealth and drastic increases in the cost of loans, car loans, mortgages,

student loans, credit card bills and other borrowing."

The votes to avoid a government shutdown and to increase the debt limit have allowed lawmakers to temporarily shift their focus back to other priority legislation, including the bipartisan Infrastructure Improvement and Jobs Act (H.R. 3684) and the \$3.5 trillion budget reconciliation package, both critical parts of President Biden's Build Back Better agenda. While negotiations are ongoing, Speaker Pelosi and Senate Majority Leader Chuck Schumer (D-NY) have said that they plan to hold votes on these bills by Oct. 31.

H.R. 3684 would provide \$1.2 trillion in funding for investments in roads, bridges, airports, transit, rail broadband, electric charging stations, power grid modernization and clean drinking water. That bill passed in the Senate in September and is awaiting a vote in the House, where divisions have prevented action on the bill.

While moderate Democrats are prioritizing H.R. 3684, progressive Democrats have said they will not consider it without parallel consideration of the budget reconciliation package.

The \$3.5 trillion budget reconciliation package includes \$7 billion in proposed funding to electrify the Postal Service vehicle fleet and provide the necessary infrastructure to support those vehicles. This critical funding for the Postal Service will fund new vehicles for letter carriers, help combat climate change, and achieve priorities included in the president's Build Back Better agenda as well as Postmaster General Louis DeJoy's Delivering for America plan.

The package also includes funding for 12 weeks of universal paid leave and additional funding for other mea-

asures that benefit working families, including the continuation of child care tax credits, universal pre-K and free community college tuition for two years. It also would expand Medicare to include hearing, dental and vision coverage, address the Medicare coverage gap in 12 states, and make Affordable Care Act subsidies permanent. Additionally, it would provide funding that would help 8 million people on their path to citizenship and provide funding for job re-training and transitions. The package is expected to create 3.2 million jobs and would supply \$180 billion in tax credits for clean energy jobs as well as tax credits for electric vehicles.

Lawmakers plan to fund this package by increasing the corporate tax rate and raising taxes for the wealthiest Americans, those households that make more than \$400,000 annually.

As this issue was going to print, negotiations were still underway to move these two major pieces of legislation through Congress.

Kubayanda renominated to serve on Postal Regulatory Commission

President Biden announced on Oct. 6 his intent to renominate Michael Kubayanda to serve as a commissioner of the Postal Regulatory Commission (PRC). Kubayanda, who has served as the chairman of the commission since January, has been a member of the PRC since 2019. The renomination of Kubayanda is good news for the PRC and the U.S. Postal Service.

Prior to his service on the PRC, Kubayanda served as a board member and privacy officer for a digital health startup. He also previously worked with the USPS Office of Inspector General and as counsel to the House

Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 26-21, Week 1 (Dec. 4, 2021) and ends Pay Period 01-22, Week 2 (Dec. 31, 2021).

Committee on Oversight and Government Reform.

The PRC is the independent body that exercises regulatory oversight over the Postal Service. Its responsibilities include preventing anticompetitive practices, promoting accountability, adjudicating complaints, setting postal rates and helping oversee delivery service standards. The PRC has five commissioners, who are nominated by the president for six-year terms and confirmed by the Senate.

NALC also has strongly urged President Biden to prioritize the renomination of Ron Bloom to serve a new term on the USPS Board of Governors (BOG). Bloom, the BOG chairman, currently is serving in a holdover year from his partial term that expired in December 2020.

Bloom has been an important leader in helping the Postal Service navigate through one of its most turbulent periods during the COVID-19 pandemic. In his time on the BOG, he called for broad relief for the Postal Service in various COVID-19 recovery bills, led a subcommittee overseeing the Postal Service's national election task force alongside fellow BOG member Lee Moak, and urged the BOG to support and maintain six- and seven-day delivery. Bloom has actively worked with Postmaster General DeJoy to bring wide bipartisan support for postal reform legislation, a top priority for postal workers across the country.

Update on NALC priority bills/resolutions

NALC remains focused on working with Congress to pass key pieces of legislation that affect letter carriers. A bill needs the support of 218 House members to pass when it comes to the

floor for a vote. The Social Security Fairness Act (H.R. 82) has surpassed 218 co-sponsors, with 231 co-sponsors at press time. However, other NALC priority resolutions need additional support to surpass the 218-member threshold. Securing 218 co-sponsors as soon as possible is important because it helps solidify the language of a bill. For example, reaching 218 co-sponsors on the Postal Service Reform Act (H.R. 3076) will stop those who are trying to remove important language in the bill that continues six-day delivery.

NALC appreciates our members who have contacted their representatives to advocate for letter carriers' best interests, and we encourage you to continue to reach out to your members of Congress. As many congressional offices continue to function virtually or in a hybrid manner, the best way to reach your representatives is through district outreach emails. NALC encourages all members to contact their representatives to support these critical pieces of legislation:

- Postal Service Reform Act of 2021 (H. Res. 3076/S. 1720)—a bipartisan bill that aims to provide financial and operational stability to the United States Postal Service.
- Door Delivery (H. Res. 109)—calls on Congress to ensure that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.
- Anti-privatization (H. Res. 47)—calls on Congress to take all appropriate measures to ensure that the United States Postal Service remains an independent establish-

ment of the federal government and is not subject to privatization.

- Six-day Delivery (H. Res. 114)—calls on Congress to ensure that the United States Postal Service should take all appropriate measures to ensure the continuation of its six-day mail delivery service.
- Service Standards (H. Res. 119)—expresses the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

Freedom to Vote Act introduced in Senate

On Sept. 15, Sen. Amy Klobuchar (D-MN) introduced the Freedom to Vote Act (S. 2747), a bill to expand voting rights and reduce the influence of big money in politics. The bill is co-sponsored by Sens. Tim Kaine (D-VA), Angus King (I-ME), Joe Manchin (D-WV), Jeff Merkley (D-OR), Alex Padilla (D-CA), Jon Tester (D-MT) and Raphael Warnock (D-GA).

The bill includes several measures to address voter access and election administration. The bill would ensure that all voters could request a mail-in ballot, improve the delivery of election mail, and apply minimum standards to ensure that ballot drop boxes are available and accessible to all voters. Additionally, the legislation would implement automatic voter registration, make Election Day a federal holiday, allow same-day voter registration and expand early voting.

News from Washington (continued)

The bill also includes measures to improve election integrity through the protection of election records, infrastructure and ballot tabulation. It also would task the Election Assistance Commission with developing training and recruitment programs for non-partisan election officials. The bill would prohibit partisan gerrymandering and would require super PACs and other organizations that spend money in elections to disclose donors.

“With the Freedom to Vote Act, the entire voting rights working group, including Sens. Manchin and Merkley, is united behind legislation that will set basic national standards to make sure all Americans can cast their ballots in the way that works best for them, regardless of what ZIP code they live in,” Sen. Klobuchar said. “This bill will ensure Americans can request a mail-in ballot, have at least 15 days of early voting, and can register to vote

on Election Day.”

Overall, S. 2747 is a scaled-back, narrower voting rights package than the For the People Act (H.R. 1/S. 1), which passed in the House earlier this year but was blocked by Senate Republicans. The Freedom to Vote Act has Democratic support; however, without the backing of any Republican senators, it would not receive the 60 votes needed to bypass the Senate filibuster. **PR**

Still time to contribute through CFC

Letter carriers, as federal employees, have a convenient way to support charities of their choice 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. Active employees 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. Employees also may volunteer for the charity and count the value of the hours.

“This year, communities are struggling to recover from the economic crisis and a stubborn COVID-19 virus,” NALC President Fredric 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 may support the organization directly through the 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 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.

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. **PR**

Why invest in the Thrift Savings Plan?

A new year is approaching, and it's a good time to think about your finances. You may be a new employee or a seasoned carrier looking forward to retirement. Either way, consider how the Thrift Savings Plan (TSP) can play a valuable role in your retirement strategy.

The TSP is an essential component of the Federal Employees Retirement System (FERS), the retirement program that covers most USPS employees.

Like many of the 401(k) savings plans offered by private-sector employers, the TSP allows federal employees to save pre-tax dollars each month in an investment account; this gives letter carriers who participate the chance to save for retirement quickly and easily. TSP participants choose how the money in their account is invested.

The Postal Service automatically enrolls new career carriers in TSP. City carrier assistants (CCAs) converted to career, or career letter carriers hired on or after July 31, 2010, have been automatically enrolled. Five percent of the base pay of new enrollees is automatically deducted and deposited in a TSP account each pay period, though participants may choose to eliminate, increase or decrease their level of contributions.

The Postal Service deposits matching contributions up to 4 percent of basic pay, as well as automatic agency contributions equal to 1 percent of basic pay. Career letter carriers hired before July 31, 2010, and covered by FERS were automatically enrolled in a TSP account with 1 percent contributions from the Postal Service, but with no automatic employee deductions—the deductions must be set up by the employee. USPS will match a portion of the first 5 percent of FERS employee contributions. The first 3 percent is matched dollar for dollar; the next 2 percent, 50 cents per dollar. This is in

addition to its automatic 1 percent contribution, for a total USPS contribution of 5 percent of the letter carrier's base pay when the carrier elects to contribute 5 percent or more.

For CCAs who have not yet converted to career letter carriers, NALC's Mutual Benefit Association offers a CCA Retirement Savings Plan, where traditional IRA funds can be rolled into the TSP once the CCA becomes a career letter carrier.

Unlike with some other employee benefits, there is no open season for enrollment in TSP. Carriers can use LiteBlue to enroll in the TSP or make changes to their deductions or investments at any time of the year. The benefits of easy, tax-deferred savings through TSP are amplified by the Postal Service's matching contributions to your account.

Participating employees can also make unmatched contributions (above the 5 percent level), but the IRS annual limit for total contributions to the TSP and other such retirement savings plans is \$19,500 in 2021. Participants may be eligible to make additional "catch-up" contributions to boost their savings, beginning the year they turn 50. These catch-up contributions are not matched by USPS and are limited to \$6,500 in 2021.

Carriers covered by the Civil Service Retirement System may also join TSP, but they do not receive matching contributions from USPS. Nevertheless, like their FERS counterparts, they can keep more of what they save because of the tax savings and the TSP's minimal administrative costs. Indeed, such costs are much lower than those of similar plans. In 2020, the TSP charged par-



ticipants a net administrative expense of no more than 49 cents per \$1,000 invested for each investment fund.

TSP accounts do not expire when letter carriers separate from federal service. A letter carrier still can change their investment mix while their account continues to accumulate earnings; they can even transfer IRAs or eligible employer plans such as 401(k)s into a TSP account.

Since enactment of the TSP Modernization Act in September 2019, letter carriers now have more flexible withdrawal options when they leave federal service, such as multiple single withdrawals and the ability to change the frequency and the amount of installment payments at any time during the year. Explore these options and more in the booklet *Withdrawing from Your TSP Account for Separated and Beneficiary Participants*, available at tsp.gov.

Visit tsp.gov or call TSP-YOU-FRST (877-968-3778) to check out planning tools and calculators designed to assist with retirement decisions. **PR**

CCAs have choices for their health benefits



The second week of November signifies the start of the 2021 Federal Benefits Open Season. Now is the time for city carriers and their families to review their health benefit options. Open Season is usually the one opportunity each year carriers have to enroll or make changes to their health, dental and vision plans. Each year, Open Season runs from the Monday of the second full workweek in November through the Monday of the second full workweek in December. The Office of Personnel Management officially announced the dates for this year's Open Season as Monday, Nov. 8, through Monday, Dec. 13.

This article will discuss the health benefits available to newly hired employees throughout their time spent as a city carrier assistant (CCA) and upon transition to a career position for the Postal Service. Careful planning, as well as understanding what plans are available and the eligibility requirements to enroll in them, will ensure a successful health benefits enrollment process.

CCA rights regarding health insurance can be found in the 2019-2023 USPS-NALC National Agreement, Appendix B, Section 3. Other Provisions, F. Article 21 – Health Insurance.

CCAs have two options for health benefits. One option is the USPS Noncareer Health Benefits Plan, in which newly hired CCAs may enroll and participate upon being hired. This option is available to all CCAs, regardless of length of service. CCAs may elect coverage in the USPS Noncareer Health Benefits Plan within 60 days of the date they were hired, or within 60 days upon being reappointed to another 360-day term after a five-day break in service.

For self-only coverage in the USPS

Noncareer Health Benefits Plan, the Postal Service will make a biweekly contribution to the total premium for any CCA employee who wishes to participate in the USPS Noncareer Health Benefits Plan (USPS Plan) self-only option equal to the greater of (a) \$125, or (b) the minimum required by the Patient Protection and Affordable Care Act.

For self-plus-one or self-and-family coverage in the USPS Noncareer Health Benefits Plan, the Postal Service will make a biweekly contribution equal to 65 percent of the total premium for any CCA employee who wishes to participate in the USPS Noncareer Health Benefits Plan (USPS plan) for either self-plus-one or self-and-family coverage during a CCA's initial year of CCA employment. After a CCA's first year of employment, the Postal Service will make a biweekly contribution equal to 75 percent of the total premium for either self-plus-one or self-and-family coverage.

The 2019-2023 USPS-NALC National Agreement maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Noncareer Health Plan for Plan Year 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent for the remainder of Plan Year 2021. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self-only, self-plus-one or self-and-family coverage, regardless of the year of employment.

The second health benefit option available to CCAs is to participate in the Federal Employees Health Benefits (FEHB) Program. This option

Information about the NALC Health Benefit Plan is located in the special insert in this magazine.

is available to CCAs after completing one 360-day term and being reappointed to another. The National Agreement provision governing CCAs' right to participate in FEHB is found in Appendix B, Section 3. Other Provisions F. Article 21 - Health Insurance.

CCAs may enroll in any available FEHB plan, including the NALC Health Benefit Plan (HBP), but there is no Postal Service contribution toward the premium. This means the entire cost of the premium is the CCA's responsibility.

The NALC HBP is a comprehensive plan that has provided letter carriers and their families with first-rate health insurance since 1950. The plan is owned and operated by letter carriers and pays particular attention to their health needs. The plan is not for profit, focusing only on the health of its members. The NALC HBP was started by letter carriers for letter carriers, so it truly is your plan. The Plan partners with Cigna to provide the membership with a network of doctors, hospitals, ambulatory surgery centers and laboratories that all offer their services at a discounted rate. Cigna has more than 4 million providers and more than 21,000 facilities nationwide to choose from.

You can compare FEHB plans by visiting opm.gov/healthcare-insurance/open-season.

Upon conversion to career status, a letter carrier's health benefits options change significantly. Most importantly, once converted to a career status position, letter carriers have 60 days to enroll in an FEHB health plan. Converted CCAs will receive a package of information in the mail that includes a brochure listing the available plans and their costs. FEHB is available to all career letter carriers.

Upgrade Your Health To A Union That Delivers

2022 Benefits

Enroll During Open Season:
Nov. 8, 2021 to
Dec. 13, 2021

NALC Health Benefit Plan

Before making a final decision, please read the Plan's official brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the Official Brochure.

If a CCA was enrolled in the USPS Noncareer Employee Health Benefits Plan and converted to a career position, their enrollment would be terminated either 1) the last day of the month that is 28 days after they are converted to a career position, or 2) if they choose to enroll in an FEHB plan, the date the coverage begins, whichever is earlier.

Opportunities to enroll or make changes to health benefits are limited.

Carriers who do not enroll during their first 60 days of eligibility will have to wait to enroll, or to make changes, during Open Season, unless they have a qualifying life event (QLE)—for example, marriage or birth of a child. Since QLEs are not the same for all programs, carriers should visit the USPS LiteBlue page for the most updated information at liteblue.usps.gov/humanresources/benefits/elections/

[qualifying_life_events](#).

Now is Open Season, and it's important that letter carriers don't miss out on the opportunity to enroll in a health benefit plan or to make changes to their current enrollment during this period. It is beneficial for new employees to take the time to review the health benefit options and eligibility requirements listed above so that they can make an informed choice regarding the health benefit needs for both them and their family.

For more information about enrolling in the USPS Noncareer Health Benefits Plan, visit liteblue.usps.gov/humanresources/benefits. For more information about enrolling in an FEHB plan, visit opm.gov/healthcare-insurance/open-season. For more information about enrolling in the NALC HBP or for a plan brochure, visit nalchpb.org. **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.

Retired Delaware carrier called 'neighborhood icon'

On Newark, DE Branch 1977 member **Kinnon Johnson's** last day on the same route last December after 35 years, Newark Mayor Jerry Clifton proclaimed him a "neighborhood icon."

When the carrier joined USPS in 1984, his mother asked him not to deliver in his hometown of Wilmington.

"My mom thought if I took a job in Wilmington, then I'd probably get fired because I would be out there talking to everybody," Johnson told the *Newark Post*. "I needed to go somewhere where I'd be the only person I knew."

Newark made sense, and Johnson soon settled into his daily route of delivering mail. But the sociable Marine veteran quickly befriended his customers and became a part of the community he served.

On his last day of delivering before joining the "last punch bunch" last December, the carrier was given an outpouring of support and the proclamation from Mayor Clifton. His customers also honored him with a poster signed by residents throughout both neighborhoods.

Johnson's family also threw him a surprise retirement party in August that was attended by many longtime customers.

"The whole neighborhood loved him," customer Mike Bellman told the newspaper. "He knew them all."

Bellman noted that Johnson had seen

his kids grow up, and that when his son Justin became a Marine, the family bonded with Johnson. When Justin would send postcards home while deployed, he would write "Hi, Kenny," at the bottom so the carrier would see it.

Johnson also was known for looking out for the neighborhood, and once even helped save a man who had had a heart attack in his driveway.

"He cared so much about everyone on his route," Clifton said. "He was as much a fabric of the community as anyone in the area he served."

The carrier had opportunities over the decades to change routes, but he stayed in Stafford and Lumbrook because of his affection for the residents.

"I've always been a people person. I love the job because of the customer service part," Johnson said. "I give all praise to my customers. And they showed me so much love on my last day. They made me feel like I was the most important person in the world when I left there."

Johnson told the *Post* that he had planned to work longer but reconsidered those plans after the death of his mother four years ago. Realizing life is too short, he decided it would be nicer to spend more time with his wife, Teresa, and children, Isaiah, Kinnon Jr. and Kiera. He continues to serve as branch president, though he is considering relocating to North Carolina, where his daughter lives.

"This job has been great. All three of my kids went to college, got their degrees and are doing well," he said. "I owe it to the post office because they took care of me. I couldn't have it any better."

A celebrated retirement for longtime Massachusetts carrier

Dave Travers was honored in late August for his retirement at the Marlborough Post Office. After 33 years on the job, the Worcester, MA Branch 12 member is joining "the last punch bunch."

"[We] appreciate what you have given to the company and the customers," Postmaster Nicholas Teslikis said

at the event.

Travers regularly made 700 deliveries each day on his route in the middle of Marlborough.

"I've seen a lot of changes in the Post Office," Travers told the (MA) *Community Advocate*. "Just the way that

the mail is handled with different processes."

Delaware carrier gets retirement sendoff

Wilmington, DE Branch 191 member **Karen George** is retiring after 34 years of service, 30 of them on the same route.

Karen will be missed by the customers on her route, and the feeling is mutual. "I have very good people on my route. It's been awesome," she told ABC news affiliate WPVI-TV. "They're like family to me. I've been able to see the kids grow up," she said.

To bid her farewell, patrons threw a party to celebrate George and wish her well on her retirement. Neighbors posed for photos, and youngsters brought her gifts and flowers.

George told the TV station that in retirement she plans to work on her house and help take care of family



members. She also wants to keep in touch with the folks on her route.

Son of Texas carrier publishes anti-bullying book

Simeon Hudson, the 11-year-old son of Dallas, TX Branch 132 member **Sam Hudson**, published a book earlier this year with the hope of teaching fellow kids that bullying in any form is not OK.

The idea for the children's book "Harry and His Big Nose," written by Simeon and his mom, Candace, was conceived after Simeon saw one of his friends getting bullied at school.

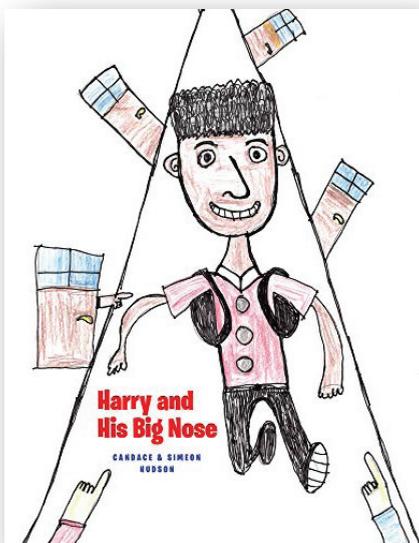
"I was out in recess, and I saw one of my classmates getting bullied by another and I told the teacher and she stopped the bullying," the youngster told the local CBS TV affiliate. "Then when I got home, I told my mother that we should write a book about it so we can stop it and help kids realize that they are unique and special the way they are."

Harry is a character that Simeon made up. He not only thought of the story and the title, but also illustrated the book himself. His mother helped with the grammar and structure of the plot.

"I didn't really think he was really that serious and then I thought, 'Wow, this is a good book,' and we sat down and we started writing out the story," Candace Hudson told the TV station.

In the story, Harry's mom imparts some wisdom to her son—that he should be proud of his nose because it makes him unique.

"It doesn't matter what the people who are bullying say because the way God created them is unique and the people that are bullying did not create that person, so they cannot judge them by how they look," Simeon said.



"Harry and His Big Nose" is available through large retailers.

Simeon doesn't want to stop there. In the future, he wants to create a "Harry" series focusing on various topics. He started with anti-bullying, and he plans to write a book with stories about personal hygiene next.

Illinois carrier retires to fanfare on his route

Larry Emma, a member of Oak Brook, IL Branch 825, retired in late July after more than 41 years and was thrown a celebration organized by the customers on his route.

Over those four decades, many customers became like family, and about 100 of those neighbors joined the carrier and his family for a Saturday gathering during his last day on the mail route. They shared hugs and memories with their beloved letter carrier.

"When I came out here this morning and started delivering my route and saw a balloon on every single box, I knew I was in for something. It's

fantastic. I really appreciate everything everybody did," he told *The Daily Herald*, adding, "I'm just doing my job."

The celebration followed from a conversation between neighbor Kathryn Medanic and Emma, who told her that after years of thinking about it, he finally planned to retire. Medanic took to a neighborhood Facebook group and email distribution list to ask people in the neighborhood to fly balloons from their mailboxes and to help compile a scrapbook of stories and memories to give to their carrier.

Emma's family members wore T-shirts with a 1980 stamp on one side saying, "Postage Due." On the back was a 2021 "Forever" stamp and "Postage Paid."

"I ended up being a mailman for 41 and a half years and never even thought of that as an occupation initially," Emma told the newspaper. "It's always been a good job."

Pulling out all the stops for a Texas retirement

Customers on **James Petty's** route organized a special celebration on Aug. 27 in honor of the 24-year letter carrier's retirement.

The Houston, TX Branch 283 member had made a lot of friends in the Briargrove Park neighborhood, and to thank him for that friendship, his patrons threw him a sendoff on his final day on the route. Residents told the local CBS affiliate, KHOU-TV, that the carrier's countless little acts of kindness had made a big difference.

Petty, who previously spent 11 years in the military, told the TV station that he loved his postal job, except on rainy days.

"I loved taking care of my customers," he said. "Normally I'm a quiet

Social media (continued)

person, but when I'm on that route, I have to be outgoing, because they [customers and children] are going to engage me every day."

Residents said they had a special rapport with their mailman.

"Mr. James was good to everyone," Erin Beckwith told KHOU. "He knew where everybody's dog lived, too. Somebody told me a story where somebody's dog got out. Mr. James brought the dog back riding in the mail truck."

Petty said he was overwhelmed by the neighborhood's sendoff.

"I didn't expect so many people," he said. "It was kind of bittersweet. I'm ready to retire, but I hate leaving my customers."

"A lot of people think you have to do some big, huge gesture to make a difference," Beckwith said. "Mr. James made a difference in an entire community just because he took the time to be kind. The world needs more Mr. James."

A beloved Rhode Island carrier retires

"I remember one woman told me, 'Just seeing you come down the street, it makes everything OK.' And that will stick with me for a while," Charlie Donovan told the *Warwick Beacon*.

After 34 years with the Postal Service, the Warwick, RI Branch 3166 member retired on Aug. 31. For 30 of those years, Donovan delivered to homes and businesses in the Hills-grove neighborhood. He also collected food for the RI Community Food Bank.

"You get attached to the neighborhood," he told the *Beacon*.

Donovan originally had planned to work for the IRS, but after hearing that the agency would be downsizing, he applied at the Post Office instead—and

he is happy with that decision.

"It's like coming to work every day with your friends," he said. "The people in this neighborhood know me better than my own. It's amazing how many of them have my personal cell phone number.

"This is the best part of my job, just talking to people. Because it means something to everybody," he added. "I'm just delivering bills, but to some people I'm delivering information. They were scared to touch their mail during the pandemic; they were scared to leave their house. I found myself paying attention to the news just to keep them safe."

And during the holiday season, the carrier collects letters to Santa from neighborhood kids. "I would take care of the kids personally in this neighborhood," he said. "Parents will let me know that their kid is leaving a letter for Santa. We probably collect about 200 Santa letters in Warwick."

Donovan makes sure that every youngster gets a response the next day. "Just to see them smile is everything," he said, adding, "It goes back to the children, that's what a lot of this is all about, so these children know, especially is there's a problem, that there's also a safe space."

To help create more safe spaces for kids throughout Warwick, Donovan also mentors students at a local elementary school.

Donovan has seen the neighborhood change over the past three decades, through celebrating joyous occasions and at lower points such as the recession in 2008 as well as the ongoing pandemic. "It's like a family," he said.

"It'll be like I'm on vacation at first," Donovan said of his retirement, admitting that it "doesn't feel real yet."

Donovan plans to work on his 1967 Mustang convertible, as well as fish, hike and spend time with his two children and two dogs during retirement.

New York patrons honor treasured longtime carrier

Residents of Great Neck, NY, gathered on Sept. 14 to dedicate a tree and bench to their beloved former letter carrier **Tommy Janickey**, who died last year.

The tree and bench are located in Village Green Park, which is across the street from the post office where the Long Island Merged, NY Branch 6000 member worked for four decades.

To the dozens of patrons who showed up to honor the carrier, Janickey didn't just deliver their mail. In his 40 years of service, he formed meaningful relationships, and even touched the lives of others he never met, like Nassau County Legislator Ellen W. Birnbaum.

"Even though I did not personally have the pleasure of knowing Tommy, I, as a longtime Great Neck resident, have heard from so many of my friends and neighbors about this truly unique man," Birnbaum told the Great Neck Patch.

The ceremony was made possible through fundraising efforts led by Great Neck residents John Motchkavitz and Judith Kamali, with support from members of the Great Neck Alert Fire Company and Alert Benevolent Association, the Fountain of Kindness, and families on Janickey's route.

"Tommy was not only a letter carrier for many of us, but a friend who became an important part of the Great Neck community," Motchkavitz said. "We felt that his life needed to be honored and that is why we all helped raise



Residents in Great Neck, NY, dedicated a tree and bench to their letter carrier who died last year.

the funds to dedicate a tree and a bench in his name at the Village Green Park.”

Kamali remembered the carrier fondly, saying that he “delivered laughs, love, and celebrated all our milestones with us,” adding that “we needed to honor his memory in a way that he deserves.”

Pennsylvania neighborhood celebrates ‘best mailman ever’ upon retirement

Lansdowne, PA Branch 1929 member **Al Campanile**, who has been described by patrons on his route as “professional,” “consistent” and “kind,” has retired from the Postal Service after 37 years.

On Sept. 27, grateful residents displayed 200 bright yellow signs with “Thank you Al” typed in blue on the lawns along the carrier’s route on one of his final days of delivery.

At his last stop, about a hundred customers joined together to surprise Campanile with thank-you speeches, balloons and gifts for his decades of service. People shared stories of his commitment over the years and lined up to shake his hand and take a photo with him.

“When Al is there, everything happens. Your mail gets there, it doesn’t get lost, and it doesn’t get put in the wrong mailbox,” Virginia Maroun told the crowd, according to the *Philadelphia Inquirer*.

Campanile told the newspaper that he had suspected the neighborhood was up to something—partly because he saw flyers for the event in mailboxes—but he was blown away by the turnout.

“This is surprising, I didn’t expect this,” he said, thanking the group, which included his wife, daughter and son.

Maroun and neighbor Caryl Carpenter started planning for the celebration weeks prior, after they heard about Campanile’s retirement plan. The two soon rallied 18 block captains, who took up a collection of cards and money from more than 200 households along the route, and then printed the lawn signs.

The carrier says he plans to rest for a bit, then he and his wife hope to do some traveling.

Campanile told the *Inquirer* that he had started working for USPS in 1984 as a temp carrier after his mother brought home a flyer about job open-

ings. He was officially hired three years later and never looked back.

Over the years, the carrier has battled colitis and Crohn’s disease. Even after enduring painful surgeries and having to take time off, Campanile always returned to work and greeted his residents with a smile, they said.

“In this crazy time, it’s like Al is this consistent, warm presence in your neighborhood,” longtime resident Jane Rutledge, said.

“Write this down,” another woman told an *Inquirer* reporter. “Best mailman in the world.”

A favorite Massachusetts carrier retires

Southeast Massachusetts Merged Branch 18 member **Edward Willis** traveled the route he’s had for 36 and a half years one last time on Sept. 24. His co-workers made his day extra-special by decorating his postal truck with balloons.

“He’s one of the best,” North Easton Postmaster Kimberly Newcomb told the *Journal News Independent*. “He’s never in a bad mood.”

Willis drives a 14-mile route each day, and walks about eight miles, getting to see his customers in person. When he gets home, he takes a four-mile walk with his wife, he said.

When the carrier started his route in 1985, he made 400 deliveries daily—today, he makes 600 deliveries a day, he said.

“The last few years have been crazy,” he added. “The mail system is very important. There’s no doubt about it.”

In retirement, Willis plans to travel and spend more time with his family, including his two grandsons.

“It’s been a great job,” he said. “The people I work with are great.” **PR**



Major Charity Adams inspects the battalion

THE SIX TRIPLE EIGHT

The women who moved the mail during World War II

Mail creates a connection between sender and recipient like no other, and that's especially true during wartime. In his 1942 annual report, Postmaster General Frank C. Walker said, "The Post Office, War and Navy departments realize fully that frequent and rapid communication with parents, associates and other loved ones strengthens fortitude, enlivens patriotism, makes loneliness endurable and inspires to even greater devotion the men and women who are carrying on our fight far from home and from friends."

But by early 1945, mail to the U.S. troops stationed in the European theater of World War II had become a slog, with a massive backlog that some estimated would take up to six months to unjam. Warehouses in Birmingham, England, were filled nearly to the ceiling with letters and packages, and thousands more pieces of mail came flooding in every day. And the armed forces didn't have enough qualified postal officers to get the job done.

Into this morass, the 6888th Central Postal Directory Battalion arrived and got to work. But the Six Triple Eight, as

they were known, almost never came to be and then had to struggle to get the job done without interference. But with perseverance and determination, they would end up doing their duty.

During the early years of WWII, a few Black women had been serving in the Women's Army Corps (WAC). Like their white counterparts, they often served in communications and administrative roles within the armed forces. But some vocal champions called on the nation to let Black women lead their own WAC battalion. Mary McLeod Bethune, an advisor to President Franklin D. Roosevelt, pushed First Lady Eleanor Roosevelt for "a role for black women in the war overseas."

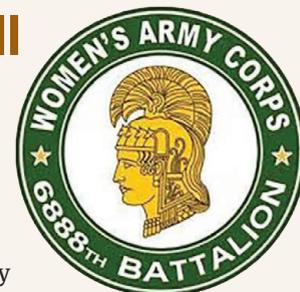
With the first lady's support, the Six Triple Eight was created and volunteers were sent to Georgia for basic training. They jumped trenches in gas masks, marched with rucksacks, and learned to identify enemy ships and aircraft. Some Black women who already were serving in the WAC joined the battalion there. By the time of deployment, 31 officers and 824 enlisted women were serving under the command of Major Charity Adams.

Maj. Adams was the first Black officer in the WACs.

As she moved up in command, because the Army was still segregated, she was placed in a company with fellow female Black officers until she was assigned the Six Triple Eight.

The battalion left the United States in February 1945, sailing on the *Ile de France*. "On the way over, because this is wartime, we were chased by a submarine, and we had to shoot out," battalion member Delores Ruddock said in 2018 at an event to honor the Six Triple Eight. They disembarked in Glasgow, Scotland, where a German V1 rocket, known as a buzz bomb, exploded near the pier, sending them running for cover.

But when the women arrived in Birmingham, "that was another life, really," Ruddock said. There, they found cold, dim warehouses, with rats nibbling on packages of spoiled food. Several warehouses were full of undelivered



Christmas packages. Some letters had been in the makeshift offices for as long as two years.

Army officials were concerned that the undelivered mail was hurting morale. Problems stemmed from several factors, including many letters and packages being addressed with only the first name of the soldier or a nickname. There even were problems where the mail had full names, such as figuring out which of the 7,500 Robert Smiths was the correct recipient. And, as noted above, there was a lack of qualified postal officers to do the job.

Other personnel had tried to fix the problem and failed. Some doubted that the Six Triple Eight would fare any better.

Maj. Adams set the women working around the clock in three eight-hour shifts. They developed cards to track individual service members, using serial numbers to distinguish those with the same names. They redirected the mail marked “undeliverable,” identifying the correct recipients of wrongly addressed mail, and returned letters and packages to the families of the fallen. Soon they were processing 65,000 pieces of mail per shift. Their motto was “No mail, low morale.”

Despite their postal prowess, the women were hampered by those who thought they knew better. When a general wanted to know why the entire battalion wasn't present for an inspection, Maj. Adams explained that the women were on their sleep shift. The general said that he'd send a white male lieutenant to show her how to run a unit. “Over my dead body, sir,” she replied.

The general threatened to court-martial her for disobeying orders, but Maj. Adams began to file charges against him for using “language stressing racial segregation” and ignoring a directive from Allied Force Headquarters. They both dropped the matter, and after seeing the women clear the



Some of the backlog of mail the 6888th found waiting for them in Birmingham, England



Members of the 6888th sort parcels in France about two months after the end of WWII.



The 6888th marching in Birmingham, England

backlog in just three months—half the expected time—the same general praised both the battalion and Maj. Adams for their work.

“They had to be the best of the best,” said retired Army Colonel Edna Cummings, who has worked to preserve the legacy of the 6888th. “Others had tried and failed to clear that backlog. They were not expected to achieve, and they overachieved.”

Maj. Adams said she believed that part of the battalion’s role was to forward the cause of desegregation. When the Red Cross tried to donate equipment for a new segregated recreation center, she refused to accept it. Her unit had been sharing the recreation center with white units and she didn’t want the opportunity to end.

She encouraged her battalion to socialize with white troops returning from the front and even the residents of the city or town where they were stationed. She wanted to create comradeship between enlisted personnel and officers and ease the tensions of racism.

Having fixed one postal logjam, the battalion was sent to France to fix the next. In May 1945, they were shipped across the English Channel and eventually reached Rouen, capital of the Normandy region. There, they found some letters that were three years old. Using the same techniques, the 6888th got the mail moving again in half the estimated time. The French people welcomed the American service members, and the Six Triple Eight was

invited to take part in a parade ceremony at the place where Joan of Arc died.

By October 1945, they were sent on to Paris, where they were housed in a luxurious hotel and received first-class treatment. But by then, the war was over and the battalion was reduced by 300 women, with 200 more discharged a few months later.

The skeleton unit returned to the United States, where it was disbanded at Fort Dix in New Jersey, and it was mostly forgotten about for years. Some of the women continued on with the military, but most returned to civilian life. Some used the G.I. Bill to further their education. Three battalion members were buried at the Normandy American Cemetery.

Adams, who by then had risen to the rank of lieutenant colonel, decided not to continue with her military career and went into academia. She earned a master’s degree in psychology from The Ohio State University, and taught at the Miller Academy of Fine Arts, Tennessee A&I College and Georgia State College. She also wrote a book about her military service.

“They did their job with dignity and respect, with dedication and commitment, even though they were faced daily with prejudices,” said retired Army Master Sergeant Elizabeth Helm-Frazier, who has worked with Cummings to preserve the battalion’s legacy. “They didn’t ask for pity. They had volunteered to come into the Army and serve their country when their country

really did not serve them, knowing that when they got out they would go back to a country that discriminated against them because of their race.”

Seventy-five years later, the Six Triple Eight is receiving new attention as the subject of an award-winning documentary. Filmmaker and military veteran Jim Theres interviewed five of the battalion’s few surviving members to create “The Six Triple Eight.” The documentary has appeared at numerous film festivals and was scheduled to appear at more before the COVID-19 pandemic caused many festivals to be canceled or postponed.

Theres was assisted by producers Cummings and Helm-Frazier, who previously had helped raise funds to build a memorial to the battalion and helped the filmmaker get in touch with surviving members. That memorial now stands at Buffalo Soldier Monument Park in Fort Leavenworth, KS.

Sen. Jerry Moran (R-KS) drafted legislation to award the Six Triple Eight with the Congressional Gold Medal. The legislation unanimously passed in the Senate and a companion bill is being worked on in the House of Representatives.

“They were trailblazers,” Cummings said. “I call them ‘pioneer patriots.’”

Helm-Frazier agrees. “They paved the way,” she said. “You’ve got women going into the infantry, into the field artillery and through Ranger school all because the Six Triple Eight laid the foundation.” **PR**

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

Honoring heroic carriers

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

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

Carrier helps free injured child from car wreck

On June 7, New Jersey Merged Branch 38 member **Armando Pedreira** was sitting in his postal vehicle on



Armando Pedreira

his lunch break when he “heard a loud crash,” the 21-year carrier recalled. He jumped out of his vehicle to investigate and was immediately confronted by a horrific sight.

A short distance away, a logging truck had smashed into an SUV. “The truck had flipped, and diesel [fuel] was pouring out,” Pedreira said. The carrier rushed over to the vehicles, along with a police officer who happened to be nearby. While the officer went to check on the truck driver, Pedreira stayed to assist the occupants of the SUV.

The driver of the SUV was an elderly woman, who was clearly injured— “[she] had cuts all over her,” the carrier said. She was speaking urgently in Portuguese, and Pedreira, who is fluent in the language, realized that she was asking about her grandchildren. He checked the back seat and found a young girl buckled in her car seat. “I told [the woman] her granddaughter

was OK,” the carrier said. “And she said, ‘My grandson, my grandson.’”

The carrier looked back in the vehicle, and saw that the young boy had been sitting next to the crushed door—the child was not even visible through the wreckage. “Me and some other people were able to pull the door off,” Pedreira said, but once they got the car door off of the child, the situation appeared grim. “I thought he was gone,” the carrier recalled.

The child’s father appeared on the scene and pulled his son out of the wreckage. After a few scary moments, it became clear that the child was still alive. EMTs and other emergency personnel had arrived by this time, and the boy was rushed to the hospital along with the other SUV passengers.

The grandmother was released from the hospital later the same day, and the young girl was soon released as well; she is still undergoing therapy for her injuries. While the boy’s injuries were so serious that he ended up losing a leg, he is recovering.

“There is no question that Armando’s efforts were critical in saving the life of the young boy,” Branch 38 President **Michael O’Neill** wrote in a letter of commendation praising the carrier for his actions. But Pedreira downplayed his role in the rescue. “It wasn’t

anything out of the norm,” he said. “I was there to help, just like anyone else would.”

Quick thinking prevents traffic accident

In June, “I had pulled up at 7-Eleven to get a beverage,” Camden, NJ Merged Branch 540 member **Jose Delvalle** said, when he looked up and noticed something odd happening in the nearby intersection. The first vehicle at the intersection, a pickup truck, should have been stopping for the red traffic light, but it was still moving.

“I waited to see if it would stop, but it kept going,” the two-year carrier recalled. Looking closer, Delvalle could see that the driver didn’t appear to be conscious. “He looked like he was overdosing or intoxicated,” the carrier said.

Leaping into action, Delvalle rushed up to the truck and was able to open the door. A young woman was in the passenger seat, but she appeared to be in shock and did not speak English. The carrier asked her in Spanish what had happened; she told him she didn’t know and that she didn’t know how to drive.

“I pushed [the driver] over and got control of the vehicle,” Delvalle said. He then drove the truck safely to the corner of the intersection, where he put it in park. Another bystander already had called 911, and the driver was taken to the hospital. The carrier then returned to his route.

Delvalle, who formerly had worked as a police officer, said that the experience was “like another day” at his old job. “This type of thing was pretty common,” he added. “I’ve done it before.” **PR**



Camden, NJ Merged Branch 540 member Jose Delvalle (l) is presented with a pin in recognition of his actions.



AQUATIC CALM

Matt Elkins has been interested in aquatic life since he was a youngster, but he didn't take the leap into fish-keeping until about seven years ago, around the same time he started as a letter carrier. As his love for the hobby grew, he found ways to share it with another carrier in his branch, one who was looking for a way to ease his post-traumatic stress disorder (PTSD) from his time in the Army and Army Reserve.

"Around my 30s, I really started getting into" keeping fish, the Atlantic City, NJ Branch 370 member said, "constantly reading about it and subscribing to fish tank magazines and learning about it."

Elkins began small, with a 10-gallon tank and a couple of fish, and at first things didn't go well. The fish he had bought at a pet store soon died. Perplexed, he sought information—from the store and, especially, online, where

people who were more advanced in the hobby helped guide him. Some online forums focus on specific species of fish. "I learned a lot from YouTube and from Facebook groups," he said. "There's a huge online community."

One thing he learned: "A lot of it is, unfortunately, [is that] fish are very neglected pets," he said. "It's a lack of knowledge. People aren't trying to mistreat them."

As he acquired more knowledge about the hobby, Elkins graduated to larger tanks.

Through his research, he soon discovered African cichlids, a species of colorful fish that he found cool. "They can be dramatic with how they behave," he said, and he started planning his own setup featuring the fish.

"I spent three months designing my African cichlid tank," he said. Besides the fish, he also concentrated on creating an underwater garden centered



Matt Elkins

around plants. He even gathered rocks from an ocean jetty in the Atlantic City area to include in his layout.

"It was a challenge for me," he said. "Then I wanted to see what else I could challenge myself with."

He soon read a magazine article about shrimp. "People were starting to keep this species from Asia," Elkins said. So, he began to breed them as well, and eventually started selling or trading the shrimp.

The carrier currently has three tanks. The largest is in his living room at home, with the African cichlids, which he plans to upgrade to a 125-gallon tank. Elkins also keeps two tanks at



One of Matt Elkins's fish tanks



Fish belonging to a letter carrier and Army veteran

his mother's house, a 20-gallon tank with shrimp and catfish, as well as a 5-gallon tank with betta fish. ("She's hooked," he says of his mom. "She'll send me updates all day—'There's another pregnant shrimp.'")

He estimates that in a week, the tanks require about five hours of maintenance on his end.

"You can do it however you want. If you want it low maintenance," you can do that, he said, adding that some of the highest-maintenance aquariums can demand seven to eight hours a day of upkeep. "That's like an extra workday," Elkins said.

He's added filters, special lighting to help the plants in his tanks, and other equipment such as bubblers to increase oxygen, wave makers to add currents and various timers. "When people see my tank, I enjoy their reaction—like, 'Wow,'" he said.

Elkins particularly enjoys the daily stress relief his setup provides.

"Before the COVID pandemic, I had never considered being a letter carrier stressful, but that has changed in the last 18 months, and now I'm finding the hobby is helping me to deal," he said. "I'll be sitting on the couch after work. It doesn't matter how bad my day is, I've just been watching the fish. It's almost a meditation thing.

"My particular fish are always danc-

ing for each other," he said, adding that he can get so absorbed by the fish that it can be 20 minutes later "and you don't even realize what's going on during your TV show."

Watching an aquatic environment is a soothing activity for anyone, but especially for those who have undergone the pressure of serving in the military.

In 2019, Elkins read an intriguing article about how aquariums can help military combat veterans with PTSD manage stressors, and how the Department of Veterans Affairs had put tanks into some of its facilities because of the demonstrated benefits.

Just a few days later, a fellow letter carrier overheard Elkins talking about his aquariums and approached him for advice about starting his own. Since Elkins knew the carrier was an Army active-duty and Army Reserve veteran of eight years, he told his co-worker about what he had just read, and they soon struck up a friendship.

The five-year carrier told Elkins that he already had been looking for a fish tank to get started, and he soon bought one.

The carrier, who did not want to be identified, had been diagnosed with PTSD as a result of his military combat experience, and he was intrigued by the fish-keeping hobby as a tool to help manage his stress and anxiety.

He didn't have experience with

aquariums, but he bought some fish—and then bought some more. "I got addicted," the veteran said. "Once you buy a fish, you won't stop."

He now has two 75-gallon tanks in his home, filled with a few dozen colorful freshwater fish that he set up with help from Elkins.

The carrier enjoys just sitting and watching the fish in the aquariums, and says he highly recommends it for other veterans.

"It's a good therapy and helps [with] coping skills," he said, adding that "it keeps my sanity and helps to relieve my stress. When they swim in harmony, my mind begins to relax."

The two carriers get together at least twice a month to work on each other's tanks. In between, Elkins said, "We talk about it quite frequently."

He loves sharing his passion for the hobby and says that enthusiasts like himself can easily get "MTS," or Multiple Tank Syndrome. "You can't stop," he said with a laugh.

It is the bringing of nature into his home that the avid aquarist most appreciates about his hobby, because it helps him slow down and relax. "You have this slice of nature you never get to see in any other circumstances right in your living room," Elkins said. "And the nature doesn't know you're watching it." **PR**



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Americans honor the men and women who served in the armed forces each Nov. 11, Veterans Day. It's a day to thank veterans, as well as active duty, reserve and National Guard service members, and reflect on their sacrifices.

In this special veterans-focused issue of the magazine, we honor the service of all veterans in our ranks. We discuss in this story the NALC Veterans Group. We report on a group of nearly forgotten women who kept the mail moving to soldiers during World War II (see page 14). We write about a letter carrier who turned to aquariums to relieve his service-related post-traumatic stress disorder (see page 18). Veterans explain how their military service informed their postal mission (page 3). And we list the members of the NALC Veterans Group (see page 23).

Thousands of active and retired letter carriers—about 1 in 5—are veterans. To recognize their service and provide them with resources, the union created the NALC Veterans Group in 2015. Since then, membership has grown to 17,585 veterans who stand ready to help other veterans.

“The NALC Veterans Group is how our union honors veterans not only on Veterans Day, but every day of the year,” NALC President Fredric Rolando said. “Veterans bring a special sense of service and can-do attitude to the letter carrier profession and to our union.”

Membership in the Veterans Group provides access to information and tools specific to veterans' rights and benefits, which often intersect with their rights and benefits as postal employees.

The Postal Service is the beneficiary of the commitment and reliability of more than 100,000 veterans. This same level of devotion and allegiance also has made the NALC Veterans Group

one of the strongest and most successful of veteran organizations in the labor movement.

Led by Assistant to the President for Community Services Christina Vela Davidson, an Army veteran, the NALC Veterans Group provides useful information and resources to members and encourages their efforts to help each other and their communities.

“As any person who has served in the military knows, good things happen when we stick together,” Davidson said. “I’ve seen it firsthand as a disabled veteran, and I truly believe in veterans helping veterans.”

The Veterans Group showed its colors at the 2018 NALC Biennial Convention in Detroit. At the convention center, Veterans Group members held an event to aid homeless veterans in the Detroit area, assembling thousands of care kit bags for distribution to homeless veteran centers.

“We held this service event in a very large room, but there were still lines of veteran members going out the door, waiting to help,” Davidson recalled. “They demonstrated what service is all about.”

Service never ends

For an example of a veteran whose spirit of service endures, look at Atlanta Branch 73 retiree and former Region 9 Regional Administrative Assistant (RAA) **Charles Windham**.

Windham started carrying the mail in 1965 and was drafted into the Army two years later. Seeing his leadership qualities, the Army put him in an accelerated program, where he rose to the rank of staff sergeant. He trained at Fort Benning in Georgia and then in a jungle warfare program at Fort Polk in Louisiana.

His next stop was Vietnam, where he led long-range reconnaissance patrols (LRRPs)—small units sent into enemy

territory to gather intelligence and sometimes engage the enemy. Windham completed 38 LRRP missions, with three involving serious firefights. He was wounded in one but continued to provide covering fire to help others escape; in another, he dragged a wounded fellow soldier to safety under intense fire.

For these actions, Windham was awarded a Purple Heart, two Bronze Stars and a Silver Star.

After his Army service, Windham returned to carrying mail in his native Georgia. His roles in the union included serving as vice president of Branch 73 and vice president of the Georgia State Association. He became an RAA in 1988 and served until his retirement from USPS in 2000. In 2016, Windham was inducted into the Georgia Military Veterans Hall of Fame (see the March 2017 issue of *The Postal Record* for more information).

Windham is spending his retirement days helping other veterans in many ways.

He serves fellow veterans, active-duty service members and their families as a member of the U.S. Mountain Rangers Association, the 1st Cavalry Division Association, Vietnam Veterans of America and the Hall of Fame.

Windham's volunteer activities through these organizations include helping with scholarship programs for veterans' children and grandchildren, promotion and fundraising for the Hall of Fame, and providing transportation for elderly and disabled veterans to doctor's appointments. “We try to make sure they get the medical care they need,” he said.

With donated materials, he and fellow vets also build wheelchair ramps for veterans who need extra help getting in and out of their homes.

Windham's call to service also involves honoring fellow veterans at the



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end of their lives. “We participate in a lot of the ceremonies when the older guys pass away,” he said.

His efforts keep him busy in retirement, Windham said, but service to fellow vets is about so much more than that.

“There are so many needy guys out there, with the war wounds they suffered, later in life it’s hard for them to function,” he said. “When you go out and make a house handicapped accessible and you see the gratitude on their faces, it makes it all worthwhile.”

Veterans Group membership and resources

Membership in the Veterans Group is open to any NALC member or Auxiliary member with past or current military service.

To join, fill out the card included in this issue, or go to nalc.org/veterans to fill out and print the membership form, then mail the completed application to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Upon joining the Veterans Group, members receive a lapel pin as a symbol of gratitude for their military service and membership in NALC.

They also receive the NALC *Veterans Guide*, a handbook full of valuable information for active and retired carriers who are veterans or who are currently serving in a reserve component of the armed forces or in the National Guard.

Veterans Group members also may purchase exclusive merchandise from the NALC Store. To shop, go to nalc.org/store. All products are union-made in the USA.

The Veterans Group has compiled useful resources for members and keeps up with the latest news related to veterans. Full information is available in the NALC *Veterans Guide*.

The resources include detailed information about:

- Veterans’ preference in federal and postal hiring.
- Retirement credit for military service. Known as “military buy-back,” credit for military service allows letter carriers and other federal employees who are veterans to receive credit for their military service time to be added to their years of civil service with the government and increases their retirement annuity.
- The Uniformed Services Employment and Reemployment Rights Act (USERRA). This law protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA prohibits employers from discriminating against past and present members of the uniformed services.
- Military and Wounded Warriors Leave.
- Medical and mental health rights and resources.
- Dual coverage for workers’ compensation under the Office of Workers’ Compensation Programs and Department of Veterans Affairs.

The Veterans Group website, nalc.org/veterans, includes news reports on pending legislation and other important topics. The NALC *Veterans Guide* can be downloaded from the site.

To recognize the veterans in our ranks who have joined the Veterans Group, the names of the 17,585 members as of Oct. 12 is listed in this special veterans-focused issue of *The Postal Record*.

ALABAMA

Branch 106, Montgomery

Joseph Brown Jr.
Booker Carroll
Walter Colburn
Charles Doucet
Charles Duncan
Marilyn Evans
Artegus Felder
Ronald Fullove
Henry Horn
Russell Hudson
Christopher Lambert
Joseph Lewis
Marta Mass
Robert McSwain
Cavanaugh Moore
Ralph Norman
Carmen Penny
Ronald Reader
Henry Robinson

Lloyd Sager
James Williams
Charlie Wood

Branch 448, Anniston

Glenn Gilbert
Terry Hall
George F. Rivers
Bridget Sheats
Willie Wall

Branch 462, Huntsville

Wanda Davis
Kenneth Harper
Eric Hawes
Steven Horison
David Jefferson
Mary Jones
Timothy Kirkland
Freddie Moore
Randall Morgan
Billy Parks
James Petty Jr.

John Rodgers
James Simmons
Noah Wells Jr.
Scott White

Branch 469, Mobile

Michael Alldread
Charles Anderson
Cassandra Ankom-Mayo
Dale Berry
Neely Clinton
Gene Coker Jr.
Mark Coleman
Kenneth Crowley
Willie Dunning III
James Houston
Richard Ivy
Richard James
Benjamin Johnson
Derrick Johnson
Marcia Johnson
Vincent Lang
Wakeshia Lawson

Johnny Martin
James Mosby
Joaquin Pruitt
Harold Ray
Michael Reed
Jim Rivers
Edward Roebuck
Nashid Rushdan
John Shears
Willie Shiver
Roger Stephenson
Kirt Stokes
Johnny Swilley
Reginald Thomas
Robert Tolson
Dana Toney
Johnny Watson
Eugene Williams
Lakia Williams

Branch 530, Birmingham

Anthony Barganier
Duane Barnes

Roderick Belsler
James Blackburn
Timothy Brewer
Herman Bryant Jr.
Clifford Burns
Mark Calhoun
Robert Chandler
Felix Chapple
Willie Clements
Kenneth Cleveland
Tommy Demedecis
Samuel Edwards
Roosevelt Gillispie
Herbert Hammond
Sandra Harris
John Hedgepeth
Tarvalar Herron
Otis Horn
Jimmie Hudson Jr.
Willie Hudson Jr.
Jimmy Johnkins
Jackie Jones

Lewis King
Norma King
Ray Lawrence Sr.
Roger Lawson
Crystal Lawton
Wayne Marbury
Tambalyn Mason
James McKee
Reuben Melton
Keith Nelson
Luis Pagan
Willie Royal
Thomas Russell
Larry Spencer
Carmalita Tuner
Leonard Walton Jr.
Michael Warren
Christopher Waters
Michael Waters
William Whitner III
G. Williams

Branch 892, Florence

Larry Bevis
Thomas Britnell
Richard Davis
Danny Frost
William Gray
Jennifer Haywood
Steven McCrary
Ronald Moss
Joseph Spurgeon
Wally Thigpen Jr.
Glenn Winkelmann

Branch 937, Bessemer

John Burke
Armstead Herndon

Branch 1047, Gadsden

Robert Champion
Richard Cushing
Phillip Nasworthy
Candice Phillips

Branch 1096, Tuscaloosa

Benny Chappell
Christopher Combs
Edward Pratt Jr.
Christopher Strickland
Kimberly Thomas Taylor
Nicholas Warren

Branch 1314, Decatur

Timothy McIntyre

Branch 1630, Dothan

David Cain
Eugene Ganter
Accacia Hammonds
David Kirkland
John Lanton
James Metcalf
Willie Myles
Dolan Priest
Kenneth Risher
Charles Rummel
John Simpson
Royce Stokes
Teresa Thayer
Duel Wilson Jr.

Branch 2270, Cullman

James Steele

Branch 3099, Jasper

Donald Bobbitt
Michael Hutchinson Jr.

Branch 3122, Phenix City

Shadonna Minter
Melvin Tillman

Branch 3344, Jacksonville

Devonte Davis

Branch 3359, Fort Payne

Donald Cornelius
Zachery Gauthier
Tim Love
Leo Nadolny

Branch 3386, Roanoke

Cecil Halsey

Branch 6118, Foley

Phillip Dean

ALASKA

Branch 4319, Anchorage

Danny Ancheta
Richard Balgenorth
Jeffery Balthazore
Audwin Banks

Pedro Bautista
David Berlin
Ricky Bryant
Roland M. Bugarin
Addis Bugg
Terrence Chase
William Cook
Donald Coonrod
Edwin Cruz
Devin Duncan
Richard Fessenden
Eduardo Figueroa
Joseph Flanagan
Erle Fox
Patrick Gauthier
James Gordon
April Green
Lyal Hanson
Paige Harper
Benjamin Hicks
Ann Holbrook
Albert Johnson
Elijah Johnson
Charles Karjala
Vernon Kimball
Dianna Kleven
Chang Lee
David Lichtenberg
Grady Lindly
Michael Malnoske
Michael McNatt
Joab Mendoza
Michael Miller
Randall Oldenburg
Christopher Pagsolingan
Gregg Peters
Atualaisa Posiano
David Powell
Roberta Pull
Heather Raison
Kelvin Rascoe
Dorsey Roland
Glenn Rueckert
Carol Salandra
James Samson
Louise Santangelo
Rodney Scott
John Scudder
Larry Sivyer
William Souza
Melody Stannard
Jacob Stefanoff
Louis Titus
Josefa Tufaga
Ronald Walls
Richard Weston
Tammy Westover
David Wilkerson
Douglas Williams
Antoine Winbush

Branch 4491, Fairbanks

Curtis Bergan
Ronald Goessel
Dennis McQueen
Branch 4985, Juneau
John Castillo

ARIZONA

Branch 576, Phoenix

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Nicolas Aragon Jr.
Peter Archuleta
Lino Arcos
Wesley Armstrong
Rodolfo Baluyot
Michael Bartley
Gilbert Bejarano
Jeffrey Bennett
Gilbert Berumen
Mark Bley
Jason Boyd
James Bradley
Anthony Brandy
Rick Brannies
Carol Bryant
Michael Burkhardt
Bruce Calhoun
Troy Carolan
Elizabeth Castro
Jake Cau
George Chavez
Nestor Chavez
Stephen Clark
Daniel Collins
Jeffrey Connors
Jackie Cooks
Dale Cunningham

Stanley Cyganik
James DeLong
Anthony Devincent Sr.
Lorenzo Diaz
Dennis Dilyard
Clifford Dixon
Ronald Elia
Michael Ferchud
Nathaniel Fuchs
Dennis Galloway
Jesus Gandarilla
Adrian Garcia
Nestor Garcia
Stephen Gilliam
Bobby Gray
Marcus Green
Skip Gruber
Christopher Hawn
Conor Hayes
Ernesto Hernandez
Victor Hernandez
John Howard
Allen Hutchinson
Dominic lafrate
David Jamieson
Brandon Jarrett
Gregory Jones
Michael Jones
Justin Karl
Jeffery Kehde
Charles Kern
Robert Kesterson
Weston Kwan
Helen Lafrance
Jelani Lamb
Michael Lantz
Josephita Larson
Jerry Lazarte
Alan Linde
Juan Lopez Jr.
Mark Mahan
Kristine Marin
Jana Maron
Edward Marquez
Steven Martinez
Lawrence Martino
Charlie McMillan
Clifford McDowell
David McGuire
Robert McKinley
Fidel Mejias
Allan Mendoza Sr.
Sarah Mettinger
Alexander Moctezuma
Matthew Montes
Albert Moore III
Jeffrey Morgart
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Tyler Nall
Jerry Nelson
Stephen Newkirk
Joseph Nillo
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Oscar Orozco Jr.
Gregory Owen
James Parisella
William Parot
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Jose Perez Jr.
Joseph Pettinato
Robert Powell
Ralph Pucci III
James Radabaugh
Jeffery Ramsey Jr.
Frederick Robinson
George Rodriguez
Louis Rosales
Ramon Rosario
Efrain Sanchez
Joseph Sandoval
Michael Schwake
Martin Segal
Douglas Sigmon
David Smith
Charles Smith Jr.
Thomas Snowden
Thomas Solnit
Cody Spicer
Jonathan Stotelmyre
Kenneth Sumpter Jr.
Nicholas Tateo
Ronald Thoene
Michael Thorne
Michael Tolmachoff
Alberto Toscano
Atlee Tucker Jr.
Paul Uphill
Jack Van Dyke

Rudy Walter
Janet Weber
Scott Wentzel
Michele White
Steven Young Jr.
Branch 704, Tucson

Luis Acuna
Wade Alford
Jose Badilla
Delmar Bambrough
Dale Bartlett
Terri Bentley
Bryan Bird
Dennis Bosi
Edward Bruffett
Abraham Bustamante
David Capley
Christopher Carpenter
Patrick Chavez
Kyle Colon
Jason Comstock
John Cook
Alejandro Corona
Robert Cramer
Irving Crespo
Curtis Croft
Joel Cunningham
Lawrence Dreyer
Steven Edwards
Daniel Elliott
Gabriel Esparza
Peter Espino
Mark Follet
Anthony Frates
Robert Fregoso
Harry Fridye
Joseph German
Byron Gillett
David Gnuschke
Martin Gonzalez Jr.
Janice Green
Michael Griner
Robert Haggerty
Byron Hardesty
Malcolm Harvey
Donald Hicok
Arthur Higven
Donald Hootman
Jesse Hunter
Raymond Hutchins
John Jackson
Myron Jackson
Manuel Jacobo Jr.
Bruce Jenkins
Melanie Jones
Kenneth Keller
Marvin Kelley
Royce Kelly
Timothy Kline
John Knowlton
Gary Kwasny
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David Latting
Daniel Leyvas
Allen Linhart
Malcolm Love
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Ronald Macaulay
Genaro Majuta
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Arthur Martinez Jr.
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Michael McGarrigle
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Jerry Pierce
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David Sullivan

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Bobby Thomas
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Aaron Thomsen
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Arnulfo Valencia
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Ramon Vega
Daniel Versluis
Kathleen Walter
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Stanley Chronister
Lee Proper

Branch 1642, Yuma

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Robert Carey Jr.
Alberto Geraldo
Fabian Greenidge
David Howard
Nelson Marquez
Keith McCowan
Adrian Moctezuma
Antonio Peralta
Martin Schaeftbauer

Br. 1902, Arizona Mgd.

Bruce Bay
David Bertram
Victor Berumen-Chavez
Alan Bobbe
John Borcherding
Brandon Brooks
Robert Bryant Jr.
Robert Carrignan
Richard Carrillo
David Clayton
Sandra Cox
Donald Davis
David DeFrancesco
Scott Dean
Russell Diana
David Dillon
Joseph Fellhauer
Donald Foral
Marlin Fordham
Vincent Galgano
John Gandy
Reuben Gardella
Donald Gentrup
Robert Gonzales
Donald Goodwin
Andrew Greer
Robert Hanson
Cynthia Hartshorn
Raymond Herrera
Stanley Hill
Francis Johnson Jr.
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Steven Kappelman
Cherie Karr
Christopher Kauffman
William King
Thomas Kirk
John Klein
Robert Krumwiede
Madeline Leblanc
Gary Lee
John Lincoln
Nicolette Lockwood
Leo Longtin
Luis Lugo
George Lyon
Enrique Martinez
Juan Martinez
Gordon McCune
Phillip McDonald
Patrick McGinnity
Gregory Merrill
Brian Miller
Charles Molina
Glenn Nason
Carroll Nelson Jr.
Oracio Ordaz
Guillermo Ortega
Matthew Pastor
Adolph Pena
Lawrence Perez
Frank Polka
Don Porter
Ronald Query II
Andres Ramirez Jr.
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Donald Schneider
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Paul Smith
Thurman Snyder
Gindi Specht
Robert Stafford
Edwin Strathmann Jr.
Paul Swiatkowski
Terrance Tolder
Richard Tyler
Rudy Valenzuela
Christopher Vanmale
Nicholas Villa
John Wahlers
Ralph Walton
Sherry Ward

Branch 2417, Nogales

Eugenio Bracamonte

Branch 4761, Ajo

Charles Schwarz III
Ronald Taoka

Br. 5850, AZ River Cities

Michael Beans
Michael Boger
John Linnenkamp
Jason Martinez
William Randall III
Baron Yankowitz

Branch 6156, Sun City

David Anslay
Heller Amone
Paul Bocconcelli
Ramiro Bojorquez
Darin Chew
Thomas Cummings
Ronald Durrance
Thomas Ferelli
Ernest Gamez
David Gonzales
Guy Gutierrez
Richard Haushalter
Terry Hesselrode
James Holmes II
William Lamb
Jennifer Lary
Paul Lawlor
Timothy Limon
Ronald Lonski
Deandrae Pearson
David Perez
Greg Pery
Johnny Reed
Theodore Samplin
Joseph Santana
Ronald Schaefer
Montel Scott
Scott Sears
Jerrone Stinnie
Clayton Taylor
Alan Teel
Sergio Uriel
Roman Valenciano
Gerald Wackerfuss
Felipe Zavala

ARKANSAS

Branch 35, Little Rock

Audie Adkins III
Steven Aldridge
Douglas Barnett
Latoya Barnett
Patrick Booker Jr.
Monica Bratton
Michael Breen
Cedric Brown
Thomas Brown
Arch Bullock III
Ronald Cloud
Isidore Daniels
Robert Davis
Jeffery Dyer
Gary Fair
Bobby Fuller
James Gosnell
Jeremy Hayes

Billy Johnson
Danny Lyle
Jackie Maddox
Erik Martin
Samuel Mays III
Grady McAlexander
Owen Mkandawire
Jonathan Montgomery
Gary Mullenax
Kennie Notto
Beverly Parks
Robert Pate
David Peresko
Gerard Pickett
Tyrun Price
Gregory Prince
Joe Roy
Carlton Stubblefield
Timothy Thompson Jr.
Alfred Walker
Donald Weir
Eric Wilken
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Branch 240, Pine Bluff

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Branch 399, Fort Smith

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Larry Schnebly
Michael Sharp
Anthony Testa
Roy Williams

Branch 1131, Jonesboro

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James Johnston
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William Peacock
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Branch 1293, Paragould

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David Morse
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James Cross Jr.

Branch 1820, Forrest City

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Branch 1946, Russellville

Jerry Collins

Branch 3191, Piggott

Kyle Hardin

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Michael Spurlock

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Branch 3671, Springdale

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Eleanor Dellamuth
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David Parish
Jason Powell
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Vernon Timmons
Stephanie Watson
James Woolsey Jr.

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George Birdsong Jr.
Roland Davenport
Phosaython Kweekul
Kevin Mustain
Jack Plummer IV
Vernon Richards

Branch 3730, Warren

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Norman Finney
Richard Kennon
Robert Murphy
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Francisco Acosta
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Doile Banks Jr.
Rufus Bell
Valente Benavides
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David Brown
Henry Brown
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Darlene Carnes
Ernie Castaneda
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Marcos Garcia
Nelson Garcia
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Donnell Harris
Johnny Harris
Eric Henriquez
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William Jeffrey Jr.
Charles Kennedy
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Matthew Kozlo

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Michael Metzler
Juan Michel
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Raul Perez
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Billy Rowe
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William Starks
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Lawrence Thomas
Donne Thompson
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Maphunziro Varela
Alberto Vargas
Alberto Vasquez
Robert Vasquez Jr.

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Eddie Canales
Mark Cronin
Paul Cuce
Jay Fugitt
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Albert Jacquez
Tadeusz Lazowski Jr.
Sef Solonio
Charles Tatick

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Philip Avvampato
Antonio Belandres
Lonzo Bennett
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Jesus Cerna
Martin Colin
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John Craig
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 Dana Hugus
 David James
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 Michael Towery
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 Eric Zuniga

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 William Major

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 Paul Gonzalez
 Tutan Govap
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 Mauro Guerrero
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 Michael Henderson
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Frank Ragley
Melvin Rexroth
John Riddle
Anthony Rivera
Orlando Rivera
Arnold Schmidt
Jason Simpson
Grant Smith
Jeguery Solis
Luis Taborga
Jeffrey Theobald
Nelson Urena
James Vickers
Anthony Whiting
Todd Workman
Marc Zimei

Branch 1753, Bradenton

Charles Bender
Willie Brandon
Johnny Brown
Steven Burkert
Gloria Byers
Christopher Carbaugh
Raymond Cruz
Vernon Davis
John Depina

Mitsu Evans
Jerry Field
Tony Harper
Eddie Jackson
Claude Kaplan
Jose Mendoza
Edward Mileski
Gerald Moden
William Parard
Michael Peet
Frankie Randall
Ervin Richardson
Delmas Ridenour
Francis Riester
John Shannon
Gregory Shumway
Stuart Skene
Alfred Smith
Charles Taxdal
Maria Tincik
Rodney Watson

Branch 1779, Lakeland

Richard Beuth
John Bunting
John Creedon
William Elliott
Cory Gibson
Michael Gonzalez
David Kinder
Otis Lariscy
Deward Little
Charles Luke
Allan Mann
Christopher Massanet
Martin McGlenn
John Mitchell
Julian Moody
Lee Norris
John Pecinich
Edward Pieniak
William Rokosz
Arthur Schaffer
Frank Stephens
William Stephens
Harold Walker

Branch 2008, Clearwater

Donald Anderson
Donald Bacher
David Bernger
John Borys
Robert Briggs
Richard Brinkman
Lloyd Bunyan Jr.
Darius Bussey
Anthony Casanova
Linda Dees
Agustin Dejesus Jr.
Karen Deline
Matthew Donadio
Johnnie Ertzberger
David Fiez
Danny Foster
Terry Fowler
Albert Friedman
Howard Fuller
Richard George
Martin Goldman
Paula Goodenbury-Birc
Sander Guzman
Dennis Kachinski
John Kane
Stephen Kennedy
Orlando Lopez
Kevin Mays
Wayne McCarter
Canna Mercer
Robert Meyer
Robert Olivio
Timothy Peters
Richard Ponce
Gary Quesinberry
Derek Raider
Santos Reyes
Richard Richard
Pablo Rivera
Thomas Seog
Bridget Sirochman
Joseph Spencer
Theodore Springer
Jerry Thompson
Charles Tsangaris
Seth Vandaniker
John Wood
Dawn Woodruff

Branch 2072, Fort Myers

James Alltger
Bruce Altman

Michel Antenor
Adam Bellino
Gregory Block
Oswald Brown
Joda Brun
Richard Burkard
Cruz Candelaria
Edward Crowder
James Daniels
Peter Dattolico
Jerry Davis
Luke Davis
Mark Davis
William Delgado
Joseph Dibella
John Dunleavy Jr.
Scott Engle
Donna Estlund
James Faranda
Mona Fiore
Richard Ford
Gary Formaro Jr.
Stephen Goodwin
Oswald Gordon II
Ann Gould
Reginald Graham
Gary Harlow
John Hemphill
Omar Hernandez
Gregory Hervey
Kyle Horton
Charles Islieb Jr.
Randolph Jackson
Denney Jones
Lynn Jones
Mickey Lince
Orlando Lugo
Alexander Main
Erik Mathews
Daniel Moe
Abel Muniz
James Murnane
Stephen Nason
John O'Harra
Raphael Orama
Thomas Owens
Gary Palmer
John Phelps
Thomas Pierson
Jeryllyn Rambo
Dwayne Robb
Ramon Rosado Jr.
James Royer
Jean Saintelus
Sabrina Sherrill
Kelly Smith
Christopher Stancil
Gordon Stewart
Tomas Trice
Spencer Vigneau
James Walls
Michael Walsler
Daniel Wheatley
John Whitty
William Wiemer

Branch 2148, Sarasota

Joseph Angers
Kenneth Bingle
Kenneth Brown
Anthony Caputo
Louis Colon
Luis Colon
Edward Confer
Randy Dakin
Larry Dean
Richard Delgrosso
James Delpero
Delwyn Difabio
Nathaniel Dolby
Henry Dowling Jr.
Glenn Frazier
John Gillo
Leroy Gomez Jr.
Andrea Hammond
Yolanda Hart
Steven Heier
Scott Holewinski
Steven Hunsucker
Rudolph James
Roland Kelley
Juan Lopez
David Marriott
Howard Moore
Kimberly Mullins
Richard Nelson
Paul Papuzynski
Johnnie Quinn
Kirk Ramme

Kirk Schoenthal
James Shaddix
Rickey Smull
Emmet Stromberg Jr.
Brian Studnicky

Br. 2550, Ft. Lauderdale

Steven Brinkley
Alvaro Camacho
James Cartwright
James Dietrich
Kwame Dixon
Don Favus
Sam Franco
Vonette Grant
Richard Haberman
Lina Hankerson
Gerald Harmon
Igmedio Hipolito III
Martin Ireland
Charles Jackson
Ronald Jackson
Jimmy Johnson
Roderick Joseph
David Katz
Sheila Kellem
Oral Knight
Thomas Lacey
William Laurido Sr.
Michael Lewis
Diego Lopez
William O'Keefe
Dennis Pack
John Pangborn
Philip Pierzchanowski
Galen Pitters
Victor Ramos
Michelle Rio
Nathaniel Smith
Thomas Thompson
Jorge Torres-Jaiman
Richard Tschiggfrie
Andrew Virruso
David Webb
Dajak Williams
Benjamin Wright
James Wright
Michael Zibrosky
John Zona

Branch 2591, DeLand

Thomas Bolton
Nathaniel Briscoe
Javier Irizarry-Burgos
Warren Kerswill
Michael Leigh
Jack Leighton
Gary Lush
Dennis Miranda Jr.
Edwin Neville
James Pennebaker
Jose Rodriguez
Craig Thomas
Ronald Williams

Br. 2689, Spacecoast FL

Robert Barwell
Gairy Chin
Carlos Collazo
Bruce DeLena
David Delage
Brian Dickson
Thomas Faron
Ronald Fashano
Shane Flynt
Benjamin Fouts
Gerald Galaske
Douglas Hall
Steven Hawk Sr.
Amy Hebert
William Hillberg
Russell Hoffner
Brandon Kaszok
Kevin Kemppanion
Keith Kowalski
Michael Krajic
Lyndon Lockett
Marc Malavasic
Donald Milne
Michael Monopoli
Terry Overly
Gary Pickett
Ray Plymale
Howard Print Jr.
Carl Reicks
John Rice
Richard Romanski
Bradley Schmidt
Peter Sckipp
Richard Shanahan II

Francis Springer
James Tootle
Peggy Zahner
Sante Zeppieri

Br. 3129, New Smyrna Beach

Eric Gordon
Michael Heck
Andre Isaac
James Ivy
Allan Kaplan
Rodney Oakley
Timothy Wallace
James Zern

Branch 3367, Panama City

Robert Baker
Adam Beauchamp
Charles Collins
William Hodges
William Jump
Ernest Moss
Arthur Ness
David Newman
John Rotenberger
Raymond Welch
Bruce Wright

Branch 3667, Chipley

Raymond Bixby

Branch 4000, Avon Park

James Cooper

Br. 4559, Emerald Coast

Michael Ammons
Howard Anderson
David Barfield
Cyril Bullard Sr.
Daniel Burger
Adella Charles
Amilcar Colon
Roger Drake
Robert Felice
Kerry Ferguson
Marvin Gee
Clifford Greer
David Gregory
Mark Kissel
Katrina Lambert
Charles McClain
Jerry Milton
Larry Minor
Larry Nelson
John Phillip
Walter Prater Sr.
Patricia Rickard
Dawn Rowe
Charles Schaefer
Raymond Seigler
Percy Smith Jr.
Andrea Vasquez
Paul Vermillion
Jeffrey Watson
Roger Zimmerman

Branch 4716, Naples

Michael Angelo
Thomas Bouse
Stephen Cioce
Chan Copas
Jesse Costin
Joey Featherston
Michael Jessup
Bernard Krinock
Matthew Naufel
Joseph Russo Jr.
John Shields
Stanley Simmer
Robert Vezina

Branch 5192, Apopka

Richard Carter
Jaime Cruz
Omar James Jr.
Leverso Myrick

Branch 5480, Venice

Jay Barthelmeus
Michael Burgess
Joseph Cappiello
Troy Cooley
Vern Creps Jr.
James Gardner
James Getchell
Steve Greenlaw
David Greenwald
Terry Haskins
Victor Kent
David Logan
James Maloney
John Reeps

Below is the list of NALC Veterans Group members as of Oct. 12

Timothy Teixeira
Sean Whitty
Mark Zweig
Branch 5951, Edgewater
Mark Smith
Br. 5955, Altamonte Springs
Preston Jackson III
Scot Jenkins
Josue Nieves
Larry Rhonehouse
Branch 5957, Lake Alfred
John Brown
Branch 6013, Inverness
Yehuda Hahn
Branch 6491, Crystal River
Christopher Craig

GEORGIA

Branch 73, Atlanta

Stephen Akin
Daniel Amper
Rickey Bailey
James Ball
John Bayles III
Gregory Bing
Wayne Birch
Tim Blanchard
Mary Bostick-Goodson
Claude Bowden
Milverton Braithwaite
Jimmie Brittain
Walter Brock
James Brock Jr.
David Brown
Dexter Brown
Ollie Brown
James Cameron
Pedro Cardozo
Irvin Charles Jr.
Roland Clark
Dominador Claro
Terry Clayborn
Homer Clements
John Cliatt II
Charles Colbert
Marvin Cotton
Carl Davis
Curtis Davis
Cathy Delaney
Robert Ellenberg
Randolph Flemister
Lisa Forts
Larry Frye
Bernard Fuller
Charlie Gates
Ronnie Gates
Wesley Gillon
Donald Godfrey
Donald Golden
Eddie Graham Jr.
Carl Gray
Willie Gross Jr.
Julian Hardnett
Damon Harper
Craig Hill
Ralph Holbrooks
Zane Hollenberger
Dawn Holman
Michael Holt
Ronald Howard
Julius Hughey
Larry Hurley
Derrick Jackson
Tiawanna Jackson
Raymond Jeter
Donald Johnson
Loyd Johnson
Cedric Jones
Lana Jones
Muhammad Kareem
Raymond King
John Lipscomb Jr.
Allison Lockhart
Keith Long
Joycelyn Mack
John Madden Sr.
Charles Martin
Timothy McCray
Christopher Montedoro
Troy Moore
Mark Moran
William Moreland
Melvin Morgan Jr.
Shirley Nash
Keith Norman
Jerry Parham

Ray Petty
Jerry Phillips
Regal Phillips Jr.
Robert Pittard
Daniel Pitts
Carl Pope
Jamesa Rainey-Euler
Denise Reed
Milton Reed
Gregory Relaford
Michael Riordan
Travis Robinson
William Robinson Jr.
Kishma Schalterbrandt
Herbert Sexton
Wendell Sims
Eric Sloan
Edward Smith
Harry Smith
Melvin Smith
Raymond Smith
Tracy Smith
Allen Smith Jr.
Amos Smith Sr.
Glen Standard
Gregory Terry
Jerry Tharpe
Donald Thornton
Willie Thornton
Bennie Toney
Bobby Turner
Mitchell Upshur
Marcus Vann Jr.
Judson Vaughn
Robert Virkstis
Isaac Webb Jr.
Howard White
Kerry White
Andrew Williams
Tony Willis
Cecelia Wilson
Charles Windham Jr.
Velma Worthy-Lindley
Timothy Wright

Branch 263, Augusta

Donna Amacker
Ernesto Andone
Anthony Bailey
Frank Binns Jr.
Barbara Bonner
Anthony Brooks
James Brown
Kathy Brown
Althea Chardon
Lonnie Colton
Raul Concepcion
Suchart Ellis
Belinda Flemming
Deo Fontimayor
Edward Gleason
Elliott Gray
Sylvester Hallmon
Nancy Hanner
Tony Harrison
David Harvey
Anthony Holloway
Lemuel Hunt
Monroe James
Dariel Johnson
Kelvin Johnson
Malachi Knox
Nathaniel Lee
Colothia Leonard
Michael Lewis
Darryl Marshall
Rodney McAllister
Sylvester McDonald
Pamela Moore
Ralph Moxley
Jerome Moyer
Levon Mursier
James Olden Jr.
Van Phillips
Barry Pruitt
Wilbert Purcell
Danny Ramos
Ronald Reese
Frank Ryan Jr.
Barbara Shipman
Eunice Stewart
Joseph Stiles Jr.
Douglas Strakosch
James Thurmond
William Wells
Ronnie Wilburn
Branch 270, Macon
Vincent Black
Keith Brown

Ronnie Buie
Jessie Carnegie
George Chaffin
Ellison Davison
Carrie Gary
James Grayer Jr.
Don Griggs
Richard Haralson
Cedric Henderson
Charles Howard
Tony King
James Lucas Jr.
Crissy Mackey
Michael Newson
William Rich
Akeem Shannon
Cynthia Tuft

Branch 313, Brunswick

Ernest Caine
Julius Caine
Robert Hamilton
Stacy Ketchup
Charles Lawrence
Floyd Miller Jr.
Michael Robinson
Ernest Wilson III

Branch 420, Americus

Willie Dupree
Branch 536, Rome
Jeffrey Bradshaw
Kris Bunch
Barbara Crocker
Harvey Echols
Darrel Galliher
Carmon Haynes Jr.

Russell Langston
Jasmine McClarity
Donnie McClure
James Owen
David Rhoades
Michael Rogers
Raymond Shope
Samantha Udell
Kelly Wheeler
Douglas Williams

Branch 546, Columbus

Clarence Acosta Jr.
Steven Adams
Willie Alloway
Bobby Bailey
Darius Banks
Anne Barnes
Randal Beavers
Victor Betancourt
Luquan BOWENS
Dareal Brawley
James Cadien
Ray Calder
Glenn Carson
Scott Caverly
Phillip Clifford
Flinardo Coleman
James Cook
Miguel Cortes
Coral Crawford
Michael Davison
Mannie Dejesus
Alexander Diallo
Mark Dimattia
Robert Dubits
Rufus Dunbar
Oliver Eaton
David Fields
Leslie Frye
Jermaine Hall
Gevonte Harris
Ronald Harris
Daniel Hill II
Gloria Holloway
Frederick Hoskins
Robert Hunter Jr.
Mershia Jordan
Jacqueline Joshua
Leroy Kendrick
Phillip Knight
Adolphus Lakes II
Efrim Larry
William Macphail
Gary Marsh
Felicitia Martinez
Morris Maxwell
Robert McDuffie Sr.
Earnest McKinney Jr.
Quincey Northern
Gerald Paggi Jr.
Carl Porter
Jacks Potts

Kenneth Rainey
William Reynolds
Kirk Roane
Reginald Robinson Sr.
Tyra Rodgers Jr.
Norberto Rodriguez
Bernard Rose
Washington Shaw Jr.
Willie Smith Jr.
Leverne Taylor
Lewis Taylor
Roderick Terrell Sr.
Evelyn Tillman
William Torres
Monica Urueta
Ray Urueta
Frank Vega
Deborah Walker
Kevin Walker
Sidney Waller
Esean Watson
Christopher Webb
Dante White
Olen Winningham Jr.

Branch 578, Savannah

Spencer Baker
Wayne Brown
Thomas Chavis
James Cooper
Terry Cooper
Emmett Cossey
Harry Evans
Lenton Felton
Maria Gregory
Brian Hardison
Corey Hawkins
Carl Hayes
Horace Houston Jr.
Robert Howard
Jeffrey King
Gloria Martindale
Bruce Moore
William Nasholts III
Dorothy Parker
Russell Powell
Bynoskia Sams
Ruben Santana
Montier Smith
Freddie Thomas Jr.
Isaiah White

Branch 588, Athens

Ykeyler Barnes
Richard Burton Jr.
Patrick Daniel
Sanford Edwards
Richard Quinn
Ageta Thomas

Branch 958, Waycross

Richard Crews
Alvin Nelson

Branch 998, Valdosta

Edi Appling
Larry Carroll
Zurich Deshazior
Charles Kent
Willie Newberry
James Nolley
Robert Tuck

Branch 1026, Thomasville

Billy Everett
Richard Merrick Jr.

Branch 1119, Marietta

John Adams
Steven Boozer
Kermille Brown
Iris Constantine
James Cowans Jr.
Charles Cunningham
Kerby Davis
Ronnie Desmarais
John Engrisch
Steven Fife
Erick Halsey
Rickey Henderson
Christian Hollins
Porter Hough Jr.
David Jackson
Carol Jennings
Al Johnson
Andrew Jones
Monika Lover
Willie McLane
Gabriel Miller
Karen Patrick
Thomas Ray
Amber Sorrow

Julius Stinson
Belinda Sumner
Lincoln Taylor
Orlanda Whelps
Cedric Williams
Cornelius Wright
Steven Wright
Willie Young

Branch 1150, Tifton

Gabriel Hallpike

Branch 1230, Griffin

Lorenzo Belga Jr.
Br. 1269, Milledgeville
Robert Bussiere
Uriah Willis

Branch 1441, Gainesville

Charlie Black
Willie Hughey
John Kidd

Branch 1537, Lilburn

Coleman Coward

Branch 1833, Dalton

Jeffrey Land

Branch 2225, Decatur

Jacob Alston
James Andrews
Andy Bryant
Kent Comer Sr.
Alfonsa Gardner
Eddie Harvey
Rickey Murray
Lee Sampson

Branch 2808, Rossville

Marion Dempsey
Jeffrey Gilreath
William Henson
Tammy Purrington
Michael Scott

Branch 2809, Thomaston

Tammy Moreland

Branch 3224, Thomson

Tina Green

Branch 3227, Louisville

Michael Newsome

Branch 3249, Hawkinsville

William Coody
Russell Harris Jr.
James Laidler

Branch 3354, Manchester

Alvin Eubanks Jr.

Branch 3793, Buford

Brandon Barrett
Thomas Coaxum
Dale Garner
Joseph Harris
Wilbur Johnson Jr.
John McIntyre

Branch 4040, Albany

Jerry Cordle
Archie Levias
Sherman West

Br. 4057, Warner Robins

Kathleen Boyd
Barry Flippen
Steven Harper
Rodney Milner
Stephanie Smith

Branch 4568, Forest Park

Roxanne Boyd
Larry Davis
James Hughes
Steve Lauderdale
Gary McBrayer
Ronald Scotton Jr.
Carlos Smith

Branch 4572, Montezuma

Clayton Jenkins

Branch 4862, Roswell

Carlos Ashers
Paul Barner
Jerome Foster
David Johnson
Michael Moses
Steven Parks
Paula Pereira
Donald Ray
James Ray
Frederick Sartor



THANK YOU FOR YOUR SERVICE

Reginald Williams
Edward Willis

Branch 5177, Ellijay

Steven Brown
Thomas Cooley

Branch 5795, Saint Marys

James Hudson Sr.

Branch 6070, Tucker

Derrick Borders

GUAM

Branch 4093, Agana

Johnny Pablo
Alejandro Sablan

HAWAII

Branch 860, Honolulu

Brittney Albeso
Jordan Amaral
Rodney Bishop
Daniel Borje
Reinold Butac
Elmer Cabling
Elpidio Cadavona
Chason Calimpong
Paul Carlson Jr.
Larry Castillo
Gregory Cina
Frederick Cunha
Constantin Dela Cruz
John Farrar
Gilbert Fernandez
Brenda Figueroa
Tranquilin Hagos
Jae Joon Kim
Martin Kim
Felicia Kline
Howard Komine
George Lum
Cesar Macadangdang
Bruce McDowell
Jaycee Mendoza
Kenneth Morita Jr.
Ronald Nagoshi
Crayton Nakamoto
Allen Ozaki
Hyun Paek
Eldridge Park
Rodolfo Salazar
Joshua Spann Jr.
Terry Suero
Wallace Tokuda
David Tookes
Michelle Tumacder
Jacqueline Tyson Coulter
William Weathington
Raymond Yamane
Stuart Yoza

Branch 2932, Hilo

Patrick Kahawaiolaa
Owen Koehnen
Donald Pacheco
Richard Pung
Thomas Walsh Jr.

Br. 4682, Aiea-Pearl City

John Corona
Mathew Fiatoa
Josef Skapik
Ronnie Watkins

Branch 4683, Waipahu

Josue Ramirez
Pedro Semorile

Branch 4837, Wahiawa

Jearvin Basa
Leo Castillo
Maximino Mateo Jr.
Kevin Matsumoto
Norman Nomura
Dennis Wolf

Branch 5516, Kailua Kona

George Pereira
Orlando Rodriguez

Branch 5579, Waianae

John Aipoalani
Lopeka Kelekoma
Wency Sadural
Dennis Wright

IDAHO

Branch 331, Boise

Harold Alvarado
Thomas Billinger

William Blalock
Bradley Bowen
Robert Conway
Taren Hicks
Gregg Klaja
John Lamont
Russell Markle
Robert Ranells
Timothy Stinebaugh
Christopher Stoeberl
Samuel Taylor
Larry Tomberlin
Robert Truschka

Branch 927, Pocatello

William Atteberry
Eric Hansen
Paul Peterson
James Pollock
Jason Rich

Branch 1192, Lewiston

Roy Bradley
Kenneth Bramlet
Brian Cattrysse
Clinton Shaul
Robbin Snyder-Stewart
William Weeks

Br. 1260, Coeur D'Alene

Randall Swisher

Branch 1364 Idaho Falls

Keith Arave
Jack Barton
Tyson Bell
Rodney Calvin
William Craig
John Garn
Gerald Johnson
Virgil Lawrence
Patrick Mazur
Stephen Plock
Gerald Rouleau
James Savage
Harold Tanner
Brian Tomasko

Branch 1386, Caldwell

Michael Castle
Tammy Shepard
Kelly Smith
Steven Young

Branch 1392, Twin Falls

Chad Erdmann
Randall Jackson
Rondal Lang
Lonnee Long
Richard Massie
Jeremy Simmons
Gerald White
Lloyd Young
Charles Zettner

Branch 1409, Nampa

James Mullins
Tony Nance
Daren Pearson
Henry Pettit

Branch 1857, Burley

Thomas Fisher
Gary King

ILLINOIS

Branch 11, Chicago

Anthony Adams
Gilbert Allen
John Altar
Reginald Baylock
William Bean Jr.
James Berbeka
Fredie Bonilla
Cornel Booker
Daniel Bravine
Lonnie Brigham Jr.
Varnell Bronson
William Bronson
Joseph Brown
Victoria Brown
Charles Bundy
Jimmie Canada
Kimberly Carter
Alvin Charleston
Paul Collins
Willie Cooper
Carlos Cotes
Glenn Cunningham Sr.
Richard Czarnik
William Dangerfield Jr.

Allan Dugdale
Larry Eley Sr.
Jose Espinosa
Lawrence Faulkner
Gregory Foster
Gordon Freeman Jr.
Gregory French
Robert Fuentes
Bryant Funches
Jason Galloway
Jose Garcia Jr.
James Gary
Timothy Giffin
Yolanda Gipson
Marcus Gladney
Charles Goss
Benjamin Guerrero
Ronald Guyton
Jerome Halas
Essie Hall
Terry Hall
John Harden Jr.
Tyaneke Hardy
Nicole Harris
Scott Harris
Willie Horton
Eugene Houghton
Jarvis Houston
Charles Hughes
Ruben Jackson
Roy Jaffe
Clarence James
Lenell James-Ewing
Tony Jamison
Gary Jenkins
Millage Jernigan Jr.
Bruce Jordan
Jeffrey Jordan
Lowell Keer
James Kelleher
Robert Kluzek
Joel Kohler
Jeffrey Leonard
Tommy Lesniewicz
Mortimer Levi
Ismael Limon
William Lindsey
Pedro Macias
Torrence Matthews
Tony McCauley
Sonya McDonald
Frank Miers
Robin Miller
Ernest Milton
James Mitchell
Johnnie Moore
Ronald Morgan
Robert Morton
William Moy
David Muhammad Sr.
Roosevelt Myles
Albertito Nadres
Marvel Nails
Willie Nelson
Timothy Norman
Betty Nunn
Bernard Owens
Tommy Owens Jr.
Booker Palmer
Keith Penn
Heriberto Perez
Steven Perez
Robert Peterson
Stafford Price Jr.
Michael Rhodes
Jack Rotenberg
Dwayne Russell
Antonio Sanchez
Eldon Sanders
Fasaha Shabazz
Joseph Sorce
Joshua Sossah
Carole Sparks
Paul Spencer
Boykin Stewart
James Stewart
Elmer Stocke
Larry Sutherland
Kenneth Sutkus
Curtis Swing
Arturo Tapia
Brandy Taylor
Gilbert Thompson
Gregory Thurmond
Anthony Tolar
Leroy Toliver
Fredrick Tolliver
Jerome Tyler
Thomas Vance

Tyrece Vercher
Kamayla Verrett
Preston Wideman
Andre Williams
Darrick Williams
Melvin Williams
Theo Williams Jr.
Timothy Willis
Eric Woods
James Woods Jr.
James Worsham
Edward Young
Peter Zastrow

Branch 31, Peoria

Michael Beall
Daniel Cranford
Brandon Dickinson
Donald Gries
Travis Hasten
Jeremy Horton Sr.
Jeremy Irish
Christopher Jones
Dustin Jordan
Harold Leroy
Jon Lickey
Mark Marchand
Joshua McCarthy
Roy Mechling Sr.
Charles Noack
Christina Perera
Dennis Quimby
Raymond Robinson
Jeff Roubesh
Robert Rumbold
Gene Sharp
Michael Smallberger Jr.
Glen Smith Sr.
Keith Thomas
Zachary Tucker
Catina Walker
Shaun Washington
Benton Wincott

Branch 80, Springfield

Paul Bahlow
Roger Bakken
Donald Bates
Jerome Burke
Clayton Byers
Glenn Chambers
Matthew Clark
Richard Coe
Zack Crabtree
Gary Curry
Joseph Fornoff
Matthew Geist
Ryan Gilkeson
James Kincaid
Joshua Kramer
Timothy Morse
Ryan Packerham
Mary Payne
Jacob Reber
Terrance Schou
Allen Shelley
William Stieren
Donald Vanetten
Kris Weaver Jr.
Paul Welch
Jered Weller
Lonnie Wittenauer

Branch 88, Galesburg

Justin Ahlberg
John Anaya
John Beckman
Richard Bern
Donald Billiet
Edward Cheesman
David Duke
Juan Medina
Arlo Murray
Frank Nyert Jr.
Kathy Rogers
Ronald Saey
William Sheldon Jr.
Lyle Twidwell

Branch 155, Belleville

Wesley Barrett
Allen Bergadine
James Bruce
John Ciszczon
Eric Detmer
Devon Dumas
Deshannon Foster
Joseph Hargrove
Nancy Henrichs
Brian Kettler

Glenn Loyet
John Matthews
Bruce Mauer
Gary McDowell
Robert McLain
Charles Mueth
Christopher Mulkey
Sallie Navarro
Gilford Neal Jr.
Timothy Rehg
Timothy Riebling
Phillip Rowell
Norman Schmidt
Alan Stoecklin
Sean Willis

Branch 209, Pekin

John Adkins
Marsheila Amaral
Jeffrey Brown
Michael Chism
Michael Churchill
Jerry Jordan Jr.
Sean Robinson
Robert Strack
Terry Tomlinson
Russell Warendburg
Frank Weindel

Branch 216, Quincy

Jerry Clements
David Dinger
Marshall Grimsley

Branch 219, Aurora

Eugene Azarskis
Adam Brummel
Scott Campbell
Thomas Gargrave
Bryan Hayes
Jaime Hernandez
Robert Hoffman
Melissa Jackson
James Jones Jr.
Michael Kolkovich
Brian Kuhlemeyer
Erik Kuhlemeyer
Woodrow Lyles
James Marshall
Bryant Moore
James Moulton
Kevin Napolitano
Jeffrey Nash
Daniel Nickels
George Rackett
Jeffrey Rockrohr
Robin Sharp
Claude Sipes
Alexander Strambler III
Mark Tavanyar
David Taylor
Duane Thomas
Jamette Wilson

Branch 223, Freeport

Daniel Pattat

Branch 245, Rockford

Jay Anderson
William Anderson
Mark Ayers
Sharon Bogenrief
David Boustead
Steven Brown
Stanislaw Brzazgon
Timothy Bunke
John Connell
Donald Costello
Kevin Coyne
Donald Cradic
Frank Dantone
John Delaney
Stephen Denniston
James Doyle
Dale Fox
Scott Freymiller
Daniel Goral
Phillip Gully
David Gunsallus
Gordon Gustafson
Lynn Hallberg
Christopher Hubbard
Steven Isbell
Maurice Johnson
Terry Johnson
Joel Kowalewski
Dean Lindeman
Francis Loebach Jr.
Lyle Lozinski
John Martelin
Harry McCormick

Gene McGee
T. Miller
Richard Moore
Roger Noll
John O'Neil
Phillip Pfeifer
Robert Porod
Dwayne Porter
Ronald Ramlow
Danny Richard
Robert Rose
Steven Schroeder
Thomas Sewell
Jonathan Taylor
Michael Tyler
Karina Zapata

Branch 287, Streator

Harold Baumrucker

Branch 292, Rock Island

Frederic Carlson
Patrick Dooley
Jeffrey Hennes
David Stimpson

Branch 305, Joliet

David Colegrove
Douglas Colegrove
Byron Johnson
William Kiss
Mark Leasure
John Malnar
Roger Vlaming
Thomas Wagner

Branch 309, Alton

Tandy Able
Clarence Farris
Roger Franklin
Paul Gosch
Terrance Lawson

Branch 316, Ottawa

Donald Bolatto
James Cappellini
John McConnell

Branch 317, Decatur

Christopher Barteck
Christopher Bragg
Donald Cheney
Marion Gardner
Michael Irwin
Michael Reitzel
John Rhoades
Gary Thompson
Eric Vincent
William Wade

Branch 318, Moline

Dennis Cary III
Herman Cline
Derek Erickson
Scott Gillispie
Timothy Johnson
Justin Lott
Donald Miller

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Walter Chatman Jr.
Charlie Cole
Terrion Cross
Dennis Delucia
Bernadette Green
Edward Hawkins
Marianne Houglan
Saul Kenneybrew
Amy Lee-Cole
Dennis Morgan
Alim Muhammad
Earl Riley III
Gary Schroeder
David Selliers
Laurence Sneed

Branch 384, Mattoon

Andrew Bell
Hannah Bell
Carroll Chaney
Paul Donley
John Speer

Branch 407, Kankakee

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Dennis Meeks
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Karl Rubbel
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Dennis Stott
Richard Wemecke
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Tiffany Cooday
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Richard Wojewnik
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Bryan Grundfeldt
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Eugene Desrocher

Branch 953, Princeton
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Dennis Ellertson
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Jose Rivera

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Harry Rodgers Jr.
Matthew Rogers

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Andrew Ferreri
Kenneth Garhan
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Bruce Twedt

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John Cooksey
Geoff Craycroft
Justin Decker
Charles Edwards
Mayo Eldridge
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Jeanne Hatfill
Eric Hirsch
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Gregory Isaacs
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Matt Stewart
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Christopher Turner
Gary Wallace
Gerald Wheeler
Maleek Williams
Brooks Wortman

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Tom Sawyer

Br. 1870, Downers Grove

Timothy Adelsbach
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Glenn Biniewicz
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Lawrence Hall
Jeffery Lumsden
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Philip Koerner
Tom Malapanes
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Branch 2107, Nokomis

Lisa Probst

Br. 2183, Melrose Park

Christopher Cichon
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Branch 2603, Carrollton

James Waters

Br. 2810, Arlington Heights

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Neil Geis
Randall Johnson
Alexis McIntosh
Deborah Poole
Richard Rossiter
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Jelani Watson

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Joseph Blakemore
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Morris Brooks
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David Perozzi

Rex Rackouski
Ronald Reks
William Rose
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Maurice Walton
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Stanley Wolf
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Stefanie Stone

Branch 4268, Palatine

Lance Adams III
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Mario Flores
Richard Hignight
Terry Jones
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Branch 4364, Mundelein

Devin Blaha
Craig Russell

Branch 4739, Wheeling

Keith Barnes
Natasha Bullock
Ernesto Gonzales Jr.
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Robert Meskan
Philip Ong II
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Jovanie Tirado

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Paul Barrett Jr.
Chad Basey
William Bolderson
Thomas Brady
James Breeding
Roy Browning
Lilburn Burgess
Spencer Bussy
Marian Byrd
Logan Cameron
Keith Carmack
Edgar Chesterson
Rodney Coffey
Richard Colasessano
Howard Conley Sr.
Wayne Corrigan
Juan Cosby
Joseph Cutshaw
Timothy Davidson
James Davis
Brian Dew
Judith Dill-Cross
Leslie Dodd
James Dorman
David Dulaney
Edward Early
Joseph Eaton
Bradley Edwards
Mohamed Elhilali
Dennis Ferguson
Julius Finch
Marvin Foster
Paul Fowler
Lawrence Fox
Nancy Friar
Joseph Fridley
Susan Gipson
Robert Goodin
Robert Guy
Curtis Hairston
Samantha Hall
Jason Hamel
Curtis Harmon
Robert Harsh
Michael Harsin
Ronald Hastings
Kerry Hawkins
Melvin Higbee
Deborah Hobson-Sosby
Travis Hodges
William Hodges-Coomer



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Tine Martin
Roger Maxwell
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Leo McElroy III
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Glen Peckinpaugh
David Shellabarger
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Jerry Baller
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Mitchell Beal

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Daniel Johnson
Steven Johnson
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Allen Lauer Sr.
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Jerum Madarang
Michael McCray
John Merkler
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Robert Yates
Jerry Young

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Jennifer Shoup
Eric Thompson

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Charles Allison
Stephen Middleton
Calista Northcutt
Jerome Whipkey

Branch 200, La Porte
Sherry Elliott

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Cary Hardy
Jeffrey Short
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Richard Briggs
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David Barnhart
Jeffery Bergman
David Bishop
Jon Boenne
Jeremy Breden
Knowel Broadway
Robert Caldwell
Richard Cline
Mark Devlieger
Chester Guzick
Raymond Hayes
Tom Hooten
Kenneth Igel

Shawn Kidder
Daniel Kindig
Steven Kopenhafer
Terrence Litka Sr.
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Donald Redding
Frank Simon
Gary Smith
Joshua Sturgeon
Jeffrey Wyatt

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Barry Burnett
Robert Hubler
Katherine Price

Branch 377, Evansville
Audrey Belt Jr.
Frank Claspell
Michael Colbert
Danny Cox
Steven Cunningham
Brian Darden
Tommy Fish
Bobby Fletcher
Robert Gardner
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James Gatewood
Theodore Gerichs Jr.
Albert Griffin
James Halbleib
Eric Hall
Charles Harris
Lester Hays
Gary Horne
Clement Horstman
Daniel Horstman
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Darrill Litherland
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Melton Myrick
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Kristopher Pauckner
Jeffery Payne
Jeffrey Payton
Terese Payton
Raymond Robbins
Timothy Sartore
Marilyn Schmett
Gary Schnarre
William Stanley
Darin Suver
Daniel Werner
Eddie Williams
Dennis Willis
Tony Winkler
Garry Woodside

Branch 378, Marion
Elmer Gray
Timothy Horn II
John McQuitty
James Moore
James Rittenhouse
Donald Sparling

Branch 455, Michigan City
Harold Baker
Steven Biggerstaff
Frank Cains
Daniel Halfacre
Oscar Henn
Cyril Mailander Jr.
Nathaniel Phillips
Stephen Ray
Paul Scales
David Stromer
George Tadors
Terry Taylor
Richard Waldo
Robert Walters

Branch 466, Lafayette
Lynnanne Emerson
Brenda Hooper
Daniel Howieson Jr.
Steven Nobis
Robert Skinner
Frank Stockberger
Mikkolette Timmons
Joshua Vanblaircom
Ronald Warren

Toby Wolf
Robert Young

Branch 472, Madison
Jason Biswell
Charles Cosby Jr.

Branch 479, Terre Haute
Derik Auterson
Tammy Balder
Wayne Baldwin
Edward Blanton
Donald Bradbury
Adam Dove
Tommy Evinger
Michael Forsythe
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Curtis Harper
Richard Hawes Jr.
Edward Heesaker
Kevin Johnston
Troy Kirkham
Michael McElroy
Glenn McCoskey Jr.
Gary McGaha
Mark Parkins
Zachary Polifroni
Donald Ruth
Kenneth Thompson
Jeffrey Tubb
William Wilkinson

Branch 489, Anderson
Dylan Anderson
Yohei Cameron
Timothy Case
Christopher Corso Jr.
Jerry Ferguson
James Floyd
Jason Fridley
Joshua Hamel
John Heath
Duane Henderson
Donald Hobart
Grady Jones
Wendy Leasure
John Linsmeyer
Christopher Morris
Michael Nichols
Robert Reynolds Jr.
Jeffery Ryan
Mark Saicheck
Richard Shafer
Benjamin Smith
Eric Tankersley
John Tillis
Neely Welch
Kenneth Whitsell-Sherma

Branch 533, Kokomo
Vincent Brooks
Mark Brown
L. Conrad
Ronnie Sanders
David Sears
Timothy Turner
Robert Webb
James White

Branch 547, Elkhart
Gregory Birr
Charles Breden
Robert Grimm
Danny Landis
Chad Peak
Raymond Platz
Danny Shaw
Andrew Williams

Branch 553, Jeffersonville
Ryan Donnelly
Charles Durbin Jr.
David Harper
Gerald Jones
Donald McDonough
Michael Morgan
Alphonzo Morrison-Bland
Cody Nichols
John Zipper

Branch 580, Hammond
Ronald Benjamin
James Bluma
Mark Brown
Randolph Cashman
Claude Chandler
Lawrence Crane
Sammy Eaton
Norman Eikman
Raymond Gamble
Michael Grabos
John Halkitis

Leandre Harrington
David Hicks
Timothy Hoch
Timothy Jones Jr.
William Kaurich
Anthony Lissy
David Martinez
Brian Milenkoff
Audrey Mollo
Earl Mosley
Thomas Orange
John Polak Jr.
Charles Robinson
Mark Sadowski
Andre Sanchez Jr.
Donald Schmidt
William Stammis
Colin Steffen
Jack Whitehead
Michael Whiting
Jimmy Williams
Robert Wright

Branch 670, Brazil
Robert Lewis
Mark Trackwell

Branch 753, Valparaiso
Edward Ellefson
Theodore Fetsch
Donald Gulbransen
Lyndon Hogg

Branch 814, New Castle
Jeffrey Holaday
Roger Pierce

Branch 820, Mishawaka
Terry Bates
Brian Cooper
Robert Eberlein
Jason Fridley
Joshua Hamel
John Heath
Duane Henderson
Donald Hobart
Grady Jones
Wendy Leasure
John Linsmeyer
Christopher Morris
Michael Nichols
Robert Reynolds Jr.
Jeffery Ryan
Mark Saicheck
Richard Shafer
Benjamin Smith
Eric Tankersley
John Tillis
Neely Welch
Kenneth Whitsell-Sherma

Branch 828, S. Central IN
Dana Beavers
Douglas Bourbina
Brandon Busick
Ryan Carey
James Chastain
Michael Dewees Jr.
Charles Finley
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William Friel
Jeffery Fultz
William Hovious
Darryl Hurst
Matthew Jeffers
Michael Johnson
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Dessen Miller
Christopher Stillions
David Thompson
John Wachtstetter
John Welsh
James Wilson
Richard Wykoff

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James Smith

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Walter Carey
Gregory Clark
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 Cooley
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Branch 1689, Whiting
 Robert Trevino
Branch 2421, Greenwood
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 Gerald Rapp
 Shawn Renfrow
 James Zameska Jr.
Branch 2448, La Grange
 James Boss
Branch 3293, Batesville
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Branch 257, Dubuque
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 Michael Birkett
 Allan Buelow
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 Wanda Schmitt
 Gerald Weis
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 Dennis Bruha
 Phillip Curran
 Dennis Holland
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 Jeffrey Turgeon
Br. 352, Central IA Mgd.
 Larry Borchert
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 Norman Dare
 Paul Dearden
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 Donald Fortune
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 Ronald Peterson
 Russell Possehn
 John Prim

Johnny Stevens II
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 Gerald Todahl
 Ralph Trumbo Jr.
 Russell Vonk Jr.
 Allen Waggoner
Branch 371, Keokuk
 Marvin Godell
Branch 373, Cedar Rapids
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 Scott Berryman
 Kenneth Brayton
 Brian Gallagher
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 Ronald Halsrud
 Joseph Helle
 Duane Johnson
 Jerry Levitan
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 Richard Morgan
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Branch 506, Davenport
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 Austin Rogers
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Branch 512, Waterloo
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 Gregory Gerloff
 Anthony Gessell
 Steven Herrmann
 Neil Jackson
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 Tomas Rentz
 David Roth
 Michael Soppe
 Jeffrey Trost
Branch 611, Boone
 Michael Burke
 Roger Garvey
 James Lacey
Branch 644, Muscatine
 Joseph Gaylor
 Charles Havemann
 Rene Rada
 Rebecca Stell
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Branch 645, Fort Dodge
 Kevin Dirks
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 Russell Johnson
 Patrick Lynch
 Scott Summers
 John Wailes
Branch 655, Webster City
 Scott Stouffer

Branch 719, Cedar Falls
 Theodore Hool
 Larry Ravn
 Peter Redl
 Rodney Tomson
Branch 805, Charles City
 James Sanner
Branch 1040, Le Mars
 Brian Stoops
Branch 1081, Ames
 Jeffrey Coleman
Branch 1312, Indianola
 Matthew Marean
Branch 1373, Waverly
 Douglas Hoepfner
Branch 1791, Cresco
 Marvin Praska
Branch 2953, West Union
 Gregory Jaquier
Branch 3811, Bettendorf
 Daniel Berghold
 Austin Cockran
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 John Schlichting
Branch 4375, Garner
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 Eldon Rokey
 Esteban White
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Branch 185, Emporia
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Branch 194, Arkansas City
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Branch 201, Wichita
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 James Carte
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 Alan Cunningham
 Melvin Doramus
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 Donald Herrick
 Benjamin Linn Jr.
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 Antonio Perez
 Ronnie Poe
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 Thomas Ragsdale
 Bradford Reed
 Larry Richardson
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 Thomas Sinclair
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 Everett Spangler
 Robert Vaden

Leroy Weber
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 Gary Austin
Branch 485, Hutchinson
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 Robert Mildren
 Michael Morris
Branch 486, Salina
 Benjamin Bett
 Maricus Caruthers
 Eric Cole
 Robert Hutchcraft
 Jessica Stenglemeier
 Mark Turner
Branch 499 City
 Ronald Bond
 Ronny Crump
 Maurice Donley
 Christopher Garcia
 Ronald Hermreck
 Martin Ibarra
 Charles Jones
 Randy Jones
 John Kennedy
 Robert Marmon
 Roy Mills
 Dennis Sniff
 Ronald Sobba
 David Spero
 Dennis Stephens
 Patrick Wise
Branch 582, Ottawa
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Branch 695, Pittsburg
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 David Purdy
Branch 766, Coffeyville
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 Philip Helt
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 Michael Eaves
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 Herbert Eley
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 Wilson Ingram
 William King
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 Dennis Lauters
 Richard Macy
 Donald McReynolds
 Robert Moore
 Rita Musleh
 Charles Olmstead
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 John Sullivan
 Bert Thomas
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Br. 1122, Central KS Mgd.
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 Stacy Griffin
 Richard Stoner
 Melvin Voth
Branch 1560, Columbus
 Gary Groves
Branch 2161, Hays
 Nancy Jacobs
Branch 2774, Seneca
 James Strathman
Br. 5521, Shawnee Mission
 Eduardo Anaya
 Diana Bartlett
 James Bell
 Steven Crim
 Edmond Delaney III

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 Jeffrey Falk Jr.
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 Christopher Fayard
 Salvador Flores
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 Ronald Holtgraves
 Wayne Hooker
 Rickey Jackson Sr.
 Jimmie Nelson
 Brittain McCrumb
 Ahmed Moffitt
 Anthony Negrete
 John Orser
 Craig Padilla
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 Carlos Aron
 Charles Baker
 Joseph Ball
 Barry Barnes
 Craig Basso
 Frederick Battle
 Neil Beckman
 John Bentley
 Charles Blanchard
 Ronald Bowman
 Michelle Boyd
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 Dwight Eagle
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Dennis Robison
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David Shuttleworth
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Stanley Spaulding
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Harrison Sydnor
Donivan Taylor
Lamont Taylor
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Lillian Thompson
Bobby Tinsley
Edwin Tomita
Rowland Tones
Kevin Ulrich
Kevin Vaughn
Troy Vestal
Morgan Vinson
William Vinson
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Darnell Waites
Frederick Warren Jr.
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Anthony Weddle
Matt Weegens
Cheryl White
Michael White
Marilyn Wiechert
Damion Williams
Dexter Williams
Mickie Williams
Tony Williams
Herman Williams Jr.
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Christopher Witucki
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Bruce Woods
Joseph Worley
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Aubrey Young
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Trent Cummings
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Jonathon Tucker
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Joseph Atwell Jr.
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Jimmie Brouillard
Daney Collins
Larry Collins
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Harold Collins
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James Klasemer
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Tim Verst
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Gregory Williams
Michael Wind
Eric Winkle
Stephen Winstel

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Ronnie Vincenti

Branch 410, Henderson

Jackie Buckman
Matt Combs
Michael Cook
Leon Ditterline
Joel Edwards
Joseph Latimer
Todd McGhee
Roshad Smith

Branch 468, S. Central KY

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Benjamin Abrams
David Archey
Jerald Armfield II
Joseph Bearisto
Hartford Blair
Danny Bray
Jeffrey Carlock
Teric Clark
Jedediah Cossel
Thomas Daniels
Matthew Davis
Heather Gregory
Ronald Henry
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Erik Huetter
Harold Hulshart

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Doyce Lagrone Jr.
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Michael Morrison
Larry Roper
George Selvidge
Andrew Sikora
Kyle Sledge
Dwayne Stewart
Russell Thomason
James Vance
Steven Williams

Branch 745, Ashland

James Archey
Joseph Bailey
Michael Burchett
Ronald Caudill II
Krystin Daniels
Christopher Fannin
Clara McLean
Larry Peterman
James Rice
Dan Stokley

Branch 836, Hopkinsville

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Anthony Gorman
Anthony Hester
Jamal McKiver
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Chase Parent
Bradley Rudolph
Craig Westbrook

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David Clark
John Eli

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Jeremy Linnins
Charles Payne
David Smith
Billy Terry

Branch 2156, Murray

Corey Asher
James Daquilla
Gary Passman
Gary Ramsey
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Lance Schwede
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Br. 2242, Cumberland Falls

Everett Allen
William Renfro

Br. 2773, Campbellsville

Roy Abbott
Gary Gilpin
William Smith III

Branch 2973, Paintsville

Francis Johnson

Br. 3624, Lawrenceburg

Michael Blackburn

Branch 3857, Hazard

Larry Neace

Br. 5404, Fort Campbell

Muriel Swift

Branch 6538, West Liberty

Hershall Williams

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Branch 124, New Orleans

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Burnell Age
Michael Alexander
Steven Ancar
Guy Banks
Larry Bastian Sr.
Raymond Bookman Jr.
Charlie Bradford
Michael Brannon
Wayne Calloway
Alfred Christopher III
Ellis Cobb
Alvin Coco
Troy Daigle
Roger Darenbourg
Cheryl Davis
William Edward
Jeff Forbes

Vincent Francis
Herbert Gibbs
Anthony Griffith
Eddie Guevares
Andre Harrell
Keith Jackson
Manuel Jacob
Marvin Jenkins
Harold John
Byron Johnson
Wilbert Johnson Jr.
Troy Joseph
Stephen Kenner
Brandi Lee
Karen Lewis
Webster Lewis
John Marrero Jr.
Robert Mitchell Jr.
James Morris Jr.
Kelvin Norwood
William Perkins Jr.
James Phillpott
Dwayne Robinette
William Robinson Jr.
Christopher Roy
Carter Russell
Spencer Sacks
Marshall Smith
Starlette Smith
Stanley Taylor
Sie Terrell
Raymond Thibodaux
Leon Tinson
Darin Tircuit
Mallory Tircuit
Keith Toney
Ronnie Torregano
Henry Vinet
Ernest Wells Jr.
Walter Williams
Wadell Williams Sr.
John Williamson II
Michael Wright

Branch 129, Baton Rouge

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Carroll Banks
David Battiste
Murphy Bell
Clayton Bonnet
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Robert Chaplin
Charles Fields III
Riley Gaines
Randall Guidry
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Richard Vantiem
Fredrick Willis
George Woodall
Flindell Zanders

Branch 914, Lake Charles

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Donald Byron
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Alan Duhon
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James Israel
Eddie Kennison Jr.
Terry Lejeune
Michael Meaux
Jack Romero II

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Raymond Anderson Sr.
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Kim Jones
James Jones Jr.
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Keith Pastor
Alice Sampratt
Gerald Smith

Branch 988, New Iberia

Charles Apa Jr.
Trashala Davis
Clara Jean-Batiste
Mitchell Melancon

Branch 1760, Lafayette

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Gerald Boutte Jr.
Patin Breaux
Daniel Duffy Jr.
Kenneth Girouard
Ronald Guilbeau
Alex Joseph
Garlin Landry Jr.
Michael Mallery
Karen Mamalakis
Gerald Soileau

Branch 2223, Hammond

Olin Harmon
Ronald Hills

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Mitchell Fauchaux
Egerald Gauche
Michele Hebert
Rodney Johnson
Glenn Le Ray
Michael Marcel Jr.
Murphy Morvant
Lila Moss
Wayne Rainey
Anita Solomon-Lewis
Dorton Victor
Tamesecia Wells

Branch 2730, Gretna

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Kevin Hawkins
Orlanda Lacy
Hilton Lasalle Jr.
Jermaine Lewis
Troy Moliere

Branch 3713, Winnfield

Tracey Logan

Branch 3815, Morgan City

Donovan Babin

Branch 3940, Tallulah

David Williams

Branch 4323, Marrero

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Alan Deeks Jr.
Florencio Loyola
Gregory Mosley
Donald Theriot
Heidi Umbach

Br. 4342, Kenner/Norco

Sterling Caston III
Thomas Juhas
Kelvin McGee

Branch 4413, Slidell

Charles Harper

Branch 4489, Ponchatoula

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Branch 4617, Bossier City

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George Reyes
Erica Young

Branch 6601, Ferriday

Albert Rouse Jr.

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Mark Holt
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Sean Kraft
Michael Levasseur
Thomas Littlefield
John Macgregor
Wayne Madore
Adam Marino
Harold Marsh
Joseph Nitsche
Willard Paradis
Joseph Pellerin
Birge Peterson III
Charles Pettigrew
Mark Reilly
Albert Roehn
Roger Roberts
John Therrien
Dorothy Valente
Roy Willey
Kevin Williams
Larry Woods

Branch 241, Lewiston

Troy Bouchard
Cleon Cook Jr.
Alphee Grenier
Thomas Harrison
Wayne Viger

Branch 345, Auburn

Edward Desgrosseillier
Stephen Whitten

Br. 391, Central ME Merged

Kenneth Abbott
Christopher Bernardini

Timothy Cameron
Ronald Fowle
Wayne Gilreath
Lewis Higgins
William Howell
Zachary Keenan
David Pratt
Keith Saucier
Donald Shepley
Timothy White Sr.
Jeffrey Worcester

Branch 774, Gardiner

Christopher Lucier
Charles Webber

Branch 2394, Presque Isle

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Roger Grivois
Francis Lafave
Shawn Rogers
Robert Rossignol

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Gerald Brown
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Charles Miller
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Robert Phillips
Charles Porrovicchio
William Proctor Jr.

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Albert Tribble
Joseph Twigg
James Vain
Thomas Vandenoever
Paul Williams
James Wroten
Eugene Wuestenhagen
Mark Yocum
Wilbur Zink

Branch 443, Hagerstown

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Brenda Finley
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Kelley Seiler
Robert Shipley
Roy Stone

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Tyrone Detrick
James Lambert
Thomas Lyons
Thomas Riggelman
Donald Whetzel

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Ronald Bouchane
Isiah Brown
Joseph Carroll
Nathaniel Colbert
Raymond Cole
Richard Cordle
Michael Daehnke
Steven Gray
Douglas Green
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Toni Jacobs
Willie Lucas
Kirk Moyer
Richard Poland
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William Struck
Annette Taylor
Walter Tolliver
Bonnie Williams

Branch 902, Eastern Shore

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Paul Knobloch

Branch 2069, Elkton

Benjamin Diehl
Joey Edwards

Branch 2611, Silver Spring

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Rudolph Johnson
Terrance Myles
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Ellen Samm
Leland Sudberry

Branch 3755, Laurel

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Michael Ruffin

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Daniel Hart
Peter Heister
David McElheny
Ronald Miranda
Christopher Munro
Roger Noell

Robert Olchak
Thomas Preston
Charles Rinehart
Gary Varner

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Richard Garde
Gregory Horbal
David Rabbitt

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Charles Barry
Kenneth Bembenek
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Urvin Laperriere
Charles Mombourquette
William Muszynski
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Mark Peterson
Joseph Quinn
Joseph Raper Sr.
James Rice Sr.
Ralph Richard
Leonard Robar
Forrest Slater
Viraphone Souvanna
Scott Tourtellot
Ronald Trzcinski
Elton Weatherbee Jr.
Bryan White



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Ronald Linnane
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Robert Markunis
Hugh McAtamney
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Walter O'Neil Jr.
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Unree Poellnitz
Robert Porper Jr.
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Daniel Raske
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David Sicard
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Mark Sullivan
Warren Takro
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Joseph Theriault
David Thompson Jr.
Steven Tsakalakos
Jose Viana
Ralph Viger
David Vincent

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John Barnes
Edmund Bosia
Robert Botelho
Richard Boudreau
Gene Bragdon
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Leonard Bussolari
Roshon Butts
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John Coffey Jr.
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Kevin Conroy
Thomas Conville
James Corbett
John Coyne
Donald Crosscup
Donald Cuddyer
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Victor Dapsys
Michael Day
John Dejoie
Joseph Demambro
Josh Demasi
Brian Dennehey
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Stephen Dorsey
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Daniel Durant
Zoltan Feher
Michael Fields
Robert Gallagher

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Joshua Gott
Joseph Gottron
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John Grimes
Joseph Guazzerotti
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James Ivy
C. Jackson
Richard Jackson
Ismail Jackson Sr.
Maurice Ev Jones
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William King
Lewis Kneeland
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A. McElroy
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Michael Prudente
Richard Pulkinen
Stanley Ramoska
Richard Ready
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Thomas Rooney Jr.
Richard Rosati
Paul Rozanski
Michael Rutledge
James Saindon
John Samson
James Sartori
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William Scott
Anthony Scrivano Jr.
Michael Segal
Thomas Sherriff
Thomas Short Jr.
Thomas Smith
Omar Sosa
Michael Starck
Brian Sullivan
Leonard Suslowicz
Alexander Tatosky
Joseph Taylor
Robert Thomas
Joseph Tighe
Edward Tolan
Michael Toomey
John Trotman
Harry Turner
Lawrence Walker
Michael Walsh
George Webb
R. Welch

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Walter Zammuto
Charles Ziniti III

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Michael Belcamino
Richard Bergeron
Edmond Bernier
William Bevan
Walter Bishop
Stephen Blanchard
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Thomas Bowler
Michael Buzzee
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John Sessler
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Kyle Thibodeau I
John Tobin
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Branch 51, Fall River

William Araujo
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Ronald Griffin
Robert Leal
Donald Maynard
Thomas Medeiros
Edward O'Hara
Peter Randazzo Jr.
Ronald Rodrigues
John Soares
Roger Theroux
Paul Vaillancourt

Branch 212, Lawrence

Richard Benjamin
Louis Caredeo
William Collins
Robert Dion
Glenn Dowling
Mark Hanewich
Raymond Latulippe
Daniel Lyons Jr.
Kenneth Medina
Joseph Poulin
Robert Reed

Branch 286, Pittsfield

William Carroll
David Colbert
James Gilmore
Daniel Grady
David Hall
Theophil Malinowski

Branch 308, Milford

Kenneth Dallessandro
Daniel Giampietro
Richard Murdock
Stephen Walsh
James Zozzaro

Branch 334, Framingham

Daniel Bache
Harold Barrows
David Bradeen
Charles Carroll
Kevin Gavin
William Gonya
Roger McCarthy Jr.
Arthur McHatten
John Murphy
Michael Norton Jr.
Richard Stockwell

Br. 539, North Attleboro

George Johnson
Floyd Leonard

Branch 742, Norwood

Robert Allan
Frank Brown

Branch 764, Dedham

Michael Judd

Branch 2512, Randolph

Gerald Rider

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Denise Anderson
Dana Andrews
Phenocia Armstead
Damon Barbee
Henry Baskin
Andre Batts
Andrew Bavol
Robert Bayless
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Clayton Berger
William Bierlein
Ronnie Blackshear
Carl Blassingame Jr.
Paul Blossom
Edmund Bobowski
Derrick Boyland
Ross Bradford
Herman Brown
Lamont Brown
Mark Brown
Michael Brown
George Bull
Robert Calhoun Jr.
Carlos Chambers
Larry Chambliss
Dennis Chaney
Arthur Chupailo
Richard Citchen Jr.
Curtis Clemons
Reginald Cody
Richard Coe III
Sean Cornelius
Antoine Cox Sr.
Gary Craig
Reginald Crain
Natavia Crawford
Timothy Cumow
Antoine Davis
Benjamin Dixon
Arthur Doles
Marvin Edwards
Al Feria
Wilbert Fields Jr.
William Fox
Earl Freda
Thomas Freireich
Charles Giddens
Derek Gray
Constante Guillermo
Gregory Hambrick
Nathaniel Harper
Avery Harvey

Mark Harvey
 Walter Hicks
 James Hilliard
 Ethel Hines
 Foster Holland
 Lance Holland
 Larry Hooker
 Warren Howard
 Karen Hughes
 Mark Igo
 Gordon Isaacson
 Rickey Jackson
 Calvin Johnson
 Donyell Johnson
 Raymond Johnson
 James Jones
 Marcus Jones
 Jenna Jurgensen
 Reginald Kellogg
 Brian Kerr
 Ricky King
 Charles Kohler
 Kenneth Kwolek
 Roderick Lane
 David Laverty
 Rodney Lawrence
 Victor Lumpkin
 Timothy Martin
 Bernard Mason Sr.
 Matthew McClellan
 Kenneth McDaniel
 Lenard McKeown
 Jeffrey Mentag
 Stephen Miller
 Darnell Mills Sr.
 David Miracle
 Marcus Mitchell
 Sandra Mitchell
 Derek Morgan
 Damion Murphy
 Dana Oldenburg
 Edward O'Neill
 Terry Owens
 Rosalyn Page
 Ronald Paret
 Andre Parker
 Leonard Parker
 Gregory Perkins Jr.
 Michael Petrus III
 Christopher Pitts
 Tumura Porter
 Kenneth Rogers
 David Ross
 Orris Rucker
 Trivilian Rumely
 Andre Saffore
 Nando Sanricca
 Tony Sanders
 David Sartorius
 Bruce Schmidlin
 Keith Seiter
 Ronald Seiter
 Robert Sherwin
 James Simpson
 John Sittler
 Richard Skaggs
 Lisa Sparks
 Michael Spencer
 Michelle Stabile
 Eugene Stafford
 Rickey Starks
 Ronald Stephen
 Damon Sykes
 Thomas Szafran
 George Szczygielski
 Richard Tierney
 Harry Turgelis
 Carl Turner
 Karim Uqdash
 La Coure Vaughn
 Steven Voss
 Paul Walker
 Thomas Walker
 Shondell Warren
 Albert Washington Jr.
 Maurice Watt
 Marvin Wells
 Stanley Wentzel
 Kelvin Williams
 Manuel Williams
 Oliver Wilson
 Frank Zacharias

Branch 13, Muskegon

Ronald Baker
 John Benedict
 Jeremy Bengry
 Douglas Campbell
 Michael Chvala

Randy Crawford
 Douglas Dahlman
 David Foster
 Virgle Foster
 Richard Friday
 Steven Iteen
 Vance Lindsay
 Gary Liskey
 Edward McKenna
 Richard Parker
 Bruce Parminter
 Randall Seifers Jr.
 George Smith IV
 Russell Sorensen
 Michael Theisen
 Jeffrey Williamsen
 Roy Yaros

Branch 49, Manistee

Leonard Bialik

Branch 56, Grand Rapids

John Adkins Sr.
 Christopher Bell
 James Black
 James Burns
 Tommy Callicutt
 John Chrystan
 Louis Cooper II
 David Cramton
 Winchell Curry
 Donald Czarak
 Arthur Daniels
 Richard Davidson
 Alfred Davis
 Kenneth Debrri
 Roy Deleon
 Joseph Drasiewski
 Joseph Ellis Jr.
 Bryan Ergang
 Timothy Fedewa
 Albert Frazine
 Nicklaus Gleason
 Matthew Goodale
 James Gorski
 Donald Graves
 Larry Hansen
 Ryan Harig
 Darrell Helsley
 Clarence Hinkle
 Roger Honderd
 Patrick Irish
 Thomas Jelsema
 Richard Johnson
 Samuel Johnson
 Charles Johnstone
 Donald Karl
 Brian Knight
 David Knott
 Charles Kuehl Jr.
 Edward Kurylo
 Walter Lajoie Jr.
 Roger Lange
 Adrien Loisselle
 James Luke
 Scot McKale
 William Meaton
 James Miller III
 Harry Mills
 Richard Moore
 Shari Morehouse
 Thomas Nauta
 Joseph Noel
 Mark Olman
 Timothy Partee
 Robert Pearson
 Thomas Plochocki Jr.
 Paul Polega
 Robert Quillan
 Thomas Reens
 Matthew Remelts
 Raymond Robertson
 Robert Ross Jr.
 James Rushcamp
 Clayton Sawyer
 Daniel Scanlon
 Michael Scianna
 Kenneth Skonecki
 Scott Stephan
 Richard Swanson
 Roger Szczepanski
 Robert Teunis
 James Thorp
 Dennis Van Drie
 Louis Wagner
 Robert Wansten
 Peter Wasciuk
 Ronald Wiktorowski
 Herman Williams

Michael Willis
 John Woodhull
 David Woodworth
 Jeffery Zuidema

Branch 74, Saginaw

Douglas Adamczyk
 Larry Angulo Jr.
 William Bryan Jr.
 Betty Butler
 David Cavanaugh
 Craig Colberg
 Joycelyn Cooper
 Ronald Davey Jr.
 David Eddy
 Daniel Ellis
 Myron Foster
 Mark Hafner
 Andrew Hanson
 Thomas Hanson
 Charles Henning
 Daryl Herington
 John Hofmann
 Frederick Jackson
 Lupe Juarez Jr.
 Roy Koenitzer
 Kenneth Kubczak
 Timothy Kumar
 Bryan Mazany
 Lee McGregor
 David McGregor
 Daniel McInerney
 Daniel Meagher
 John Prezzato
 David Rex
 Christopher Sausedo
 Mark Swan
 Marc Thompson
 Vincent Vargas
 Gary Weaver
 Warren Wedding
 William Whyte
 Kevin Williams

Branch 95, Marquette

Stanley Latowski
 Scott Pastor

Branch 122, Lansing

John Abel
 William Balsler
 Ryan Belcher
 James Burke
 Richard Bushaw
 Christopher Bussey
 David Conant
 Brian Conklin
 Peter Curtis
 Allan Davenport
 David Knott
 Dennis Frazier
 Edward Howland
 Bart Kennedy
 Andrew Kozan
 Calvin Lounds
 Matthew Malloy
 Bradley Matzke
 Jesse Maysonet
 Jerry Miller
 Glenda Neuenschwander
 David Odette
 Kendall Parker
 Robert Pell
 Douglas Peters II
 Rick Petersen
 James Pocan
 Curtis Sherwood II
 Raynard Smith
 Douglas Stephens
 Patrick Strang
 Jerred Thill
 Paul Titus
 David Titus III
 Gary Van-Vleet
 Lynn Weismiller

Branch 187, Bay City

John Basner
 Harold Couture
 Rene Dye
 James Flood
 Sherry Hernandez
 John Jaworski
 Michael Ratajczak
 Roger Shaver II
 Gabriel Stitt
 Jeffrey Yurgaites

Branch 232, Jackson

Michael Bliss
 David Burrows

Paul Chamberlain
 John Charles II
 Kurtis Commet
 Jeffery Davis
 Jennifer Depweg
 Raymond Dull
 John Engel
 Everett Essex
 Donald Esterline
 Chad Haley
 Richard Handy
 Ernest Hobart
 Charles Keefer
 Shanon Parker
 Darryl Payne
 Aaron Stern
 Robert Strassburg
 Joshua Taylor
 Scott Tindall
 Daniel Vorndran

Branch 246, Kalamazoo

Venson Allen
 Mark Barrett
 Michael Beckett
 Martin Beery
 Richard Bogema
 Nicholas Boyer
 David Bush
 Charles Clemens
 Michael Costantini
 Ronald Eaton
 Dean Freng
 William Gibson Jr.
 James Horton
 Daniel Hough
 Bruce Hunter Jr.
 Jon Jillson
 Michael Jimenez
 Dale Laroy
 Jack Lesterhouse
 Timothy Lewis
 David Lipka
 Thomas Minshall
 Lawrence Needham Jr.
 Alan Oxley
 Carol Reynolds
 Gary Sabo
 Michael Schuster
 Daniel Shannon
 Mona Spillane
 Randall Staal
 Russell Tiller
 Richard Vangorder
 Randy Wahl
 Kelly Walker- Guyton
 James Walters
 Wesley Wayne

Branch 256, Mid-Michigan

Maria Andrade
 Jason Arden
 Mike Ariss
 Barry Barker
 Robert Barry
 Vedell Bell Jr.
 Ronald Blank
 Terry Bloodworth
 Rungphet Bodnar
 Shane Brown
 William Brown
 Frank Bryant
 Ronald Clark
 Jeffery Decker
 Dennis Delmage Jr.
 Michael Diem
 Randel Easley
 Nicholas Escobar
 Kelli Fleming
 Mark Fransioli
 Jason Freeman
 Dorwin Grainger
 Timothy Grammar
 Johnny Harris
 Timothy Hill
 Darryl Hubbard
 Kent Jacobsen
 Albert Johnson
 Raymond Kennedy
 Allen Kenner
 Edward Lessner
 Edward Lingle
 Audrey Lyons
 Paul Marshall Jr.
 Edward McNew
 Melville Mick
 Christopher Miller
 Dan Morse
 Clifford Murphy

Suzanne Pearson
 Jennifer Pekala
 Mathew Perkins
 Andre Price
 Grant Ramsay
 Audra Ritchie
 Douglas Saville
 John Schatz
 Donald Schofield
 Jennifer Schroeder
 John Schumitsch
 Jeff Scott
 Wilfred Seguin
 Donald Sharber
 Andrew Smith
 Brady Stafford
 Katrina Strozier
 Leo Sutherland
 Ryan Thompson
 Daryl Tindale Jr.
 David Vernier
 Michael Yenglin

Branch 259, Alpena

Douglas Jones

Branch 262, Battle Creek

David Beck
 Ronald Brand
 Robert Bursley
 Charles Dommer
 James Ermatinger
 Richard Glidden
 Thomas Leiter
 John Pitale

Br. 320, North Oakland Co.

Beth Abrams
 Glenn Abrams
 John Angelosanto
 Mark Ardelean
 William Arnold Jr.
 Jason Asher
 Marvin Barton
 Mark Bell
 Carol Benigni
 Gary Bennett
 Paul Bowen
 Clinton Breset
 Tony Briggs
 Larry Brown
 Sean Carlson
 William Cooney
 Antonio Debellis
 David Elizondo
 Daniel Florkowski
 Theron Franklin
 Robert Gaddis
 Jeremy Garris
 Rodney Gates
 Monique Giddings
 Maurice Gonzales
 Michael Gray
 Haig Hagopian
 Harley Harned
 Rodney Harper
 Daniel Hayes
 Ronald Heider
 George Hungerford Jr.
 Dick Kralian
 Ferdinand Krauth
 Derek Leinonen
 Guy McDonald
 Gale Messing
 David Nakkula
 Frank Napolitan
 Christopher Neumann
 Neil Oliver
 Francis Peickert
 Steven Petree
 John Pollitt Jr.
 Kevin Pyszora
 Richard Quetell
 Rodney Reese
 Richard Rompa
 John Ryan
 Melvin Schott
 Paul Sharkey
 Laurence Simms
 Johnny Stefanski
 Deneen Thompson
 Stacy Williams
 Michael Winowiecki
 Richard Winstead
 Alfredo Ybarra
 Mark Zona

Branch 386, Ishpeming

Roger Herman Jr.
 Tina McCorkle



THANK YOU FOR YOUR SERVICE

Branch 395, Iron Mountain

Joseph Groleau

Branch 434, Ann Arbor

Eugene Alber
Elyania Blakely-Johnson
David Chappell
Kirk Coppemoll
William Dawson
George Elder IV
Deandre Ely
Timothy Gosnick
Kevin Gross
Kevin Harden
Gary Harness
Michael Hartwell
Jacob Hock
Kenneth Jackson
Clifton Johnson
Harry Kipfmiller
Christopher Matheson
Steven McCalla
Luvera Mott
Roberto Perez
Donald Pierce
Johnney Ray
Syretta Redding
James Reed
James Sadler
Thomas Scibor
Billie Scott
Tyron Segrest
David Smeaton
William Spears
Michael Suarez
Douglas Valentine
James Welch
Ozzie Williams

Branch 437, Ironwood

Joseph Bonovetz
Ronald Keranen

Branch 438, Escanaba

Mark Juhl
William Shiner
Misty Van Brocklin

Branch 523, Petoskey

Harold Brown
Charles Curry
Scott Fitzek
Brian Florenski
Eric Giammalva
Richard Kemmeter
Gary Misiak

Branch 529, Port Huron

Kyle Anderson
Michael Bennett
Robert Cowper II
William Dickinson
Michael Edmondson
Michael Grygorzewicz
David Hill
Mark Hunger
Robert Laming
Arland Lockhart
Joseph Lozano
Stefanie Riha
Mark Ross
Paul Schraudt
Stewart Sickles
Alan Sturdevant
Jeffery Thompson
Stephen Young
Mark Zimmer

Br. 560, Benton Harbor

Dennis Brown Jr.
Daniel Curtis

Branch 568, Calumet

Wayne Haapala

Branch 579, Adrian

Merlin Allshouse
Randall Goris
Richard Hunt
Richard Moore
Gerald Reinhardt
Steven Whitehead

Branch 601, Holland

Robert Albright
Scott Baker
John Butt
Lance Gilliam
Betty Gould
Lisa King
Terry Lockett
Jonathon Pavlin

Scott Shelby
Raymond Vanorder
Bryon Warren

Branch 618, Traverse City

Jeffrey Blausey
David Carpenter
Michael Dodds
Eric Homminga
Donald Lindgren
Stephen Matus
John Troiz

Br. 654, Mount Clemens

John Aldrich
Lynn Atkinson
Michael Atkinson
Brian Crennell
Donald Dunn
Timothy Gottschalk
Eric Green Jr.
Antonio Hardy
Lamar Harris
Henry Jaracz Jr.
Thaddeus Kapuscinski Jr.
Richard Klockziem
Scott Kubiny
James Langolf
James Leitermann
Darrell Levy Jr.
Arthur Linington
Tulya Long
Joseph Martinez
Walter Michajlyszyn
Allen Miller
Marcus Moore
Gregory Nemeckay
Eric Patterson
James Peck
Donald Pinegar
Gary Pocialik
Sean Pope
Pauline Porzondek
Lawrence Powers
Roger Relp
Steven Rose
Brian Schmidt
William Schroeder Jr.
Wayne Schulwitz
John Shaughnessy
Darren Shavinski
Corry Smith
David Somerville
Kenneth Stempowski
Dennis Stern
Thomas Stillwell
William Thomas
Ralph Vaquera
Patrick Zack

Br. 707, Sault Ste Marie

John Earle
Richard Hodge

Branch 758, Wyandotte

Michael Fyman
John Moskal
Adam Ritchie
Joseph Zelasko

Branch 775, Niles

Franklin Huff
William Shaffer
Shelly Tropp

Branch 794, Cadillac

William Raymond
Mark Shetenhelm
Jeffrey Wheeler

Branch 1056, Mt. Pleasant

Mark Wisneski
Adam Wood

Branch 1147, Grand Haven

William Curtis III
Kendell Kanaar
William Martin
Mark Pirrotta
Jay Sualeone
Richard Wellman III

Branch 1580, Alma

Michael Austin
Michael Van Heck

Br. 2184, Western Wayne Co.

Mark Amos
Phil Ashford
Lawrence Bardoni
David Bartaway
Michael Bergin
Lillian Bogosian

Reginald Brooks
Jennifer Bush
Antonio Campbell-Fultz
Michael Canfield
Jerry Cerpa
Karl Close
Henry Coleman
Lori Conlin
John Dainus
David Duchene
Leon Dudley
Charles Duffee
Ricky Fields
Karl Gibbs
Roger Gilliam
Albert Gilliespie Jr.
Michael Glass
Michelle Hall
Paula Hall
Ricky Hatfield
Bryon Hendricks
Blaine Hicks
Scott Hoskins
Joseph Jackson
Tino Jimenez
Walter Jones
David Kea

David Keister Jr.
Roderick Lelemtal
Eric Liberadzki
Lamont Logan
Darrell Lott
Ian Mair
David Marshall
William Mason
Donald McKenzie
John McBain
John McDonald
James McMahon
Kim Miller
Janice Mitchum
David Reise
Gary Ritchie
Brian Rodden
Larry Rowland
Robert Sedore
James Setzler
Dennis Sprague
Richard Tosh Jr.
David Vaughn
Edmund Waldon Jr.
Rayfield Washington-Yarb
Valerie Watkins
Scott Watts
Jonathan Willard
Robert Willbanks
Alan Wilson
James Wright III
Leonard Zawisa

Branch 2317, Midland

Gary Belich
Nicholas Benkert
Kelly Packard

Branch 2555, East Lansing

Matthew Austin
James Coffman
Michael Franklin
Dennis Hill
Glen Hill
James Jones Jr.
Larry Kelley
David Perez
David Randall
Mark Woodbury

Branch 2701, Saint Louis

David Parsons

Branch 3126, Royal Oak

Vera Alexie
Allen Alston
Leo Alston
Chester Anderson
Kathy Bailey
Edward Bane
Paul Barrett
Jean Belman-Herrera
Robert Belmont
Sherri Belobradich
Nancy Benedict-Lowe
Harold Bigger Jr.
Kermit Bishop
Donald Bobo
Harold Booth
Marc Bostwick
Mark Boykin
Suzanna Brennan
Ronald Brown

John Burkheiser
Randy Bylski
John Cappeluti
Patrick Caristo
Ronald Chapman
Charles Colsher
Mark Conger
Joe Cosby Jr.
Robert Cox
Adam Davis
Benjamin Davis
James Davis
William DeChant
Robert Dexter
Edward Difabio
Donald Dobranski
Robert Downey
Michael Dunaj
Robert Dunn
Franklyn Farrugia
Robert Finger
Derrick Ford
Jerry Frezza
Andrew Frizzle
Gerald Girard
Brian Gregurich
Steffany Grice
William Hendley
Carlos Hollis
Toria Houston
Craig Hull
Jeffery Hunt
James Jackson
Brett Jacokes
Robert Jankow
Ammie Johnson
John Johnson
Wayne Juopperi
George Jurkiw
Roger Kelcherman
Michael Kirby
Chris Klann
Duane Kolaski
Gregory Korth
Christian Kozlowski
Robert Krogh
Michele Kuzemka
Garry Lane II
Moon Lee
Joseph Leitch
Michael Lindley
Richard Lombardi
Yvonne Long
Steven Maben
Romeo Marson
Dennis Martin
Glenn Mausolf
Claud Maynard
Steven McCalden
John McDonough
Willie McKeown Jr.
Douglas McAlpine
Rodney McDowell
Stanley Michalski
Thomas Moul Jr.
Robert Muyldermans
David Nancarrow
Edwin Nedd Jr.
Wayne Neff
Antonio Nelson
Joseph Novak
Sharella Owens
Junior Patrick
James Perry
James Pfiester
Henry Plegge
Kenneth Potts
James Rak
Patricia Rasmussen
Shawn Reardon
Terri Revels
Norman Robbins
Richard Rogers Jr.
James Rybicki
John Sachs Jr.
William Sampsell Jr.
Christine Sanders
Chauncey Sanders II
Nicholas Santoni
Adam Schultz
Larry Shavaliar
Ijumaa Shelton
Nicholas Skrumbellos
Michael Slessor
Gerald Smith
John Smith
Gary Stadler
Kindra Stienke
Samuel Stinson

William Stinson
Jeffery Stromer
William Sullivan
David Sutton
Philip Sweier
Gregory Swindall
Justin Tallo
Michael Thomas
Bobbi Thomas-Ryan
Gerard Tobin
Thomas Turner Jr.
Michael Van Meter
Keonte Watkins
Lawrence Watson
Leonard Weems
Morris Weinner
Arnold Werschlin
Fred Whisnant III
Stephen Williams
Tevis Williams
Charles Withers
James Wodowski
Jack Woodard
Thomas Ziegman

Branch 3785, Newberry

Janet Holz

Branch 4374, South Macomb

Robert Asher
Edward Binkowski
Roland Bohler
Robert Bonar
Philip Bontomasi
Frederick Brooks
Issic Brown
Keith Brown
Erhardt Brunke Jr.
James Burdette
Bruce Burlager
Stefan Byszko
John Criswell
Martin Degasperis
Terrance Dunaj
Michael Dunham
Thomas Dusetzina
Roger Erwin
Paul Foster Jr.
Randy Fraser
Lee Fuller
Donald Fuller
Anthony Gnagi
Benny Granillo
Jerry Harrold
James Isbister
Theodore Isman
John Jones
Michael Kennedy
Dennis Knobloch
David Kolbe
Kenneth Komosinski
James Korolowicz
Edgar Lawrence
Gregory Lillie
Sean McCool
Aaron McInnis
Michael Mick
Charles Mitchell
Aaron Moore
Richard Morisset
James Moskwa
Tod Mosser
Larry Mowinski Jr.
Anthony Munaco
Edward Nellis
Richard Nelson
Robert Ohlert
Elizabeth Patrick
Kelly Pingle
Carla Royals
Eugene Rybicki
John Shibbich
Richard Sicard
Arthur Simon
Robert Stefanides
Neal Stewart
Keith Strother
Wonia Studavent
Terrence Utley
Louis Visconti
Robert Weitzel
Nicole Wheatley
James Williams
Darryl Wilson
John Wisniewski
Ronald Zalewski
Wade Zander

Branch 5239, Union City

Shaun Martin

Branch 5530, St. Ignace

Preston Allers

Branch 5785, Houghton

Troy Sullivan

Branch 6530, Sebawaing

James Simmet

MINNESOTA

Branch 9, Minneapolis,

Craig Anderson
Gerald Arnold
Robert Baird
Dana Bak
Gordon Balfe
Russell Bartz
Timothy Bearth
Patrick Beck
Lowell Berget
Steven Best
Steven Bjoraker
Larry Blesi
Keith Brakke
Jack Buchholz
Roy Bukowski
David Burandt
Douglas Buystedt
Ralph Buystedt
William Buystedt
Kent Cleland
Richard Colburn
Roy Cole
James Couillard
Daniel Courteau
Donald Cunningham
Walter Czerepak
Justin Dobratz
John Dombrowski
Pamela Donato
Lavern Dornbusch
Thomas Dvorak
Daniel Erickson
Clifford Estlie
Brian Flaten
James Fodstad
Dennis Folke
Troy Fredenburg
Carol Garnto
Walter Gegner
Charles Glover
Terry Glover II
Morris Gross
Allan Gulden
Craig Hanschen
Roger Harwarth
James Hendrickson
Kerry Herdine
Andro Hiben
Renee Hickerson
Alix Hiel
Mark Holland
Dallas Holm
Thomas Husten
Ronald Husted
Heidi Iverson
Richard Jacobson
Thomas Jenkin
Charles Jennings
Donald Johnson
Jeffrey Johnson
Joshua Johnson
Frederick Johnston
Gilberto Justiniano Jime
Wayne Kelash
Tracy Kivioja
Daniel Klaysmat
William Knotz
Kenneth Kosciolok
Erik Krieger
Cheryl Lacroix
Leonard Larson
Ronald Lawrence
Karin Lebak
Joseph Lewandowski
Michael Lian
Glenn Lindfors
Joseph Longen
James Magnuson
Roland Matt
Charles McDonough
Dale McNellis
William Mechels
Adam Minnick
Alf Mork
Daniel Norling
Steven Nortrom
Richard Nowariak

Gary Olsen
Mark Olufson
Karl Parkos
Robert Phillips
Jean Philson
Francis Rice
Harley Ring
Patrick Rottach
Thomas Ryan
Johnea Rystedt
Kenneth Schack
Gerald Schrabner
Ronald Sholl
Kenneth Soine
James Sommers
Roy Stai
Delmont Stokke
Ronald Sumstad
Jon Thompson
Harold Tilbury
Alemayehu Tolla
William Tuffs
Eric Twito
Myron Walburg
Douglas Waldhoff
Gregory Watroba
Kenneth Wehr
Herman Weidner
John Wickham
Michael Zagaros
Robert Zimdars

Branch 28, St. Paul

Donald Anderson
Emmet Burdash
Ronald Clausen
Fred Davis
Nicholas Demike
Steven Enebo Jr.
Brian Fulton
Bernard Garhofer
Francis Garhofer
Amanda Greer
Michael Gust
Michael Hartigan
Harold Harvey
Michael Hernandez
Cary Huber
James Hunter
William Jeske
Clifford Johnson
John Joseph
Paul Knudsen
Terence Kopietz
Dennis Kreuter
Tony La Valle
Jason Lagergren
Richard Lamotte
Harland Leistikow
Ralph Ludden Jr.
Patrick Lynch
Fredrick Madison
George Marhoun
Simon Ngo
Michael Parkos
Daniel Partyka
Matthew Peterson
Mark Pierson
Larry Quashnick
Thomas Quinn
Timothy Radke
James Rehberger
Wallace Riedel
David Roden
Merle Schmaus
William Spear
Dennis Strom
Gene Swanson
Matthew Swanson
Jared Vonbargen
Colin Walker
Robert Witte
David Wurzer

Branch 90, Mankato

George Abel Jr.
Noel Benjamin
Dennis Hoehne
Michael Jensen
Ronald Lehr
Edwin Mielke II
LeRoy Miller
Paul Nett
Bernard Thieman
Harold Weed
Lee Westermann

Branch 114, Duluth

Justin Cich
Scott Dulas
Richard Ellwood

James Flike
Shawn Hansen
Arthur Hoff
Randall Holder
Patrick Johnston
Joseph Lefaise
William Lounsberry
David Mayou
Paul Oikarinen
Leslie Peterson
Arden Stabs
Vernon Storm
Dexter Swanstrom
Kenneth Trefethren
Thomas Wagner

Branch 350, Faribault

Mark Quinlan

Branch 388, St. Cloud

John Athmann
James Bares
Lawrence Brambrink
Dean Farmer
Marvin Jurek
Roger Justison
Alan McAllister
Paul Rolfzen
Paul Ryberg
Vernon Snyder
Clifford Teigland

Branch 440, Rochester

Clifford Cartney
Brian Duerr
Daniel Fieck
Jonathan Garcia
Eric Jenneke
James Lyke
Jamie Mussell
John Nock
Richard Voight
Rick Whitaker
Richard Zimny

Branch 679, Crookston

Thomas Vedbraaten
Michael Weik

Branch 717, Austin

Christopher Jarvis
Joel Menuey

Branch 718, Albert Lea

Patrick Bergen
Kenneth Breamer
Brian Kelly
Richard Lindell
Dale Meyer
Gary Miller
Eugene Rasmussen
Terry Vandersnick

Branch 776, Owatonna

Lloyd Henke
Roger Johnson
Dean Von Ruden

Branch 864, Brainerd

Robert Crandall
Ronald Schultz
Nathan Sievert

Branch 956, New Ulm

Daniel Dorn

Br. 1058, Iron Range Mgd.

Mark Hukka
Sherrie Pitt

Branch 1109, Lake City

Matthew Bechel

Branch 1117, Willmar

Lyle Simenson

Branch 1317, Detroit Lakes

Ross Axdahl
Richard McDougall Jr.

Br. 1418, Thief River Falls

William Amiot
Larry Forsberg

Branch 1447, Waseca

Brian Neudecker

Branch 2065, Worthington

William Slater
Dana Veon

Branch 2120, Alexandria

Thomas Gerard

Branch 2548, Hutchinson

John Tapio Jr.

Branch 2942, Hopkins

Mark Gortze
Gregory Hultmann
David Stack
James Toupin
Mark Weber

Branch 3196, New Prague

Dennis Popp

Branch 3522, Caledonia

Vilas Doering

Branch 4185, Granite Falls

Teresa Quintal

Branch 4545, Aitkin

Steven Cauffman
Michael Laird

Branch 4833, Olivia

Todd Howard

Branch 4967, Kenyon

Paul Hood

Branch 5556, La Crescent

Michael Robb

MISSISSIPPI

Branch 94, Vicksburg

Tommy Atlas
Willie Peaches
Lakenda Thompson

Branch 217, Jackson

Roger Beard
Maurey Bland Sr.
James Edwards
Priscella Gordon
Glenn Greer
Tommy Hairston
Rosie Harvey
Milton Holmes
Motea Howard
Billy Hughes
Larry James
Davis Johns
Valerie Johnson
Ronald Lane
Cassandra Lockett-Carroll
Samuel McDonald
Frederic Myers
Argle Pennington Jr.
Malcolm Rigby
Kenneth Thigpen
Happi Thomas
Gary Wade
Willie White
Amos Wilcher
Derek Williams
James Williams

Branch 476, Natchez

Renard Chatman
Byron Jolla
Willie Morris
Robert Smoot
Hubert Hill
Ronnie Jennings
Quintin Joseph
Francis Polizzi
Robert Trotter

Branch 516, Greenville

Carl Thornton

Branch 938, Hattiesburg

Charles Doherty
Mark Filbey
Joseph Frye
John Gleason
Steven Golemon
Wallace Johnston
David Lewis
Jerry Madden
Hal Odum
Davis Ritchey
Dale Schallot
Troy Shaffer Sr.
Prince Woullard

Branch 1080, Greenwood

Charles Davis
Jeffery Moore
Richard Robinson
Terry Townsend

Branch 1195, Clarksdale

Jesse Harris Sr.
Melvin Willis

Br. 1374, Gulf Coast Mgd.

Jonathon Began
James Clark
Wayne Fortier
Derrick Frazier
Reginald Graham
Douglas Manley
Ronald Martel
Charles Morris
Frank Morris
Richard Norton Jr.
Karen Roper
Robert Schatzman
Donald Strong
Van Varnado
Joseph Wertz
Theron Whitlock

Branch 1437, Laurel

William Guthrie
Billy Little
Zimbabwe McCurtis

Branch 1593, Tupelo

Ronald Bean
James Couch
Jennifer Graham
James Parham
Ronnie Russell
Guy Weldon
Hakeem Weston

Branch 1692, Columbus

Dennis Haines
Harold Trimm

Branch 2241, Pascagoula

John McCrory

Branch 2291, Starkville

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Rickey Knox

Branch 2842, New Albany

Willard Dandridge

Branch 2896, Cleveland

Sherrie Crain
Kenneth Williams

Branch 3827, Ocean Springs

Henry Charles Jr.

Branch 4927, Olive Branch

Michael Becker
Dale Eubanks

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William Clark
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Luthaniel Cole
Wayne Coleman Jr.
Reginald Collins
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Wesley Davis
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David Ebel
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James Gann
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Edward Gorman Jr.
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Malcolm Guess
James Guillaume
Elmer Harris
Harold Harris
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Harry Hinckle
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Timothy Luntsford
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Robert Francisco
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James Reischman
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Lucas Phillips

Br. 1217, Excelsior Springs

Christopher Sullivan

Branch 1264, Liberty

Leo Gaffey
Derek Thomas

Br. 3442, Montgomery City

Curtis Peery

Branch 3606, Vandalia

Jason Erdel

Branch 4050, Crystal City

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Jason Bourbon
Dennis Weinrich

Branch 4216, Palmyra

Donald Peuster

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Billy Lanning

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Steven Taylor

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Branch 701, Missoula

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Branch 815, Billings

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David Burt
Donald Lee

Branch 948, Kalispell

Mathew Dye
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Timothy Wiley

Branch 1028, Bozeman

Michael Budde

Branch 1160, Lewistown

Randy Gremaux

Branch 1643, Glendive

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Norman Cogdell
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Jay Crneckiy
Raymond Davis
Rex Daywalt
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Branch 2209, Chadron

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Bobby Swain III
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Donald Austin

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Arnoldo Hurtado
Donald Lunau
Robert Morris
Travis Morrison
Bert Thomas
Richard Wildes
Sherri Winward

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Daniel Budd
Neil Potter
Jake Reess

Branch 4906, Jaffrey

Kenneth Durand

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Jerome Alexander
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Edwin Alvarado
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David Anderson
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Gerardo Bautista
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Fred Goldfarb
John Gonchar
Thomas Goydic
Ronald Granit
David Gray Jr.
Vincent Greco Jr.
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Istvan Hajdu-Nemeth
William Hammond
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Neil Klingenburg
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Randy Kutzman
Julius Kwiatkowski
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George Larty
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Robert Lefkowitz
Joseph Licinski
Marshall Lindsey
Edward Linnartz
Peter Litterio
Ralph Loccisano
Michael Lohman
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Aldo Marandola
Jerome Marchicelli
Jack Marcino
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Louis Massetti
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Dennis Matzkanin
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James McAteer
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John Myslenski Jr.
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Leonard Neering

Barry Gibbs
Arthur Gilchrest Jr.
Harry Gilles
Fred Goldfarb
John Gonchar
Thomas Goydic
Ronald Granit
David Gray Jr.
Vincent Greco Jr.
Kyle Green
Istvan Hajdu-Nemeth
William Hammond
Joseph Harness
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Allan Henderson
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Michael Holderith
Stanley Homshier
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Harry Kaplan
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A. Kelschaw
Michael Kenyon
Robert Ketch
Joseph King
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Neil Klingenburg
William Knight
Donald Kochvara
John Komar
Nicholas Kovalycsik
Randy Kutzman
Julius Kwiatkowski
Jineane La Bate
George Larty
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Charles McMahan
Michael McNamara
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Raymond Merz
Norman Miles
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Richard Mitchell
George Monahan
Frank Mongiello
Michael Mooney
Oswaldo Morales
Richard Moran
Theodore Mravcak
Gerald Muller
Timothy Murphy
John Myslenski Jr.
John Narucki
Leonard Neering

Branch 1633, Lebanon

Lester Bouchier Jr.
Daniel Budd
Neil Potter
Jake Reess

Branch 4906, Jaffrey

Kenneth Durand

NEW JERSEY

Br. 38, New Jersey Mgd.

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Gerardo Bautista
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Jose Burgos
Thomas Burns
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Robert Buteau
Ji Byun
Craig Cacho
Joselito Calagui
Robert Calandriello
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Patrick Ceraolo
Robert Chaneski
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John Chowanec
Anthony Cillo Jr.
Frank Cimirro
John Cohen
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Brian Collins
Joseph Conway
Donald Cook
Brian Cosman
Francis Cotton
J. Coutts
Stephen Crane Jr.
David Crockett
Harry Cucciniello
Paul Dargenzio
Timothy Daum
Roberto DeLa Cruz
Thomas Delaney Jr.
R. Denicola
Cezar Devera
Lewis Dobkowski
Gregory Doctor
James Donnelly
Dawn Dudak
James Eagen
John Ehrhart Jr.
Gregory Esposito
Thomas Esposito
James Face
Mark Fahy
Donald Fecko
Joseph Feenan
Gary Feinstein
Michael Ference Jr.
Elizabeth Ferrari
Michael Filipowicz
David Firth
Carl Fischer Jr.
Patrick Flannery
Herbert Flavell
Steven Flecha
John Foley
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Frank Garofalo
Franklin Garrison Jr.
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Archie Pantaleone
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Sylvester Page Jr.
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Branch 342, Montclair

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Gregory Roberts

Branch 370, Atlantic City

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George Grover
Kiemon Henry
Raymond Miller
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Matthew Poole
Lauren Stroud
Gary Towe
William Tweedle

Branch 380, Trenton

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Michael Bennett
Vincent Brown
Delawrence Carmicheal Jr.
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Russell Compton Jr.
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Martin D'Autrechy
Kevin Derrico
Nathaniel Evans
Michael Fink
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Hollis Lewis
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Charles Matvey
Willie McLean Jr.
Thomas Price
Frank Rattkiewicz
William Roth
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Miguel Suarez
Patrick Toto
Joseph Tryba
Kenneth Williams
Herman Word
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Branch 396, Plainfield

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Charles Devine
Eugene Herre
James Lyons
H. Price
Arsko Raines
John Szpara

Branch 425, Bergen Co. Mgd.

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Jan Byczkiewicz
Geroad Cameron
Ashton Candelario
Daniel Capozzi
Wayne Clarke
John Decker
Jesus Delgado
Anthony Gadino
Thomas Gambuti
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Raymond Grabowski
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Louis Marino
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Michael O'Rourke
Joseph Pearson
Francisco Rosario
Lyle Roush
Carlos Santana
Martin Scheffler
John Sernotti
Camilo Serrano
Robert Thompson
Angel Tirado
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George Wrocklage

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Jeffrey Applegate
Napoleon Aquino
Robert Ballotta
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Richard Chiselko
Dane Colburn
Dennis Cronin
Richard Currier
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Branton Meshofski
Joanne Mockobee
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Charles Whitaker

Branch 534, Vineland

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Robert Dalessandro
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Raymond Menzoni
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Clifford Still
Henry Szwak
Ronald Turner
Roy Vereen
Robert Whittington
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Robert Williams Jr.
Robin Young Jr.

Branch 754, Cranford

Steve Fedorchak

Branch 768, Somerville

Michael Coe
Richard Ferber
Thomas Gregory
William Kerchner
Paul Macarthur
Fred Morrow
Omar Rodriguez
Donald Rotz
Frank Seboria
George Tai
Kenneth Tkach
George Zvonchenko Jr.

Br. 769, Cherry Hill/Haddonfield

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Robert Boettcher
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Leon Coleman
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Anthony DiMauro
Michael Ebner
Louis Farino
Raymond Gajtowski
John Gerber
David Goldstein
Joseph Griffith
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Isaac Hoffman
Devuono Hunter
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William Loges
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James McEneaney
Santiago Padilla Jr.
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Liborio Velez

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 Pierre Smither
 David Stevens
 Michael Tapia
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 Timothy Wert
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Branch 989, Santa Fe

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Terry Gettle
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Patrick Fuller
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Branch 3244, Carlsbad

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Branch 3727, Hobbs

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 Rudy Martinez
 David Najera

Branch 3849, Socorro

Scott Crespin
 Marcos Gonzales

Branch 3994, Alamogordo

Randy Duran
 Pete Estrada
 Jeffery Jones
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Branch 4347, Santa Rosa

Pablo Baca

Branch 4377, Farmington

Robert Molchan
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Gregg Walczyk
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Christopher Walentynowicz
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Thomas Walters
John Walton
Richard Wentland
Francis Wesseleny
Stewart Westerlund
George White
John Wienclawski
John Wiggins
Andre Wiglusz
Paul Wiglusz
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Cory Wilczynski
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Eric Williams
John Williams
Robert Williams
David Winiarz
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Joseph Pollicino
Robert Rappazzo
Andrew Rudzinski
Joseph Schepisi
Joseph Simonik
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Chester Suszko
John Walsh
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Robert Yaiser

Branch 36, New York

Ferdinand Acampora
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Ramon Betancourt
Gilberto Bogle
Darryl Bradshaw
Paul Brandt
Darell Brooks
Alphonse Bullock
Susana Burgos
Carl Calarco
Juan Carrion
Stanley Carter
Edward Casenave
Leroy Chatman Jr.
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Daniel Corcoran
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Chas Deutsch
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Emmett Embry
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N. Fiore
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Kevin Gathers
John Gelber
Louis Ghiraldi
Gillette Gift
James Gonzalez
Joseph Grillo
Louis Guarino
Guillermo Guerra
Manuel Guillert
Ronald Hanerfeld
Charles Harris
Brian Hellman
Joseph Hemmings
Bruno Henry
George Hinnekamp
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Corbett Hutchinson
Darrell Jackson
Patrick Jewels
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Glenroy Joseph
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Jick Chin
Emil Czelusniak
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Kendell Eccles
Lionel Fisher
Lyndon Ford
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Dennis Gelfand
Sergio Guerrero
Louis Hancock
Malik Hatten
Floyd Henderson
Willie Hicks
Hongyan Hu
Lap Lau
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Frank Oddo
Teodoro Ottaviano

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Branch 97, Oneonta

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Branch 302, Watertown

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Fenton McVannon
James Pesko
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David Smith
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Estell Gore-Paige
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Robert Prato
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Michael Zihal

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Melancthon Spencer Jr.
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David Violyn
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Brayton Bigelow

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Derrico Derrico
C. Grande
Glenn Hurlbut
Roderick Kallen
Robert Paulson
Gary Thomas
Edward Washburn
Frederick Washburn

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William Bohl
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John Edgerton
John Liddle
Kevin Meehan
Adalberto Munoz
S. Riti
Thomas Tynan
Mitchum Vanrooyen
Tyronne Washington

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Richard Aquilia
Joseph Cerese
Kenneth Cronin
Herbert Dareff
Joseph DeRossi
Milton Gillespie
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Gordon Mark
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Thomas Moran
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John Quesnell
Carmen Rivera
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Craig Schwab
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Robert Severin
Fareed Shakir
Kirk Simon
Lyonel St. Aude
Andrew Weiner
Welton White
Carroll Wiley
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Lawrence Rosso
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Branch 1341, Walton

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Jeronimo Senior
James Simmons
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Branch 5229, New City

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Charles Peruzzi
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Robert Polaski
Omar Romero
Raymond Sanchez
Joseph Schuttler
R. Seda
Carlo Sibilla
Eusebio Soto
Thomas Stephens
Paul Stettinisch
Lance Tieger
Donald Toner
Christopher Trofemuk
David Vanderwerf
William Webb
Frederick Wood
William Yates
William Yostpille
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Branch 248, Asheville

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Robert Cabe
Fabrizio Crespo
Kevin Flanagan



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Thomas Benfield
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Daniel Brown
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Linwood Daniel
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Corneilius Welcome
Donald Whitman
Benjamin Wilson

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Dover Daniel Jr.
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Alton Farmer
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Erik Grubb
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Larry Joyner
Christopher Kelley
Jonathan Kinlaw
Charles Lewis
Gerald Lewis
Averell Mattocks
Ronald McCaskill
Janet Molineaux
David Murrell II
Chrystella Muwwakkil
Gary Nellis
Cyrenne Nieves
Robert Norris
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Terry Richmond
Archie Simmons
Curtis Sinclair
Ruth Steele
Carlton Sutton
Rochelle Tolar
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Yasmine Washington
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Thomas Williams
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George Woodward Jr.
William Wray
Arthur Wyche

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Tychicus Best Sr.
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Michael Bowman
Kevin Boyer
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Travis Canovai
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Jeffrey Craig
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Bobby Pierce
Nichole Pierce Arocho
Tracy Pruitt
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Rodgerick Sinclair
William Spencer
Ronald Stafford
Daniel Stull
Paul Trotman
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Bruce Whitcomb
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Michael Wiegand
Robert Woodell
Henry Zumpol

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Pierre Agena
Curtis Alexander
Kevin Baker
Theodore Benjamin
Derries Bolden
Charles Bowers
Marshun Brooks
Henry Cameron
Jonathan Cannon
Franklin Capps Jr.
Antonio Chisholm
Broderick Cuthbertson
Charles Davis
Gracio Desrosiers
Paul Devalle
Barry Dixon
Anthony Ferrin
Wayne Forte
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Mark Grant
Jonathan Hendricks
John Hickman
George Hinson Jr.
Ralph Hunter
David Jones
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Barry Knight
Ronald Koscho
Clarence Lyles
John McCarthy
Christopher McDaniel
Johnny Mills
Ernest Mumpower III
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Francis Piojda Jr.
Michael Redice
Robert Rentz
Ervin Saunders Jr.
Carl Scott
Oswald Simon
Timothy Texidor
George Valdivia
John Walden Jr.
Marlon Wilson
Lorna Wooding
Robert Wright

Branch 630, Greensboro

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Gary Bliesner
Gregory Brown
Steven Brown
William Bunting
Steven Burch
Thomas Butler Jr.
Freddie Click
Jeniece Dawkins
William Diggs
Michael Featherston
Jennifer Giles
Terry Goodman

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Anthony Gregory
Maurice Holloway
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Norman Livengood
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Crystal Morehead
King Mosley Jr.
Jon Oakley
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Stacey Posey
Terrell Raynor
Willie Rutledge Jr.
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Nolen Shamberger
Chester Stewart
Dwayne Thompson
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Porter Wright Jr.

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Russell Hill
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Heriberto Sepulveda
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Michael Smoot Jr.
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Garnet Edwards
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Christian Mirus
Wayne White

Branch 934, Salisbury

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Gary Daniel
Lacy Earnhardt
Malcolm Hughes
William Poole

Branch 935, Statesville

John Root

Branch 936, High Point

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Jerome Goode
Lester Hinkle
Laquavien Holt
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Rodney King
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Anthony Skeen
Michael Thompson

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Kenneth Goss
Melisa Porter

Br. 1127, Elizabeth City

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Rudolph Sklar
Cassandra Stevenson
Charles Yount

Branch 1128, Fayetteville

Roger Alford
Donald Boyd
Walter Brown
Earnest Carswell
Scott Casper
Howard Cunningham Jr.
Theodore Debose
Lelland Faircloth
Leonard Fikes
Brian Fuller
Clifton Garrison

Larry Graciak
Roxanne Hankerson
Haywood Jacob
Edwin Jarrell
Jennifer Larson
Bernard Ligon
Robert McLaughlin
Michael Moore
Calvin Oates
Daniel Orozco
Francisco Pecunia-Vega
Joseph Pirtle
Diane Quinn
Rodney Redding
Marcia Rumbaugh
Joseph Shaw
Tiara Smith
Travis Smith
Solomon Tennant Jr.
Carolyn Thomas
Lewis Tucker
Talitha Williams
Isiah Wright Jr.
Eugene Yates

Branch 1250, Hickory

Joseph Beasley
Christopher Calabro
Eldon Caldwell
Jackson Corpening
Wayne Hermance
Harold Hill
William Moore
David Persinger
Jeffrey Query
Timothy Register
James Russell
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Tony White
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Branch 1729, Greenville

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Branch 2794, Kannapolis

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Branch 4563, Ayden

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Branch 4970, Havelock

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Robert Heis Jr.
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Lexavier Hill
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Burton Hughes
David Janus
Fredrick Kirchgessner
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Jeffrey Lewis
William Lipp
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Randolph Maifeld
Alfonso Marmora
Kelly Marshall
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Scott McMillan
Christopher Metz
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Herbert Mitchell
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Michael Moran
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David Smith
Kevin Spires
Kennison Staggs
Ronald Stieby
Angela Stone
Antonio Tellez
Ted Thompson
Gerald Tiemeier
Darel Titus
Curtis Vaughn
George Wagner
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Charles Williams
Morris Woods
Brandon Woodson

Branch 45, Springfield

Rick Blair
Heidi Brown
Anthony Carr
Don Carter
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Aaron Dunaway
Brian Eanes
Marvin Fowler Jr.

Matthew Frazier I
Michael Golden
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Robert Green
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Tyler Heath
Teresa Herzog
Paul Hodson
Chris Massie
Alan North
Reginald Roller
Robert Scott
Leo Shepard
Aaron Smith
Johnny Williams

Branch 63, Zanesville

Kenneth Allen
Edmund Bowman
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Christopher Hull
Evan Rodgers
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Karl Lohr Sr.
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Myron Miller Jr.
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Dennis Mitchell
Raymond Mitchell
Merle Norris
Ricky Nott
John O'Neil
James Pinkerman
Steven Pitzer
Raymond Pugh
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Christopher Semo
Herbert Shafenaker
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Robert Shepherd



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Simmie Barksdale
Phillip Baum Jr.
Edward Bengela
Richard Blakeman
Audrey Blakesly-Cox
John Boellner
Luther Bonnough
Thomas Braun
Richard Brust
Mario Caudillo
William Chinni
Patrick Colston
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Joseph Dempsey
Brad Doerfler
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Myron Du Shane III
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Cuitlahuac Hernandez
Billy Hood Jr.
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Daniel Jeremy
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William Lawniczak
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Kevin Roberts
Gregorio Rodriguez
Marvin Rowlett
Zachary Rubel
Daniel Santibanez Sr.
Joseph Scherting
Michael Shaw
Kelsey Shenberger
Michael Shriver II
John Smithers
Michael Startzman
Timothy Stookey
James Thomas
Walter Tkaczyk
Caleb Torres
Arturo Villarreal
Charles Villolovos Sr.
Jonathon Wallen
Matthew Wilson
Shane Wilson
Russell Zeltner
Marvin Zielinski

Branch 105, Lima
Kevin Alexander
Victor Armit II

Zachary Brinkman
Wallace Brocklehurst
Rodney Brown
James Cooper
Ned DeLong Jr.
Daniel Evans
Todd Friemoth
John Horner
Herbert Lancker Jr.
Stephen Miller
Shawn Muter
John O'Dell Jr.
David Redman
Lynn Rockhold
Gregory Sellers
Christopher Semer
Jeffrey Steegman
Brian Thomas
Timothy Turner
Edgar Wilhelm Jr.

Branch 118, Mansfield
Gregory Brown
Joshua Caudill
Ronald Doss
Richard Hall
Kevin Hammond
David Hawkins
Todd Hubler
Fount Jones II
Dustin King
Steven Mayers
Terry McClary
William McNabb
Amy Rhinehart
Bradley Schmitt
Matthew SESCO
Wilbur Shade
Brian Tumey
Aaron Warner
David Weatherbee
Joseph Welton

Branch 143, Findlay
Edward Call
Kevin Hanneman
Richard Heitmeyer
John Henschen
Marie Irby
Charles Kelley
Jason Runion
Douglas Scudder
Larry Sudlow
Katherine Wortman
Robert Yoder

Branch 148, Akron
Michael Allison
Christopher Arnold
Philip Brillhart
Dennis Clements
James Davis
Doyle Decker Jr.
Robert Dishong
Nicholas Ducar Jr.
Joseph Duve
Terry Eagle
Jerry Elliott
William Ellison
Gregory Falstick
Robert F. Friedrichsen
Richard Gates
Steven Greathouse
Michael Holbert
Thomas Keplinger
Jerome Krawick
Phillip Leipold
Paul Merlo
Carl Mori
Damon Oliver
Randall Patterson
Michael Pelfrey
Wayne Popiel
Gregory Powers
Edward Rooks
Donald Salmon
John Shackelford
Donald Shepard
John Waite Jr.
Charles Wood

Branch 154, Marietta
Charles Hedrick

Branch 164, Steubenville
James Kukor

Branch 182, Dayton
Robbie Absher
Willie Anderson
Ryan Barbieri

Michael Barnes
Garry Beatty
John Bernardi
Robert Berning
Henry Black
Lynn Bohlander
James Brown
Roscoe Brown
Robert Bucklew
Melvin Clark
Jeffrey Collins
Sam Cox
Harold Debolt IV
Hector Feliciano
Robert Fleischer
Colleen Foster
Robert Foust
Robert Gillispie
Gary Gose
Jerry Griewahn
Ned Gross
Jason Guillozet
Eric Haney
Timothy Hatke
Brian Hess
Robert Hicks
John Hoffman
Raymond Hollabaugh
Kim Holsopple
Andrew Holzinger
Kenneth Hoskins
Dennis House Sr.
Francis Huiet
Thomas Hutchinson
Jerry Key
Carl Kramer
John Kurtz
Samantha Langenkamp
Mark Lawrence
Charles Leverich
John Lynn
Bobby Mann
Roger Martin
James Mason Jr.
Anthony Mesker
Douglas Miller
Michael Miller
John O'Ross
Michael Paluch
Daniel Perkins
Donald Perkins
William Potts
David Rohde
Don Rutledge
William Salley Jr.
Kurtis Sawyer
Terry Saylor
Samuel Sparks
John Springer
Kenneth Stoudt II
Aundre Terrell
John Thomas
Rebecca Thomas
Lester Thwaitts
Michael Togliatti
Michael Vencill
Douglas Vincent
Daniel Votaw
Josiah Ward
Gary Weekes Jr.
James Weeks
William Westmoreland
Gregory White
George White Jr.
Robert Wiggins Jr.
Marvin Willey
Kenny Williams
Richard Wilson
James Wolf
Daniel Wolff
Jack Yantis
Frank Young III

Branch 184, Portsmouth
James Lute

Branch 196, Elyria
George Alberts
Alan Bescan
Holly Brown
Robert Caldwell
Tabitha Centifanti
Jeffrey Clark
Graciano Diaz
Thomas Elbert
Samuel Farley
Peter Filiaggi
Richard Forrest
Scott Gilbert

Randall Guitar
Jacob Hodge
George Hutchison III
Nicholaos Koukouras
Frank Kronen
Robin Kurtz
Jeffery Linn
David Lozano
William Mackeigan
Dennis Mackert
Michael Manuk
Richard Mees
Todd Meinke
William Messaros Jr.
Arvin Morell
Kevin Nagy
James Nutter
John Oleniacz
Michael Pileski
William Rolfe
Audrey Schindler
Samuel Taylor
Nathaniel Tirado
Clarence Tylicki
Thomas Wem
Richard Wintersole

Branch 238, Canton
Rose Aquino
John Boyd
Gary Brobson
Michael Bundich
Michael Clark
Alan Conde
Robert DeMeo
Bruce DeLong
Carl Dorn Jr.
Timothy Enos
Darrell Hawkins
Robert Johnston
John Ley
Kenneth Malinowski
Benjamin Martinez
Patrick Matheny
Edward Miller
Gloria Miller
Scott Negulic
Joel Pritchett
Wayne Schroth
Wesley Strahlem
Christopher Szakacs
Kathleen Thomas
Robert Varn
Thomas Vlacovsky
Phillip Yakunich

Branch 279, Fostoria
Douglas Affholder
Dennis Baker
Michael Beck
Shawn Collins
Michael Combs
Roger Hottenstein
David Valenti
Norman Van Ness Jr.

Branch 280, Marion
Jane Abernathy
David Ross
David Watson

Branch 281, Newark
Delvin Bailey
Jason Hoy
Jeffrey Justus
Eric Leek
David McCann
James Meek Jr.
Jimmie Spellman
Gregory Wierzbicki

Branch 297, Alliance
Lee Bender
Richard Grant
Norman Haidet
Scott Howell
James Kennedy

Branch 298, Mount Vernon
Samuel Ramos Jr.

Branch 340, Lancaster
Jacob Eck
Brian Gallagher
Brent Rager
Andreas Rickards
Katie Smock
Donald Stump
Robert Trace
Ernest Wasem II
James Yerian Jr.

Branch 385, Youngstown
Richard Baker
Anthony Barone
Justin Beish
Jason Boyd
James Bradley
Mark Bryan
Desstre Combs
Frank Dawson
Robert Demyen
Lucas Dennis
John Donner II
John Dunlap
Jerome Durkin
John Dyce
Gary FATHERLY
George Fischer Jr.
David Garlock
Monica Gattison
Carmen George
William Green
Frank Gruszecki
John Hill
Jason Hnat
Maurice Johnson
Thomas Kerleman
Robert Kovach
Edward McCarragher
Joseph McCormick
Pamela Murray
Brian Paloci
George Rohrbaugh
Scott Roscoe
Michelle Rowell
Carmen Saborse
Donald Setliff Jr.
David Seward
James Shuba
Kenneth Simon
George Telshaw
David Thomas
Frank Thomas
Allen Tierney
Robert Trimble
Anthony Vitullo
Donald White
Calvin Williams
Mark Wolf
Frederick Woodley
Ann Wrona

Branch 426, Hamilton
Scott Allen
Ricky Birgel
Philip Brown
Glenn Bushnell
Jimmie Cleveland Jr.
John Dixon Jr.
Larry Dolby Jr.
David Elleman Jr.
James Fackey
Donald Gase
David Graham Jr.
Kenneth Lipphardt
Mark Moman
Samuel Pike
Terry Reiff
John Schuerfranz
Theodore Trueman
Jack Wiseman
Eric Yost
John Young

Branch 452, Chillicothe
Doyle Callihan
Shawn Drown
Shane Purnhagen
Bobby Riddle Jr.
David Smith

Branch 465, Bellefontaine
Melvin Melms Sr.

Branch 480, Wooster
Roger Bucher

Branch 482, Ashtabula
Donald Arckelin
Ricky Boomhower
Thomas Boomhower Jr.
Eric Gill
Christopher Gilmour Sr.
David Gogul
Ricky Kimmy
Timothy Konczal
David Landis
Tina Melendez
Scott Meyer
Robert Mican
Justin Mixer
David Nicholas

Mark Rektor
Donald Rossi Jr.
Carey Searles
John Sposito II
James Swaney
John Toikkanen
Dennis Wheeler
Donald Zalimeni

Branch 549, Painesville

Christopher Degennaro
Kristian Haller
Howard Hopkins
Louis Oris
Jeffrey Whetzel

Branch 583, Lorain

Mark Alberti
Steve Dobo
Jeremy Farmer
Kenneth Fraley
Darrell Hamilton
Michael Lacey
Robert Leadbetter
John Mlinarik
Randy Molohan
Romuel Ortiz Ortiz
Jose Parrilla
Kevin Powers
Gary Sanders
Jared Wetherbee
Nicholas Wise

Branch 634, Cambridge

Michael Bakos Jr.
Anthony Norman
Joel Styer

Branch 647, Coshocton

John Fox
Edward Lukander Jr.
Barry Shaffer

Br. 711, New Philadelphia

Christopher Meese
Richard Robertson

Br. 714, OH Valley Mgd.

Jon Zinni

Branch 897, Barberton

Amy Adkins
Kenneth Eicher
Norman Kendall
Floyd Lockhart
Jamie Lukens
Rexford McCaskey
David Tibbs

Branch 997, Athens

Terry Holbert
Bruce Pleshaw
John Reynolds
Jeremy Roush
William Shust Jr.
Robert Yerkes

Br. 1061, Martins Ferry

Chad Shell

Branch 1224, Wellston

Steven Lanane

Branch 1252, Jackson

Daniel Talbert

Br. 1460, Upper Sandusky

Jeffery Caudill

Branch 1571, Logan

Asa Graves
John Kochheiser

Br. 1629, Cuyahoga Falls

John Bragiel
Eugene Cherry Jr.
Bernie Dietrich
Mary Dietrich
Brynden Duncan
Michael Howald
Larry Julian
Brian Keith
Jeffrey Miller
Joseph Sabistina
Scott Santa
Paul Schoonover
Robert Sivec

Branch 1634, Wadsworth

Aaron Homonai
William Margo
Robert Schertz

Branch 2221, Toronto

Samuel Bryan

Branch 2238, Hicksville

Derek Heeter
William Johnson

Branch 2678, Pomeroy

James Pullins

Br. 2969, Mingo Junction

Steven Miro

Branch 3437, Vermilion

Nancy Mayer

Branch 3595, Carrollton

John Moody
John Stragan

Branch 3688, Willoughby

Robin Batoki
Karl Billhardt
James Bryner Jr.
Anthony Butler
Robert Casciato
Michael Dudash
Steven Federer
Timothy Korb
Victor Lawver
Reginald Mumford
Edwin Powers
Joseph Prankas Jr.
David Sadler
Carmen Tripepi

Br. 3823, Saint Clairsville

Scott Booth

Branch 4195, Mentor

Donald Brown
Dennis Cavallaro
Michael DeFlorio
Robert Kelley
Darrell Lawver
Franklin Leonard

Br. 4592, Mechanicsburg

Justin Henderson

OKLAHOMA

Br. 458, Oklahoma City

Adrian Anaya
Gary Austin Jr.
David Back
Andy Baker
Melvin Baker
Olan Baker
Jerry Barrow II
David Bauman
Bob Bearden
Johnnie Bell
Louis Benson
Jerry Bickell
Christopher Bolner
Jared Booth
Bruce Broyles
William Burgy
Stanley Butler
Vanessie Byers
Ray Chappell
Tony Clifton
Gerald Daniels Jr.
Leonard Dews
Teresa Ditmore
Marcus Dixon
Jerry Donoghue
Charles Edwards
Clyde Enyart
Raul Estrada
Clarence Evans
Ralph Faircloth
John Flenoy
David Flesner
Kenneth Ford
Timothy Garrett
Arthur George
Eddie Gillispie
Brian Grady
Anglina Harris
Raymond Harris Jr.
David Heath
Derek Hensley
Herbert Huston
William Johnson
Gary Johnston
Beryl Jones
Clifford Jones
Guadalupe Juarez
Casey Kelley
Donald Landis
Christopher Langford
Shawn Laws
Jesus Lermavaldez

Ronnie Lewis
Demetris Lofton
Joshua Logan
Jacob Lynch
Sherry Marshall
Matthew Mashlan
John McCasland
Carol McClendon
Derrick Menge
Donna Miller
Garrett Miller
William Miller
James Moriarty
William Mustonen
Eric Nielsen
Juan Ojeda
Harold Pickets
Kenneth Pierce
Scott Pongracz
Florencio Raniag Jr.
Monty Ratliff
Jammie Romee
Charles Russell
Larry Schoenfelder
Arthur Schofield
Jimmy Scott
Kenneth Sherrill Jr.
Phillip Showalter
Mark Simone
Duane Simpson
William Smith
Robert Smith Jr.
Dustin Stacey
David Stoppa
Jimmy Strawther
Keith Stroud
Michael Sullivan
David Sykes
Willie Taffe
Donald Tedder
John Turcotte
Victor Valle
Virgil Wake
Christopher Walker
David Warfel Jr.
William Watson
Joseph Welsh
Lamar Wilson
Stanley Young

Branch 858, Enid
Tanette Buchanan
Bonnie Guffey
Kevin Mosher
Scott Robertson

Branch 883, Shawnee

Raymond Atkinson Jr.
Ronnie Blackshire
William Jobson
Timothy Wright

Branch 1042, Muskogee

Gary Delozier
Henry Dill
Larry Elliott
Jerry Fuller
Thomas Jamison
Gerald Perkins
James Podany
Jennifer Reed
Ricky Shores
Levi Taylor
David Tucker
George Williamson
Jason Wilson
John Wofford
Alan Zbavitel

Br. 1123, Lawton Mgd.

Martin Anderson
James Beverly
Jeffrey Casey
Jeffery Christensen
Robert Conner
David Cruz
Larry Davidson
Leonard Fitzgerald
Warren Gaines
Ervin Manigault
Daniel McCray
Kenneth Metcalf
Bobby Poe
Patricia Powell
James Pruchnicki
Patrick Roberson
Gerald Watts

Branch 1336, Blackwell

Mitchell Newton

Branch 1358, Tulsa

James Barritt Jr.
Jeffrey Biswell
William Bloyd
Tyler Brixey
George Cagle Jr.
Wilburn Cochran
Seth Cook
Janice Cox
Billy Curry
Terry Davis
Lowell Dearman
Christopher Dixon
Panfilo Estrada Jr.
Gary Flinchum
Kenneth Geary
John Harrison
Charles Highfill III
Gary Hodges
Timmy Holt
Michael Jackson
Aaron Jochmans
Shawn Kelso
Phillip Kerr
Farrel Kleckner
Eugene Kuhlmann
Sherman Largent Jr.
Clarence Mann Jr.
Robert Mapes
Douglas Martin
Daniel McAndrews
Gregory McElroy
Robert McKinney Jr.
Samuel Merritt
Charles Misener
Paul Mitchell
Melvin Myers
Ronald Neel
Craig Nelson
Rick Nissen
Erma O'Rourke
Richard Palmer
Robert Parker
Ronnie Porter
Forest Redwood
Billy Reynolds
William Salmon
Darin Stender
Robert Taylor Jr.
Glynn Turner
Dennis Walter
Steven Wann
Walter Watts
Gregory Williams

Branch 1491, Norman
Craig Baylor
Larry Bradley
Andrew Chapa Jr.
Richard Clark
Michael Deabenderfer
Arthur Hall
Aaron Smith
Robert Stegman
Jimmy Vogt
Joni Walker

Branch 1551, Mangum

Jaime Garcia

Branch 1595, Stillwater

James Gill
Roy Keenom
William Mattox
Dereth Rehbein
Randall Schultz

Branch 1725, Clinton

Luther Newman

Branch 1958, Miami

Denzil Corn
Daniel Foran
Tommy Rupert

Branch 4155, Marietta

Stephen Smithers

Branch 4242, Lindsay

Jody Weaver

OREGON

Branch 82, Portland

Begin Abuyen
Charles Adams
Charles Ainsworth
Dustin Allen
Dean Anderson
Eldon Ashmore
Robert Bailey
Gary Baker

Johnny Barker
Wendy Berger Wood
George Berry
Shawn Bunkers
Kenneth Campen
Sue Canfield
Michael Cannon
Ronald Carver
Min Chong
Damien Cole-Burch
Hewell Connell
Thomas Crews
William Donigan
Casey English
James Falvey Jr.
Steven Felix
Dean Ferrite Jr.
Robert Forsyth
Donald Frost
Bruce Hall
Wesley Hubbard
Chester Johnson
Dale Johnson
Francis Kahoun
James Killinger
Jeffrey Kincaid
Shawn Langworthy
John Lee
Stephen Lemm
Michael Lord-Koen
Michael McCracken
Jacob Nelson
Jacob Nuno
Terri Palmer
Willie Paradise
Steven Percell
Larry Rilling
Walter Ross
Kevin Savage
Phillip Scholze
Allan Scroggins
Ian Simon
Deverne Sisbach
Anthony Smith
Daniel Smith
Sammy Smith
Charles Solomon Jr.
Rosalie Stirling
Garrett Strait
Paul Swenson
H. Thaler
Richard Thayer
Lee Travis
George Wallenstein
Franklin West
Branche Wilson
Kevin Wrede

Br. 295, Astoria-Seaside

Joanne Booth
Noble Hutchinson
Branch 347, Salem
Monty Bates
Aaron Bock
William Cassell
Anthony Christensen
Thomas Christopher
Kimble Cloyd
Christopher Cochran
Gavone Davis
Samuel Deleon Jr.
William Dement
John Gust
Larry Halverson
Nicole Hironaka
Garrett Hogue
Gary Hulett
Joshua Kidd
Alen Lemons
Loren Lippert
Robert McCleery
James McGillem
Shelley McGillem
Paul Meyer
Alexander Muravez
David Myers
Skip Newbold
Kimberly Nickerson
Cynthia Percy
Donald Roshone Jr.
Harry Scott
Danny Teal
Steven Thurman
Carlos Torres
Dean Zeller

Branch 909, Pendleton

Colton King
Lawrence Moody



THANK YOU FOR YOUR SERVICE

Branch 916, Eugene

Catlynn Black
 Brian Bradley
 Lawrence Callahan
 Jody Canaday
 Frank Fontana
 Jeffery Fox
 Gregory Gibb
 Terrence Graves
 David Harmonmiller
 Mark Havens
 Alan Hein
 Terry Hopes
 Ricky Horton
 Richard Hutchinson
 Jeremy Kushlak
 Christopher Nessmith
 Kenneth Parent
 William Paslay
 Keith Perkins
 Andrew Young

Branch 959, Albany

Michael Hurst
 F. Donald Parsons

Branch 1248, La Grande

Lyle Jensen

Branch 1274, Corvallis

Shae Mitchell
 Carey Osieczanek
 Richard Pond
 Michael Roth
 Ronald Watson
 Larry Whitener

Branch 1349, Grants Pass

Paul Butler
 Ramon Gutierrez

Branch 1433, Medford

Jesse Altamirano
 Virginia Arias
 Gary Bloeman
 Jeffrey Brooks
 Robert Carson
 Karl Eddings
 Richard French
 David Gollob
 Michael Hoffmeister
 Carol Kinney
 Aaron Lewis
 Donald Lukaszewicz
 Ildefonso Morales
 Donald Mott
 Thomas Regula
 James Rowlett
 Sharon Ruddell
 Ricky Silva
 Jesse Smith
 Ian Van Middleswort
 Jeffery Werlich

Branch 1450, Coos Bay

William Roderick

Branch 1518, Roseburg

Ronald Dukes
 Cecilia McMullen
 Calvin Palmquist
 Eric Schrock
 Mark Thompson
 Brian Weber

Branch 1784, Crater Lake

Justin Barker
 Ronnie Rathbone
 Glenn Slowey

Branch 1937, Central OR

Bret Fidler
 Clifford McCullough

Branch 2342, North Bend

Raymond Hacker
 Jarrod Miller
 Christopher Petrie
 Dana Sweatt

Branch 2558, Tillamook

Matthew Mumford

Branch 3607, Enterprise

John Teece

Branch 3750, Ontario

Kelly Ward

Branch 4163, Newport

Thomas Davis

Branch 6225, Vale

Virginia Stephen

PENNSYLVANIA

Branch 17, Scranton

Thomas Bisignani
 Joseph Bolton
 Carmen Brodt
 P. Cacciamani
 Paul Conrad
 Charles Failing III
 Matthew Georgeetti
 Thomas Gibson
 Jerry Guizar Jr.
 Eugene Herman
 Jeffrey Hinders Sr.
 Paula Hudson
 David Jenkins
 Brian Kelly
 Walter Kujawski
 Michael Lopez
 Francis Malinoski Sr.
 David Malson
 Thomas Mancuso
 William Millan Jr.
 Paul Mohila
 Gerard Nolan
 Andrew Piasecki Jr.
 Michael Rinaldi
 Thomas Rogan
 Sean Russell
 Robert Schmidt
 John Shell
 Donald Sherman
 James Stanley
 Gerald Stofko
 Richard Swackhammer
 Matthew Veaudry
 David Wurtz
 William Zeman
 Scott Zimmerman
 Cary Zuckero

Branch 22, New Castle

Donald Anderson
 Jonathan Bond
 Brian Bougher
 Donald Boyd
 Michael Bulick
 Gregory Callahan
 Kenneth Claycomb
 Daniel Coho
 Taylor Crowl
 Eric Elmquist
 Dennis Fitzgerald II
 Chad Forsythe
 Patrick Frawley
 Donald Gales
 Hiram Garthwaite
 Barbara Gem-Siege
 William George
 Harold Getty Jr.
 Edgar Geyer
 Richard Groscoat
 Jeffrey Grove
 Shawn Guidash
 Timothy Harding Jr.
 Jason Haun
 David Hauser
 Jason Hemlock
 Scott Holmes
 Jeri Houser
 Donald Hyde
 James Jordan Jr.
 Frank Karkoski Jr.
 Mark Lamont
 Henry Lindsey Jr.
 Joseph Lombardi
 Stephen Mardula
 Jeffrey McCanna
 Jeffrey McCree
 Brian McFadden
 Eric McKendree
 William McMaster
 Lucas McMinn
 Steven Mogus
 Robert Molnar
 Donald Mowrey
 Angela Moyer
 David Murray
 Brian Myers
 Michael O'Connor
 Donna Olish
 Jeffrey Pavlinsky
 Michael Pearson
 Joseph Perkins
 John Phillips
 John Piccirilli
 Jerry Pierce
 Mark Presnar
 Michael Prestopine

Bill Rensko
 Keith Ricciardi II
 Curtis Savage
 Bruce Sherry
 Samuel Shinault
 Harry Shuler Jr.
 Jason Slee
 Luke Slingluff
 Kenneth Sottile Jr.
 Walter Strain Jr.
 Alvah Strickenburg
 Brian Strobel
 Bradley Waddell
 David Walsh
 Michael Warren
 Marc Yoursh

Branch 50, Williamsport

Larry Bair
 Jared Bowes Jr.
 Christopher Budd
 Robert Crouse Jr.
 Robbie English
 Kenneth Feese Jr.
 James Francis
 William Gansel
 David Gardner
 Craig Gruzlewski
 Daniel Guiles
 Jeffrey Hasselman
 Gerard Kibler
 Brian Larson
 Eric Lentz
 William Lewis
 Harold McCloskey
 Stephen Moore
 Paul Nyman
 Candra Perry
 James Pryor
 Phillip Repella Jr.
 Russell Rousey
 Richard Wein
 Victor Welshans
 Jesse Wertman Jr.

Branch 84, Pittsburgh

Arthur Alexander Jr.
 James Anderson
 Thomas Anderson
 Edwin Atwood
 Larry Aubrecht
 Gerard Auen Jr.
 David Aul
 John Ausher Sr.
 Dennis Axelson
 Ronald Babbie
 Daniel Bailes
 Thomas Bailey
 Andrew Baldesberger
 Randy Ball
 Richard Banner
 William Barber
 Chad Barnhart
 Joseph Beaumont
 Gerald Bedillion
 Brian Beeson
 Donald Bennett
 James Besspiata
 Albert Bianchini
 Edward Bishop
 C. Bissontz III
 Joseph Bogdan
 David Bole
 Richard Bona
 Idriss Bououdina
 Jacob Bradich
 Howard Brandt Jr.
 Kelly Breault
 J. Brocco
 Robert Brown
 Stephanie Brulia
 Brendan Bruno
 Frank Bumbrey III
 Robert Busch
 Jerry Butts Jr.
 George Campbell
 Louis Caracciolo
 John Carnale
 James Carns
 Brett Carson
 Salvatore Cercone
 Lamikaa Chase
 Glenn Chisholm
 Bartolo Cicala
 Allan Clark
 E. Clark Jr.
 Shawn Clemens
 J. Cline
 Theodore Colcombe

Jerry Coleman
 Arthur Coley
 Michael Conley
 Troy Cook
 Jason Corfield
 Robert Coyle
 Jeremy Cramer
 Alex Criego
 Robert Criss
 Richard Cmjarich
 Roger Cropp
 Albert Cursi III
 Clarence Cyphert
 J. Czamecki
 Walter Daley
 Frank Degasperri
 George Denk
 Michael Depaolis
 Bernard Dervis
 Brian Lorenz
 David Dick
 Brady Distefano
 Dennis Doak
 Christopher Doyle
 Phillip Driskill
 Dennis Dugan
 Timothy Dugan
 Arthur Duva Jr.
 Kenneth Eglar
 Lukas Eichelberger
 John Elash
 Emil Erhart
 Jeffrey Ewing
 David Feltenberg
 Steven Ferris
 Mark Ficco
 Billy Fife Jr.
 Bert Fink
 Edward Fitzgerald Jr.
 Dave Fodi
 Richard Ford
 Robert Forney
 Ronald Frankovich
 David Free
 Matthew Frueh
 Ernest Funari
 James Gambrell
 Paul Gasper
 Ronald Given
 Joseph Glessner Jr.
 Jeffrey Gliniski
 A. Gmitter
 Timothy Goodwin
 Blair Gorczyca
 Thomas Grago
 Richard Green
 Brandon Greene
 Mark Gregg
 Wayne Griffith
 Thomas Grogan
 Ginette Grudi
 Benjamin Grzeszczak
 Marcus Guy
 Craig Hamilton
 Thomas Haney Jr.
 Edward Hanke
 Richard Harbison
 Hakeim Harris
 Michael Hartung
 Skyler Harvey
 Richard Hewitt
 Ronald Hoffman
 John Hovan
 Carl Huehn Jr.
 Robert Hughes
 Casey Hutzler
 Joseph Hyland
 Atef Ibrahim
 Harry Inks
 Ryan Inks
 Joshua Ireland
 Thomas Jackson Jr.
 Winfield Jamison Jr.
 Craig Jenkins
 Derell Johnson
 Russell Jones
 Lawrence Kacik
 John Kadlecik
 Benjamin Kaiser
 Kevin Katic
 Christopher Kaufman
 Tom Kaylor
 Neil Kemerer
 Joseph Kensinger Jr.
 Kevin Kinik
 George Kircher
 Raymond Kircher Jr.
 John Koch
 John Komosa Jr.
 J. Kowalski

J. Kozak
 John Kreuzer
 Dennis Krivonak
 Thomas Kronenberger
 William Kurtz
 George Kutcher
 Joseph Kutcher
 Joseph Lamantia
 Daniel Lantzy
 Annette Laserre
 David Lauff
 John Leavor
 Christopher Lee
 Theodore Lee
 Thomas Lija
 Thomas Lindsay
 Joshua Linner
 Tyler Loera
 Zackary Loper
 Brian Lorenz
 Eric Lowe
 Martin Luteran
 Shane Maddigan
 George Mader
 Edward Madey
 R. Mander
 Robert Marcellus
 Shawn March
 Victor Marengo
 Joseph Martinez Jr.
 Nathan Mayemik
 Thomas McCallister
 Patrick McCusker
 John McDowell
 Tina McDowell
 Mathew McKelvey
 Samuel McKeown
 Joseph McCartney
 Donald McCreary
 Edward Meadows
 Jonathan Meadows
 Keith Medved
 Jessica Mehalich
 Joshua Merritt
 Anthony Mikulski
 George Miller
 Thomas Miller
 Steven Mincin I
 Timothy Mitchell
 Gary Monsch
 Kevin Moore
 Katelyn Moretti
 Robert Murdock
 Raymond Naviglia
 Mike Neff
 Steven Neubeck
 Ronald Nolf Jr.
 Ralph Novak
 Thomas Offei
 Bernard Olare
 Edward O'Malley
 John Ortiz
 Crystal Owens
 Ronald Pafford
 Gabriel Pagliaro
 Thaniel Parbst
 Frank Pasqualini
 Leslie Patterson
 Richard Pavicic
 Richard Peck
 Vincent Penascino
 Joseph Pendzich Jr.
 Raymond Pfister
 Henry Platts
 Devon Pleasant
 Benjamin Poole
 John Porter
 Guy Priano
 Lynn Price
 Anthony Pritchard
 Erick Pruitt
 Taylor Puzak
 Crandall Reeves
 Paul Reft
 Anita Rich
 Thomas Rich
 Marvin Rodgers
 Joseph Roman II
 Dolores Roppelt
 Ronald Rosenberger
 Keith Ross
 Paul Rossi II
 Eric Roth
 Patrick Rothwell
 Brian Rozewicz
 Guy Russo Jr.
 Lucantonio Sacco
 Marty Satariano
 John Schessler

Below is the list of NALC Veterans Group members as of Oct. 12

Robert Schneider
 Scott Sears
 William Shaffer
 Matthew Sherry
 Joseph Shouse
 Daniel Shumsky
 Michael Simko
 Francis Sipko
 Walter Sluzynsky
 Christopher Smith
 Peter Speciale
 Rene St. John
 Thomas Stanziano Sr.
 Phillip Staving
 E. Sudaz
 Thomas Sutch Sr
 Aaron Switala
 Linda Szewczyk
 Stephen Tancaitor IV
 Graham Taylor
 Norbert Teklinsky
 Erin Terry
 Gary Thompson
 Tyler Tipton Jr.
 Ross Trunzo
 Frank Truzzi
 Kevin Tuomala
 Robert Valenti
 Anthony Valeriani
 Carl Vikartosky
 David Vodarick
 George Vogel
 Erroll Walker
 Ray Walker
 James Walsh
 Ronald Watton
 Mark Welling
 Jesse Welsh
 David Wenzel
 Louis Werner III
 Raymond White
 Daniel Whitehouse
 Michael Whiting
 Barry Wiggins
 Robert Williams
 Johnray Winstead
 Joseph Woods
 John Wozniak Jr.
 Jesse Yee
 Bruce Youngberg
 Anthony Zannino
 George Zilk
 Bernard Zurawski

Branch 115, Wilkes-Barre

Kenneth Bogert
 Terrence Boone
 Joseph Butash
 Jaclyn Carter
 James Clark
 Daniel Conklin
 Robert Conklin
 Brian Craine
 Brian Davidson
 Dana Disraeli
 Nicholas Eddy
 Harold Edwards
 William Flaherty
 Harold Gaughan
 George Graboske
 Jesse Hadsall
 Frank Hill Jr.
 Walter James
 Daniel Jescavage
 Raymond Krakosky
 William Kunec Jr.
 Corrine Linker
 Michael McGavin
 Anthony Michael
 John Musser
 Robert Oatridge
 Joseph O'Boyle
 Shawn Ogin
 George Potsko
 Mark Reese
 Andrew Sabol
 Richard Shaffer
 Ricki Smith
 Robert Snee
 Michael Wolsieffer
 William Wolsieffer
 Walter Wright
 Joseph Zafia
 Daniel Zalewski

Branch 157, Philadelphia

Fabrice Attikossie
 Paul Auman Jr.
 Louis Austin

Darnell Barren
 Brandon Baysmore
 Timothy Bennett
 Michael Black
 Eric Bou
 Michael Boyle Jr.
 Bennie Branch Jr.
 James Brannigan
 James Broady
 Carlos Bryan
 Terrance Brzycki
 David Bucher
 Brian Buller
 Willie Bullock
 Alfred Burbage Jr.
 Robert Burch
 Paul Busch
 Alex Cabinian
 Carmen Cancelliere
 David Clark
 Richard Clegg
 Richard Colfer
 James Cowman
 Richard Cunningham
 Robert Curtiss Jr.
 Louis Dalessandro
 Richard Dalton Jr.
 Eugene Daly
 Shemus Daly
 Mark Dawson
 John DeShields
 Walter Debes
 Rick Dennis
 James Deno
 Michael Denofa
 Riccardo Dilario
 Robert Dillon
 Robert Dobbs
 John Dorrian
 Keith Dranzik
 Ronald Durst
 Deneen Eaddy
 Kevin Eckard
 Mark Edgar
 Lennie Edge
 Wayne Edwards
 Walter Edwards Jr.
 Richard Effing Jr.
 Peter Efstathiadis
 Richard Erbele
 Maurice Erwin
 Wayne Evans
 Ned Felici
 Ormond Fernandez
 James Fisher
 Nancy Fooks
 Alvin Freeman
 Tyrone Freeman Jr.
 Tony Fulton
 Paul Gary
 Louis Gaymon
 James Gilchrist
 William Glickman
 Anthony Godshalk
 Francis Gorman
 Joseph Graham
 Edward Graser
 Joseph Gratzinger
 James Gray
 Nathan Green
 Robert Guano
 Lawnc Haigh
 Gregory Hammond
 George Hanagan
 Thomas Haney III
 Wayne Harper
 John Harrell
 Charles Helmuth
 Bernard Henry
 Steven Herling
 Robert Hermann
 William Hodge
 Joseph Hollingsworth
 Edward Hueber
 Marilyn Hurst
 Bill Isaac
 Frederick Jackson Sr.
 Charles James
 Gaius Jenkins Sr.
 John Jester
 Earl Jeter
 Andrzej Jodlowski
 Ricky Johnson
 James Jordan
 Michael Keough
 Wayne Kirwin
 Walter Klamm
 Edward Klidge
 Samuel Knight

Joseph Kohler
 James Kouch
 William Labb
 Forrest Langley
 Joel Laske
 Joseph Lehman
 Marshall Leibowitz
 Ernest Lewis
 Sterling Lightstone
 Tommie Little
 Wilmer Lockley Jr.
 William Lucini
 John Lusky Jr.
 Joseph Mac Donald
 John Maclean
 Rufo Mangawang
 John Marinelli Jr.
 Jules Markey
 Roger Marucci
 Allan Mason
 Robert McHugh Jr.
 Robert McMonagle Jr.
 George McNeill
 Terence McPeak
 Charles McCann
 William McFadden
 William McGeever
 Patrick McStravick
 Raymond Meehan
 John Melilli
 Rafean Mercado
 Genea Miller
 Johnny Mitchell
 Nicholas Muriella
 John Murray Jr.
 Augustine Nace
 Ramon Natal
 Martin Nemec
 Michael Nicolucci
 Timothy O'Malley
 Malcolm Owens Jr.
 James Palmer
 James Pancoast
 Denise Parks
 Keith Pelzer
 Jeremy Peters
 George Plover
 Charles Powell
 Peter Prete Jr.
 John Quinn
 Charles Ragin
 Ervin Ransom
 Andrew Rasiul
 Thomas Ray
 Thomas Read
 James Reilly
 Michael Reitmeyer
 William Rennix
 Michael Resnick
 William Richards
 Darren Robinson
 Isaiah Robinson
 Robert Robinson Jr.
 Raymond Rubin
 Donald Russell
 Arthur Salazar
 Curt Schmidt
 Henry Schmitt
 Edward Schneider
 William Schneider
 William Schultz
 Lamont Scioniers Sr.
 Katima Scott
 Theresa Scudder
 Sylvanus Selby
 Carl Seuffert
 Michael Shattuck
 Bernard Skala Jr.
 Sylvester Skinner
 Willie Smalls
 Clayton Smith
 James Smith
 Kevin Smith
 James Snaith
 Michael Somich
 Stephen Sroka Jr.
 Liam Stairiker
 Andrew Stathes
 Charles Stewart
 Joseph Strain
 Donald Strausbaugh
 Aaron Strong
 Alfred Styles
 Gregory Swider
 Wayne Swift
 Arthur Tim Jr.
 Reginald Thomas
 Sidney Thomas
 Andrew Tietjen

Andrew Tolen Jr.
 Francis Tomczak
 Carmen Tramo
 Andrew Troutman
 Jay Ulitsky
 Maurice Upchurch
 John Vinson Sr.
 James Vogelman
 David Walsh
 Brent Washington
 Jeffery Watts
 Cynthia Wells
 Thomas Wells
 Melchor Welsch
 Geary Wertz
 Marvin Wesby
 Crystal Williams
 Joseph Wolgast
 Joseph Yannuzzi
 John Zimmerman

Branch 162, Pittston

Anthony Ginocchietti
 John McGlynn Jr.
 Richard Powlus

Branch 253, Hazleton

Paul Komishock

Branch 254, Bethlehem

Edward Anderson
 David Barbera
 Timothy Boscoe
 Lewis Coursen
 Samuel Davis
 James Druckenmiller
 Ronald Faust
 Angelo Fetter
 George Grund
 Richard Hall
 Thomas Hanisits
 John Hnatishin
 Raymond Hymans
 William Kriebel
 Stephen Labert
 John Leonard
 Peter Link
 Larry Maugle
 Bernard Mikulski
 David Miller
 Steve Soto
 Edward Valentin
 Ross Zimmerman

Branch 258, Reading

Terrance Adams
 R. Ansbach
 Michael Arroyo
 Bryan Becker
 Lawrence Bendetti
 Gary Brendle
 Leo Breton Jr.
 Gary Bucher
 James Buhler
 Robert Clark
 Terry Davis
 David Dry
 Douglas Garipoli II
 Richard Hartman
 Juan Herrera
 John Jackson
 Richard Kennedy
 Roy Kline Jr.
 Kevin Kocher
 George Kurowski
 Stephen Lightner
 Charlotte Lydixsen
 Michael Mengel
 Scott Miller
 Richard Miller III
 Corey Mohler
 Lawrence Moyer
 Debra Oberdorf
 John Pelker
 Richard Power Jr.
 Paul Purcell
 Beth Radka
 Jose Romero
 Edwin Rosario
 Kenneth Rothenberger
 Dallas Schick
 Keith Schlappich
 Henry Skowron
 Bradley Snyder
 David Soroko
 G. Speicher
 Terence Stefansky
 Brian Sternowski
 Lloyd Stroman
 Dominic Tumminello

David Vega
 Oscar Wiswesser
 Robert Zellers
Branch 273, Lancaster

C. Henry Beazley
 Douglas Benner
 Larry Bowers
 J. Brandt
 Christopher Broam
 James Carnes
 Donald Diem
 James Dugan
 Donald Engle
 David Fix
 James Fox
 Jamie Harper
 Donald Hontz
 Scott Humbard
 Mark Jobs
 Julia Jones
 T. Kilhefmer
 Greg Kreiser
 John Lust
 Jack Merritts
 Lloyd Mull
 Steven Simms
 Jeffrey Stoltzfus
 David Turner
 Robert Weitzel

Branch 274, Lehigh Valley

Dwayne Achey
 Donald Atwell Jr.
 Joseph Barnas
 Stephen Begley
 Steton Benner
 Joseph Bieniek Sr.
 Anil Bridgemohansing
 Richard Butkowski
 Calvin Daly Jr.
 Larry Deibert
 Douglas Delong
 Theodore Eschner
 Neil Evans
 Dean Fenstermaker Sr.
 Brian Fronheiser
 Robert Fronza
 Gary Gerena
 Bruce Getz
 Eric Godley
 Agostino Guedes Jr.
 Keith Hamlett
 James Hartman
 Michael Hine
 Edward Horvath
 G. Janci
 Donald Jones
 Joseph Katona
 Brandon Lane
 Frank Laufik
 David Levan Jr.
 Wilson Lopez
 David Lotte
 Andrew Lutz
 Kevin Martin Jr.
 Dean McAllister
 Dennis Michael
 Leonard Mikulski
 Allen Moll
 Elizabeth Musgrove
 Robert Reid
 Kerry Robertson
 Jose Ruiz
 Kenneth Schaefer
 Chad Scholl
 Michael Sechler
 William Seng
 Keith Slusaw
 Elmer Smith II
 Charlie Stanford
 Robert Tucker
 Dave Turocy
 Ludvik Uhnak
 Michael Utt
 David Vennel
 Thomas Walter
 Carol White
 Patrick Williams
 Keith Zimmerman
Branch 284, Erie
 Boyd Baldwin
 Arthur Beckerink
 Jeremy Beer
 Clarence Bruno
 Lawrence Buffalari
 Kevin Burke
 Gerard Caler
 George Carrig



THANK YOU FOR YOUR SERVICE

Douglas Copeland
 Donald Crago
 Gregg Crossley Jr.
 David Cunningham
 Robert Curtis Daron Czarnecki
 Michael Dewey
 Brian Fedorko
 Daniel Fitzpatrick
 David Gool II
 Patrick Guelcher
 James Hallmark Jr.
 Roger Jenkins
 Daniel Kaerberlein
 Michael Kennedy
 Joseph Kiehmeier
 Kris Kimmy
 Gail King
 Jaclyn Klutz
 Jon Knox Jr.
 Daniel Kooker
 Robert Kovacic
 David Kratzer
 Stanley Krysiak
 George Lint
 David Lukens
 Timothy Masterson
 Randy Matson
 Brian McGarvie
 Otha McLaurin
 Lyle Meyer
 Hunter Miller
 David Minor
 David Morgan
 Mark Murphy
 Jerome Nowacinski
 Jason Olesnanik
 Brian Perry
 David Pierce
 Joseph Rendulic
 Lawrence Sabia
 Stephen Scully
 Gary Shaffer
 Michael Shannon
 Loralee Silva
 Daniel Stickle
 Keith Sweet
 Donald White
 Matthew Wickham
 Bernard Wisniewski

Branch 293, Bradford

Lloyd Ambrose
 Jeffrey Case
 Jacob Garipey
 Joseph Lipps
 Gary Page
 Johnathan Talbott
 David Winner
 Edward Yohe

Branch 389, Easton

Anthony Cavacini
 Donald Detweiler
 Anthony Eve
 Ronald Fulmer
 William Riemer
 Stewart Shoemaker

Branch 451, Johnstown

Joseph Antal
 Richard Ashcom
 Rickie Bean
 David Beas Jr.
 Theodore Bernot
 Brian Bowser
 Barry Browne
 William Buckwalter
 Neil Cornetto
 David Correll
 Paul Donati
 Brian Donnelly
 William Dunbar
 Donald Ellis
 Matthew Gowaty
 Wesley Green I
 Mark Haluska
 William Harker Jr.
 Eric Jones
 Michael King
 Michael King
 Michael Knorr
 Donald Kohan
 Daniel Lehman
 Kevin Lester
 Whitney Lichty
 Herman Lux
 Duane Mateljan
 Nathaniel McKeever
 Peter Miljenovich
 Chris Morningstar

Joseph Nicandro
 Michael Nosko
 Wade Paxton
 Robert Price
 Todd Ramos
 David Richards Jr.
 Carmen Rilogio
 Joseph Selip
 Kenneth Settle Sr.
 Andrew Single II
 Christopher Sweeney
 Teresa Walker
 John Walter
 Robert Yurkovich

Branch 500, Harrisburg

Chad Allen
 Steven Allen
 Randall Alwine
 Rhonda Babil
 Albert Baldinger
 Scott Barr
 C. Bartholomew
 Ann Basnight
 Raymond Beltz
 James Bender Jr.
 David Benefiel
 Ryan Berrier
 Gary Bitterman
 Charles Buchanan
 Myrna Bulger
 Peter Busby
 William Carey Jr.
 Kenneth Coleman
 Kevin Cramer
 Joseph Devine Jr.
 Donald Devor Jr.
 Andrew Dickerson Jr.
 Phillip Diener
 Richard Donmoyer
 Jeffrey Dressel
 Lewis Emery Jr.
 Robert Ensminger
 Steven Esh
 Kenneth Fisher
 Anthony Flick
 Robert Foster
 Paul Fuhrman
 Keith Fumagalli
 Peter Genovese
 Joe Gil

Benjamin Greenawalt
 Paul Griffith
 Matthew Grundon
 Frederick Hammel
 John Hammersmith
 Donald Harling
 David Hartman
 David Hegarty Jr.
 Franklin Herr III
 Richard Hillman
 Daniel Hine
 Joel Hosler
 Marc Howarth
 Hector Hoyos
 Richard Irving
 Donald Jenkins
 Roger Juntunen
 Michael Karpew III
 Scott Kendall
 Lawrence Kessinger
 Kevin Knapp
 Craig Koppenhaver
 Steven Kramer
 Gary Landvater
 Thomas Lauver II
 Rahn Lebo
 Harvey Lee II
 Gary Love
 Robert Martin
 David Mayer
 G. McAfee
 William McDonald
 Jerry McKinney
 James Mease Jr.
 Andrew Meise
 Junior Mercado
 Stanley Michalik
 Scott Michaud
 Matthew Newhouse
 Earl Nitterhouse
 Michael Noll
 Stephen Nulton
 Gregory Oley
 Walter Orstein
 Robert Osenbach
 Kirby Patterson
 Donald Paxton
 William Petkovich

Matthew Pitt
 Kathleen Post
 Joel Quiles
 Timothy Quinn
 Nicholas Rados
 Joel Ramos Torres
 Charles Reiley
 Jerry Rettig
 Vincent Rier
 Reginald Robertson
 James Ruth
 Edmond Sanders Jr.
 John Schenk
 Todd Schreffler
 Paul Schrieffer Jr.
 David Seiler Jr.
 Dennis Shaffer
 Robert Skocik
 James Smith
 Paul Smith
 Terry Smith
 Vicente Smith
 Arnold Smith Jr.
 Dean Spang
 Michael Spanitz
 Leonard Stambaugh Jr.
 Justin Stank
 Brian Stich
 James Stine
 Ronald Stine
 Steve Suknaic
 Franklin Thomas
 Roy Trask
 Eric Troutman
 Sarah Vega
 Tom Villella
 Heath Walker
 James Weaver
 Dwayne Wilson
 Richard Wilson
 Robert Wisotzkey
 Bryon Wolf
 William Wong
 Michael Wood
 Robert Wright
 James Zerbe
 Perry Zinn

Branch 509, York

Michael Albright
 Fernando Amoros Jr.
 Gregory Ball
 Thomas Bassett
 Thomas Batoha
 Alan Blouse
 Charles Brown
 Michael Brown
 George Carlson
 Douglas Carmichael
 Shawnequa Davis
 Kenneth Fishel
 Francis Fogle
 Larry Galbreath Jr.
 Walter Goshorn Jr.
 Justin Grimes
 Daniel Harpine
 Kevin Heikes
 Thomas Hess II
 Thomas Hostetter
 Mary Larum-Petrocy
 Patrick McCleary
 Patrick Mumford
 Ronald Mumford
 Angel Pagan
 Mark Peters
 David Sheaffer
 Rodney Shellenberger
 Eric Spahr

Branch 520, Uniontown

Ralph Doyle
 Ronald Hall
 Stuart Isaac
 Dwayne Johnson
 Howard Parks
 William Rozzell Jr.

Branch 542, Norristown

John Ashcom
 Larry Bainbridge
 Stephen Dougherty
 Craig Fishbaugh
 Anthony Gambone
 Jordan Heebner
 Paul Kerrigan
 Lawrence Lindeman
 David Long
 Alan McManus
 Reginald Pace
 Alex Petrolati

Donald Reilly
 Donald Rice
 Nelson Schrock
 James Shingler
 Bernardo Williams

Br. 725, Southeast PA Mgd.

Walter Abele III
 Donal Anderson
 Harold Asparagus III
 Gerald Baker
 Francis Barron
 Robert Benner
 Vincent Beschript
 Mark Bettner
 Michael Bradley
 Richard Branch
 Edward Brennan
 James Brightful
 John Brough
 Hieu Bui
 Dennis Burke
 Edwin Carpenter
 Richard Colagiacommo
 Robert Conley
 James Cook
 Donald Coughlin
 Charles Cunningham
 Clifton Daisey
 Joseph DeRosa Jr.
 Richard Dolan
 Karl Donkewicz
 Harry Dowdall
 Francis Dudley
 Samuel Edwards
 Steve Eggers
 Michael Elia
 George Farley
 Frederick Feldkircher
 Todd Fenstermacher
 Francis Focco
 James Forrest
 Laurent Four
 Michael Gallagher
 Brian Gillingham
 Paul Gruber
 Charles Gurtizen
 Rafael Harris
 Thaddeus Harris
 Michael Henderson
 James Homola
 Wade Homshier
 Eric Jackson
 Donald Jeffers
 Raymond Johnson
 Thomas Johnson
 Allen Jones
 Andrew Kearney
 Paul King Jr.
 Robert Koehler
 Robert Labar
 Raymond Lomas
 William Lyons
 William Maas
 Daniel Magee
 Christopher Marlow
 Mark McGreal
 Stephen Moat Jr.
 William Moore Jr.
 William Morgan
 J. Mulholland
 Daniel Mullin
 Thomas Mullin
 Joseph Murphy
 John Nelson
 Anthony Noakes
 John O'Connor
 Bernard O'Donnell
 Edward Puckett
 Russell Quann
 John Quinn Jr.
 Michael Reeves
 Victor Rispoli
 Elizabeth Robinson
 Robert Russell
 Robert Sauder
 Dennis Schaeffer
 Keith Sides
 Gregory Slade
 Joseph Smith
 Ronald Starr
 Ronald Tiefert
 Belinda Tridente
 Michael Watson
 Howard Wilson
 Kyle Wilson
 George Yeldell Jr.

Branch 920, Bux-Mont

Maynard Anderson
 Steven Belsky
 Harold Bishe
 Cletus Burns
 Spencer Burns
 Leon Chapman III
 Breyonah Chester
 David Cleghom II
 George Curran
 Robert Deery
 Julio Dunn Jr.
 Brian Ferguson
 Mark Feulner
 Howard Freeman Jr.
 Dennis Gardner
 Stephen Gartland
 Sean Geackel
 William Graef Jr.
 Darrin Harris
 Thomas Hartkorn
 John Herrera
 Gary Jasuta
 Bryan Jefferies
 Glenn Johnson
 Thomas Jones Sr.
 Richard Lance Jr.
 Troy Lynch
 Philip Marcantonio
 Mark McMahan
 William McIlhenry
 William McKessy
 Zachary Mennig
 Robert Metz
 Donald Miller
 Russell Naylor
 Thomas Nettleton
 John O'Neill
 Daniel Owarzani
 Brandon Paul
 Thomas Pearce
 George Quay Jr.
 Emanuele Quinci
 Michael Raniszewski
 Rodney Rathke
 Stephen Robinson
 Vincent Russo Jr.
 Eduardo Serrano
 Kerwin Serrano
 Edward Stahl
 Jeffrey Steigelmann
 Anthony Sulikowski
 Joseph Taylor Jr.
 William Thomson III
 Thomas Wade
 Brian Warmkessel
 Norman Watchous
 Norman Weimar

Br. 1495, State College

Marlyn Batcheller
 Dennis Clark
 Dennis Darr
 James Day
 Joseph Del Brocco
 Michael Fetterman
 Michael Frank
 Richard Harper
 John Hudson
 Carl Johnson
 Gerald Knorr Jr.
 Jeffery Miller
 James Mundy
 Chris Reinhardt
 Richard Rudnik
 Ronald Sbrano
 Eugene Sellers Jr.
 William Taylor
 John Watson
 Paul Witmer

Branch 1500, Saint Marys

Paul Brehm
 David Lenze

Branch 1929, Lansdowne

Warren Baker
 John Flanagan Jr.
 Bryan Smith

Branch 2572, Morrisville

David Anderson
 David Bunda
 Roger Cohen
 William Horan
 Gregory Lorenz
 Franz Powell
 Michael South
 Francis Zydzik

Branch 2657, Clarion

Charles Aaron
Patrick Breniman

Branch 2771, Willow Grove

John Devine
Br. 4317, Great Valley Mgd.

Rick Benner
John Bullock Jr.
Kevin Corcoran
Joseph Hanlon
Wilbert Jones
Edward Leroy
Samuel Miller
William Saar Jr.
Charles Taylor
Allen Thomas
Frank Widdoes
Richard Willis
Herman Worthington Jr.
James Ziegelhoffer

Branch 4931, Langhorne

David Acker
Brian Canty
Matthew Gutknecht
Joseph Poapst
Richard Rhone
Duncan Sheppard

Branch 4973, Levittown

James Abriola
Shawn Acquaviva I
Christopher Baldwin
Edward Barrett
Louis Bergstrom
Richard Bruno
James Comuso Jr.
David Davidson
Alfred Erdossy
Raymond Galenty
Dennis Goodnow
Ronald Graziano
Joseph Hogan
Allan Huff
Paul Jones Sr.
Thomas Logan Jr.
Robert Maher Jr.
Francis Matthews Jr.
Carlos Olmo
Michael Olszewski
Kenneth Orbin
George Pado
Charles Parrish
Elvis Sewell
Barbara Snyder
Joseph Stretz
Victor Torres
Taveras Turner

Branch 6252, Christiana

Tyler Brubaker

PUERTO RICO

Branch 826, Ponce

Eulogio Acevedo
Luis Antongiorgi
Ulrich Backer
Rey Balleste
Jose Caban-Martinez
Emmanuel Castanon
Efrain Colombani
Jose Escobales
Emanuel Feliciano
Carlos Figueroa
Mario Flores
Lester Garcia
Fernando Hernandez
Fernando Lopez
Irving Maldonado
Jose Marfisi
Arturo Mariani
Carlos Martinez
Victor Ortiz
Jose Planas
Julio Reyes
Edgardo Rivera
Felix Rivera
Gerardo Rivera
Rafael Rivera
Tommy Rivera
Manuel Rodriguez
Ramon Rosa
Christian Rosado
Carlos Rosario
Rafael Rosario
Ramon Ruiz
Javier Santiago

Jose Santiago
Edward Santiago Pachec
Franklin Seda
Jose Sepulveda
William Sustache Jr.

Branch 869, San Juan

Rolando Alicea
Mariano Amaro
Eduardo Ascanio
Andres Ballagas
Wilson Beltran
Rene Cobian
Ishaac Colon
Efrain Cotto
Sergio Cruz
Felix DeJesus
F. Dejesus
Jose Diaz
Rafael Espinet
Eric Felix
Salvador Flores
Jesus Herrera
Richard Lopez
Miguel Lucca
Publio Melendez Jr.
Carmelo Montanez
Rafael Montano
Jorge Oquendo
J. Ortiz
Pedro Ortiz
Rafael Ortiz
Kenn Pizarro
Christian Ramos
Ryan Rios
Carlos Rivera
John Rivera
Jose Rivera
Santiago Rivera -Ramos
Roberto Roche-Flores
Thomas Rosario
Julio Santiago
Jimmy Santiago Diaz
Carlos Zenon

RHODE ISLAND

Branch 15, Providence

Charles Ananian
Joseph Andrade
Roberta Apici
Charles Beland
Robert Botelho
Marc Bullough
Michael Cardarelli Jr.
Francisco Carreno
Pasquale Cimalore
James Coelho
James Colucci
Paul Couto
John Cullinane
Joseph Ditusa
Normand Dube
Isaac Gaines
Catherine Garrity
John Giro
Richard Henriques
Russell Howard
Yuhao Li
Steven Lima
John Lucas
Robert Marciano Jr.
Louis Marcotte
Terance McAvoy
J. Myers
Charles Narciso
Anthony Neri
Philip Osgood
Margaret Otero
Charles Phillips
Douglas Potter
William Prevatt
Carlo Pucino Jr.
Traci Raniello
Michael Riley
Bruno Roepcke
Luis Santiago
Andrew Savone Sr.
Charles Sawyer
Edward Senna
Richard Silva
Michael Silvia
Richard Swider
Domenic Tuccinardi

Branch 55, Pawtucket

Raymond Baril
Frederick Bradshaw
David Casale Jr.
Anthony Custodio Jr.

Richard Desautels
James Eccles
Henri Godfrin
Joseph Lafrance
John Mello
Michael Moison
John Moore
George Strayer Jr.

Branch 57, Newport

Jeffrey Davies
James Dias
Richard Flynn
Robert Johannis
Ricardo Lopes
Leo Masse
Thomas McCarthy
Michael Nestell
William Wooten

Branch 2158, W. Warwick

Edward Tatro

Branch 3166, Warwick

Donald Brown
Paul Charette
Charles Costello
David Dacier
Robert Gagnon
Daniel Gruslin
William Gudaitis
Marty Hoyt
Janet Lavoie
Nathan Mello
John Monahan
Bettyann Perry
Richard Pina

SOUTH CAROLINA

Branch 233, Columbia

Robert Belcher
Stephanie Bernique
J. Bertsch
Hodges Bush
Clint Corley
Herbert Dabbs Jr.
Thomas Delage
Bobby Dwiggin
Denise Everett
Shawn Farris
James Gatlin
Rodney Halford
Gebrael Hamm
Shelton Inabinet
Eugene Kelly Jr.
Edgar Martin Jr.
Richard Merritt
Cheryl Miller
Jacky Myers
Rodney Phillips
Wayne Ragin Sr.
Yvonne Rickards
Michelle Robinson
James Sellers
Arthur Shoemaker
Ellis Short
Bobby Smith
Michael Smith
Juan Vilches
Elmer Warner
Roynel Watkins
Elaine Wilson
Kervin Wilson

Branch 439, Greenville

Rodger Brown
Mitchell Bryson
Adam Casey
Diane Clapper
Myron Clardy
Keith Cournoyer
Joel Freeman
Edmund Garrard Jr.
Mark Griffin
Jimmy Highsmith
Michael Hoffman II
Walter Hunt
David Kopp
Raymond Leblanc
Jeremy Lusk
Ronald Mahon
Donald Morgan
Russell Nelson
Jerry Putnam
Juan Ramirez
John Rogers
Odis Rumsey
Floyd Simmons
David Smith
Alfred Stronczek

Larry Suddeth
Shannon Tatum

Branch 628, Spartanburg

Donald Burns
Robert Ravan
Alan Smith
Andre Whiteside

Branch 904, Sumter

Tamara Allen
John Brimmer
Jerry Burke
John Fleming
Walter Hedrick
Jerome Robinson
Gregory Vaughn
Staiphon Williams

Branch 1003, Rockhill

Felton Boston
Brian Heidenreich
Dale McCormick

Branch 1416, Florence

James Avant
David Bagley
Christopher Barr
Carlene Benjamin
Debra Coressel
Leon Dickerson Jr.
Torry Dubose
Todd Fravor
John Gerbode
Brooks Hancock
Valerie Johnson
William Kennedy II
Louis Lewis Jr.
John Little
James McQueen
Martin Miller
Joseph Vogt
Craig Washington
Gary Williams

Branch 1569, Aiken

Donald Jackson
Douglas Williams

Branch 1666, Darlington

Richard Flowers
Dwight Giles
Alice McMillan
Nichole Williams

Branch 1782, Orangeburg

Wendell Jamison
Lenard Jones
Scott Martin
Willie Peoples
Robert Romanstine
Kenneth Vogt

Branch 1871, Anderson

Lyle Belcher
Mark Brown
Daron Brownlee
Pamela Chapman
Timothy Clark
Richard Corriveau
Robert Ferguson Jr.
Willie Gaines
Tommy Green
Erik Hirst
Richard Isom
Jeremy Jackson
Lisa Keown
Leland Phillips
Johnnie Reid Jr.
Darrel Routhieux
James Wicker
Kenneth Williams

Branch 2190, Gaffney

Brian Eul
Eddie Hodge
Ronald Mathis
Eric Scherbarth

Branch 2533, Lancaster

John Carter

Branch 2553, Greer

Jon Campbell
Paul Evans
Joshua Hughes
Rhonda Kuykendall
Terry Reeves

Branch 3262, Beaufort

Jonas Green Jr.
Gerald Miller
E. Switala
Hercules Washington

Branch 3649, Conway

Stephen Jespersen

Branch 3902, Charleston

Joseph Bailem
John Barr
Charlene Belle
Marvin Brown
Jeffrey Clow
Joseph Connor
Donald Flippen Jr.
Thornton Fordham Jr.
John Gantt Jr.
William Gibson
Michael Hamilton
Joseph Hayes
Kenneth Jacobson
Michael Metz
Latoya Middleton
Rogina Morgan
Jackie Oree
Barbara Pickney-Smith
Wallace Riddle
Demetria Scott
Kenneth Scott
Sarah Scott
Willie Scroggins
Marlene Silva
James Swinton
Douglas Washington
William Washington
Juanze White
Melvin Wright

Br. 4616, Cayce-W. Columbia

Alan Avayou
William Coates
Sabrina Gilliam-Ryland
Carroll Hall
Richard Jones
Jose Marrero
Charles Reese Jr.
Stanley Salters
Russell Thompson

Br. 4645, Myrtle Beach

Kevin Armour
Eddie Dimont
Brandon Lewis
Thomas Yackanin

Branch 6123, Walterboro

Jeffery Musgrave

Branch 6423, Chesterfield

Bruce Delaney

Branch 6549, Great Falls

Dennis Price

SOUTH DAKOTA

Branch 491, Sioux Falls

Albert Anderson
Kevin Anderson
Ronald Anderson
Jim Dehoogh
Brian Ekeren
Brent Fjerestad
Dale Flannery
Lawrence Flannery
William Gallagher
Edward Gustafson
Anthony Heilman
Gaylord Helmbrecht
Ryan Hoffman
Kevin Hoffmann
Jordan Hohenstein
Jeffrey Horacek
Jerald Johnson
Paul Johnston
Brian Ledeboer
Scott Malcomb
Michael McBride
D. McKee
Kelly Meehan
Jerald Mitzel
Terrance Munson
Mark O'Bright
Jerry Ovre
Sandra Rusher Beck
Jeffrey Sargent
Douglas Scott
Todd Stokke
Phillip Vyhanek

Branch 502, Aberdeen

Daryl Schwan
Bruce Sukut

Branch 659, Yankton

Laddie Novak



THANK YOU FOR YOUR SERVICE

Branch 724, Deadwood

Catlin Young

Branch 751, Huron

James Dixon
Richard Horton

Branch 1064, Pierre

Dale Gohl
Nicholas Travers

Branch 1225, Rapid City

Lloyd Gibson
Kevin Graff
Richard Hatzenbuehler
Gerald Robbins Jr.

Branch 1480, Hot Springs

Jeffery Beougher

Branch 2762, Milbank

Gerald Schafer

Branch 3737, Gregory

Donald Smith

TENNESSEE

Branch 4, Nashville

Cory Adams
Shannon Angel
Robert Bailey
Thomas Bausman
George Bennett
Robert Bertini
Joshua Bird
James Brown
Frank Calahan
Michael Carle
Keenan Carroll
Thomas Carroll
Michael Chambless
Bryant Coman
Tony Cooper
Christopher Cunningham
Jeffrey Daniel
Valentino Diaz Jr.
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Dwight Moore
Edward Napper
Bruce Olson
Clifford Owens
Dayton Parker
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Michael Pride
Edgar Prosper
William Purtell
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Michelle Davis
Dexter Dodd
Mckinley Edwards
Leroy Fisher
Lakeshea Fitzgerald
Robert Franklin
Russell Green Jr.
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Leon Hardaway
Lynn Hinton
Preston Holmes
Larry Jackson
Daniel Jones
Adrian Kilgore
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Uvon Lockhart
Regaid Mallory
Doris McGee
Robert Meegan
Kimberly Meeks
John Mesh
David Morris
Jeffery Owens
Benita Parson
Gary Powell
Rueben Rice
Ronald Roberts
James Roberts Jr.
Charles Robertson
David Robertson
Tarrie Rucker
William Sarden
Branton Scaife Jr.
Oddie Seymour Jr.
James Sharpe III
Roderick Shaw
Roger Shields
Kahlil Small
Sylvester Stamps
Dwight Stanford
John Strong Jr.
Darin Transou
John Walker Jr.
Ira Walton III
Haywood Ward Jr.
Oscar Williams
Safari Williams

Branch 62, Chattanooga

Arnold Blaylock
James Brown
Jeffery Butler
Stephen Cahill
James Feldmeier
Alboan Glass Jr.
Derrick Jackson
Kenneth Knight
Ronald Templeton
David Watson
James Wilburn
Ronnie Wood

Branch 364, Clarksville

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Donald Erthum
Louis Hester
James Hooten
Justine Inman
Terri Kellner
Arthur Maki Jr.
Shawn Maronde
David Morey
Tariq Muhammad
George Somers III
Timothy Terry
Ann Utke

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Paul Burgess
Robert Carr
Kenneth Christian
Dale Cogdell
Robert Combs
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Donald Defreese
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Barry Doucette
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David Lee
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Timothy Vicars

Branch 1110, Johnson City

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Br. 1402, Murfreesboro

Michael Francis
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Branch 1897, Athens

John Baiz
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Branch 1994, Dyersburg

Mark Ballard
Sammy Helm

Branch 1995, Cleveland

James Byers
Pedro Gonzalez
Eddie Howe
Daniel Koob
Diane Woolsey

Branch 1999, Kingsport

Ross Cole Jr.
Jasper Davis
James Feagins
Patrick Franklin
Joseph Hall
Samuel Mays Jr.
Glenn Smith Jr.
Scott Wolfe

Branch 2332, La Follette

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Branch 3174, Dresden

Susan Muzzall

Branch 3214, Livingston

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Branch 4210, Selmer

Todd Parker

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Alex Marquez Sr.
Kimberly Owen
Jose Palomo
Danielle White

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Andrew Alvarado
Larry Ausborne
Kenneth Bailey
Robert Barden
Kenneth Barnwell
Byron Biggins
Karl Borchardt
Michael Branum
Brady Bryan
George Bryant
Gregory Butson
Johnny Casper
Armando Castilleja
Milton Chatman
Donnie Christopher
Melvin Clay
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Luis Coppin Jr.
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Norman Davis Jr.
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Stephen Duncan
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Roger Garvin
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Jose Soto
Jason Sparks
Alexander Staten Jr.
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Mark Thompson
Ruben Trejo
Jose Trevino III
Donnell Turner
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David Warren
Alexander Wells
Freddy Wewe Jr.
Lakeisha Whitaker
Christopher Young

Branch 181, Austin

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Sixto Acosta Jr.
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Paul Albrecht
Phillip Alexander
Franklin Arldt
Jasha Barker
Matthew Batayola
William Bernardi
William Bland Jr.
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Mark Brayton
Jesse Bridgeman Jr.
Robert Briones
Ronald Buck
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Rudolph Cardenas Jr.
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Tyrone Brown
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Elias Carvallo
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Kevin Johnson
Derick Jones
Robert Jones
E. Jurek
Bernard Keating
Neil Kilman
James Kimbrell
Dennis Kinney
Lloyd Lambert
Donald Lane
Gary Lane
James Lebleu
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Roy Ramirez
Arturo Ramirez Jr.
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Joseph Williams Jr.
Brandon Willis
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Tameika Woodard
Nathaniel Woodfox Jr.
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Anacleto Deluna III
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Joshua Ortiz
Juan Pena Jr.
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Thomas Day
Peirce Duffey Sr.
Espy Encalade
Anthony Garcia
James Giles
Louie Glanz
Willie Johnson
Darwin Jones
Edward Mainor
Antonio McClinton
Charles Montgomery III
David Mulsow
Mark Oldham
Darrell Shaw
Alexander Wollitz
Everett Wylie
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Gerald Aldorf
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Diamante Barnett
Rafael Barrera
Ronnie Bernard
Joseph Blancarte
William Boatman
Joel Bononcini
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Earl Boyd Jr.
Oscar Bueno
Jerry Buitron
Jose Carbajal
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Arturo Carrisal
Joe Carvajal Jr.
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Omar Castrejon
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Roger Cervera
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 Joseph Fernandez
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 Armando Gutierrez
 Morris Hanke III
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 Earl Fondren
 Robert Gilbert
 Jennifer Gooch
 Robert Harper
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 Danielle Losoya
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 Delbrt Parrott

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 Albert Barnes
 Barry Bradford
 Shelby Clower
 Jimmy Cotton
 Angelica Crooks
 Odell Dean Jr.
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 Heriberto Guerrero
 Susana Hayden
 Mark Juarez
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 Onofre Garcia
 Richard Gonzales
 Eric Leach
 James Matta
 Todd Phillips
 John Potter
 Carlos Sanchez Jr.
 Robert Tyo
 Brian West Sr.

Branch 2977, Childress
 Lilly Moore-Harwell

Branch 2983, Harlingen
 Rodrigo Ramon III
 Emmanuel Ramos
 Jose Torres
 Juan Villarreal

Branch 3028, Kerrville
 Jesse Blanchard
 Raul Castillo
 Lenne Degeddingsize

Branch 3318, Navasota

Cheryl Lovings
David Williams

Branch 3467, Caldwell

Lawrence Matter Jr.

Branch 3792, Midland

Maynard Bryant
James Cooper
Elmi Delgado
Shinikki Edwards
David La Bombard
Jeffery Lara
Arturo Monclova
Denny Park
Daniel Reyes
Burl Timmons
Dominique Tran
Quincy Wallace
Christian Zingerman

Branch 3843, Bay City

Tolbert Bull

Branch 3844, Borger

Donald Fine

Branch 3867, Pasadena

Crystal Brooks
Humberto Delgado
Alonzo Ellis
Dwayne Farris
Edwin Ferrer Ramirez
Roselia Garcia
Clifford Hayes
Joshua Herold
Willie Hopkins Jr.
Daren Julks
Jarred King
Mark Liggett
Apolonio Loza Jr.
Jean Mera Vargas
Judd Montes
Julius Palomo
Anthony Pennison
Ismael Rendon
Sandy Rendon
Larry Roberts
Alexander Robinson
Earl Ross Jr.
Autasia Sagiao
Simon Sanchez
Kyle Sanders Sr.
Melvin Santiago
Rodney Thompson
Martin Vargas Jr.
Agapito Vega
Dexter Walley
Chad Williams Sr.

Branch 3964, Odessa

Oscar Alcantar
Julian Alvarez
Ricardo Galindo
George Garcia
Julian Garcia
Isaac Lozano
Raul Marin
Jolynn Miron
Stacy Moore
Ricardo Ortega
Ruben Rodriguez
Linda Valdez
Robert Vasquez

Branch 4065, Garland

John Bamford
James Blake Jr.
Joren Cain
Melvin Carmody
Robert Clark
Kenneth Cornell
Dana Culpepper
Kenneth Densmore
Robert Fox
Mitchell Hanson
Aaron Holt
Howard Lawson Jr.
Ivan Martinez
Tony McGill
Stephen McNutt
Frank Moffitt
Monty Norvell
Jorge Paz
David Russey
Edith Sanders
Thomas Skipper
John Straube Jr.
Robert Switzer
Michael Walsh

Branch 4100, Stephenville

Ramon Diaz
Juan Sandoval Jr.
Friedrich Zimmermann

Branch 4217, Killeen

Ivan Alicea Lopez
Otis Black Jr.
Jose Cancel-Rivera
Daniel Chavez Jr.
Thomas Damore
Dale Delaney Jr.
William Ehwa
Robin Encalade
Donald Gilbert
Kevin James
Tina Jones
Danny Lindley Jr.
Cecil Mosely
Ruben Perez-Velazquez
Ivan Rodriguez
David Roeder
Robert Schneider
Carlos Sierra
Kannie Smart Jr.
Bobby Smith
Ray Victorian
Herman Williams Jr.

Branch 4240, Irving

Kenzie Arnold
Ricky Bouvier
Anthony Demus
Ronald Downey
Stuart Gee
Troy Goodsell
Kim Morris
Raul Munoz
Joel Walker

Branch 4245, Monahans

Jerry Coggins Jr.
Maria Pauls

Br. 4723, Lake Jackson

Kenneth Bacon
Charles Caldwell Jr.
Samuel Guerra
Gordon Hatthorn
Matthew Versluis
Jerry Williamson

Branch 4784, Richardson

Stephani Carter
Derrick Greene
Clyde Smith III
Ira Spencer

Branch 5593, Rockdale

Garrett Barnett

Br. 5695, College Station

True Matyja I
Robert Pendley
Shoshana Vogt
Dillon Zemanek

Branch 5734, Copperas Cove/Lampasas

Romuald Breneus
Julian Giles
Gary Stinson Sr.

Branch 5938, Hurst

Pierre Brewster
Derrick Castillo
Michael Espanet
Sean Fagan
Melvin Hysmith
Michael Pena
Carla Prince
Daisy Puente
Matthew Rabe
William Rodriguez Jr.
Gary Tabler
Rodney Washington

Branch 6421, Llano

Chris Pollard
Randall Solomon

UTAH

Branch 111, Salt Lake City

Beverly Amason
Jeffrey Asay
Adam Barnes
Thomas Berry
Melissa Binns
Jeffrey Borgeson
George Burrigode
Gary Christensen
Brent Console

Benny Cordova Jr.
Frank Davis
Daniel Deherrera
Barry Depola
David Drotar
Randy Edwards
James Fleming
Steven Franz
John Groves
Vernal Jenkins
George Johanson
Raymond Kosierowski
Dale Krall
Lincoln Lecheminant
Rick Logan
Jonah Long
Scott Marath
Raymond Marlow
James Martin
Timothy Martinez
Thomas McPartland
Birdie Miller
Michael Miller
Bruce Morgan
Stephen Richardson
Phillip Rodriguez
Lowell Rohrbach
Coleton Roseborough
Aaron Saxon
Rudy Scherzinger
Frank Senteno
Russell Shosted
Michael Simonsen
Edward Somerville Jr.
Hal Stott
Donald Strandgard
Erin Sundstrom
Damon Tanner
Norman Tong
Robert Valdez
Keith Warner
Stephen Warren
Christopher Zambos
John Zambos

Branch 887, Provo

Rodney Butler
Edgar Castellon
David Polichette
Richard Riley

Br. 2339, Spanish Fork

William Hudson

Br. 2609, American Fork

Daniel Strong

Branch 3143, Manti

Rey Sorensen

Br. 4043, Saint George

Richard Dyer
Edgar Lopez

VERMONT

Branch 37, Brattleboro

Gary Sanderson

Branch 495, Rutland

William Delorenzi
Robert Fredette Jr.
Rupert Petty
Peter Wheeler

Branch 521, Burlington

Thomas Burke
Anthony Cote
Richard Cotignola
Ricky Doe
Terry Doe
Paul Duprey
Michael Gillis
Richard Henrikson
Christopher Kenyon
Elizabeth Paul
Spencer Salerno
James Yates

Branch 617, Barre

Edward Ferrari
William Geake

VIRGIN ISLANDS

Br. 6413, Christiansted

Liston Joseph
Manuel Torres

VIRGINIA

Branch 247, Tidewater

Darren Barnes
Monical Barnes

Willie Brooks
Carrie Carter
Ralph Chambers Jr.
James Dargan
Duremius Davis
Theodore Davis
Harry Fuller
Garrett Givhan
Cornelius Harding Jr.
Edwin Johnson
Shawn Massard
William McLean
Jose Moreno
Darren Moten
Lloyd Peoples
Lawanda Perry
Vada Preston
Derrick Quash
Conroy Randolph
Donald Tatum
Willie Thompson
Edward White
William Whiting Jr.
Joseph Wright

Branch 325, Lynchburg

Joseph Armes
Aubrey Booth
Edward Kizer
Delmus Phelps
Thomas Roberson
James Tuggle
Daniel Yerdon

Branch 326, Petersburg

Harold Carson
Donald Charles
Ray Levine
Anthony Mason
Korey Smith
Astrid Watson-Moore
Janet Whitehead

Branch 456, Norfolk

John Allen
Randall Beight
Queen Benson
Ronald Blount
Lawrence Boone
Shelton Cooper
Allan Corbett
Steven Drew
Annezett Edwards
Lloyd Fox
Steven Gray
Pedro Jimenez Jr.
Stanley John
Mark Johnson
Anthony McKleny
Karmal Mouton
Ronald Prescott
Jay Sensenig
Jeremy Skinner
Jennifer Toomer
Mark Townsend
Stephanie Waithe
Ronald Wooldridge

Branch 496, Richmond

George Banks
William Carter
Anthony Coleman
J. Dorman
Lamarck Fleming
Keith Frechette
John Gant
Eugene Harden
Ronnie Harris
Clarence Hinton
R. Hinton
Jonathan Jackson
Ricardo Kennedy
Mitchell King Jr.
Michael Mills
Katrina Parson
James Perkins
Everett Preston
Oliver Prosize
Curtis Pryor
Melvin Reed
Larry Robinson
Mack Robinson
Arthur Smalls
Carla Smith
William Smith III
Leroy Taylor Jr.
Paul Whitaker
Ronnie Whitfield

Branch 513, Staunton

Jane Armstrong
James Conner

Br. 518, Charlottesville

Benjamin Fridley
Mark Hadley
James Mehning
Christopher Richards
Paul Shettel
Jeffrey Via

Branch 524, Roanoke

Curtis Atkinson II
David Bayse
William Booth
James Caudill
Richard Craft
John Deatherage
Alvis Dillon
Paul English
Joel Frost
William Green
Gary Jenkins
L. Payne
Bobby Perkins Sr.
Jose Santos
Christopher Sheets
Joseph Simmons
Michael Whitley

Branch 567, Alexandria

Elvin Arce
Jonathan Beckom
Craig Bishop
David Bradshaw
Gregory Carey
Larry Gallant
Donald Kirby Jr.
John Letkiewicz
Dewey Meador Jr.
Richard Orr
Denise Richmond
Gary Swaim
Andre Washington
Theodore Young

Branch 595, Danville

Victor Dorsett
Ray Eanes
Kenneth Hunt

Br. 609, Newport News

Malcom Berry
Wallace Clark
Robert Daniels
Kenneth Dickson
Jeannine Gasper
Richard Joyner Sr.
William King Sr.
Denise Knox
Kenneth Kunkle
Phillip Miller
Allen Moore
Jeremy Pettway
Jerry Swoveland
Reynaldo Villar
Philip Whitman
Roger Winston

Br. 685, Fredericksburg

Michael Coffey
Garrick Fryer
Ennis Sullivan
Ronald Thompson Sr.

Branch 694, Winchester

Dugan Hahn
Henry Jett
Andrew Tetreault

Branch 807, Bristol

Bryan Large
John Olsen
Thurman Wilson

Branch 1112, Suffolk

Marc Adams
Wayland Brinkley Sr.
Freddie Manning Sr.
Ronald Mariano
Fadena Thomas
Perry Wiggins

Branch 1605, Salem

Robert Bales
John Hinton
Richard Owens
Kimball Staton
Beverly Williamson

Branch 1793, Pulaski

Mark Hines

Branch 2153, Hopewell

Maria Fulton
Regina Lopiccolo



THANK YOU FOR YOUR SERVICE

Branch 2819, VA Beach

Maurice Adams
James Ayers
Kathleen Ayers
Curtis Banks
Fedelise Blais
James Brennan
Rodney Brown
James Brown Jr.
Brian Burroughs
Richard Cuthriell
Jose Deleon Jr.
Terry Denmark
Carter Dewey
Jamesetta Draytonbey
Gregory Ferritto
Daniel Fowler
Thomas Fuller
Mark Gaskins
Jaimie Gonzalez
Silas Goodin
Kenneth Gora
Alan Haggard
Rasilind Hall
Thomas Harris
Noralee Kennedy
Stacey Kennedy
Stephan Kirby
Harold Malbon
Mark Nembhard
Eric Noble
Chris Palmatier
Jose Parrilla
Frederick Peer
Floyd Peterson
Ricardo Pierri
Angela Quattro
James Schaller
Richard Scott
Brent Shepard
Leslie Shipway Jr.
Ryan Stevens
Hugh Trotter
Tony Williams
Delbert Wooten
Ronald Youmans

Branch 3520, Northern VA

Kerry Allen
Rodney Anderson
Paul Baylor
Philip Bennett
Robert Bohon
Gary Bowley
John Burnett
Austin Cooper
Robert Dielman
John Dunn
Michael Ellis
Thomas Fisher
Marvin Goggins
Kenneth Grier
Richard Henry
J. James
Loc Le
Timothy Lloyd
Richard Louie
John McGreevy
Kenneth McQuinn
Edward Morgan
Susan Oliver
Charlie Picot
George Powell Jr.
Grady Roach
George Sanford III
Morgan Trammell
Richard Williams
Ronald Williams
Michael Willis
Solomon Young

Branch 5825, Collinsville

Colin Fitzpatrick

Branch 5921, Woodbridge

John Labas
Tyrone Perry
Stephen Scott

Branch 6066, Chesapeake

Selena Barden
David Haugh
Alexander Largie
Earl Lienemann
Thomas Linton
Karen Logan
Michael Overton
Stacey Perry
Larry Pettus

Melesio Vega-Velez
Bernard White Jr.
Willie Williams

WASHINGTON

Branch 79, Seattle

Donald Anderson
Diana Annis
Dennis Barth
Josue Benzler
Dwight Bernard
Gene Betz
Christopher Bradshaw
Theodore Broberg
Gary Burnside
Warren Carrier
Tommy Carter
Alicia Choi
Arthur Conley
Austin Cooper
Willie Cox
Michael Crimmins
Fernando Cuanzon
George Davis
Wendel Davis
Wayne Dey Sr.
Larry Dominguez
Philip Dozier
James Eilenberger
Kenneth Eline
Dwight Esperas
Katherine Fuehr
Ben Garcia
Jack Gilmore
Kevin Gottlieb
Richard Gould
Timothy Hadley
Edward Haulley
John Hayes
Kenneth Hicks
David Hummel
Musa Jatta
Christopher Jones
Gary Kartes
Michael Keels
Michelle Kunzwiler
Tom Kuo
John Larson
Dongyung Lee
Kyung Lee
Jerome Lombard
Mark McDowell
Bradford McKee
Thomas Mongrain
John Monsour
Donald Nokes
Frederick Picou
Jesse Rainwater II
Michael Rexroad
Harold Ross Jr.
Amin Santos
Kurt Schreiber
Nora Stamber
Brian Straub
James Strothman
Lonnice Thompson
Samuel Tregoning
John Van Deren Jr.
Ronaldo Velarde
John Vidal
Walter Weeks Jr.
Joseph Whetung
Roger White
Brian Wiggins
Donald Wissinger

Branch 351, Olympia

Matthew Ballantyne
Ronald Barron
Vincent Corsi
Vicki Dickerson
Alton Jackson
John Marley
Ryan Troy

Branch 442, Spokane

Orville Arnold
William Bauder
Richard Cadwallader
Richard Cassell
Robert Cross
Donald Davis
Roger Deshaw
Darren Ernst
Chad Fortensky
John Guertler
Ronald Hanley
Dennis Healy
Janelle Hough
Stacie Klopfenstein
Loren Morgan
Delmar Mosset
Eric Ottmar
Edward Palac
Eric Pardick
Tracy Pardick
Jeffery Patterson
Gordon Perin
Michael Poff
Curtis Rein
Sheldon Sakae
Steven Schultz
Melvin Sheppard Jr.
James Sheppard Jr.
Robert Sippl
Stephen Thrift
Leroy Warner
Richard Yokel

Branch 130, Tacoma

Andrew Ames Jr.
Michael Antonetti
Jeffrey Bacon
Richard Baird
Brian Bergman
Richard Brunner
David Bungert
Thomas Butkey
David Castro
Cari Cole
Harold Cruz
Timothy Davis
Leorn Drewrey
Floyd Dugan
Christopher Earskine
Kip Fontenot
Colleen Fowler
Donald Gottschall
Jacob Gunns
Arthur Hailey Jr.

Sally Hawkins
D. Brian Hoover
Billy Jacobs
Paul La Croix
Wayne Matthias Jr.
Dean Moore
Terry Munson
Loren Myrvik
Mark Nissen
Kenneth Nowlin
Anthony Oxenford
Eduardo Oyola
Joseph Parisi
Stacey Partridge
David Robinson Jr.
Stoney Rogers
Alexander Schimitschek
Roger Shadlow
Michael Smith
Ronald Smith
Maleah Smitham
Bryan Sprenger
Theo Tisby
Emily Treese
Charles Turpen
Francisco Velazquez
Harvey Wallace
James Watkins
Charles Williams
Rebecca Williams
Richard Wolf
Michael Woodard
James Wright

Branch 351, Olympia

Matthew Ballantyne
Ronald Barron
Vincent Corsi
Vicki Dickerson
Alton Jackson
John Marley
Ryan Troy

Branch 442, Spokane

Orville Arnold
William Bauder
Richard Cadwallader
Richard Cassell
Robert Cross
Donald Davis
Roger Deshaw
Darren Ernst
Chad Fortensky
John Guertler
Ronald Hanley
Dennis Healy
Janelle Hough
Stacie Klopfenstein
Loren Morgan
Delmar Mosset
Eric Ottmar
Edward Palac
Eric Pardick
Tracy Pardick
Jeffery Patterson
Gordon Perin
Michael Poff
Curtis Rein
Sheldon Sakae
Steven Schultz
Melvin Sheppard Jr.
James Sheppard Jr.
Robert Sippl
Stephen Thrift
Leroy Warner
Richard Yokel

Branch 450, North Sound

William Coberly
Jerimi Creasey
Trevor Fox
Patrick Green
David Kerstetter
Jimmy Lorean
Maureen Reilly-Thomas
Bradley Robinson
Eugene Thomas

Branch 736, Walla Walla

Brandon Swant

Br. 791, Snohomish Co.

Frankie Acfalle
Keith Andrews
Steven Bates
Donald Blomdahl
Jeremiah Creelman
Thomas Doyle
Carl Green IV

Donald Inglesby
Robert James Jr.
John Johnson
Leslie Kinney
James Kirk
Nicholas Kunz
Terry Martinson
Ronald Mason
John Moore
Luz Morales
James Reid
Evan Sands
Kenneth Titus
Monte Waite
Devon Warnecke
Stephen Williams

Branch 852, Yakima

Jeffrey Bohlinger
Theodore Brown
Jose Chavez Jr.
Augustus Degray Jr.
Daun Garcia
Robert Granger
Stanley Huntington
Harold Hutchinson Sr.
Richard Karel
Kenneth Lewis
Richard Meza
Paul Michael
Alfred Mitzel
Michael Sala
Larry Saunders
Walter Seabrands
Richard Urlacher
Edward Wilson

Branch 1104, Vancouver

Jacob Burrill
Vickie Buzzini
Timothy Davidson
Gary Engelke
James Frankford IV
David Hertz
Jeffery Lovell
Dale Rohlfing
Daryl Rothfus
Erik Seley
Calvin Swanson
Michael Voght
Curtis Waser

Branch 1266, Lewis Co.

James Burke
Stevan Connors
Xinfu Su

Branch 1296, Pullman

Albert Leguis

Branch 1350, Wenatchee

Carl Buick
James Fowler II
Crystal Gongia
Byron Harris
William Walton III

Br. 1414, Kitsap Peninsula

Karl Dahlberg
Robert Gibson
Douglas Groneman
Robert Hackiewicz
Douglas Martindale
Larry Middleton
Timothy Mooney
Anna Williams

Br. 1484, Puyallup/Sumner Mgd.

Clayton Ching
Robert Hall
Aldon Herinckx

Branch 1527, Anacortes

Gerri Oliver

Branch 1528, Pasco

James Bohnstengel
Susan Hanneman
Rene Suarez
Alan West

Branch 1906, Port Angeles

Richard Smelling

Branch 2038, Kent

Darlyn Davis
Richard Johnson
Charles Marshall
Frank Seligman

Branch 2103, Kelso

David Maudslien
Thomas Womer

Branch 2214, Longview

Norvin Peer
Robert Symonds
Nicholas Vafiades Jr.

Branch 3008, Camas

Linda Stern

Br. 3877, Richland/W. Richland

Randall Stairs

Branch 4118, Prosser

Joshua Joy

Branch 5194, Oak Harbor

Christopher Lee

WEST VIRGINIA

Branch 66, Wheeling

Jeremy Andrews
Bruce Carte
Kyle Comstock
Gary Crawford
Michael Dukes
Millet Fadoul
Robert Foster
Gregory Kasprowski
Daniel Klee
Michael Kuzma
Leonard Lapinsky II
James Martin
James Martin II
Robert McKenzie
Bruce McNeil
Martin Mitchell
Gerald Morris
Stanley Pekula
Andrew Presutti
Jacob Schramm
Kerry Welsh
Theresa Winland

Branch 359, Huntington

Larry Adkins
Woodrow Alcorn
James Anderson
Scott Austin
Christopher Keeney
Detroit Lewis
William Parsons
Timothy Peyton
Catherine Robertson
Oliver Singleton
John Skidmore
Roger Smith
Timothy Peyton
Catherine Robertson
Oliver Singleton
John Skidmore
Roger Smith
Michael Watts
Daniel Woods

Branch 481, Parkersburg

Jeffrey Bender
Mark Hostuttler
Thomas Houghton
Jacqueline Lindamood
Robert Lockhart
Charles Sayre Jr.
Darren Smith

Branch 531, Charleston

Holly Allen
Edward Baldwin
Stanley Cantley
John Casto
Chad Fallecker
Terry Guthrie
Steven Hannon
Robert Henson
Chadwick Keith
Timothy McKay
Earl Nowling Jr.
Michael O'Neal
James Perry Jr.
Delvin Searls
Charles Smith
Scott Swisher
Deborah Walker

Branch 783, Morgantown

Richard Darnell
Ralph Dennis Jr.
William Johnson
Danny Lloyd
Steven Merritt

Branch 817, Clarksburg

Gregory Crumit
Lawrence Jones
Ted Meko
T. Simon

Branch 880, Bluefield

Mark Gatchell
Jerry Godby

Branch 910, Fairmont

Michael Boyles
Walter Brummage Jr.
Charles Bunner
James Paige II

Branch 1183, Elkins

Michael Valdez

Branch 1475, Martinsburg

Christopher Lindner

Branch 2420, Beckley

Georgiana Ball
Freddie Conner
Ronnie Nelson
Jesse Pace
Rudy Painter
Robert Pearson
Jeffery Ridgeway
Dane Snuffer

Branch 3677, Weirton

Perry Orr
Jason Petrelle
Gregory Starr

Branch 4458, Bridgeport

David Arnold
Marvin Swiger

WISCONSIN

Branch 2, Milwaukee

Thomas Abresch
John Baczkowski
Kenneth Bannier
Mark Banyon
Rudolph Baumann Jr.
Craig Bavuso
Kathleen Bellows
Ronald Blazel
Marcus Booker
John Brandstaetter
Victor Brulc
Janlee Brzezinski
Kenneth Coblentz
Robert Cypher
Charles Eads Jr.
Salvatore Emanuele Jr.
Joseph Fischer
Richard Fossum
Timothy Fritz
David Fry
Marvin Fry
Donald Gaquin
Jerome Garrett
Allan Gasiorowski
Richard Gerhardt
Richard Gersonde
Gary Gertz
Richard Grusczyński
James Guyant
Gordon Hakala
Albert Hanisko
James Herbert
Sebastian Hirsch
Daniel Horigan
Nathaniel Hudson
Richard Jalowiec
Allen Jelinek
Edward Johnson
Gregory Johnson
Patrick Johnson
Chouncey Jones
Arturo Juarez
Richard Kalusok
William Kalwitz
Ronald Kania
Thomas Kelnhofner
Richard Kleeba
Roger Kleczka
Dennis Knepper
Eileen Komassa
Paul Kracht
Donald Lamountain
Scott Lang
Thomas Lidwin
Dale Lofquist
Ronald Masta
Adam Matusiak
Thomas McGinnis
Raul Medina Jr.
Gerald Mitchelly
Edward Mizgala
Michael Nitz
Edward Patoka
Terry Patten
Walter Perry
Livio Pigo

Steven Prado
James Pytlik
Chad Recklies
Edwin Richardson
Gordon Rieder
Kenneth Rodig
Dale Rossetti
Earl Russell
Ronald Rutz
Basil Sadowski
David Scarbrough
Norbert Schaefer
Ronnie Scherr
John Schmidt
Thomas Sharp
Nathan Sies
Edward Sikowski
Melvin Silverbrandt
Gerard Skar
Gordon Skare
David Skowronek
James Smart
James Smith
Kenneth Smith
Michael Smith
Larry Sprinkle
George Symonds
Donnell Taylor
Carrie Tolliver
Jerry Trapp
Jimmy Wagner
Jerome Weber
John Woodall
John Wulz
Duane Ziemann

Branch 59, La Crosse

Eugene Jirsa
Edward Krogman

Branch 102, Sheboygan

Richard Barts
Jason Beyer
Robert Brunette
Richard Gimbi Jr.
Fred Goebel
Allen Hilpertshausner
Frankie Hoenick
Ralph Hurtienne
August Margenau
Erin McNally
Kenneth Meinolf
Tod Roe
Dennis Trudeau
Michael Walner
Paul Werth
Allan Woepse

Branch 125, Fond Du Lac

Bonnie Alsup
Michael Enfelt
John Gormican
Anthony Mielke
Michael Streetar
Steven Swiss

Branch 173, Oshkosh

Kenneth Hitchcock
Eric Miller
Eric Momsen
Charles Putzer
Marvin Sedlackek
Jerry Trinrud
Jesse Vanloo
Roger Warner
Everett Zellmer

Branch 215, Wausau

Larry Anklam
James Brouchoud
Larry Cline
Paul Good
John Jauch
James Jirschele
Joseph Kohn
Donald Leander

Branch 337, Superior

Vernon Keola

Branch 381, Stevens Point

Ronald Fait
John Kedrowski
David Ligman
Ernest Sniadajewski

Branch 397, Waukesha

Reginald Birts
Gerald Bullman
Aurelio Castillo
Joseph Deloria Sr.
Dennis Hanson

Roni Kramer
Larry Polzin
Timothy Senzig
Lee Stoddard
Steven Woessner

Branch 436, Racine

Randall Biedrzycki
James Buhler
Ralph Centell Jr.
Francis Fabio
Jonathan Hessenthaler
Gary Martin
John Owen Jr.
Christopher Paige
James Storck

Branch 490, Manitowoc

Allen Bergseth
Dana Boehm
Clifford Konik
Colleen Lang
Frederick Sieracki
Bruce Wigand

Branch 507, Madison

Emil Berg
Richard Boll
Charles Bourdeau
Dennis Brown
Michael Chamberlain
Juergen Cooper
Robert Dabson Jr.
Tammy Dawson
Robert Federman
Peter Formiller
Richard Frontz
James Gainer
Todd Gruber
Thomas Hayner
Harry Kimbrough Jr.
Richard Konitzer
James Mabis
Steven Marten
Marvella Mawbey
Katherine Mayne
Michael Nelson
William Neuenschwander
Rodney Ninmann
Richard Olson
Stephen Peckham
Jared Perry
Arlen Pierce
Jonathan Rehm
James Reznor
James Rohowetz
David Sersch
James Shook
David Springman
Richard Sucik
Norbert Ulmen
Roger Utermark
Joel Waite
Gregory Williams
Brian Withers
James Wolff II
Stacey Yager

Richard Anderson
Arthur Camm
Thomas Carr
Jeffery Everson
Jordan Goll
Craig Harrie
Raymond Kruser
Kyle Meinke
John Molina
Dwight Smith
Roy Stevens
Virginio Veguilla
Mark Wedward
Troy Yarollimek

Branch 572, Janesville

Thomas Bellevage
Christina Berumen
Patrick Hogan
Roel Inclan
James Kirby
Jerry Matteucci
Patrick Neis
Donald Peoples
Thomas Remington
Edward Salo Jr.
Christopher Schroeder
Michael Skarda
Merwyn Tetzlaff
Charles Vos

Branch 574, Kenosha

Thomas Bellevage
Christina Berumen
Patrick Hogan
Roel Inclan
James Kirby
Jerry Matteucci
Patrick Neis
Donald Peoples
Thomas Remington
Edward Salo Jr.
Christopher Schroeder
Michael Skarda
Merwyn Tetzlaff
Charles Vos

Branch 619, Green Bay

Darrell Andrews
Ronald Bergstrom
Roger Blasier
Richard Calhoun
Mark Casper
Donald Davids
Darin Defere
Richard Deroach
George Dexter
Alan Farley
Michael Farrell
James Hendricks
Steven King
James Laabs
Steven Langenberg
Jon Mannion
Peter Matchefts
Rodney Melotte
William Meyer
Richard Moens
Robyn Nielsen
Duwayne Novak
Jerry Perrigoue
Joy Peterson
Jeff Pochron
Lawrence Ratajczak
Eric Renier
Gary Riemer
Jerome Sanderfoot
Merlin Sanderfoot
Richard Schaefer
Thomas Scott
David Sedenquist
Allen Sievert
Gary Strebel
Armand Toonen
Franklyn Vandenheuuel
Carla Warwick
Bernard Wydeven

Branch 649, Watertown

Gerald Bukatz

Branch 700, Neenah

Alan Cousineau
Robert Lemke

Branch 715, Beloit

Dawn Ahnen
John Bongiovanni
Steven Christiansen
Timothy Markley
Steven Mayfield
Chad Mould
Jimmy Padon
Jake Richter
Gary Schumacher
Zachary Sherrod
Kent Williams

Branch 728, Eau Claire

Thomas Burns
Harold Byrdlong
Corey Grotte
Terry Grothaus
Peter Hable
Kevin Knox
Roxanne Macnicol
Patricia Martin
Kevin Massey
Carl Miller
Jeffrey Mueller
Edvin Olson
Harold Robarge
Kim Strzok Scheideg
Dale Weibel

Branch 729, Fort Atkinson

Clyde Werner

Branch 778, Merrill

Craig Boardman
John Swope

Branch 822, Appleton

Joseph Anderson
Antonio Balboa
Kenneth Cousins
Drake Daggett
Daniel Emery Jr.
John Marx
David McNichols
Robert Meyer
Roy Rogers
Paul Rubsam
Thomas Schell
David Schultz
Michael Spielbauer
Harry Welch

Branch 944, Beaver Dam

Stephen Pogorelec Branch
978, Marshfield
Ronald Berry
Daniel Bever
James Brusky
Merlin Fischer
Sara Hauck

Branch 1083 Rapids

Kevin Utley

Br. 1267, Oconomowoc

William Dobratz
John Harley

Branch 1298, Waupaca

Howard Pope

Branch 1613, Hudson

Benjamin Roycraft

Branch 4225, Little Chute

Jeremy Frassetto

Branch 4811, Brookfield

Alfred Liebau
Michael Lied
Stephene McGhee
Steven Olson
Renee Retzlaff
Leonard Smith
Robert Stutzriem

Branch 5129, Pewaukee

Stephan Hanson
Edward Martin

Branch 5941, Waterford

Steven Meyer

WYOMING

Branch 463, Laramie

Joshua Chayot
Charles Granke
Warren Jackson
Weikko Jussila Jr.
Roy Reed

Branch 555, Cheyenne

David Barker
Gregory Durbin
Andrew Flores
Jeremy Givens
James Lofton
Stephan Martinez
Florencio Mingming Jr.
Neal Paris

Branch 1006, Sheridan

Gerald Curtis

Br. 1372, Rock Springs

Sonia Carson

Branch 1548, Gillette

Allison Baxter
William McColley
Gerald Roberts

Branch 1681, Casper

Brian Daugherty
Brian Howard
David James
Joseph Pillen
Michael Sucher
David Thomas
Luz Thompson

Branch 2177, Evanston

Donald Gill

Branch 2580, Douglas

Matthew Klouda

Branch 3139, Cody

Daniel Just

Branch 4456, Thermopolis

Krystal Spatol

Branch 5384, Worland

Josemiguel Garcia

Branch 5923, Riverton

Michael Morrin
Chad Vogelsang

More City Delivery and Workplace Improvement Task Force updates



**Brian
Renfroe**

As I've written in previous editions of this magazine, we continue working on the task force established by the Memorandum of Understanding Re: City Delivery and Workplace Improvement Task Force. I serve on this task force with President Rolando, Director of City Delivery Christopher Jackson, Special Executive Assistant to the President Tim McKay and Assistant to the President for City Delivery Michelle McQuality.

In the September *Postal Record*, I provided an update on several of the subcommittees established to address issues included in the MOU. NALC officers and staff have been working with Postal Service

representatives on a daily basis. Recently, a good portion of the work of these subcommittees has focused on preparations for our peak season. Below are further updates on those topics I covered in September.

Efficiency and use of space

One of our biggest challenges during the 2020 peak season, and throughout the COVID-19 pandemic in some locations, has been space in postal facilities to create the necessary capacity for processing and preparing parcels for delivery. Obviously, some of the space issues are prevalent in mail-processing facilities. The Postal Service has undertaken several initiatives to remedy this issue. One of those is the removal of some Flats Sequencing System (FSS) machines and using the space for automated parcel-sorting machines. This has resulted in a number of delivery units and ZIP codes no longer receiving FSS mail.

This space crunch has also affected delivery units. The Postal Service is in the process of deploying smaller parcel-sorting machines that sort parcels by route at the delivery unit level. This subcommittee worked on ideas, and we came to agreement on a pilot test for peak season that is designed to create space using a two-in-one casing method. The pilot approaches the two-in-one method much differently than previous versions of this concept. The parties jointly identify routes that will use the concept and it is jointly implemented. One of the main benefits to letter carriers is that half of those involved in the pilot have earlier start times than prior to the pilot.

We will evaluate the pilot through peak season and determine if and where it may be beneficial to use in the future.

Staffing and scheduling

One of our biggest challenges both outside and during peak season is maintaining appropriate staffing levels in some locations. This subcommittee has continued to do deep dives into the staffing issues in a number of installations. One of the most widespread issues we see is difficulty hiring an appropriate number of city carriers.

There are several locations in Colorado and California where we have reached agreement in the past few years to hire and employ an all-career workforce in installations that have experienced this hiring difficulty. It has been successful in those locations. I am hopeful that by the time you are reading this edition of *The Postal Record*, we have an agreement with USPS to apply the same or a similar concept to other installations around the country that are having difficulty hiring. Appropriate staffing is crucial for letter carriers and the service we provide. The success or failure of the Postal Service during peak season and beyond could depend on it.

Route evaluation and adjustment

In September, I wrote about the efforts to explore and incorporate the technology that is now available in a route adjustment process. That work continues, and progress is being made. Additionally, we are now spending a significant amount of time with USPS executives and staff discussing the possibility of a national joint route adjustment process that would potentially kick off in the spring of 2022.

Both parties at the national level have shown a sincere interest in developing the first national joint process in several years. I am encouraged by our discussions and am optimistic that we can reach agreement on a process that builds on our past success in jointly evaluating and adjusting routes.

Mentorship and the new letter carrier experience

These two pilots are both going well and have expanded to multiple other locations since my report in September. There is a lot of promise shown and progress made toward improving the learning experience for newly hired letter carriers. If you would like to read about the details of these two pilot programs, please visit the NALC website at nalc.org and read M-01949 and M-01961 in the Materials Reference System, which is located under the "Workplace Resources" tab.

Please check future editions of *The Postal Record* and the NALC website for further updates.

Local Memorandum of Understanding update



**Lew
Drass**

The 2021 local negotiations process has been very different thus far than the last round of bargaining in 2017. The big hang-up in 2017 was the implementation of the Memorandum of Understanding (MOU) RE: City Carrier Assistant (CCA) Annual Leave. The dispute was over the meaning of the following language:

...the local parties will, consistent with the needs of employees and the needs of management, include provisions into the LMOU to permit city carrier assistant employees to be granted annual leave selections during the choice vacation period and for incidental leave.

We have always believed that the only way to effectively and fairly implement this language is to count CCAs in determining the percentage/number of letter carriers allowed off on annual leave during both the choice and non-choice vacation periods, and fully include them in the established annual leave submission/approval process in each city.

USPS generally rejected this concept and took the position that CCAs should have annual leave rights, but their rights would have to come on the backs of the career letter carriers by not including CCAs in the percentage/number of letter carriers allowed off on annual leave.

This dispute was the driving force that caused about 2,900 LMOU items to be impasse from the local level to the regional level and 2,179 of those LMOU items to be appealed to impasse arbitration in 2017. The battle for CCA annual leave rights raged on well into 2019. When all was said and done, NALC had achieved counting CCAs in determining the percentage/number of letter carriers allowed off on annual leave during both the choice and non-choice vacation periods, and fully including them in the established annual leave submission/approval process in thousands of post offices around the country.

I was wondering if the Postal Service would come back during the 2021 round of bargaining and try to claim that counting CCAs in determining the percentage/number of letter carriers allowed off on annual leave is somehow an unreasonable burden on it. As it turns out, that did not happen. Not only did USPS not try to make the unreasonable burden claim, it was much more open to counting CCAs in determining the percentage/number of letter carriers allowed off on annual leave.

As I said, the 2021 local negotiations process has been

very different than what we experienced in 2017. The 30-day local negotiation period for a new LMOU ended on May 28. Many more branches were successful at the local level with achieving a negotiated contract this year.

There were only 1,087 NALC and 212 USPS LMOU items around the country that remained unresolved when the initial 30-day negotiation period ended on May 28. These 1,299 LMOU impasse items were then appealed to our national business agents (NBAs) for the second step in the local negotiations process. Each NBA/designee had 75 days to meet with the appropriate USPS area manager/designee to try to resolve the LMOU impasses. That deadline technically ended on Aug. 11, but the area/regional parties continued discussions after that date in some circles. Nearly all of the NBAs were highly successful in resolving the vast majority of the LMOU impasse items that were appealed from the local level. I think this was the biggest difference in the local negotiations process this time. The NBAs had a little less than half of the LMOU impasse items they did last time, but unlike 2017, they resolved about 85 percent of what was appealed to them this round of bargaining.

The third and final step in the local negotiations process is impasse arbitration. The deadline for appealing unresolved LMOU items to impasse arbitration was Sept. 1. On Aug. 30, President Rolando appealed 169 NALC LMOU items to impasse arbitration. On that same day, the vice president of labor relations appealed 32 USPS LMOU items to impasse arbitration. These impasses involve 62 cities around the country and will be resolved via prearbitration discussions or impasse arbitration. Either way, I expect the 2021 local negotiations process to be completed by spring of 2022.

The reason the local negotiations process went so much smoother this time is simple: USPS has clearly accepted the fact that counting CCAs in determining the percentage/number of letter carriers allowed off on annual leave during both the choice and non-choice vacation periods and fully including them in the established annual leave submission/approval process makes the most sense, is much easier to manage and is not the burden it claimed it would be.

I want to take this opportunity to thank all of you who participated in the local negotiations process at the local and regional levels, as well as the advocates who will present our cases in front of a neutral arbitrator, for all of your efforts toward achieving a new LMOU in every city in the country.

On another note, the cost of the printed version of the new July 2021 Joint Contract Administration Manual (JCAM) will be \$15 per copy. This includes postage. If they are not available when you read this, they will be in a few weeks.

I wish all of you and your families a happy Thanksgiving!

Important reminders



Nicole Rhine

Open Season for choosing a health benefit plan is Nov. 8 through Dec. 13, and I encourage all NALC members to consider enrolling in the NALC Health Benefits Plan—the NALC’s own union-run health benefit plan. NALC health benefit representatives and branch officers are reminded that any USPS employee, regardless of bargaining or non-bargaining status, must be a full dues-paying member of the NALC when enrolled in the NALC Health Benefit Plan.

Under Article 22 of the *NALC Constitution*, a Health Benefit Plan membership (often referred to as an “Associate Membership”) applies only to retirees who did not maintain their membership in the NALC upon retire-

ment and to all non-postal federal employees. These enrollees of the NALC Health Benefit Plan pay yearly dues of \$36, which are billed directly from Headquarters in the early part of the year.

Branch mergers

Any branch proposing to merge should review Article 2, Section 3 of the *NALC Constitution*, which sets forth the requirements for a merger of branches. Requests for mergers received at NALC Headquarters are often missing two requirements from both branches wishing to merge: 1) a resolution and 2) a statement of reason(s) for merging. To avoid having a request for a merger returned, please ensure that your branch includes all of the necessary documentation. More information can be found on the Secretary-Treasurer’s page on the NALC website at nalc.org. The Secretary-Treasurer’s page is under the “Union Administration” tab.

Buy union

As a vice president of the Union Label and Service Trades Department, AFL-CIO, I would be remiss if I did not urge all NALC members to buy union. For more information on how to buy union, check out unionlabel.org.

Dues rosters and retiree lists

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

Branch secretaries are reminded to review the biweekly

roster and ensure that all dues being deducted are correct. If a change needs to be made, please notify the Membership Department in writing. In addition, members called to active military duty may have their dues suspended upon written request by the branch secretary. When the member returns from active duty military, please notify the Membership Department so that dues deductions may be resumed.

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

Note for city carrier assistants (CCAs): A CCA’s break in service should not trigger a permanent cancellation of dues withholding. Per the agreement with the USPS, a CCA’s dues deductions are to automatically restart when the CCA returns from a break in service. Branch secretaries should review the biweekly roster and notify the Membership Department if the dues withholding of a CCA returning from a break in service does not restart after one pay period and/or the CCA is noted as “CAN” (canceled). A CCA on a break in service should be noted on the roster as “SEP” (separated).

Officer information

Branches and state associations are reminded to provide the NALC Membership Department with any changes to officers that occur. If you have not already done so, please immediately update the Membership Department via letter or a “Branch Information Record” card that is mailed out with the six-month per capita tax call.

National conventions

As a reminder, the 72nd biennial national convention is scheduled for Aug. 8-12, 2022, in Chicago. Last month, the convention call was mailed to all branch secretaries and state secretaries. The convention call included allowable delegate count information for each branch, per the *NALC Constitution*, as well as other pertinent information concerning the convention.

As previously announced, the 73rd biennial national convention is scheduled for Aug. 5-9, 2024, in Boston, and the 74th biennial national convention is scheduled for Aug. 3-7, 2026, in Los Angeles.

Veterans Day

Although I am not a veteran, I am honored that so many of our members are and that I get to represent them as a national officer. Let’s be sure to thank the men and women who serve for the sacrifices they have made for this great country.

Administrative information for new officers



**Paul
Barner**

It's that time of the year again—pumpkin spice is in the air with the anticipation of the upcoming holiday season. At NALC, it is a time to prepare to install our new officers! Now, while this may involve lots of pomp and circumstance, there are still plenty of low-key, yet very important, administrative tasks that need to be done behind the scenes to help prep everyone for their transition into their new roles.

As a new officer, you may not know anything about running a tax-exempt labor organization, but the key to success in a new role is building the proper foundation—and it starts with the new hire process.

Before a new employee starts work and receives his or her first paycheck (and yes, if someone is receiving pay from the branch or state association, that person most likely fits into the classification of employee), there are some forms you must have on file for every new hire to comply with federal and state laws. In this column, I will briefly cover the form basics, including the designated purpose for each form.

Employment eligibility (Form I-9)

Employment verification is a big hiring compliance requirement, as I have shared in previous articles. Failure to complete this form properly could represent a serious financial and legal threat to our branch offices and state associations. Here is a reminder on how to protect against I-9-related penalties:

- Download the most up-to-date form at uscis.gov/files/form/i-9.pdf.
- Section 1 of I-9 must be completed by each employee (again, anyone earning W-2 wages through your branch or state association) by their first day of work—the period of time after the job offer has been accepted and before the end of the employee's first day.
- Section 2 must be completed by you (the employer) within three business days of the date of hire.
- The instruction document and List of Acceptable Documents (page 3 of the Form I-9) should be made available to employees at the time they complete Section 1 of the form.

Employees choose which legal documents to submit to establish their identity and eligibility to work in the United States. They must present original, unexpired documents in person to the company representative (a branch officer or other designated employee who is completing Section 2 of the I-9).

Federal income tax withholding (Form W-4)

The W-4 is used to determine the amount of federal taxes to be withheld each paycheck. Also known as the Employee's Withholding Certificate, this form must be completed by each employee before the issuance of his or her first paycheck. As of Jan. 1, 2020, the new W-4 form (found on the IRS website) must be used for new hires, as well as for all employees requesting a change after this date.

New hire employer registration

Employers must register all new employees in their state's new hire notification system, since this registration allows the state to collect child support payments if applicable. The U.S. Department of Health and Human Services has information about how to register new hires with your state.

State income, unemployment and workers' compensation taxes

For each state that collects income tax, there are specific requirements for employers to report and pay those taxes. State workers' compensation pays employees who are injured or become ill on the job, and you must register with your state's workers' compensation agency and pay into this fund. You may also need to register with your state's labor department to pay state unemployment taxes. This tax is paid by employers (not employees) into a fund that pays employees if they are laid off from the branch or state association, and these payment rates are based on the number of employees and the claim experience of comparable businesses.

Contact your state's taxing agency for more information on withholding forms and requirements for reporting and paying withheld amounts.

Workplace posters

Every business with employees must have certain federal and state workplace posters displayed in a place where employees gather (like a break room). These notices include information on the Occupational Safety and Health Act, Fair Labor Standards Act, and Workers with Disabilities Act/Special Minimum Wage. You can learn more about how to download all necessary publications from the Department of Labor or state websites, or check out vendors who can provide assistance in determining which notices you must post (including sending replacement posters to capture any future changes).

What do you do with all of this paperwork?

In most cases, you don't need to return the forms to anyone, but remember that federal, state and local agencies can audit your employee records for a variety of reasons, so keeping a secure and accessible storage of records is important. Becoming a new officer can be daunting, but at least we have covered the easy stuff here. Good luck and congratulations on your new role!

Testing updates



Christopher Jackson

In my August column for *The Postal Record*, I discussed several new Postal Service tests involving city carriers. I want to use this month's article to provide some additional information and updates related to these test initiatives.

In May, the Postal Service notified me of a test involving the Mobile Delivery Device (MDD/MDD-TR) in which carriers would use the MDD to make time-clock entries. These entries would then be communicated to the Time and Attendance Collection System (TACS) application. This test process was initiated Aug. 30 in two

delivery units in Memphis, TN.

My staff and I visited the two sites, the North and White stations, to observe the test process. At the beginning of the test, the city carriers involved were provided a brief stand-up talk and copies of the menu workflow charts describing the process for making various clock ring entries. After some initial challenges with scanning of employee badges and the available menu options, carriers were able to navigate the menus and respond to the prompts without much difficulty.

USPS anticipates that the test process will conclude before the end of November. If the test is successful, USPS hopes to use the MDD/MDD-TR as a replacement for the electronic badge reader (EBR).

In my August article, I also advised the membership of a test process involving the loading of Sunday Amazon parcels. During the Sunday Amazon loading test, one carrier will load parcels into vehicles in order of delivery for multiple routes. Another carrier who arrives later will clock in on office time and perform minimal office duties, including retrieving and setting up the MDD, obtaining vehicle keys and management instructions. These delivery-only carriers will then move to street operation and proceed directly to the route for delivery.

A member of my staff traveled to one of the test sites to observe the loading process. In this particular location, two loading carriers were scheduled to arrive at 6:30 a.m. and four delivery-only carriers were scheduled to arrive at 7:30 a.m. The Sunday parcels were sorted using Dynamic Routing, with the parcels num-

bered by the clerk in order of delivery and copilot turn-by-turn directions were printed.

Loading carriers began loading the first two routes for the delivery carriers. Parcels were loaded into Long Life Vehicles (LLVs) and Promasters using the Load Truck feature and Dynamic Routing sequence numbers applied to each parcel by the distribution clerk. The test site carriers involved said it was common practice to use both methods.

In the LLVs, the loading carrier was instructed to route parcels 1-29 in the front of the vehicle and the remainder in the rear of the vehicle using the six-section loading process. The parcels loaded into Promasters were placed on the shelves in delivery order using the Dynamic Routing sequence numbers.

Once loading of the first two routes was complete, the two early-arriving loading carriers began loading the next two routes for delivery. The delivery-only carriers arrived and clocked to office operation 7240 to obtain their vehicle keys, set up their scanners and receive instruction from management. After clocking to operation 7230, the delivery carriers proceeded to their already loaded vehicles and departed for their routes. The loading carriers then loaded their own assigned routes and departed the unit for parcel delivery in the usual manner.

The Sunday Amazon loading test began in April in 81 locations in the West Pac Area. Since testing began, the Postal Service has sent me two more notifications of additional locations that were being incorporated into the test.

I received a letter in July in which USPS informed me of 221 additional locations spread across all four postal areas.

In the letter I received in September, USPS indicated that, based on feedback from the districts, there was a desire for more locations to be involved in this test. Subsequently, USPS expanded the test to another 276 sites nationwide.

Currently, both tests are still ongoing, and USPS has made no determination on whether these processes will be implemented nationwide. I will be sure to update the membership on the potential effect these new initiatives may have if implemented and provide more information as it becomes available.

Be sure to read my article each month and visit nalc.org for all of the latest updates.

Protecting your right to dignity and respect



Manuel L. Peralta Jr.

In June, my column was on the subject of the Joint Statement on Violence and Behavior in the Workplace (JSOV).

In 2015, at the request of President Rolando, I was tasked with developing a guide for shop stewards to preserve carriers' rights to be treated with dignity and respect. The booklet is available for your use in the Members Only section of the NALC website. Go to nalc.org, then click on the Members Only section. If it's your first visit, you will have to sign up and then sign in. You can print out the booklet or save the text for future use. Read it and apply it to your life.

To those of you who are fed up with the way things are, we need your eyes, your ears, your mind and your support. You are the most important part of the solution. You are a witness and what you see, hear and sense is extremely important. But it helps no one if you keep it to yourself.

We need you to observe and report so that NALC at every level has the necessary information to help effect change. The information necessary is to provide proof (witness statements) regarding what was observed at work.

In the *Dignity and Respect* booklet, we share the following:

Statements from witnesses or individuals being harassed, intimidated, or treated poorly should always describe activity. In order to describe what happened, the author of the statement should pretend that a movie camera was hovering over their shoulder and capture exactly what management did. The statement should describe what the camera would have captured both in image and sound, identifying with precision the words that were actually used by the parties.

...[A] proper statement might describe what the letter carrier was doing and what the supervisor was doing. The description would allow the reader to picture himself in the middle of the event, fully understanding what took place. If the reader needs to ask questions, then the description may not be sufficient...

When somebody reads [a well phrased statement], it gives sufficient description to understand exactly what happened. That statement also points out potential witnesses

a steward would need to interview to find out what they saw and heard. Properly and fully documenting what took place is of the utmost importance to filing a successful grievance challenging the behavior of a supervisor who is threatening or intimidating letter carriers or who is creating an environment which is hostile or toxic. For more tips on gaining proper statements which describe such situations or to gain a further understanding of properly documenting these situations, stewards should reference the "Tips for Writing Statements" section in the *NALC Shop Steward's Guide*.

The statements of the witnesses need to be gathered and then evaluated. The goal is to be able to show what actually happened, and in so doing, to show what part of our contract was violated. If it is a violation of the JSOV, we should identify what section was violated and how it was violated. If the behavior is in violation of another rule, we need to identify that rule (such as Section 115.4 of the *M-39*) and then show how that rule was violated.

In my 41 years as a steward/officer of NALC, I have read thousands of grievances, many with hundreds of pages of statements, diagrams, grievance settlements and the like. Reading the files is a challenge, especially if the presentation is not logical. Sometimes, a summary of what happened can be useful. Article 15, Section 2, Formal Step A at Paragraph (d) provides that our initial burden in the Formal Step A Meeting is to identify: 1) what happened, 2) what rule was violated and 3) what is the appropriate remedy?

Can we effectively summarize what happened, what rule was violated and what remedy we seek? If so, add a briefing sheet to the record for those complicated cases.

The next step is to determine what we do with the gathered information. In most cases, we need to process a grievance seeking an appropriate remedy (see the *Dignity and Respect* booklet). In other cases, we need to do more.

In situations where we are seriously concerned about the way our employees are treated, we might want to process the grievance as referenced above and then also bring this to the attention of your national business agent, requesting that your work location be addressed with their counterparts at the area level. In such a case, your briefing sheet (see above) would be helpful.

We have to do more, and your help is always needed. Keep an eye on each other and act on what you see.

OPM's retirement services web portal



**Dan
Toth**

In last month's retirement column, I wrote about the Social Security Administration (SSA)'s web portal, appropriately named "my Social Security." In this article, I will discuss the Office of Personnel Management (OPM)'s web portal, "Services Online."

OPM is the government agency responsible for administering our retirement plans, the Civil Service Retirement System and the Federal Employees Retirement System. OPM promulgates the rules and creates the retirement forms that are supplied by the Postal Service. After a letter carrier completes his or her

retirement paperwork (sometimes referred to as the bluebook), the Postal Service will review the forms and send the application to OPM.

After OPM receives the retirement application, it will send the retiree a welcome letter, along with a retirement card that contains their Civil Service Active (CSA) number. Within a few days of the carrier receiving the welcome letter, OPM also sends the carrier a letter with a temporary password to access Services Online. The CSA number is a seven-digit number that will be included in all correspondences from OPM. Think of your CSA number as your retiree identification number. Spousal survivors who earn entitlement to an annuity upon a retiree's death will receive their own identification number (a Civil Service Final, or CSF).

Unlike "my Social Security," OPM's "Services Online" is available only to retirees. When employees are still active with the Postal Service, OPM has no knowledge or record of the employee. But when new retirees first receive their CSA number from OPM, they can, and I recommend doing so, access their account at "Services Online." Those who are retired and want to find their CSA number should look at any correspondence received from OPM. This might include the retirement card, annuity payment statements or the 1099-R tax form.

The temporary password to "Services Online" for new retirees will expire after 30 days, so new retirees should be sure to sign in and create a new password, as well as set security questions and answers before the temporary password expires. If the password has expired, contact OPM and the agency will send out a

new temporary password. OPM manages all online account creations to protect annuitants' security.

Once you are logged into your account, you can access several features that make up a majority of the tasks you'll ever need to do through OPM. You can get your monthly annuity payment statement and annual summary of payment, verify your Federal Employees' Group Life Insurance enrollment, view your 1099-R tax form, adjust your federal and state income tax withholdings, view or print your retirement card, check your interim retirement pay status, start or change direct deposit, start or change an allotment, request a copy of your annuity booklet, or update your profile and contact information.

Even if you don't create an account or aren't logged into "Services Online," you can still report a missing annuity payment or report an annuitant death. You may want to inform your spouse about these services to help them should the need arise.

Remember to take the security of your "Services Online" account seriously. The last thing anyone wants is to check his or her bank account and see that a usual deposit hasn't been made. Some tips to keep your account secure are: never reveal your password to others, use different passwords for different accounts, use longer passwords, and add complexity with numbers and symbols.

Actions you won't be able to do on a "Services Online" account include anything to do with Social Security or the Thrift Savings Plan, each of which has its own portals and provide tools tailored to its services and benefits. These can be found at ssa.gov and tsp.gov, respectively.

My office continues to receive calls from retired members who, despite tremendous efforts, have difficulty connecting to a live person at OPM when they need service. This has become a common theme over the years, one that has not been addressed. Any person who spends a career serving the federal government and earned his or her right to a modest retirement should have the right to receive assistance when managing their annuity or when they have questions that need to be addressed by OPM.

Although I will continue my discussions with OPM regarding proper staffing and a phone system that doesn't drop calls, the silver lining is that the "Services Online" web portal can help many avoid these long hold times and dropped calls. If you have access to a computer with an internet connection, I recommend heading to your account at "Services Online" when you need assistance, prior to pulling out the phone.

Short-term disability insurance



**James W.
“Jim” Yates**

As a postal employee, a city letter carrier is not provided with disability insurance. If you are ill or injured and have exhausted all of your sick and annual leave, your only option is leave without pay. You will need an additional source of income.

I am pleased to announce that the Mutual Benefit Association (MBA) is introducing its new short-term disability insurance: MBA Individual Disability Income (IDI). Disability income insurance helps cover you when the unexpected happens. It helps ensure that you have the money you need and are better able to continue living the lifestyle you've worked for

if you become hurt or too sick to work.

MBA IDI is available to active NALC members between the ages of 18 and 59. Spouses and family members are not eligible.

A disability is regarded as an inability to perform the duties of your regular occupation for a period of time. As stated in the MBA IDI policy, a total disability is defined as:

Due to injury or sickness:

- You cannot perform the substantial and material duties of your occupation; and
- You are under a physician's care. Treatments, consultations, and diagnostic services must be received in person and at a frequency suitable for the condition that caused the disability; and
- You are not engaged in any other gainful job or occupation for wage or profit.

Total disability also means the total and irrevocable loss of any of the following:

- Your speech
- Your hearing in both ears
- Your sight in both eyes
- Use of both arms
- Use of both legs
- Use of one arm and one leg

We will then consider you to be totally disabled, even if you are able to engage in an occupation. Further care and treatment by a physician is not required.

You may select the plan that meets your needs. The

plan is offered at three monthly benefit levels and two benefit periods. Your options are a benefit level of either \$650, \$1,350 or \$2,000 per month for a period of either six or 12 months.

The MBA IDI has a 14-day elimination period. Your disability income benefits start after the elimination period, as defined in the policy. The elimination period is the number of days beginning with the day your total disability starts, during which no disability benefits are provided.

MBA IDI is subject to a pre-existing condition limitation.

A pre-existing condition is a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one-year period preceding the policy date, or for which medical advice or treatment was recommended or received by a physician within a two-year period preceding the policy date. This policy has a pre-existing condition limitation stating that if total disability starts within two years from the policy date and is due to a pre-existing condition, benefits will not be paid unless you have gone for a period of one year while the policy is in force without receiving any medical advice or treatment for that condition.

“Disability income insurance...helps ensure that you have the money you need and are better able to continue living the lifestyle you've worked for if you become too hurt or too sick to work.”

The policy does not cover any loss caused by:

- An act of war, whether declared or undeclared
- Normal pregnancy or childbirth except as described in the definition of sickness
- Results from aviation, other than as a fare-paying passenger on a scheduled or charter flight operated by a scheduled airline
- Results from alcoholism or drug addiction
- Results from the insured's being engaged in an illegal occupation or activity
- Results from the insured's commission of or attempt to commit a felony

(continued on next page)

Short-term disability (continued)

Now you can
protect your income
with
**MBA Individual
Disability Income**



- Results from attempted suicide or intentionally self-inflicted injury
- Results from cosmetic surgery, unless the procedure was deemed medically necessary by a physician. Cosmetic surgery shall not include reconstructive surgery when the surgery is incidental to or follows surgery resulting from trauma, infection or other diseases of the involved part, and reconstructive surgery because of congenital disease or anomaly resulting in a functional defect

If a recurrent disability occurs

For the purpose of determining the benefit period, we will treat a total disability as a re-

currence of a prior disability if: a) it is due to the same or related cause applicable to the prior period of total disability, and b) it occurs within 180 days after the end of the prior total disability.

do, however, reserve the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and who are in the same class as you at renewal. Any premium paid after age 65 for a period not covered by your policy will be returned to you.

Premiums may be paid through biweekly payroll deduction, or directly to the MBA office on a monthly or annual basis. Electronic funds transfers are also an option for paying your premiums (see my October *Postal Record* column). To calculate the annual premium, multiply the appropriate biweekly premium amount by 26. For a monthly premium amount, divide the annual premium amount by 12.

Biweekly premium rates

Issue age	Six-month pay period			12-month pay period		
	\$650	\$1,350	\$2,000	\$650	\$1,350	\$2,000
18-29	8.25	14.00	19.50	11.00	19.25	27.00
30-39	8.75	15.25	21.50	12.00	21.50	30.25
40-44	9.75	17.00	24.00	13.50	24.25	34.50
45-49	10.50	19.00	26.75	15.00	27.50	39.25
50-54	11.75	21.50	30.50	17.00	31.50	45.25
55-59	13.50	24.75	35.50	19.75	37.25	54.00

To apply, please visit our website, nalc.org/mba, to download and print an application. At the bottom of the page, click on “MBA Brochures, Applications and Forms.” Then under “Applications for U.S. Letter Carriers Mutual Benefit Association Policies,” click on your state; if your state isn’t listed, click “All other states.” Then click on “MBA Individual Disability Income.” Print out, fill out the application, and then mail it to our office: U.S. Letter Carriers Mutual Benefit Association, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.

For more information about the MBA IDI plan 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, or visit our website at nalc.org/mba.

“To apply, please visit our website, nalc.org/mba, to download and print an application.”

The MBA IDI is guaranteed to be renewable to age 65; as long as the premium is paid on time, we cannot change any benefits or refuse to renew your policy. We

What to consider when choosing a health care plan



**Stephanie
Stewart**

Starting in November, our main goals are to give Open Season updates, focus on new membership, grow our plan and share why choosing health care coverage should be extremely important to you. If you are thinking about selecting another coverage, a window of opportunity to enroll or change will be presented during Open Season, which runs from the second Monday of November through the second Monday of December.

It is important to note that there are many federal employee health benefit plan options, and it can become overwhelming very quickly. So, where do you start? I believe we should start with the basics.

- Research all health benefit plans available to you.
- Compare health plan premiums.
- Review the provider network benefits.
- Compare out-of-pocket costs—for example: deductibles, coinsurance, copayments and catastrophic out-of-pocket maximums.
- Ask yourself what benefits are essential to your family's health.
- Review whether the plan covers your prescription needs.
- Review the extra programs available.

After considering the basics and all of your personal needs, I'm confident you will find the NALC Health Benefit Plan on your list of plan options to consider.

I also would like to discuss what I believe sets us apart from other choices and makes us a first-rate contender for your health insurance needs:

- **History and dedication**—Our Plan was created in 1950 by letter carriers for letter carriers. In 1960, we became a part of the Federal Employees Health Benefits Program, which helped us quadruple our membership numbers. This was a great accomplishment, but with that said, we had to make sure our member connection was not lost. Two years later in 1962, during the 43rd national convention, the position of health benefit representative was established. The health benefit representatives' day-to-day contact with the members and federal agencies plays a major role in helping the Plan attain its goal of providing personalized service to our membership, and they also explain the benefits and protection

provided by enrollment in their own union plan. In summary, this means that members have a local connection at each NALC branch when needed.

- **Union strong**—We are rich in union history, which means that we are union-owned, union-operated and a not-for-profit plan.
- **Tenure and knowledge**—Our employee tenure speaks volumes for our company's development over the years and is a testament to the expertise you will receive when calling for assistance. Many of our employees have been with us for more than 30 years, while some with 40-plus years have retired only recently. With more than 350 employees located in Ashburn, VA, we make sure your claims are handled with the competence they deserve. Your calls are not outsourced and will be handled by one of these employees when you call our main telephone number at 888-636-NALC (6252) during normal business hours.
- **Injury on the job**—If you become injured on the job and a compensation claim is filed, we will pay the claims in good faith until a decision is reached.
- **Benefit package**—We provide our members with a viable and competitive benefit package, with coverage to include:
 - Office visits (your cost—\$20)
 - Specialist visits (your cost—still only \$20, and no referral needed)
 - Excellent prescription coverage
 - Telehealth visits from the comfort of your home or office
 - Preventive care benefits to keep you on the path of wellness
 - Mental health and substance use assistance
 - Chiropractic care
 - Physical, occupational and speech therapy
 - Lab coverage
 - Numerous wellness and health programs

These are only highlights of our plan, as time and space limit what I am able to share. For more information, please review the insert included in this *Postal Record*.

You also can visit our website at nalchbp.org, where you will find a page dedicated to the 2021 Open Season. From videos, brochures and helpful links, it is our priority to make your search seamless. If you have additional questions, please feel free to reach out to one of our customer service representatives.

In closing, I would like to wish you and your family a great Thanksgiving and wonderful holiday season.

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

Annual leave carryover

On Sept. 3, 2020, NALC and USPS agreed to Memorandum of Understanding (MOU) Re: Annual Leave Carryover for Leave Year 2021, M-01928 in NALC's Materials Reference System, which increased the carryover limit to help accommodate for the effects of the COVID-19 pandemic. As the pandemic continued to make travel and social gatherings difficult, this increased carryover was extended into the 2022 leave year in M-01940. This Contract Talk will explain the annual leave provisions, annual leave carryover and the agreed-upon provisions of M-01940.

Article 10 of the National Agreement covers general leave provisions such as choice of vacation period, vacation planning and sick leave. Article 10, Section 2 incorporates *Employee and Labor Relations Manual (ELM)* Section 510, which contains the rules and procedures related to the Postal Service leave program. Section 512.32 of the *ELM* contains the provision regarding annual leave carryover:

“As the pandemic continued to make travel and social gatherings difficult, this increased carryover was extended into the 2022 leave year in M-01940.”

512.32 Maximum Carryover

512.321 Maximum Carryover Amounts

The maximum carryover amount, i.e., the maximum amount of previously accumulated annual leave with which an employee may be credited at the beginning of a year, is as follows:

a. Bargaining Unit Employees. The maximum leave carryover for bargaining unit employees is 55 days (440 hours).

Normally, the maximum carryover amount is 440 hours, as explained in the *ELM*. Accumulated annual leave exceeding 440 hours at the end of the leave year is not carried or rolled over into the next leave year.

Under M-01940, from Leave Year 2021 to Leave Year 2022 the maximum carryover is increased to 520 hours.

M-01940 states:

The parties agree that for leave year 2022, regular work force career employees covered by the USPS-NALC Agree-

ment may carry over 520 hours of accumulated annual leave from leave year 2021 to leave year 2022.

In all other respects, the *ELM* provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire December 31, 2022.

M-01940 also affects terminal leave payments. Terminal leave payments are made to separating employees for their balance of accrued annual leave. These payments are increased to a maximum of 520 hours through the life of M-01940, which expires Dec. 31, 2022. *ELM* Section 512.732.b states in part:

Bargaining Unit Employee. Bargaining unit employees may receive a lump sum leave payment:

(1) If separating other than under the Voluntary Early Retirement Authority (VERA), for accumulated annual leave carried over from the previous year; accrued annual leave for the year in which they separate, up to the carryover maximum for their bargaining unit (see 512.32); any unused donated leave; and for full-time and part-time regular employees, holidays that fall within the terminal leave period. Any part of the unused annual leave earned during the leave year of separation that is in excess of the maximum carryover amount is granted prior to separation rather than paid out in the form of a lump sum payment. No payment is made for unused leave that the employee would have been required to forfeit at the end of the leave year.

City carrier assistants (CCAs) do not carry over leave from one appointment to another or when they are converted to career status. CCAs who are converted to career status receive a terminal leave payment for any leave balance at the end of the CCA appointment.

Without additional extensions, the leave carryover and terminal leave payment will return to a maximum of 440 hours (as reflected in *ELM* Section 512.321a) on Jan. 1, 2023.

Article 10, Section 3 establishes a nationwide program for vacation planning for employees in the regular workforce, with emphasis on the choice vacation period(s) or variations thereof. Article 30, Sections B.4 through B.12 allows the local parties to negotiate provisions formulating a local leave program in the Local Memorandum of Understanding (LMOU). Any LMOU provisions regarding the local leave program must be consistent with the general provisions of Article 10.

Article 10, Section 3.B states:

B. Care shall be exercised to assure that no employee is required to forfeit any part of such employee's annual leave.

Article 10, Section 4 sets out the procedure for vacation planning. Each year, the installation head shall meet with the representatives of the union to review local service needs as soon after Jan. 1 as practical. As stated in Article 10, the installation head shall then:

1. Determine the amount of annual leave accrued to each employee's credit including that for the current year and the amount he/she expects to take in the current year.
2. Determine a final date for submission of applications for vacation period(s) of the employee's choice during the choice vacation period(s).

3. Provide official notice to each employee of the vacation schedule approved for each employee.

In accordance with Article 10, during vacation planning, the local parties should determine the amount of annual leave accrued to each employee's credit, including that for the current year and the amount he or she expects to take in the current year. As the carryover maximum will return to 440 hours from the 2022 leave year to the 2023 leave year, care should be taken to ensure that no employee is required to forfeit any part of his or her annual leave.

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

70-year pins

Edward J. Osborne	Bakersfield, CA	Br. 782
Frank T. Costanzo	New Haven, CT	Br. 19
Lawrence J. Criscuolo	New Haven, CT	Br. 19
Dennis P. Regan	New Haven, CT	Br. 19
William G. Habich	Louisville, KY	Br. 14
James M. Calloway	Tulsa, OK	Br. 1358
Frank B. Piazza	Wilkes-Barre, PA	Br. 115

65-year pins

Richard J. Suniga	Bakersfield, CA	Br. 782
Julius Glover Jr.	Atlanta, GA	Br. 73
Warren T. Strandlund	Moline, IL	Br. 318
Eugene E. Curl	Kansas City, KS	Br. 499
Virgil J. Kelsay Jr.	Kansas City, KS	Br. 499
William C. Dalzell	Central Kentucky	Br. 361
Raymond D. Vanderport	Duluth, MN	Br. 114
William H. Beach	Canton, OH	Br. 238
Leo T. Kazmierczak	Toledo, OH	Br. 100
Wesley R. Thompson	Tulsa, OK	Br. 1358
George L. Knox	Salem, OR	Br. 347

60-year pins

Randolph D. Brown Sr.	Ukiah, CA	Br. 1563
Julius Glover Jr.	Atlanta, GA	Br. 73
Herbert C. Heath	Atlanta, GA	Br. 73
Ezekiel W. McConnell	Atlanta, GA	Br. 73
Murl T. Nations	Atlanta, GA	Br. 73
William Packman	Atlanta, GA	Br. 73
Judson K. Vaughn	Atlanta, GA	Br. 73
Henry R. West	Rossville, GA	Br. 2808
John E. Barger	Indianapolis, IN	Br. 39
Moses Driver	Indianapolis, IN	Br. 39
Morton H. Goode Jr.	Indianapolis, IN	Br. 39
Jerry D. Hawkins	Indianapolis, IN	Br. 39
Thomas E. Mabry	Indianapolis, IN	Br. 39
Don A. Meyers	Indianapolis, IN	Br. 39
Norman E. Mohr	Indianapolis, IN	Br. 39
Herbert J. Reinert Jr.	Indianapolis, IN	Br. 39
David H. Spero	Kansas City, KS	Br. 499
Vernon J. Weller	Kansas City, KS	Br. 499
Paul N. Frederick	Central Kentucky	Br. 361
Carlos B. Lester	Central Kentucky	Br. 361
Harold L. Moore	Central Kentucky	Br. 361

John D. Schroeder	Louisville, KY	Br. 14
Duwayne E. Clous	Battle Creek, MI	Br. 262
Henry J. Egan	Battle Creek, MI	Br. 262
Kenneth R. Sweeney	Las Vegas, NV	Br. 2502
Donald W. Hartshorn	Concord, NH	Br. 72
Carroll C. Laclair	Concord, NH	Br. 72
Raymond A. Menzoni	Vineland, NJ	Br. 534
Donald M. Kozlowski	Rochester, NY	Br. 210
M. B. Fulp	Winston Salem, NC	Br. 461
James W. Larson	Jamestown, ND	Br. 965
Delno L. Hoagland	Canton, OH	Br. 238
Charles L. Pfister Jr.	Canton, OH	Br. 238
Ronald P. Vignon	Canton, OH	Br. 238
Gary R. Hebble	Springfield, OH	Br. 45
Jerry L. Schuyler	Springfield, OH	Br. 45
Robert Wismar	Toledo, OH	Br. 100
Larry W. Conner	Tulsa, OK	Br. 1358
Bobby L. Coughran	Tulsa, OK	Br. 1358
Robert M. Duvall	Tulsa, OK	Br. 1358
Glenn J. Oliver	Tulsa, OK	Br. 1358
Forrest E. Pierce	Tulsa, OK	Br. 1358
Wayne D. Stockton	Tulsa, OK	Br. 1358
Bob E. Sullivan	Tulsa, OK	Br. 1358

Honor Roll

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

Earl W. Vaughn Tulsa, OK Br. 1358
 Bob L. Hamric Jr. Burkburnett, TX Br. 1227
 Lewis W. Kardos Charlottesville, VA Br. 518

55-year pins

Paul C. Davis Little Rock, AR Br. 35
 Ronald F. Gregory Bakersfield, CA Br. 782
 B. W. Osborn Bakersfield, CA Br. 782
 J. L. Stigall Bakersfield, CA Br. 782
 Wayne J. Bostin New Haven, CT Br. 19
 Walter F. Connor New Haven, CT Br. 19
 Donald J. Corcoran New Haven, CT Br. 19
 Joseph C. Desorbo Sr. New Haven, CT Br. 19
 Robert J. Dupre New Haven, CT Br. 19
 James J. Jamele New Haven, CT Br. 19
 Eugene A. Petrarca New Haven, CT Br. 19
 Joseph E. Ponzio New Haven, CT Br. 19
 Joseph J. Cappiello Venice, FL Br. 5480
 Ronald L. Barnes Atlanta, GA Br. 73
 Charles W. Dallas Atlanta, GA Br. 73
 Robert D. Ellenberg Atlanta, GA Br. 73
 Julius Glover Jr. Atlanta, GA Br. 73
 Herbert C. Heath Atlanta, GA Br. 73
 Kenneth R. Holland Atlanta, GA Br. 73
 Ronald C. Mason Atlanta, GA Br. 73
 Murl T. Nations Atlanta, GA Br. 73
 John W. O'Neal Atlanta, GA Br. 73
 William Packman Atlanta, GA Br. 73
 Conrad T. Sweat Atlanta, GA Br. 73
 H. R. Thompson Atlanta, GA Br. 73
 O. A. Trotter Atlanta, GA Br. 73
 Alvin Williams Atlanta, GA Br. 73
 Charles D. Windham Jr. Atlanta, GA Br. 73
 Kenneth E. Knight Alton, IL Br. 309
 William A. Sprengell Palatine, IL Br. 4268
 Roy D. Stafford Palatine, IL Br. 4268
 Roy Angle Indianapolis, IN Br. 39
 William A. Boruff Indianapolis, IN Br. 39
 Anthony P. Corsaro Jr. Indianapolis, IN Br. 39
 Robert E. Harsh Indianapolis, IN Br. 39
 Larry D. Hungate Indianapolis, IN Br. 39
 David R. Larson Indianapolis, IN Br. 39
 John C. Schmitz Indianapolis, IN Br. 39
 Richard L. Pape Cedar Falls, IA Br. 719
 Alfred J. Goetz Kansas City, KS Br. 499
 Ronnie L. Masters Kansas City, KS Br. 499
 Ronald A. Sobba Kansas City, KS Br. 499
 Albert D. Bailey Central Kentucky Br. 361
 Ralph L. Ballard Central Kentucky Br. 361
 Daniel C. Bruce Central Kentucky Br. 361
 Bill Burke Jr. Central Kentucky Br. 361
 Larry N. Frederick Central Kentucky Br. 361
 John E. Powers Central Kentucky Br. 361
 Clyde Sloan Central Kentucky Br. 361
 Henry R. York Central Kentucky Br. 361
 George E. McGinity Louisville, KY Br. 14
 Charles J. Vige New Orleans, LA Br. 124
 Valmond H. Cabana Maine Mgd. Br. 92
 Robert E. MacWilliams Maine Mgd. Br. 92
 Norman J. Ouellette Maine Mgd. Br. 92
 Clayton W. Brown Marquette, MI Br. 95
 Donald E. Anderson Las Vegas, NV Br. 2502
 Robert A. Porter Las Vegas, NV Br. 2502
 Barry Bernstein Bergen Co. Mgd., NJ Br. 425
 Charles H. Mechler Bergen Co. Mgd., NJ Br. 425
 Patrick A. Agresti Cape Atlantic, NJ Br. 903
 Richard E. Porsch Cape Atlantic, NJ Br. 903
 Robert R. Milano Long Island Mgd., NY Br. 6000
 Grover W. Chaney Winston Salem, NC Br. 461
 Arvin R. Cutright Canton, OH Br. 238
 Denver F. Moore Canton, OH Br. 238
 John J. Toth Canton, OH Br. 238
 Richard G. Day Toledo, OH Br. 100
 Bernard C. Green Toledo, OH Br. 100

William H. Chambers Jr. Ponca City, OK Br. 1730
 Vernon H. McDowell Tulsa, OK Br. 1358
 Leroy M. Meyer Tulsa, OK Br. 1358
 Allen L. Miller Tulsa, OK Br. 1358
 James L. Molster Tulsa, OK Br. 1358
 Jerry O. O'Kelly Tulsa, OK Br. 1358
 Jimmie O. Smith Tulsa, OK Br. 1358
 King A. Steward Tulsa, OK Br. 1358
 Raymond M. Surber Tulsa, OK Br. 1358
 Russell L. Wheeler Tulsa, OK Br. 1358
 Terry R. Fisher Salem, OR Br. 347
 Robert L. Gould Salem, OR Br. 347
 Ronald G. Knox Salem, OR Br. 347
 Charles R. Knytych Salem, OR Br. 347
 Charles A. Friend Jr. Allentown, PA Br. 274
 Hugh J. O'Donnell Allentown, PA Br. 274
 Walter A. Landis Jr. Souderton, PA Br. 920
 Alvis R. Barnett Burkburnett, TX Br. 1227
 Willie E. Williams Charlottesville, VA Br. 518

50-year pins and gold cards

Tommy W. Blackstock Bessemer, AL Br. 937
 Elizabeth Dudley-Sanders Bessemer, AL Br. 937
 Armstead Herndon Bessemer, AL Br. 937
 James F. Lowery Jr. Bessemer, AL Br. 937
 Robin C. Marcum Bessemer, AL Br. 937
 William H. McWaine Bessemer, AL Br. 937
 John E. Warnock Jr. Bessemer, AL Br. 937
 Edward Yarbrough Bessemer, AL Br. 937
 Thomas M. Henrichs Foley, AL Br. 6118
 Jackie C. Kittrell Phenix City, AL Br. 3122
 Roy E. Watson Phenix City, AL Br. 3122
 Fred E. Atkinson Little Rock, AR Br. 35
 Artie L. Blue Jr. Little Rock, AR Br. 35
 J. C. Bush Little Rock, AR Br. 35
 Otis Campbell Jr. Little Rock, AR Br. 35
 Keith E. Gifford Little Rock, AR Br. 35
 Gary L. Hollingshead Little Rock, AR Br. 35
 Samuel C. Jeffus Little Rock, AR Br. 35
 Denver G. Johnson Little Rock, AR Br. 35
 Donald J. Kelly Little Rock, AR Br. 35
 Grady E. McAlexander Little Rock, AR Br. 35
 John A. Nance Little Rock, AR Br. 35
 Waylon J. Owens Little Rock, AR Br. 35
 Carl W. Rainey III Little Rock, AR Br. 35
 Harold F. Romine Little Rock, AR Br. 35
 Bob L. Smith Little Rock, AR Br. 35
 James L. Summerhill Little Rock, AR Br. 35
 Wendell R. Teal Little Rock, AR Br. 35
 Bobby C. Jones Little Rock, AR Br. 35
 Homer L. Walton Little Rock, AR Br. 35
 Willie L. Ward Little Rock, AR Br. 35
 Richard Ware Little Rock, AR Br. 35
 Carl M. Wright Little Rock, AR Br. 35
 Fred F. Crespin San Bernardino, CA Br. 411
 Harold S. Bortz Jr. Santa Ana, CA Br. 737
 Linda A. Caggiano Santa Ana, CA Br. 737
 Gerald L. Daggett Santa Ana, CA Br. 737
 Isidro J. Felan Santa Ana, CA Br. 737
 John A. Francia Santa Ana, CA Br. 737
 Eddie L. Hammontree Santa Ana, CA Br. 737
 Robert D. Hernandez Santa Ana, CA Br. 737
 Erwin A. Horton Santa Ana, CA Br. 737
 Chas H. Kline Santa Ana, CA Br. 737
 Iuga J. Tafulu Santa Ana, CA Br. 737
 Frank Torres Santa Ana, CA Br. 737
 Gaetano T. Vinciguerra Santa Ana, CA Br. 737
 Edwin E. Combs Bakersfield, CA Br. 782
 Thomas M. Anton Santa Fe Springs, CA Br. 4941
 David J. Morales Santa Fe Springs, CA Br. 4941
 Robert L. Parry Santa Fe Springs, CA Br. 4941
 Thomas G. Samuelson Santa Fe Springs, CA Br. 4941
 Kenny M. Baugus Ukiah, CA Br. 1563

Sidney A. Bennett Ukiah, CA Br. 1563
 Newell R. Casselton Ukiah, CA Br. 1563
 James C. Campbell Jr. New Haven, CT Br. 19
 Joseph E. Carafeno New Haven, CT Br. 19
 Walter S. Fritsch Jr. New Haven, CT Br. 19
 William Knox New Haven, CT Br. 19
 George J. McCaul III New Haven, CT Br. 19
 John Persano Jr. New Haven, CT Br. 19
 George A. Schlauder Jr. New Haven, CT Br. 19
 Dennis G. Sullivan New Haven, CT Br. 19
 James L. Watson Avon Park, FL Br. 4000
 James C. Holleran Venice, FL Br. 5480
 Elizabeth A. Muench Venice, FL Br. 5480
 Paul S. Alexander Jr. Atlanta, GA Br. 73
 Joe R. Anthony Atlanta, GA Br. 73
 Frederick E. Austin Atlanta, GA Br. 73
 Grady T. Bagwell Atlanta, GA Br. 73
 Clifford E. Ball Atlanta, GA Br. 73
 Ralph T. Baughcum Atlanta, GA Br. 73
 Donald M. Beavers Atlanta, GA Br. 73
 A. W. Bowen Atlanta, GA Br. 73
 William Breilinsky Atlanta, GA Br. 73
 Sarah D. Briscoe Atlanta, GA Br. 73
 Ricky H. Brown Atlanta, GA Br. 73
 Edward K. Burdett Atlanta, GA Br. 73
 Clark H. Burnett Atlanta, GA Br. 73
 Thomas C. Burrell Jr. Atlanta, GA Br. 73
 Kenneth E. Cannon Atlanta, GA Br. 73
 Melvin Colbert Atlanta, GA Br. 73
 Richard D. Cox Atlanta, GA Br. 73
 Herman J. Cromartie Atlanta, GA Br. 73
 Kenney G. Dalt Atlanta, GA Br. 73
 Nathaniel H. Dominick Atlanta, GA Br. 73
 Debbie P. Evans Atlanta, GA Br. 73
 Ronnie W. Evans Atlanta, GA Br. 73
 Joseph R. Fabean Atlanta, GA Br. 73
 Edgar E. Fagan Atlanta, GA Br. 73
 Ike R. Finnie Atlanta, GA Br. 73
 John L. Harper Atlanta, GA Br. 73
 Jimmy K. Henard Atlanta, GA Br. 73
 Irvin B. Hendrick Atlanta, GA Br. 73
 Early A. Hollis Atlanta, GA Br. 73
 Howard Holmes Atlanta, GA Br. 73
 James Holston Jr. Atlanta, GA Br. 73
 Robert N. Hopkins Atlanta, GA Br. 73
 Ronald D. Howell Atlanta, GA Br. 73
 Albert Jackson II Atlanta, GA Br. 73
 Wayne T. Jenkins Atlanta, GA Br. 73
 Albert Johnson Atlanta, GA Br. 73
 Lonnie Johnson Atlanta, GA Br. 73
 Bobby C. Jones Atlanta, GA Br. 73
 Alton H. Jordan Atlanta, GA Br. 73
 Paul J. Kallio Atlanta, GA Br. 73
 Harry L. Keith Atlanta, GA Br. 73
 Will R. Kelly Atlanta, GA Br. 73
 Wayne B. Kendall Atlanta, GA Br. 73
 Robert T. King Atlanta, GA Br. 73
 Andrew Knox Atlanta, GA Br. 73
 Willie L. Langley Atlanta, GA Br. 73
 Clarence L. Leathers Sr. Atlanta, GA Br. 73
 John T. Madden Sr. Atlanta, GA Br. 73
 Thomas R. Mann Atlanta, GA Br. 73
 Charles W. Martin Atlanta, GA Br. 73
 Charles C. Maughon Atlanta, GA Br. 73
 Wiley B. McBride Atlanta, GA Br. 73
 Edward L. McCranie Jr. Atlanta, GA Br. 73
 Miles A. McCuiston Atlanta, GA Br. 73
 Calvin L. McDaniel Atlanta, GA Br. 73
 Willis Mitchell Jr. Atlanta, GA Br. 73
 Bernard G. Mock Jr. Atlanta, GA Br. 73
 Alfred B. Montgomery Atlanta, GA Br. 73
 Charles E. Moss Atlanta, GA Br. 73
 Murl T. Nations Atlanta, GA Br. 73
 John W. O'Neal Atlanta, GA Br. 73

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

William M. O'Neal	Atlanta, GA	Br. 73	William H. Richardson	Indianapolis, IN	Br. 39	George D. Hutnick	Freehold, NJ	Br. 924
John H. Owens Jr.	Atlanta, GA	Br. 73	Lyle D. Rolison	Indianapolis, IN	Br. 39	Ronald G. Kallista	Freehold, NJ	Br. 924
Wilmer Owens Jr.	Atlanta, GA	Br. 73	Marlys E. Matthews	Cedar Falls, IA	Br. 719	Andrew K. Molnar	Freehold, NJ	Br. 924
William Packman	Atlanta, GA	Br. 73	Kenneth M. McKeen	Spirit Lake, IA	Br. 3463	J. M. Paone	Freehold, NJ	Br. 924
Leo C. Palma	Atlanta, GA	Br. 73	Delmar E. Phillips	Spirit Lake, IA	Br. 3463	William L. Pastor	Freehold, NJ	Br. 924
Frank J. Patterson	Atlanta, GA	Br. 73	Dean H. Hoehle	Wapello, IA	Br. 5636	Howard A. Sabo	Freehold, NJ	Br. 924
Joseph W. Pinson	Atlanta, GA	Br. 73	Charles R. Jones	Kansas City, KS	Br. 499	Edward E. Schultz	Freehold, NJ	Br. 924
Houston H. Poss	Atlanta, GA	Br. 73	Ivan E. Klaudt	Kansas City, KS	Br. 499	R. S. Soper	Freehold, NJ	Br. 924
Marvin A. Powell Jr.	Atlanta, GA	Br. 73	Sammie L. Clay	Central Kentucky	Br. 361	Robert W. Thomas	Freehold, NJ	Br. 924
Paul Price	Atlanta, GA	Br. 73	Daney R. Collins	Central Kentucky	Br. 361	John J. Verducci Jr.	Freehold, NJ	Br. 924
John F. Ransaw	Atlanta, GA	Br. 73	David W. Cooper	Central Kentucky	Br. 361	Edward R. O'Malley	Bergen Co. Mgd., NJ	Br. 425
Pozie L. Redmond Jr.	Atlanta, GA	Br. 73	Gene R. Derossette	Central Kentucky	Br. 361	Kenneth O. Stahl	Bergen Co. Mgd., NJ	Br. 425
Hattie H. Riley	Atlanta, GA	Br. 73	David C. Duncan	Central Kentucky	Br. 361	Ronald C. Hullings	Cape Atlantic, NJ	Br. 903
John M. Riley Jr.	Atlanta, GA	Br. 73	Glenn L. Henderson	Central Kentucky	Br. 361	William Charbonneau Jr.	Clovis, NM	Br. 2691
Larry E. Roberts	Atlanta, GA	Br. 73	Ernest S. Kirkland	Central Kentucky	Br. 361	John C. Gomez	Clovis, NM	Br. 2691
C. W. Seabolt	Atlanta, GA	Br. 73	Steven M. Spiller	Central Kentucky	Br. 361	Leroy Green Jr.	Clovis, NM	Br. 2691
John W. Sexton	Atlanta, GA	Br. 73	Harry E. Tucker	Central Kentucky	Br. 361	Jeronimo T. Griego	Clovis, NM	Br. 2691
Willie J. Sims	Atlanta, GA	Br. 73	Eva A. Turner	Central Kentucky	Br. 361	Orville W. Lomas	Clovis, NM	Br. 2691
James M. Skelton	Atlanta, GA	Br. 73	Raymond F. Wade	Central Kentucky	Br. 361	W. Y. Mitchell	Clovis, NM	Br. 2691
Jimmy L. Smith	Atlanta, GA	Br. 73	Carl E. Bell	Louisville, KY	Br. 14	Filimon E. Montoya Jr.	Clovis, NM	Br. 2691
Robert L. Smith	Atlanta, GA	Br. 73	James E. Bumann	Louisville, KY	Br. 14	Earnest C. Wall	Clovis, NM	Br. 2691
John S. Sorrells	Atlanta, GA	Br. 73	Ronald Childress	Louisville, KY	Br. 14	William T. Finnegan Jr.	Albany, NY	Br. 29
Allen Spence	Atlanta, GA	Br. 73	Michael F. Finegan	Louisville, KY	Br. 14	W. J. Karasek	Buffalo-Western NY	Br. 3
Conrad T. Sweat	Atlanta, GA	Br. 73	George L. Gittings Jr.	Louisville, KY	Br. 14	Robert C. Brehm	Flushing, NY	Br. 294
Marvin C. Swift	Atlanta, GA	Br. 73	Russell H. Hale	Louisville, KY	Br. 14	J. P. Micheline	Flushing, NY	Br. 294
Larry E. Teal	Atlanta, GA	Br. 73	Jerry D. Harrison	Louisville, KY	Br. 14	Richard Nucatola	Flushing, NY	Br. 294
H. R. Thompson	Atlanta, GA	Br. 73	Gregory L. Lewis	Louisville, KY	Br. 14	Alan P. Salter	Flushing, NY	Br. 294
Willie F. Thornton	Atlanta, GA	Br. 73	Billy G. Meacham	Louisville, KY	Br. 14	S. L. Scherer	Flushing, NY	Br. 294
Gordon P. Tillirson Jr.	Atlanta, GA	Br. 73	James H. Potter Jr.	Louisville, KY	Br. 14	Michael J. Colasanti	Jamaica, NY	Br. 562
Frank J. Trembley	Atlanta, GA	Br. 73	Robert L. Roncarti	Louisville, KY	Br. 14	Michael J. Loughery	Jamaica, NY	Br. 562
O. A. Trotter	Atlanta, GA	Br. 73	Edward E. Rudolph	Louisville, KY	Br. 14	James J. Amato	Westchester Mgd., NY	Br. 693
Wiley Q. Wade	Atlanta, GA	Br. 73	Paul Spencer	Louisville, KY	Br. 14	James R. Gentile	Westchester Mgd., NY	Br. 693
Jackie Walker	Atlanta, GA	Br. 73	George W. Yeager	Louisville, KY	Br. 14	Frank B. Gilbreth	Westchester Mgd., NY	Br. 693
Billy C. Wallace	Atlanta, GA	Br. 73	Roland W. Acox	New Orleans, LA	Br. 124	Dennis D. Jankowski	Westchester Mgd., NY	Br. 693
D. R. Whitfield	Atlanta, GA	Br. 73	Earl A. Adams Jr.	New Orleans, LA	Br. 124	Eddie R. Barker	Eden, NC	Br. 3712
Alvin Williams	Atlanta, GA	Br. 73	Donald Bankston	New Orleans, LA	Br. 124	Marvin H. Briggs Jr.	Eden, NC	Br. 3712
Andrew Williams	Atlanta, GA	Br. 73	Dwight J. Bazile	New Orleans, LA	Br. 124	E. Berkmeier	Canton, OH	Br. 238
Forrest S. Wilson	Atlanta, GA	Br. 73	Leonard Berry	New Orleans, LA	Br. 124	Marlin L. Scott	Canton, OH	Br. 238
Geo E. Wilson	Atlanta, GA	Br. 73	Elbert B. Blackmon	New Orleans, LA	Br. 124	Cordell M. Miller	Toledo, OH	Br. 100
Jimmy D. Womack	Atlanta, GA	Br. 73	Ivory Brimmer Jr.	New Orleans, LA	Br. 124	David E. Venzke	Toledo, OH	Br. 100
Charles W. Young	Atlanta, GA	Br. 73	Milton Burns	New Orleans, LA	Br. 124	Terrance A. Lane	Willoughby, OH	Br. 3688
Grady M. Asbell	Tifton, GA	Br. 1150	Anthony Camus Jr.	New Orleans, LA	Br. 124	Andrew A. Nemeth	Willoughby, OH	Br. 3688
Melvin C. Ball	Tifton, GA	Br. 1150	Charles A. Claverie III	New Orleans, LA	Br. 124	Lamar H. Wilson	Oklahoma City, OK	Br. 458
Charles M. Moore	Tifton, GA	Br. 1150	Emile F. Combe	New Orleans, LA	Br. 124	Jerry L. Canton	Tulsa, OK	Br. 1358
Lonnie G. Kesler	Toccoa, GA	Br. 2584	Fredrick R. Conley	New Orleans, LA	Br. 124	Thomas W. Godfrey	Tulsa, OK	Br. 1358
Joe L. Langston	Trion, GA	Br. 3205	Peter A. Crutti Jr.	New Orleans, LA	Br. 124	Charles T. Bonchonsky	Pittston, PA	Br. 162
Edwin E. Norris	Warrenton, GA	Br. 3371	Avery J. Dagonis III	New Orleans, LA	Br. 124	Joseph G. Danko	Pittston, PA	Br. 162
Melvyn J. Leong	Pearl City, HI	Br. 4682	Roger Darenbourg	New Orleans, LA	Br. 124	Anthony L. Ginocchietti	Pittston, PA	Br. 162
Gregg K. Tanaka	Pearl City, HI	Br. 4682	Clinton J. Fleury	New Orleans, LA	Br. 124	George N. Morgan	Pittston, PA	Br. 162
Junich C. Uno	Pearl City, HI	Br. 4682	Curtis A. George	New Orleans, LA	Br. 124	Albert Orlando Jr.	Pittston, PA	Br. 162
Harold Baumrucker	Streator, IL	Br. 287	Gerald J. Grandpre	New Orleans, LA	Br. 124	George G. Oschal	Pittston, PA	Br. 162
Timothy Kozak	Streator, IL	Br. 287	Irwin A. Lagarde	New Orleans, LA	Br. 124	Ralph R. Rostock	Pittston, PA	Br. 162
Jerry L. Bayler	Urbana, IL	Br. 784	Ralph R. Lagrue	New Orleans, LA	Br. 124	Lawrence J. Stella	Pittston, PA	Br. 162
Craig E. Benedict	Urbana, IL	Br. 784	Charles D. Lowe	New Orleans, LA	Br. 124	Larry B. Black Sr.	Cayce-W. Columbia, SC	Br. 4616
Robert J. Douglas	Urbana, IL	Br. 784	Byron A. McDonald	New Orleans, LA	Br. 124	Alvin B. Davis	Cayce-W. Columbia, SC	Br. 4616
Robert L. Goodknight	Urbana, IL	Br. 784	John H. Mile	New Orleans, LA	Br. 124	Otha E. Lindsey	White Pine, TN	Br. 1256
Melvin D. Goodman	Urbana, IL	Br. 784	Kenneth A. Monette	New Orleans, LA	Br. 124	Dennis R. Shockley	White Pine, TN	Br. 1256
Timothy J. Jesse	Urbana, IL	Br. 784	Lonnie C. Renfroe	New Orleans, LA	Br. 124	Johnny A. Estridge	Appalachia, VA	Br. 4582
Ronald S. Jones	Urbana, IL	Br. 784	Hardy A. Richard	New Orleans, LA	Br. 124	Graham L. Shifflett	Charlottesville, VA	Br. 518
Maurice W. Knocke	Urbana, IL	Br. 784	Donald R. Richardson Sr.	New Orleans, LA	Br. 124	Tommy L. Horn	Richlands, VA	Br. 5457
Ray E. Mahannah	Urbana, IL	Br. 784	Charlie Robinson	New Orleans, LA	Br. 124	Samuel L. Shrader	Richlands, VA	Br. 5457
Dennis J. Miller	Urbana, IL	Br. 784	Warren C. Smith	New Orleans, LA	Br. 124	Kenneth M. Walls	Richlands, VA	Br. 5457
William K. Nash	Urbana, IL	Br. 784	Jerry D. Spruille	New Orleans, LA	Br. 124	Norman J. Beck	Bremerton, WA	Br. 1414
Lewis C. Beem	Indianapolis, IN	Br. 39	Julius J. Toussaint	New Orleans, LA	Br. 124	Donald F. Callahan	Bremerton, WA	Br. 1414
David J. Bogard	Indianapolis, IN	Br. 39	Lawrence E. Walker	New Orleans, LA	Br. 124	Donald J. Fox	Bremerton, WA	Br. 1414
Marian R. Byrd	Indianapolis, IN	Br. 39	Ronald J. White	New Orleans, LA	Br. 124	Charles O. Murphy	Bremerton, WA	Br. 1414
Larry R. Cargal	Indianapolis, IN	Br. 39	Richard A. Williams	New Orleans, LA	Br. 124	Richard C. Stansberry	Bremerton, WA	Br. 1414
Robert E. Douglas	Indianapolis, IN	Br. 39	Roland E. Williams	New Orleans, LA	Br. 124	Dean P. Elken	Amery, WI	Br. 6216
Mark Galovic	Indianapolis, IN	Br. 39	William S. Schaeffer	Battle Creek, MI	Br. 262	Charles J. Hughes	Amery, WI	Br. 6216
Gary W. Gray	Indianapolis, IN	Br. 39	James L. Simmet	Sebewaing, MI	Br. 6530	Duane E. Riley	Amery, WI	Br. 6216
Thomas D. Jackson Jr.	Indianapolis, IN	Br. 39	Sonia M. Stark	Minneapolis, MN	Br. 9	Phillip H. Barritt	Barron, WI	Br. 4124
Frederick R. McNorton	Indianapolis, IN	Br. 39	Gary A. Weihl	Minneapolis, MN	Br. 9	George H. Carter	Clintonville, WI	Br. 1890
Kenneth D. Patterson	Indianapolis, IN	Br. 39	Roger W. Suey	Fremont, NE	Br. 89	Orville A. Noak	Clintonville, WI	Br. 1890
Thomas L. Ray	Indianapolis, IN	Br. 39	Richard J. Hudziak	Elizabeth, NJ	Br. 67	Dee R. Shelley	Clintonville, WI	Br. 1890

How to apply for an NALC disaster relief grant



Assistant to the President for Community Services
Christina Vela Davidson

The year 2021 has been a nightmare for everyone, but we are strong and surviving. This year, those who live in the western part of the country continue to fight wildfires, while the central region of the country is still cleaning up the destruction caused by a derecho storm. In August, Hurricane Ida hit land in the Gulf Coast, pounded Louisiana and made its way up to the Northeast, where it flooded parts of New Jersey and New York.

Every time I turn on my computer, I see that I have received another grant application from a member; this is so heartbreaking. But I work my hardest every day to make sure that all members in need receive some form of assistance. What the NALC Disaster Relief Foundation (DRF) gives is not much, but I pray that it helps the member in need. We can't replace what was lost, but I want you to know that we are always here for our members and their families.

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants. With natural disasters increasing in frequency, the DRF is receiving grant applications daily. DRF relief grants can be considered only for property damage sustained to a primary residence, vehicle or personal property from a hurricane, flood, tornado, wildfire, earthquake, severe storm or other natural disaster. Damage declared by the applicant will be verified by the branch president or a designee.

The following are the eligibility criteria that members must understand and follow. To complete your grant file, please see No. 5 below, which lists all items that members must provide to the DRF.

1. Anyone seeking help *must* be an NALC member as defined by the *NALC Constitution*, Article 2, Section 1(a).
2. Members do not have to wait for emergency relief or insurance claims to apply.
3. Those temporarily displaced from their "uninhabitable" primary residence must submit a signed, personal narrative detailing the specific reasons for the anticipated duration of the displacement.
4. Applications for grants from DRF must be received no later than 120 days from the date that the natural disaster occurred, unless applicants can provide sufficient reason(s) why they were unable to complete and submit their application prior to this deadline. Requests for exceptions will be ruled on by the DRF directors on a case-by-case basis.

5. Items needed to have a complete DRF grant application:

- Completed and legible signed grant application
- Proof of primary resident ownership (property taxes/home payment bill/insurance policy)
- Proof of vehicle ownership (title/payment slip)
- Clear photos of the damages to your home, vehicle or personal property
- List of items lost or damaged
- Other documentation (estimates, hotel receipts, etc.)
- Branch president or designee verification of damage

Other matters that need to be considered: If members rent, they must provide statements from a landlord establishing property uninhabitability, a copy of their new home application or a copy of the deposit receipt. If the member incurs expenses due to the displacement, he or she should provide hotel receipts or other documents to show these costs.

Members must document with photos the damage sustained by their primary residence, vehicle or personal property. If the member receives estimates or begins to repair their property or vehicle, he or she should provide those receipts.

Finally, the branch president or designee will need to verify the member's address/property; this is a prepared statement documenting the member's damage from the disaster.

Remember, the application for DRF assistance is not an application for Federal Emergency Management Agency aid, or any other federal disaster assistance. Again, please make sure that the grant application and all pictures of the damage are clear, complete and legible. You can find the DRF grant application form at nalc.org/disaster.

With so many disasters affecting our members, contributions to the foundation are as important as ever. Knowing that you contribute to something that directly aids our fellow sisters and brothers in their time of crisis and need is extremely rewarding.

Donations should be sent to: NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. The foundation is a 501(c)(3) non-profit organization, and your contribution may be tax deductible. It is recommended that you seek further advice from your tax advisor.

If you have any questions, you can contact me at disasterrelieffoundation@nalc.org. Brothers and sisters, thank you; please stay safe, and God bless each of you and your families.

What's in your file?



Assistant to the President
for Workers' Compensation
Kevin Card

One of the fundamental principles of the Federal Employees' Compensation Act is that the process is non-adversarial. Both the Office of Workers' Compensation Programs (OWCP) and the Postal Service are supposed to be disinterested arbiters of the facts. In other words, both parties should develop the facts in each claim so that justice is served for the injured worker.

For many injured workers, the process has seemed nothing but adversarial. There is a perception that the Postal Service and OWCP claims examiners work against the injured worker to deny claims. That perception has been amplified by a lack of transparency in the communications between the Postal Service and OWCP, leaving injured workers wondering what's going on between the parties.

That dynamic has now changed.

On Oct. 1, OWCP rolled out enhancements for injured workers who have registered and verified an account in the ECOMP web portal. The enhancements allow the claimant access to claim file documents, allowing injured workers to view every document in their OWCP claim file in real time. The enhancements also provide a direct way to respond to OWCP letters. This is a welcome change, making the OWCP claims process more transparent and claimant-friendly.

As part of the new changes, OWCP has added an extra layer of security when logging in to ECOMP. Upon logging in with your ID and password, you will be prompted to receive (via email or text message) and enter a security code to access your ECOMP dashboard. Adding your mobile phone number to your account can expedite access to your account.

Once you have verified your identity, you then have access to individual case information with the option to respond to letters from OWCP. The "Help" section in the upper right corner of the ECOMP homepage has been redesigned to be more user friendly, with new "Injured Worker" user-guide videos to show you in detail how to use the new ECOMP features. You can search for a particular topic or browse all of the videos by clicking on the "More Topics" link on the page.

To begin exploring the new access to OWCP claim file information, select the case under the "Cases" tab on your ECOMP dashboard. Once the claim opens, you will see the new options for searching the claim. The lower section of the page features four tabs: "Forms," "Case History," "Letters" and "Case Imaging."

Clicking on "Case Imaging" opens several drop-down menus that let you explore all of the documents in your case file. On the left side of the page, you can research communications by clicking on "Incoming COR [correspondence] Calls." You will then find a list of all correspondence and calls made to the claims examiner. The "Outgoing COR" function lists the communications sent from the claims examiner. Some claimants may be surprised at what they find, which may be enlightening or disturbing.

The "Letters" tab displays four additional tabs: "Overdue Response," "Response Required," "Completed Response" and "Informational Letters."

The "Overdue Response" tab lists letters that are past due. The "Response Required" tab lists letters that you have not responded to but are not yet past due. The "Completed Response" tab lists letters that you have responded to already. You may click on any item on the list to view the letter from OWCP, your response and/or your uploaded response document.

As you complete items in either "Overdue Response" or "Response Required" tabs, they move to the "Completed Response" tab. The "Informational Letters" tab lists letters that do not need your response. Informational letters will be deleted after 30 days.

Items listed under the "Overdue Response" and "Response Required" are displayed in bold text by default. Once you click on an item, you may click the "Mark As Read" button to change the text to standard text. You can mark it as unread by clicking the "Mark as Unread" button.

When you click on any item listed under the "Overdue Response" or "Response Required" tabs, you will see three buttons: "Save PDF," "View" and "Respond to Request." The "Save PDF" button will allow you to save the letter to your computer. The "View" button opens the letter on the screen. The "Respond to Request" button takes you to the screen where you may use "Quick Answer" or "Document Upload" to respond to the letter.

Select "Quick Answer" to type your response. Select "Document Upload" to upload a document as your response. Click the "Choose a File" button, and a file browser window will open. A separate tutorial is available for uploading documents. You may save an incomplete response by clicking on the "Save & Return" button located at the bottom. Once "Quick Answer" and/or "Document Upload" is completed, you may complete the task by clicking on the "Complete Response" button.

The new ECOMP access is a valuable tool. Spending some time researching the information available will help you in managing your OWCP claim.

Monthly CSRS annuity payments for letter carriers who retire on Feb. 1, 2022

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Feb. 1, 2022. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step 0 carriers and vary by length of postal/federal/military service.

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

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$66,376			CC Grade 2 / High-3 Average ¹ : \$67,770		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,005	\$178	\$1,827	\$2,047	\$182	\$1,865
21	2,116	189	1,927	2,160	194	1,967
22	2,226	200	2,026	2,273	205	2,068
23	2,337	211	2,126	2,386	216	2,170
24	2,448	222	2,225	2,499	227	2,272
25	2,558	233	2,325	2,612	239	2,373
26	2,669	244	2,424	2,725	250	2,475
27	2,779	255	2,524	2,838	261	2,577
28	2,890	267	2,624	2,951	273	2,678
29	3,001	278	2,723	3,064	284	2,780
30	3,111	289	2,823	3,177	295	2,882
31	3,222	300	2,922	3,290	306	2,983
32	3,333	311	3,022	3,403	318	3,085
33	3,443	322	3,121	3,516	329	3,186
34	3,554	333	3,221	3,628	340	3,288
35	3,664	344	3,321	3,741	352	3,390
36	3,775	355	3,420	3,854	363	3,491
37	3,886	366	3,520	3,967	374	3,593
38	3,996	377	3,619	4,080	386	3,695
39	4,107	388	3,719	4,193	397	3,796
40	4,218	399	3,818	4,306	408	3,898
41	4,328	410	3,918	4,419	419	4,000
41+11 months & over ⁵	4,425	420	4,005	4,518	429	4,089

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Feb. 1, 2019, and Jan. 31, 2021, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-three average on the basis of unused sick leave accumulated under CSRS.

Monthly FERS annuity payments for letter carriers who retire on Feb. 1, 2022

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

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

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

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Feb. 1, 2022. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$66,376			CC Grade 2 / High-3 Average ¹ : \$67,770		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,106	\$111	\$996	\$1,129	\$113	\$1,017
21	1,162	116	1,045	1,186	119	1,067
22	1,217	122	1,095	1,242	124	1,118
23	1,272	127	1,145	1,299	130	1,169
24	1,328	133	1,195	1,355	136	1,220
25	1,383	138	1,245	1,412	141	1,271
26	1,438	144	1,294	1,468	147	1,322
27	1,493	149	1,344	1,525	152	1,372
28	1,549	155	1,394	1,581	158	1,423
29	1,604	160	1,444	1,638	164	1,474
30	1,659	166	1,493	1,694	169	1,525
31	1,715	171	1,543	1,751	175	1,576
32	1,770	177	1,593	1,807	181	1,626
33	1,825	183	1,643	1,864	186	1,677
34	1,881	188	1,693	1,920	192	1,728
35	1,936	194	1,742	1,977	198	1,779
36	1,991	199	1,792	2,033	203	1,830
37	2,047	205	1,842	2,090	209	1,881
38	2,102	210	1,892	2,146	215	1,931
39	2,157	216	1,941	2,203	220	1,982
40	2,213	221	1,991	2,259	226	2,033
Each additional year ⁵	55.31	5.53	49.78	56.47	5.65	50.83

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Feb. 1, 2019, and Jan. 31, 2021, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

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

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

Meet the 2021 MDA national ambassador



Christina Vela Davidson



In the early 1950s, when public awareness and understanding of muscular dystrophy and related diseases were almost non-existent, the Muscular Dystrophy Association (MDA) put a human face on its mission by calling upon young people affected by these diseases to serve as national ambassadors, telling their personal stories and inspiring support of MDA.

To date, the program has had 40 such ambassadors. These young people, along with their families, have traveled the nation to meet

with sponsors, supporters and luminaries, including U.S. presidents such as John F. Kennedy and Ronald Reagan. They also have appeared on MDA's telethons—often with longtime telethon host Jerry Lewis—and other forums such as “Larry King Live,” “The Oprah Winfrey Show,” “The Today Show” and “Good Morning America.” Ambassadors have graced more than 15 covers of *Parade* magazine and served as guests of honor at Walt Disney World, Disneyland and the Rose Parade.

Today, MDA ambassadors play an essential role in motivating millions to help MDA through donations or volunteer action. Former ambassadors have grown up to achieve distinction, transitioning into adulthood while earning advanced degrees and making their mark as authors, educators, bloggers, musicians, artists and business professionals.

Their distinctive voices continue to ring out, advocating with great passion and intelligence to raise standards of independence, research and care for all members of the MDA family and the disability community in general.



Meet Keisha Greaves

“I love the support I get from others with muscular dystrophy,” 2021 MDA National Ambassador Keisha Greaves said, “because there is nothing like talking to people who get what it’s like living with a disability.”

- **Age:** 35
- **Hometown:** Cambridge, MA
- **Diagnosis:** Limb-girdle muscular dystrophy (LGMD)

Greaves has been active in the MDA community since being diagnosed with LGMD in 2010. Greaves’s first step toward accepting her diagnosis was to reach out to MDA and seek the support of people who understood her situation. Since

then, Greaves has become a strong proponent of the organization, working to raise awareness and funds to support MDA.



MDA National Ambassador Keisha Greaves uses her fashion line, Girls Chronically Rock, to inspire and advocate for MDA and other disability-related causes.

Growing up, Greaves always had a passion for fashion, but as her LGMD progressed, she found it difficult to continue in her position as merchandise coordinator for major department stores. When her employer declined to let her work from home, she founded Girls Chronically Rock, a fashion company, in 2017 to help inspire and motivate others in the disability community.

“I’m honored and excited to be selected as MDA’s 2021 national ambassador,” Greaves said. “I feel like it is my job to bring awareness about this progressive muscle disease and the daily struggles that go along with it.”



Making deposits for military service

As planning for retirement is on the minds of many of our members, we're reprinting this article, last published in October 2020, about how to make deposits toward retirement for time spent in military service.

The law that permits certain veterans to make deposits for prior military service for time to count toward Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirement (eligibility and amount of annuity) requires the employee to completely pay the full amount of the deposit prior to separation for retirement. However, the law provides an exception: If a veteran did not make deposit prior to separation due to administrative error by the employing agency, the former employee may have the opportunity to make or complete a military deposit after separation.

This column begins with a general introduction to making a deposit for military service, follows with discussion of the Postal Service's obligation to provide accurate and complete counseling regarding deposits for military service, and ends with a review of the exception to the general rule that military deposits must be completed prior to separation.

Under CSRS and FERS, an individual's "years of service" is a determining factor to establish eligibility to retire and to calculate the amount of the retirement pension. Generally, years of service is computed for a retiring employee by measuring the elapsed time between the start date of career service and the date of separation for retirement.

Military veterans can, in most cases, increase their years of service by making a deposit for their time in the military. Many veterans will find this advantageous because doing so may enable them to retire earlier and receive a higher pension. The amount of the deposit depends on which retirement system a veteran is in, how much they earned in the military and when the deposit is made.

The Office of Personnel Management (OPM) is the federal agency that has authority over CSRS and FERS retirement matters. OPM regulations require that deposits for military service be paid in full prior to the date of retirement. The deposit must be made to the employing agency (in our case, the Postal Service). The amount of the deposit is 7 percent of basic military pay under CSRS, or 3 percent of basic military pay under FERS. If deposit is made more than two or three years after beginning career employment at the Postal Service, interest is charged.

OPM regulates federal employers, including the Postal Service, when it comes to retirement matters. OPM provides the following guidance in a Benefits Administration Letter dated Jan. 27, 2017:

- *Each federal employing agency... must have the capacity to counsel, calculate, collect and to post all payments related to employees' deposits for military service...*
- *Agencies are required to provide accurate and complete counseling to all employees who seek to make post-1956 military deposit; this includes counseling as to the effect of paying or not paying the deposit(s) as well as the proper calculation of the deposit(s).*
- *Agencies are responsible for including accurate information about the accrual of interest on military deposits and to accurately determine and apply the Interest Accrual Date in any given request to make deposit for a period of military service.*
- *In general, an (agency) administrative error occurs when in response to an employee's inquiry, the employing agency provides material misinformation concerning the deposit and the consequences of not making the deposit prior to separation... In addition, if an employee, at the time of election, affirmatively asks for information regarding the amount of the military deposit or the consequences of failing to make a deposit, the gov-*

ernment commits administrative error if its response either misrepresents the dollar amounts in question, or is so indirect, inaccurate, or incomplete as to confuse the employee as to the amount of the deposit or the effect of any failure to make the deposit on the annuity recalculation.

It is clear from the above that the Postal Service is required to provide accurate and complete counseling regarding making deposit for military service to any employee requesting such counseling. There have, however, been instances where the Postal Service provided inaccurate and incomplete advice about making deposit for military time.

If a veteran does not make deposit for military service prior to retirement because of a Postal Service administrative error or incorrect advice, he or she can write to OPM and request belated deposit. OPM will investigate and make a decision allowing or disallowing the request. Adverse decisions by OPM on such a request can be appealed to the Merit Systems Protection Board.

Veterans can access the above-quoted OPM Benefits Administration Letter at opm.gov/retirement-services/publications-forms/benefits-administration-letters/2017/17-101.pdf.

Alternatively, you may contact the NALC Retirement Department at 202-393-4695 or 800-424-4695 (Monday, Wednesday or Thursday) to request a mailed copy.

To begin the military deposit process, contact the Human Resources Shared Services Center (HRSSC) at 877-477-3273, Option 5, or TTD/TTY at 866-260-7507.

Join the NALC Veterans Group

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

State Summaries

California

Mind your own business! On one occasion years ago, I had a talk with a new carrier who had, and still has, a bad habit of talking bad about other carriers whom he judged to be slow, gaming the system, falsifying OWCP claims, etc. Basically, in his mind, no one quite lived up to his standards. I told him in a fatherly way, you might say, that he shouldn't do that. I said that if he kept speaking out that way on the workroom floor about other carriers that he would probably find himself in the same situation they were in, as life situations have a way of humbling us. Karma, in other words.

And what happened? He suffered an on-the-job injury! And he filed a claim, as others have. But did he acknowledge the lack of humility, or being a busybody? *No!* He quit the union, and doesn't thank the NALC for his job and benefits. And still speaks out against others who don't meet his "high standards."

And I'm not just writing about one particular carrier.

Now, if any of you find yourself thinking the same way about others, here's a thought: Why not redirect your energy in the following direction?

If you find a fellow carrier who is struggling with life issues, make them aware we have an Employee Assistance Program.

If you find a fellow carrier who suffered an injury, mind your own business and do your job. Now, if you know a doctor who can treat his/her injury, then please help out and provide the doctor's contact info, as most doctors don't touch OWCP cases.

The time you take thinking or talking bad about others you could use to volunteer, or step up and become a steward or union activist. Use that negative energy in a positive way.

Eric Ellis

Colorado

After arriving back from the NALC Region 4 rap session, the Colorado letter carrier congressional liaisons (LCCLs) hit the ground running after receiving updated training from NALC Legislative and Political Organizers John Beaumont and Anna Mudd.

Colorado State Association Vice President Doug Jaynes is preparing to educate new LCCLs for the new Colorado 8th Congressional District that will be filled in 2022.

The work never ends! Even when the trainings are finished, the legislative work continues to keep the USPS strong and in forward motion by working with our leaders in Congress. Thank you for everyone working so hard and their continued dedication to letter carriers in Colorado.

In solidarity—

Richard Byrne

Florida

As I write this, we're two weeks away from the Committee of Presidents (COP) meeting to



Members of the Texas State Association of Letter Carriers recently met with Rep. Veronica Escobar (D-16) to discuss H.R. 3076, the Postal Service Reform Act of 2021.

be hosted by West Coast Florida Branch 1477 in St. Petersburg at the Downtown Hilton Oct. 24-25. There are plans for five national officers to be in attendance. Thus far, there are more than 375 registered to attend. Much is being done to ensure the safety of those attending. The COP will strictly adhere to all Centers for Disease Control and Prevention guidelines.

While the COVID-19 pandemic seems to now be on the wane, unfortunately, the state of Florida still leads the nation in number of COVID-19 deaths per 100,000 residents. This is based upon tracking by the World Health Organization and Johns Hopkins University. The rate of COVID-19-related deaths per 100,000 residents from the beginning of the pandemic to present is 191 for the United States and 207 for Florida. Worldwide, only Peru, Hungary and the Czech Republic had higher rates than Florida.

More from the history of the FSALC: For a period during the mid-1960s, the association, along with the *Florida Letter Carrier* (state publication), sponsored a beauty contest. Contestants were required to be daughters or granddaughters of a letter carrier, be between the ages of 17 and 21, never been married or had an annulled marriage, and if under 21, the parents' written permission to participate was required.

In the early '60s, a carrier named Robert C. McFadden of the Jacksonville branch invented a canvas bag for the wire baskets of the postal bikes. These bags protected the mail and were used until the anthrax attacks through the mail in 2001, at which time the Postal Service ceased using the wire baskets and developed an aluminum basket (box) that could be locked.

O.D. Elliott

Kentucky

As your Kentucky State Association of Letter Carriers president, I participated in the K-I-M Columbus Day weekend with National Business Agent Troy Clark (virtually). Loads of valuable information was included, especially a legislative report from NALC Executive Vice President Brian Renroe.

The NALC legislation that is poised to become the law of the land will have positive genera-

tional effects for the U.S. Mail, our employer, USPS, and all the members of our union. This includes wages, job security, working conditions, efficient vehicles that do not pollute, and a path for success well into the future as USPS faces competition.

Continue to "Take Action," and be prepared to lobby your federal representatives and senators for our NALC legislation. Emails and calls are quickest and more efficient to get the votes for our bills, H.R. 3076, and S. 1720, should these bills get to the floor for a vote.

Stay safe, and remember the words of President Rolando in *The Postal Record*: "...our overriding goal is to protect the health and safety of all carriers..." Stay vigilant!

Bob McNulty

Texas

Iwant to wish everyone a very happy Thanksgiving. Celebrate responsibly and enjoy this time of reflection with family and friends. I must give thanks.

First, I want to give God the glory for his grace. I am honored and humbled by your support as we continue to move Texas forward. I would like to congratulate all of the officers elected and reelected. I want to thank Julian Alvarez for stepping up to the plate for serving as the state secretary. Also, Jack Rutledge served District 3 until late June 2021. Thank you to the entire state board for your dedication and persistence.

On that note, the Texas legislature is on its third special session, predominantly focused on redistricting. A preliminary proposal from Republican legislature would create 24 solid or likely Republican seats, 13 solid or likely Democratic seats and one toss-up seat (15th District) in the Rio Grande Valley. Remember, this is a first draft, as representatives continue to discuss and adjust during the special session and possibly another session to boot. We will keep you up to date.

El Paso Branch 505 President Sal Rodriguez and Letter Carrier Congressional Liaison Albert Anchando, along with members Ana Martinez and Jaime Ortiz, met with Texas Rep. Veronica Escobar (D-16). They looked sharp and were sharing information about H.R. 3076, and she agreed. As a staunch supporter of letter carriers, Rep. Escobar has our back. Great job, Branch 505!

I pray for health and prosperity as we celebrate Veterans Day, Thanksgiving and Christmas. Let us lift one another up and climb this mountain top, together.

"With persistency and consistency...success will follow!"

Carlos Rodriguez Jr.

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 of retired
 *granddaughter *grandson deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of 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.

Election Notices

Adrian, Michigan

This is 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 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 on 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 from 4:15 to 4:30 p.m. at the Friendly Village, located at 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 Buhner, Sec., Br. 579

Boston, Massachusetts

In accordance with Article 5 of the *NALC Constitution*, this is an official notice to all members of Branch 34 that nominations for the office of president, executive vice president, vice president, secretary-treasurer, financial-secretary, editor, sergeant-at-arms, NSBA-MBA clerk, health benefits officer, trustees and four area stewards will be taken from the floor at the January 2022 branch meeting.

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

The election of officers for Branch 34 will be held at the March 2022 branch meeting. There, the successful candidates for the office of president, executive vice president, vice president, secretary-treasurer, financial-secretary, editor, sergeant-at-arms, NSBA-MBA clerk, health benefits officer, trustees and four area stewards will be announced; they will serve from April 1, 2022, through March 31, 2025.

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

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, treas-

urer, 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

Cincinnati, Ohio

This will serve as official notification to all members of Branch 43 that nominations for election of officers will take place at 7:30 p.m. on Nov. 11 at the letter carriers' hall, located at 4100 Colerain Ave., Cincinnati. Any member desirous of becoming a candidate for office for Branch 43 must signify in writing no earlier than 45 days before and no later than the adjournment of the Nov. 11 branch meeting.

Nominations will be taken for the following offices: president, vice president, financial secretary, recording secretary, HBR/MBA representative, sergeant-at-arms, five trustees, director of retirees, director of legislative and political affairs, five AFL-CIO delegates and compensation IOD. These elected officers will be for a three-year term, beginning Jan. 1, 2022.

Balloting will be done by mail. Results of the election will be announced at the Dec. 9 meeting, and installation of officers will take place at the Jan. 13, 2022, regular meeting.

Burton Hughes, Sec., Br. 43

Concord, New Hampshire

This is an official notice to all members of Branch 72. On Dec. 1, a union meeting will take place to vote on a motion that was made regarding our bylaws. The vote is regarding Article 15, Compensation of Branch Officers.

The change reads as follows: "Branch officers shall be compensated semi-annually in June and December as follows: President \$525; Vice President \$450; Secretary \$375; Treasurer \$375; Safety Officer \$375; Shop Stewards \$450; and Workers Comp. \$200."

The meeting will be held at Kimball's Cav'ern, 351 Pembroke St., Pembroke, at 7 p.m. Also, don't forget: We will be voting for your branch officers at the meeting.

Brandon Palmer, Treas., Br. 72

Durham, North Carolina

This is to serve as official notice to all members of Branch 382 that nominations for a two-year term for the offices of president, executive vice president, vice president, treasurer, secretary, sergeant-at-arms, health benefits representative, one trustee, and national and state convention delegates have taken place at the regular branch meetings on Sept. 28 and Oct. 26 at 7 p.m., either on Zoom or at 4122 Bennett Memorial Road, Ste. 300A, Durham. All nominees can accept nomination for one office and must have been present at the time of nomination at the September

and October meetings, or have had written consent on file at the time of nomination.

The election will be held at the regular branch meeting on Nov. 23 from 6 to 8 p.m. at 4122 Bennett Memorial Road, Ste. 300A, Durham. Absentee ballots can be requested after Oct. 26, and the last day to request an absentee ballot is Nov. 9. Send written request to: NALC Br. 382 Election Committee, P.O. Box 12659, Durham, NC 27709.

Hope Mundine, Sec., Br. 382

Florence, Alabama

This is official notice to all members of Branch 892 that nominations of officers, as well as delegates for the national convention for 2022, will be held in November. We will have the election in December at the upcoming union meetings. Our meetings will be held at the Teamsters Local 402, located at 2208 E. Second St., Muscle Shoals, at 7 p.m. every first Thursday of each month.

Lisa Jones, Sec., Br. 892

Great Falls, Montana

This is to serve as the official notification for all active and retired members of Branch 650 that the nominations for 2022 branch officers will be held at the regularly scheduled November meeting, and elections will be held during the normally scheduled December meeting.

Nick Liston, Sec., Br. 650

Hickory, North Carolina

This is the official notice to all members of Branch 1250 Merged of nominations for branch officers and delegates. Nominations will be on Nov. 21 at 5 p.m. in the 204b room of the federal building at 231 Government Ave., Hickory. In accordance with Article 5 of the bylaws of Branch 1250, members willing to be nominated for a branch office must be present or signify in writing prior to the meeting.

Nominations will be for president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative and trustees.

If needed, elections will take place in December, with the installation of officers in January 2022.

Todd McNeely, Pres., Br. 1250

Longview, Washington

This is official notice to all members of Branch 2214 that nominations for all branch officers and convention delegates will take place at our regular October and November meetings. Elections will be by secret ballot and will be held on the day of our December meeting.

Any member unable to vote during the regular December meeting may request, in writing, an absentee ballot. Absentee ballots must be requested after nominations have been opened but at least three weeks before the elections.

The polls will be open during the regular December meeting, and the ballots will be counted immediately following the regular meeting in December.

Wesley Manning, Rec. Sec., Br. 2214

New Hampshire Merged

In accordance with Article 5 of the *NALC Constitution*, this is the official notice to all members of Branch 44 that nominations for officers were held at the regularly scheduled meeting on Oct. 14. The election will take place at the

Dec. 9 meeting. Nominations and the election will take place at the Sweeney Post at 251 Maple St., Manchester, with the meeting commencing at 7:30 p.m.

The following offices are open for nomination/election for a two-year term: president, executive vice president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, workers' compensation benefits officer, health benefits officer, director of retirees, three branch trustees, Retirement Appreciation Fund chairman and two Retirement Appreciation trustees. Nominations for the 72nd biennial national convention, held Aug. 8-12, 2022, in Chicago, IL, and for the NHSALC state convention, held June 3-5, 2022, at the Red Jacket Mountain View Resort in North Conway, have also taken place at the October meeting and will be voted on during the December meeting.

A list of all nominees will be posted on the bulletin boards in all branch offices until the December meeting. It will also be placed in the Branch 44 publication *The Magnum*. When there are two or more nominees for any given elected position in the branch, the election shall be by secret ballot. A ballot will be sent to every member of Branch 44 prior to Nov. 1. Election results will be announced at the December meeting. Elections for delegates to the national and state conventions (if there are more nominees than authorized delegates) will be voted on at a monthly meeting, not by mail ballot.

John S. Sigmund, Rec. Sec., Br. 44

Oklahoma City, Oklahoma

This is official notice to the members of Branch 458 that nominations that nominations will be taken at the Oct. 14 and Nov. 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 Position #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 P.O. 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

Parkersburg, West Virginia

This is the official notice that Branch 481 will be accepting nominations for one trustee position on Nov. 11 at the Branch 481 union hall at 6:30 p.m. The election for the position will be held on Dec. 9 at the Branch 481 union hall at 7 p.m.

Joseph Harris, Sec., Br. 481

San Francisco, California

Nominations for delegates and alternates to the 2022 national convention shall be made at the regular branch meeting at the ILWU hall, located at 400 North

Point St., San Francisco, at 7 p.m. on Nov. 3, with the election to be held at 7 p.m. at the regular branch meeting on Dec. 1. Nomination on official form, or in writing, is due to the secretary-treasurer prior to the close of the November meeting.

No candidate for election as a compensatory delegate for the national convention shall be absent for more than six of the 24 regular meetings prior to the election meeting, except where the member is absent due to an assignment of official NALC business by the branch, state or national organization. No candidate for election as a compensatory delegate for the state convention shall be absent for more than nine of the 36 regular meetings prior to the election meeting, except where the member is absent due to an assignment of official NALC business by the branch, state or national organization.

Members who have transferred into the branch from another NALC branch in the two years prior to the election meeting for two-year convention cycles, or three years prior to the election meeting for three-year cycles, may use meetings attended at their former branch to help qualify as a compensatory delegate, provided that attendance at specific branch meetings is verified in writing, on branch stationery, by the recording secretary of their former NALC branch.

Sheila Gardner, Sec.-Treas., Br. 214

Sheboygan, Wisconsin

This is official notice to all Branch 102 members that nominations for president, vice president/chief steward, financial secretary/treasurer, recording

secretary, steward/sergeant-at-arms, safety officer and three trustees will be held at the designated branch meeting at the Emil Mazey Hall, 5425 Superior Ave., Sheboygan, on Jan. 11, 2022. Candidates may accept nomination for only one office and must accept nomination at the time they are made, or in writing if absent. The terms of office will be for two years, beginning on April 1, 2022.

The election will be conducted by secret ballot at the regular branch meeting on Feb. 15, 2022, at 6:30 p.m. at the above-mentioned Emil Mazey Hall. Any members unable to vote on Feb. 15 may obtain an absentee ballot at least two weeks prior to the elections by writing to: Election Committee of Branch 102, P.O. Box 1365, Sheboygan, WI 53082. All absentee ballots must be received by the election committee by 3 p.m. on Feb. 15, 2022. Write-in votes are not permitted.

Lori L. Mayer, Rec. Sec., Br. 102

Sioux City, Iowa

In accordance with Article 5 of the NALC Constitution, this is official notice to the members of Branch 69 for the nomination of president, vice president, recording secretary, financial secretary-treasurer, health and welfare representative and one trustee (three-year term), as well as delegates to the 2022 national convention, will be held at the regular branch meeting on Thursday, Nov. 11, at the UFCW hall, located at 3038 S. Lakeport St., Sioux City, at 7:30 p.m. All candidates for officer or delegate must be in good standing and present at the

meeting when nominated or, if not present, signify in writing their willingness to serve with a signed note turned into the secretary no later than their nomination.

Nominations will take place for the following offices: one trustee and delegates to the state convention (number to be determined by branch at meeting). The financial secretary-treasurer position will also be open.

Lorraine Quinn, Sec., Br. 69

Southwest Missouri

This is a notice to all members of Branch 366 that nominations for a trustee and national delegates for the 2022 Chicago national convention will be held at the Nov. 9 branch meeting.

Elections, if necessary, will be held at the Dec. 14 branch meeting. If an election is needed, it will be by secret ballot. In order to receive full reimbursement for the national convention, you must qualify by the bylaws of Branch 366.

Jeremy Carrier, Sec., Br. 366

Washington, DC

This is official notice, pursuant to Article 5 of the Branch 142 bylaws, of the nomination and election of delegates and alternate delegates to the 2022 NALC 72nd national convention, held Aug. 8-12, 2022, in Chicago. Nominations for all delegates will be made at the regular branch meeting on Dec. 1. The election of delegates and alternate delegates will take place at the regular branch meeting on Jan. 5, 2022. Branch

142 union meetings begin at 7:30 p.m. Branch 142 is located at 6310 Chillum Place NW, Washington, DC.

All members in good standing as defined in the NALC Constitution must be present or they must have a member in good standing place their name in nomination. All members in good standing must signify their acceptance of nomination, in writing, to the recording secretary no later than 72 hours after the Dec. 1 nominating meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions. The nominee's written acceptance must also include that he/she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting. Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure that his/her faxed written acceptance has been received timely.

Dennis Wright, Rec Sec., Br. 142

Wassau, Wisconsin

Nominations for 2022 branch officers will be made at the Nov. 8 branch meeting. Nominations will be for the offices of president, vice president, secretary, treasurer and one trustee position. Election results will be announced, if necessary, at the Dec. 13 branch meeting.

Zach Breitenfeldt, Sec., Br. 215

Statement of Ownership, Management and Circulation

1. Publication title: The Postal Record
2. Publication number: 0440-020
3. Filing date: October 1, 2020
4. Issue frequency: Monthly
5. Number of issues published annually: 12
6. Annual subscription price: \$20.00
7. Complete mailing address of known office of publication: 100 Indiana Avenue NW, Washington, DC 20001-2144. Contact person: Mike Shea. Telephone (include area code): 202-393-4695.
8. Complete mailing address of headquarters or general business office of publisher: 100 Indiana Avenue NW, Washington, DC 20001-2144
9. Full names and complete mailing addresses of publisher, editor, and managing editor—Publisher: National Association of Letter Carriers, 100 Indiana Avenue NW, Washington, DC 20001-2144; Editor: Phil Dine, 100 Indiana Avenue NW, Washington, DC 20001-2144; Managing Editor: Mike Shea, 100 Indiana Avenue NW, Washington, DC 20001-2144
10. Owner: National Association of Letter Carriers, 100 Indiana Avenue NW, Washington, DC 20001-2144
11. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities: None.
12. Tax status (for completion by nonprofit organizations authorized to mail at nonprofit rates): Has not changed during preceding 12 months
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15. Extent and nature of circulation: Association
- 15a. Total number of copies (net press run) - (average no. copies each issue during preceding 12 months); - (no. copies of single issue published nearest to filing date)
- 15b. Paid circulation (by mail and outside the mail) (1) Mailed outside-county paid subscriptions stated on PS Form 3541: 273,563 (average no. copies each issue during preceding 12 months); 275,479 (no. copies of single issue published near-

- est to filing date) (2) Mailed in-county paid subscriptions stated on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (3) Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales, and other paid distribution outside USPS: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (4) Paid distribution by other classes of mail through the USPS (e.g. First-Class Mail): none (average no. copies each issue during preceding 12 months); none (no. copies of single issue published nearest to filing date)
- 15c. Total paid distribution (sum of 15b (1), (2), (3), and (4)): 273,563 (average no. copies each issue during preceding 12 months); 275,479 (no. copies of single issue published nearest to filing date)
- 15d. Free or nominal rate distribution (by mail and outside the mail) (1) Free or nominal rate outside-county copies included on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (2) Free or nominal rate in-county copies included on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (3) Free or nominal rate copies mailed at other classes through the USPS (e.g. First Class Mail): None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (4) Free or nominal rate distribution outside the mail (carriers or other means): 1850 (average no. copies each issue during preceding 12 months); 1850 (no. copies of single issue published nearest to filing date)
- 15e. Total free or nominal rate distribution (sum of 15d (1), (2), (3) and (4)): 1850 (average no. copies each issue during preceding 12 months); 1850 (no. copies of single issue published nearest to filing date)

- 15f. Total distribution (sum of 15c and 15e): 275,413 (average no. copies each issue during preceding 12 months); 277,329 (no. copies of single issue published nearest to filing date)
- 15g. Copies not distributed: 165 (average no. copies each issue during preceding 12 months); 165 (no. copies of single issue published nearest to filing date)
- 15h. Total (sum of 15f and g): 275,578 (average no. copies each issue during preceding 12 months); 277,494 (no. copies of single issue published nearest to filing date)
- 15i. Percent paid (15c divided by 15f times 100): 99% (average no. copies each issue during preceding 12 months); 99% (no. copies of single issue published nearest to filing date)
- 16a. Paid electronic copies: --- (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date)
- 16b. Total paid copies (Line 15c) + Paid Electronic Copies (Line 16a): 273,563 (average no. copies each issue during preceding 12 months); 0 (no. copies of single issue published nearest to filing date)
- 16c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a) 275,413 (average no. copies each issue during preceding 12 months); 277,329 (no. copies of single issue published nearest to filing date)
- 16d. Percent Paid (Both Print & Electronic Copies) (16b divided by 16c x 100) 99% (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date) I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.
17. Publication of statement of ownership: If the publication is a general publication, publication of this statement is required. Will be printed in the November 2021 issue of this publication.
18. Signature and title of editor, publisher, business manager, or owner: /s/ Mike Shea, Editor, 10/14/21.

Branch Items

Albany, New York

When I first started my career as a letter carrier 16 years ago, I remember receiving my first couple of *Postal Record* magazines. I flipped through, casually reading about my new profession, but what really captured my attention were the Branch Items in the back. It was so interesting to read what was happening all across the country. I still to this day read the Branch Items first each month when I get *The Postal Record*.

As my career advanced and I became involved in the union and eventually became a shop steward, the Branch Items meant even more to me. Hearing how fellow union advocates were dealing with different management programs that hadn't made it all the way to upstate New York yet always made me feel more prepared when they made it my way.

I would like to personally thank Branches 38, 40 and 3825 for your excellent websites filled with great information. I used them a lot throughout my career as a shop steward. Now, as vice president of my branch, it almost feels like I'm checking in with old friends, many of whom I have met at national conventions, state conventions and regional trainings that I have had the pleasure of attending. Nice to see everyone is doing well and still fighting the good fight for all letter carriers. I was honored when asked if I would be willing to be the scribe for my branch and hope to use this column to capture the attention of the future union advocates who don't even know what a grievance is yet. You'll thank me when you win your first one!

Norris Beswick, Branch 29

Anchorage, Alaska

The branch retiree banquet was well attended and they were treated to our special guest, NALC President Fred Rolando. President Rolando gave the latest update on postal and legislative issues and was much appreciated.

The Region 2 rap session then commenced two days later here in Anchorage. It's been 12 years since the rap was held here, and our branch wanted to show the delegates what they've missed. Usually, there is a hospitality room after each day's session, but the hotel cost for the room was prohibitive. Branch 4319 stepped up and chartered a motor coach to bring the delegates to our union hall for hospitality nights.

Members and retirees stepped up and gave the delegates an Alaska experience they won't soon forget. Our union hall was packed. President Rolando attended and enjoyed our Alaskan hospitality. We provided moose chili, musk ox chili, beer-battered deep-fried halibut, grilled salmon and coconut crusted deep-fried salmon. Not a scrap was left at the end of the night. Retiree Chuck Karjala was generous in making moose chili, and retiree Ken Gardeline not only also made moose chili, but he brought his deep fryer and deep fried the halibut and salmon for the delegates. Thanks to the Utah delegate for cleaning our grill. It was rewarding to show off our union hall and hear all of the kind comments on how awesome our union home is. Branch 4319 members should be proud how

their members, active and retired, pitched in to show what Alaskan hospitality is all about.

Lastly, the delegates were very kind to recognize me as I attended my last rap session. I was humbled by their recognition and applause. Region 2 delegates gave me memories I'll never forget. I wish them all well in the future.

Jim Raymond, Branch 4319

Appleton, Wisconsin

Greetings to all Branch 822 retirees and members. It's Open Season for health benefits. Make sure to compare your needs with the NALC Health Benefit Plan to see if it is your best option for yourself and your family.

Our branch is hoping to have a retiree recognition celebration next spring. It's been a while since we gathered to celebrate all those mem-



NALC President Fredric Rolando appeared at the Region 2 rap session in Anchorage, AK, along with Kim Hays, political director of the Alaska AFL-CIO and daughter of Anchorage Br. 4319 President Jim Raymond. Pictured (l to r) are Raymond, Hays and Rolando.

bers lucky enough to have escaped, I mean, retired! In the meantime, our retirees have started an informal monthly gathering. The third Monday each month, we have been gathering at Telulah Park in Appleton. For the next few months we are gathering at the Lake Park Pub in Menasha. So if you're willing to gather indoors, please join us Nov. 15 at 12:30 p.m.

We would love to be joined by any active member lucky enough to have the day off. We will listen to your new stories, and we'll save our old stories to reminisce at the spring (we hope) banquet that will honor more than a dozen who have retired since our last retiree dinner.

Kay Hanke, Branch 822

Atlanta, Georgia

NALC Branch 73 will hold its annual meeting on Thursday, Jan. 13, 2022, at Branch 73's union hall, located at 1842 Candler Road, Decatur, near the intersection of Glenwood Road. The meeting will begin at 5:30 p.m. Any member in good standing is welcome to attend. Social distancing will be enforced and masks must be worn. Vaccination cards will be checked and temperatures will be taken.

Denise Reed, Branch 73

Boston, Massachusetts

As of Oct. 1, the Boston District has had more than 1,900 positive cases of COVID-19 since the first case in late March 2020. Positive cases are definitely on the upswing, and multiple cases seem to be popping up in the same offices. Vaccinated carriers are not suffering with the same severity of symptoms as in earlier variants of COVID-19.

Management has not changed its stance on route inspections, but they are looking for CO-OPs prior to scheduling these inspections. Management has not set up an SOP on how it will conduct these inspections and what additional safety precautions it will be implementing. Management has not reestablished the monthly COVID-19 meetings with the unions as of yet.

There have been no CCA conversions since July 3, and as of Oct. 1, there are 181 CCAs on the Boston relative-standing list. This list is also not correctly updated with carriers who are no longer on the rolls. Management really needs to simply convert all these CCAs to regular and begin hiring PTFs. The CCA employee has been a money saver for management since 2013, but in today's job market, it does not help retain employees who can get a better deal elsewhere.

Congratulations go out recent retirees Scott Ciulla and Tom Ring of Braintree, John Sassi of Dot Center, James Doyle of Fort Point, Mitch Frankel of Cambridge, John O'Leary of Back Bay, Beth Perez and Bobby Thomas of Jamaica Plain, Paul Riley of Milton, Eddie Boyd of East Weymouth, Paul Crampton and Tom Duggan of Woburn, Richie Dinapoli of JFK, Richard Lincoln of Cohasset and missed retiree Paul Kelly from Malden. Condolences go out to the families of active carriers Andrew Cicerano of Medford and David Goodrich of Weston; also to retired carrier John "Jack" Pinto from the Malden/Back Bay stations. Rest in peace, our brothers.

Jerry McCarthy, Branch 34

Carmel, Indiana

Open Season for health insurance is right around the corner, and I am asking everyone in Branch 888 who does not have our NALC insurance plan to do yourself a favor and consider switching to our own NALC Health Benefit Plan (HBP). Not only will you save money each pay period, our NALC insurance is just as good, if not better, than any of our competitors.

The NALC Health Benefit Plan was established in 1950 and is owned and operated by the NALC, which means it is owned and operated by letter carriers. You essentially own part of the plan. The HBP is a not-for-profit plan with a singular focus of the health of its members. There are no shareholders or stockholders who expect a profit or a dividend check, so this might just be the best thing about the HBP because there are no outside corporate interests.

For the life of me, I cannot figure out why every single one of us is not a member of our Health Benefit Plan.

Remember, our NALC Health Benefit Plan is union-owned, union-operated and not-for-profit. Only 4 cents on every dollar go toward operations, with 96 cents going back into the plan.

This, along with no shareholders or stockholders, in my opinion makes *our* plan too valuable not to take advantage of and be a member. Our Health Benefit Plan is first class, and I consider myself very lucky to have this health insurance. I believe every member should have NALC health insurance. Do yourself a favor and stick more money in your pocket every day—sign up during the upcoming Open Season.

This is the year, and now is the time to make the switch! I belong to the NALC Health Benefit Plan. Do you?

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

The members of Branch 545 would like to wish everyone a happy Thanksgiving. With everything that we all have had to endure these last two years, we all have so much to be thankful for. Some of us weren't able to have our normal holiday traditions last year, and the opportunity to get back to our traditions of gathering together to celebrate with one another is a wonderful thing to be thankful for. Also, if you are one of the lucky ones who has been in great health and hasn't contracted COVID-19, you probably know several members of your family and/or friends who have gotten it and seen firsthand the terrible toll it has taken on them, and that is just another thing we can be thankful for. There are so many other examples of wonderful things we can all as Americans be thankful for this year, and we encourage everyone to enjoy and celebrate them all.

We would also like to wish all who served a happy Veterans Day. We could not possibly enjoy all of our rights and freedoms that this great nation allows us to have without the sacrifices that each and every one of you made. Words alone cannot show the respect and appreciation that we have for what your service has meant to us. The months and years separated from your family and friends, willingness to go into dangerous war zones, the physical and mental fatigue you had to endure to protect us, etc. Thank you so much for everything, from an eternally grateful nation.

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 COVID-19 parameters established by our local government leaders.

Justin Fraley, Branch 545

Cleveland, Ohio

Here we go again! Another peak season under staffed, with long hours and too many bosses.

I heard once (or maybe dreamed) that there would be a pilot program that made a T7 carrier position. This T7 carrier would spend four hours a day doing the schedule, checking clock rings, breaking up routes as needed and then deliver a four-hour route.

A carrier managing carriers—what an idea! This actually happened in my station twice when the supervisor never showed up for work.

What a great day was had by all. No bickering, no complaining and all the work for those days was done under the expected times. The supervisor actually received a “good job” the next day for “making the numbers.”

But I digress. The majority of our associate offices are staffed for the season. Unfortunately, the city offices can't say the same. We continue to hire, but retention is terrible. Even junior regulars have left the service for other jobs that pay more and work less.

We try to stress the big picture (or 15-year-out plan). Senior carrier pay, vacation and sick time, retirement pension, TSP. All things the union has fought hard to increase and maintain. Fifteen years may seem like a long time, but as I enter my 26th year, I wonder when the time passed.

Encourage your brothers and sisters, mentor and offer advice to the new city carrier assistants. Above all else: Enjoy your time as a city letter carrier.

Despite the challenges, delivering mail is still one of the most rewarding jobs I know. Remember that when you deliver the Christmas packages and see the smiles on your customers' faces!

Thank you all. Continuing to be yours in solidarity—

Erick Poston, Branch 40



New City, NY Br. 5229 held a bowlathon in September to raise funds for the Muscular Dystrophy Association.

East Lansing, Michigan

I've heard carriers say they'll quit before getting the COVID-19 shot. I wouldn't advise that. You're gonna be hanging out to dry all by yourself. Two reasons that ain't gonna work: One is that businesses want a mandate because it lowers their COVID-19 health care costs a lot and they can blame any backlash from workers on the government mandate. And the second reason is that mandates work. Hospitals and nursing homes that issue mandates under threat of firing typically go from 25 percent unvaccinated down to 1 percent or less in a matter of weeks. Out of 26,000 workers at vaccine-mandated Houston Methodist Hospital, only 170 refused vaccination and were fired, and half of those came crawling back to work a few weeks later at reduced pay. Clearly, they expected the comfort and collaboration of thousands of quitting co-workers, a situation that would've crippled the functioning of the hospital, forcing them to negotiate a settlement. That didn't happen.

Those who continue to worry about massive job losses and service disruptions as vaccine mandates are imposed in New York and elsewhere can rest easy knowing disruptions haven't happened anywhere. Not with police or educators or health care workers. The guy I heard saying he'd quit had more than 30 years in and is close to retirement—not much to lose, so he can afford to talk about “constitutional rights.” Trouble is, when the Houston Methodist case went to court, they said there's no constitutional right to spread disease and kill patients. I always ask anti-vaxxers, “What if you get COVID-19 and pass it on and it kills someone; how would you feel then?” They always say this: “I have a healthy immune system, I won't catch COVID-19.” Oh, sure, 44 million COVID-19 victims thought that very same thing, and now 700,000 of them are dead.

Mark Woodbury, Branch 2555

Evansville, Indiana

As most of us know, the cost-of-living raises for active letter carriers this year has been nearly astronomical, pushing the top scale to around \$70,000 by year's end. For once, the retirees will actually get a meaningful raise as well.

Usually, the cost-of-living increase that retirees get is canceled out by a raise in the cost of health insurance or life insurance premiums. But not this year.

Branch 377 had its annual retiree's dinner during the October meeting, as we do every year. Our union meeting lasts only a few minutes, as the real purpose of our October meeting is to honor the branch's 140 or so retirees. Our Region 6 NBA, Troy Clark, came down from Michigan to be with us, and presented several longevity pins, one for 55 years of membership and one for 60 years of membership.

Our retirees usually strive to be retired for longer than they worked at the Post Office. Obviously, Jim Bowman and Jerome Doyle are both close to meeting that objective, and we applaud them for their longevity.

But what really hurts me is when a letter carrier works hard all of his life, in the rain, the snow, the heat, delivering the mail for his country, finally reaches the age to retire, and then passes away within a year or two of retirement. It truly saddens me when I think of all that is lost in that situation. You think of retirement as the time to sit back and relax, to enjoy the fruits of your 30 or 40 years of labor, to truly enjoy life in your twilight years.

Me—I've been retired for 23 years now, and I fully intend to be retired for far longer than my years of active service.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

There are a lot of changes that are slowly being implemented with the 10-year postal plan. I have one question: How will slowing down delivery standards increase business? With the opening of an Amazon facility here in Fargo, our parcel volume has plummeted. Customers who ship packages have said that

Branch Items



Mural memorializes Florida letter carrier and veteran

A mural of Clearwater, FL Br. 2008 member Donald Conover painted by his widow, Gail, graces the post office in Ozona, FL. Conover, who died in 2019, served the town for more than three decades. The mural depicts Conover with some of the pets of the town's residents. Conover enlisted in the Marine Corps in 1969 at age 17 and served two tours in Vietnam. He began carrying the mail shortly after he was discharged in 1968.

the competition charges more but are quicker. We are a society that wants things now; even if its cost is higher to get it sooner. This will also have a negative effect on small businesses that have always depended on our lower prices with decent delivery times. What study would have possibly shown that slowing our service was the way to save the Postal Service?

The plan is a return to our annual holiday party this year. Hopefully, we will have a great turnout like we have had in the past. Look for a postcard with the date and location once details are finalized.

Congratulations to Trollwood carrier Dave Chapman on his recent retirement. Dave is the kind of carrier you wish all other carriers would emulate. He took pride in his job, did it the right way, and took care of his customers—so much so that they threw a neighborhood retirement party for him. Thank you for all your time and involvement as an active union member. Enjoy your retirement, Chappy!

Brian Prisinzano, Branch 205

Greensboro, North Carolina

In our September Branch item, I observed: “President Rolando is providing valuable nonpartisan political education to our membership.” One example: Fred’s excellent take on PMG DeJoy’s 10-year plan.

Both Brother Rolando and APWU President Dimondstein found some positive features in the plan; however, each focused his sharpest

criticism on the proposed shift from airplane to truck mail transport of First-Class Mail, which, combined with a projected postal rate hike, represents an “Achilles’ heel” that could spell doom for the public post office.

In the weeks that followed, similar to Presidents Rolando and Dimondstein, the Postal Regulatory Commission received a joint warning from the attorneys general of 20-plus states, received 130,000 public comments and issued its own “advisory opinion” warning PMG DeJoy in the strongest terms against carrying out his unilateral destructive/disruptive slowdown of First-Class Mail. Yet, in spite of this overwhelming opposition and his already tarnished reputation, DeJoy still pushed this policy through on Oct. 1. How could DeJoy be so bold?

DeJoy’s had the absolute backing of Ron Bloom, chairman of the postal Board of Governors with the power to hire and fire the PMG. (Ron Bloom was introduced to NALC about a decade ago, while he was employed by Lazard. In the same period, Lazard successfully engineered the privatization of the 500-year-old Royal Mail in England.)

Over the past month or so, *The Washington Post* and others have reported corrupt financial ties of DeJoy with his “former” corporation, XPO Logistics, and with Ron Bloom, and Brookfield Asset Management, the Wall Street firm where Bloom is currently managing partner. DeJoy and Bloom have evidently enriched both their private companies and themselves with private

business activities to the detriment of the public postal service. It’s time for change!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

With the time change now officially here, it has begun to get dark out much earlier. As such, it is crucial for the carriers out after sunset to be as careful as possible and be equipped with headlights. Management should provide each carrier with a headlamp. If you have not been provided one, please contact a union official so we can sort out this problem. It is bad enough being out in the dark as it is, but to be without a light is a recipe for disaster.

As I write this, news has come out that 20 state attorneys, including Maryland’s and Pennsylvania’s, have filed a complaint with the Postal Regulatory Commission against the Postal Service regarding the new First-Class Mail standard. The long-term ramifications of these changes are detrimental to our customers, who may face unforeseen late charges on their bills due to the slowdown. My hope is that through this complaint, the states will be able to get the Postal Regulatory Commission to overturn the change and reinstate our original standards that the American public expects from us. Just because it is difficult to achieve our standards doesn’t mean we should change them; instead, it should be management’s job to step up, staff up and meet the standards. It would be unacceptable in any other business to lower standards, and it is just as unacceptable in our industry.

Unfortunately, at the time of this writing, there have been no conversions to regular yet. To those of you at the top of the PTF/CCA list, your time is quickly arriving, and to those nearing retirement, I know you all have a countdown started and I’m looking forward to wishing you all the best in your retirements as well.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

Resiliency—that innate characteristic of NALC—was evident as a small delegation from Branch 30 attended the 118th Missouri state convention. Taking place on a serene late September weekend, rather than a hectic early August family vacation weekend due to COVID-19. As such, the change for future state conventions to be held during the last two weekends of September was approved during this convention.

The thoroughness of COVID-19 safety protocols enacted for this “business year” convention were outstanding, NALC Executive Vice President Brian Renfroe took note and gave the Missouri State Association mad props for its execution of COVID-19 safeguards for in-house participants, as this convention was also offered in a Zoom format.

Part of being a business year meant state officer elections. Branch 30 members Anthony Mitchell, state vice president, and Gary Franklin and Anita Franklin, co-Northwest District representatives, were re-elected by acclamation. Re-

tiree Warren Moulton was selected as the Branch 30 representative.

While the MDA golf tournament did not have a field the size of the U.S. Open, the good-natured comradery among the NALC carriers was noticed by other golfers on the course. So much so that they donated by participating in the “closet to the pin” competition. Anthony Mitchell was a member of the winning team, dubbed “the All-State Team,” (not *that* All-State), along with State President Kevin Holmes and State Treasurer Kyle Turner.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters! Does your station have a steward representing you? Or does your station have a steward who is assigned to another station who must come by when he/she is notified to come over and represent you? The latter is not good, but shows a lack of *cojones* on the part of carriers in those stations who do not want to step up and represent you. An outside steward is just that—an outsider who does not have a feel for how daily operations are run in that station. This can result in no grievances being processed or grievances going untimely because no one is there to take the “bull by the horns.”

Do you know who your outside steward is, or do you have their cell phone number? If your station does not have a boots-on-the-ground steward, then it is incumbent on those carriers to find out who their outside steward is so they can be notified that they are needed to drive over and represent them. Management is not required to notify the union when they issue a letter of warning (LOW)! They will notify the outside steward when a carrier has asked for representation (e.g., Investigative Interview or I/I). It is a grievant’s responsibility to notify the union when they receive an LOW, not management’s.

Can a carrier file their own grievance? Yes, but management must have a steward present during any portion of the discussion that involves adjustment or settlement of the grievance (Page 15-2, Article 15.2 of the *JCAM*). All carriers must be aware that their grievance must be discussed with the immediate supervisor within 14 calendar days of when the grievant or union first learned, or may have been expected to learn, of its cause.

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Branch 2502 received an arbitration decision regarding the conduct of a supervisor and management’s failure to uphold its JSOV obligations.

RAA James Henry put on a stellar case. RAA Jeff Frazee assisted.

Arbitrator Hutt stated in pertinent parts:

“The union contends that management merely slaps a supervisor on the hand and moves the management employee to another facility. This has already taken place with [the supervisor] and one of the results is the [carrier] incident.

I have determined by the entire record, including testimony and the Parties’ positions,

that [the supervisor] engaged in inappropriate and unacceptable conduct towards [the carrier], the Union Steward and other carriers. Therefore, my remedy follows:

1. The grievance is arbitrable.



Monterey, CA Br. 1310 scribe Patty Cramer made a quilt for NALC President Emeritus Bill Young to honor his military service, his leadership of NALC and for mentoring Cramer.

2. The National Agreement and its supplements and Section 115.4 of *Handbook M-39*, ELM 665.16 and the *Joint Statement on Violence and Behavior in the Workplace* were violated by Supervisor [name].

3. The arbitration award will be placed on the Union bulletin board for 60 days.

4. I order the Service to bar [the supervisor] from further supervision and administrative duties over the letter carriers craft for her abuse, intimidation, and bullying of letter carriers, especially [the carrier]. A copy of this Award shall be retained in her personnel file.

5. I order management in the Sierra-Nevada District to fully and fairly investigate complaints of employee abuse immediately.

6. The Arbitrator will retain jurisdiction for 90 days.

AWARD

The grievance is sustained. The Postal Service, through the conduct of Supervisor [name], did violate the National Agreement and the *Joint Statement on Violence and Behavior in the Workplace*. The remedy is set forth in my Decision.”

Through the great advocacy of RAA James Henry, we were able to achieve this arbitration decision.

Paul Peterman, Branch 2502

Minneapolis, Minnesota

Ten years ago, I wrote an article about my “little old man,” Nick. He had just passed away, and I missed him terribly. He was, and still is, my all-time favorite customer. Every day, Nick would greet me with a smile. We would chat about his day, the weather, or whatever was on his mind. He often talked about his daughter and mentioned his parents and late wife.

Nick had lived most of his adult life on the same block of North Minneapolis. There were plenty of things over the years that Nick could have complained about. He chose to remain positive. One of his favorite sayings was, “It could be better; it could be worse.” He and his dog were a fixture in the neighborhood. Everyone knew Nick and his no-nonsense approach to life. He walked his dog daily, where he shared his smile, opinions and advice.

When he went into the hospital, the staff wouldn’t let me into the ICU to visit. It wasn’t fair; I may not have been Nick’s family, but he was mine. Thankfully, Nick’s daughter had heard about me as much as I had about her, and she made sure I could see Nick in his last days.

The moral of the story is that we can all be more like Nick. There are many things at work we can complain about. It could be better; it could be worse. We just need to be steady and reliable, knowing that eventually things will improve. There is nothing wrong with having a no-nonsense attitude if we are respectful, lend a smile in adversity and take care of each other. Much like Nick’s, our days are not always easy. Adopting his attitude can get us through thick and thin. In solidarity, there is strength.

JoAnn Gilbaugh, Branch 9

New Orleans, Louisiana

It gives me great pleasure to commiserate with you on this momentous occasion. We all have been through a horrific storm, mainly Hurricane Ida. Ida’s winds were devastating to many parishes in the southeastern part of the state. More than 13 parishes felt the sting and devastation left in its path. Many, if not most, are trying to put their lives back together. Most are still waiting for assistance from FEMA and other organizations to help replenish them. Those who were hardest hit, our hearts go out to them—with heartfelt compassion, and condolences for the ones who did not survive the ordeal.

It has been 16 years since Hurricane Katrina hit Louisiana, along with Hurricane Rita, devastating Southwestern Louisiana and the Mississippi Gulf Coast. We can appreciate the love and help of NALC and federal agencies that aided many people. A shout-out to the American Red Cross, the United Way and the Salvation Army. Yes, we are grateful for the many blessings we receive daily and in times of need. We are truly blessed to have come out with our lives. Although we may have lost material things, houses, automobiles, even sentimental things, we can be thankful for the gift of life.

The people of Louisiana are resilient and will bounce back. “Louisiana Strong” is their motto. Many are preparing to put their lives back together. After the storm hit, we lost power. As soon as we could, we started the cleanup. The pickup of refuse along with the debris is still underway. I saw trees being uprooted and shingles being pulled from roofs. In all of the devastating storm, no one lost his or her life in my community. That was a blessing in itself.

Give to LCPF; attend meetings.

Yours in unionism—

Marshall Wayne Smith, Branch 124

Branch Items

Norristown, Pennsylvania

Remember when we had a equability list and people were upset if they weren't getting the same OT as other carriers? Remember? Well, now we have more noes than yeses, and people are upset because they are getting more OT than others. It's like Bizzaro World.

There was an article in Federal News Network that said USPS is hiring 400 stupidvisors for the holiday rush. Really? Anyone with common sense and a feel for the work floor would know what we need, and it's *not* stupidvisors!

These are hard times because of the pandemic that we will be feeling for a long time to come if people don't get vaccinated and we can't get this under control.

We have hired a few CCAs and we have fired a few CCAs. This job is not as easy as it looks and I don't think people understand what goes into it—we are a special breed. Unfortunately, the ones who were fired did not have the tools to complete the job and didn't want to show up (which is the easiest thing to do). I didn't think I was gonna make it when I started in the winter and didn't have a pair of gloves; I thought my hands were gonna fall off! Everyone has a story about when they first started, but the adjusted and persevered! Not to bust on Millennials, but their work ethic is not as great as other generations. "Nothing is given, it is earned" is a good motto...Generation X rules.

Happy Thanksgiving to everyone. Now we are into the Xmas rush and darkness is upon us. Be extremely safe and don't take any shortcuts. Ya know why safety teams are out in the dark watching us? Because it's unsafe! Be professional and take care of your route!

Peace.

Joe Stimmler, Branch 542

Philadelphia, Pennsylvania

Veterans Day is a special day. On Nov. 11, we will celebrate the service of our former United States Armed Forces personnel. It is a day to honor living veterans, or former members of the military who were discharged and are alive today.

We celebrate Veterans Day to honor the soldiers, sailors, Marines, and air men and women who put their lives on the line to defend the freedoms that we far too often take for granted.

Many of us will observe Veterans Day by flying the flag at our homes, spending time with our family and friends, and watching patriotic

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.

movies on our TVs. All these things are good, and maybe we can challenge ourselves to do more.

You could go to a cemetery and say a prayer over the graves of those who made the ultimate sacrifice. You could visit a VA hospital and spend some time speaking with a veteran. Perhaps you could volunteer to help prepare a meal at the VA or write a check to an organization like the Wounded Warrior Program (WWP).

In its literature, WWP reminds us that wounded warriors are more than the injured themselves. They are the husbands and wives,



Northeastern New York Br. 358 honored Rabbit Riley with a 50-year gold card. Pictured (l to r) are Branch President Bill Cook, Riley, NALC President Fred Rolando and Region 11 NBA Mark Camilli.

daughters and sons, fathers, mothers and friends—people who made great sacrifices for our country who now need assistance. We are reminded that our donations provide life-changing, often life-saving, programs and services free of charge to warriors, their families and caregivers.

However you choose to honor our military on this auspicious day, this is a day for Americans to thank the members of the community who have put in the time to defend our nation and the freedoms we enjoy. It is time to appreciate the sweat and blood of nearly 20 million veterans who live and work in America today.

Joe Rodgers, Branch 157

Portland, Oregon

What's new at Branch 82? We've been having in-person general membership meetings for a few months now. I echo what other branches have reported—it has been really nice to see everyone who has ventured out to the union hall. By the time you're reading this, we will have had officer nominations, and we'll be in full swing of our election season.

Congratulations to retired carrier Paul Swenson, who turned 100 in September. We were thrilled to celebrate this momentous occasion with Paul.

Our local CCA Academy instructors have a good 120 or so new employees to train for Portland and its surrounding cities. That's a pretty decent number. If even only a fraction of them stays with us, we will be in better shape for peak season. Hopefully we can hang on to most of them.

We letter carriers still have a lot to be thankful for this Thanksgiving season. Despite all the long hours and terrible staffing, this is still a

good job, a career. I truly believe that there will again come a day when people are complaining about no overtime. We just have to make it through. We are so done with COVID-19, but it isn't quite done with us yet.

I wish you all a blessed and restful holiday. And a great dinner with leftovers.

Suzanne Miller, Branch 82

Providence, Rhode Island

At the beginning of October, Branch 15 did a pass-the-hat collection to raise money for the Rhode Island Food Bank to make up for the fact that we were not able to do our annual Stamp Out Hunger food drive for the second straight year due to the pandemic. I've heard that the Rhode Island Food Bank is very much missing our contributions from the food drive, so thank you to all of the branch members who were able to give during these difficult times where we're all feeling the effects of the pandemic.

Also on that note, at the beginning of October, several COVID-19 MOUs were extended through the end of the calendar year. Make sure to familiarize yourself with those, as those could be helpful in your situations.

Lastly, we're headed into the holiday season! For us in the Northeast, that means long days and short daylight post-Daylight Saving Time. Make sure you're prepared for the change in seasons and make sure to keep healthy mentally and physically as we approach the craziness of the holidays—and try to enjoy them also! Until next time, be well, my postal brothers and sisters.

Anthony Turcotte, Branch 15

Racine, Wisconsin

You break the seal and open the scroll, only to find out it was a uniform tie all along. Here in the Lakeland District, that's going to distract customers from slower delivery standards. Nice ploy. That letter you mail will now reach its destination in a week. Like it or not. Tie or no tie. We are just going to look good doing it.

Before returning from our Perry Avenue station after picking up Express Mail, I hit the restroom. I thought I was in an accident and this was heaven. I had to pinch myself and phone a friend. It felt like walking into the Ritz-Carlton of bathrooms. Clean, neat and well maintained. There was soap in the dispensers. Soap! I just wanted to bottle some up and bring it to the 4-Mile Station for everybody to see I wasn't just making it up. For a minute there at 4-Mile, you couldn't go into our restroom without donning a hazmat suit.

Never did I think I would see a "We're Hiring" banner—not a sign, a banner—hanging from the fence outside the P.O. There was a time when two rooms would be full of test-takers. A coveted position where just the top 10 would be vetted out for interviews and employment. Now it's hard to keep new carriers. What happened between then and now? Is this a generational issue or an entitlement glitch?

A shout-out to our hardworking CCAs city wide. Hang in there. With the holidays here and

December contractually a no-penalty month, carriers will be working longer hours well into the night with heavier mail volumes, and one would assume unprecedented parcel volumes. We will probably see more of each other than of our families. We can do this.

Chris Paige, Branch 436

Rockville, Maryland

Our vice president, Charles Clark, recently signed a pre-arbitration agreement to make a carrier whole who had been out of work for more than a year. We estimate that the back pay amount is approximately \$95,000, which included hefty lost overtime. One week later, Clark signed another pre-arbitration paying a carrier \$2,275 due to management trying to cheat a grievant out of the correct amount of overtime for a previous grievance settlement by cheating on the 8039 (Back Pay Decision/Settlement Worksheet). Management thought they could get that past Chuck Clark. *Wrong!*

We are going to arbitration on Oct. 15 concerning an untimely pay adjustment in the city of Gaithersburg. This will be the eighth arbitration on this issue in Gaithersburg in the last 20 months! In Gaithersburg, we have seven arbitration victories within the last 20 months reaffirming the 28-calendar-day policy to have the money in hand after a grievance win. Arbitrator Drucker issued four arbitration decisions, and she paid our branch \$200 in each arbitration due to the number of repeat violations of this policy. The total was \$800 to our branch. Arbitrator Saltzman also ordered management to comply with the money-in-hand-within-28-calendar-days policy, and she paid our branch \$200. Arbitrator Roberts paid our branch \$2,500 due to repetitive violations of the 28-calendar-day policy, and that case was a representative case for three other grievances. So, the total paid to our branch from Arbitrator Roberts was \$10,000. And, we even won on this issue in front of Arbitrator Stanton. That's \$11,000 paid to our branch by four different arbitrators on the same issue, in the same city, within 20 months. A special thank-you goes out to Charles Clark for appealing these cases and for his expert testimony.

Kenneth Lerch, Branch 3825

St. Louis, Missouri

The Centers for Disease Control and Prevention (CDC) just released statistics, and the good news is that 183 million Americans are now fully vaccinated.

However, there are concerns that the vaccine's protection against the effects of COVID-19 begin to wane after six months and a booster inoculation may be required.

Currently, Pfizer is the only vaccine maker authorized by the U.S. Food and Drug Administration (FDA) for boosters at this time. So, the additional doses are currently limited to the roughly 100 million Americans who were fully vaccinated with Pfizer's product.

U.S. Surgeon General Vivek Murphy stated this week that "it's not unusual to see this waning response. Even highly effective vaccines require booster shots to wake up the immune system."

At the present time, the CDC is recommending that only some Pfizer vaccine recipients get the booster, including people 65 and older,

people living in long-term facilities and people 50 to 64 with underlying medical conditions. The booster should be administered at least six months after completion of the primary vaccine series.

People ages 18 to 49 with chronic health issues and people over 18 whose work puts them at high risk for COVID-19 can also get a Pfizer booster.

People who received the Moderna or Johnson & Johnson vaccines will have to wait for their brands' boosters to be cleared, which could still be a few more weeks. Moderna has a requested FDA approval for boosters, and Johnson & Johnson is expected to do so soon.

While the coronavirus vaccines can help thwart infection (vaccinated people are eight times less likely to get COVID-19 than unvaccinated individuals, according to the CDC), their primary function is to prevent serious illness.

Bottom line—if you're a letter carrier working in the public, get your shots and your booster.

Tom Schulte, Branch 343

Seattle, Washington

Some mornings, while struggling to get on my socks, as I stop to catch my breath, in that woozy haze I look back on my postal career, and I wonder—where did the energy come from? Once you don the mantle of shop steward, your plate can get pretty full, pretty fast. Taking care of yourself and others becomes an all-you-can-eat buffet that can supersize in an instant. You're not only tasked with keeping your own nose clean, you have to run around the station wiping up after everyone else. And if you have a lousy manager—which is not a rarity—it becomes like a day care, with tantrums and people in tears because some 200-pound toddler carrying a clipboard is tossing their weight around.

The shop steward job can be overwhelming. So, why do it? What's the takeaway? Speaking for myself, it was the sense of right and wrong it entailed. After being chased about by management, being harassed and belittled, and after seeing so much of the same thing being done to others, what struck me was how wrong

it was—to come to work and be insulted and hassled for what? For working? That's not right! Then I discovered the contract, and began to understand that there were actual rules of engagement where a worker could hold management accountable for its behavior, and that morphed me into an Energizer Bunny. The times I won, when I could save a person's job by going to battle for them, well, that was worth more than money.

Being a shop steward is like being a superhero. You're fighting against what's wrong, doing what you know is right and gaining a certain amount of righteous energy from doing the right thing for the right reason.

Don Nokes, Branch 79

Silver Spring, Maryland

Welcome to dystopia! Our world has become an Orwellian stereotype in which yesterday's heroes are "zeroes" because of exercising individual rights and freedoms. All viewpoints contrary to the master plan are completely censored from mainstream media. The bureaucrats running health corporations disguised as organizations are proclaimed "health experts," despite never treating a patient. The same "expert" responsible for funding the experiments that most likely caused our crisis and surprisingly (or not) owns patents on one of the treatments admitted on national television that he did not know much about acquired immunity. For the first time in history, people are receiving a "vaccine" while being told that they still need protection from those who do not get it.

Please do not wait to resist tyranny until you personally realize the effects of it being allowed to steamroll. All unions should be vocal about the use of fear as an excuse to disregard working people's rights. Complacency and passivity is unacceptable.

Our local will continue to have monthly virtual branch meetings for the time being. Please attend these so we can have each other's backs. Although virtual meetings can lack the comradery of in-person ones, they are vital. We also have monthly dispute resolution brainstorming sessions in person (not virtual) that all of our local membership is invited to. Simply inquire with your steward or branch representa-

COLA: Cost-of-living adjustment

- ▶ Following the release of the September consumer price index (CPI), the fifth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$208 annually**. This COLA is based on the change in the CPI from the base index month to January 2022, with the previous four COLAs subtracted. All three COLAs will be paid retroactively to their contractual effective dates.
- ▶ The 2022 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**.

- ▶ The 2022 projected COLA under the Federal Employees' Compensation Act (FECA) is **5.9 percent** following the release of the September CPI. This COLA is based on the change in the CPI between December 2020 and December 2021.

Visit nalc.org for the latest updates.

Branch Items

tive if you would like to attend so that we can plan responsibly.

If you ever received a COVID-19 positive diagnosis, even if you experienced no symptoms, please take advantage of the American Rescue Plan Act to file a claim as a “covered employee.” This protection for an unknown future is something you deserve as a front-line worker/hero. Let’s all stand together against what no one deserves: fear-driven corporate tyranny.

Lee Taylor, Branch 2611

South Jersey, New Jersey

Stop trying to re-invent the wheel! It just amazes me how this company will not stop trying to tinker with our jobs. It wasn’t enough that the Consolidated Casing initiative was a dismal failure, now they have to try another pilot program, the two-in-one casing program, in the guise of reclaiming floor space. The Consolidated Casing failure had the same idea as well, only they had a case have five routes on it instead of two. The bottom line is that the alleged floor space they saved was never utilized and stayed empty during the entire test!

Why not stop trying to squeeze every little thing they can from our craft and work on things that would really be meaningful? I mean, they gave us DPS and FSS, which has saved millions of hours in office time. To act like they really want to save space is comical. The little bit of time this new program would save would be non-existent. Also, whenever you start messing around with putting more than one route on a case, you are asking for trouble. You automatically put yourself in a bad position when mail is late or heavy or when a carrier calls out.

Instead, how about figuring a way to get us the mail in a timely manner so we don’t have to wait around to leave the office? I’m not sure who the genius is who keeps trying to come up with “innovative ways” to change our job, but that person has to go. Just ask our members the best way to save money and make our jobs more efficient, and you will have more success. If the Postal Service continues to do this on its own, without our help, we are doomed.

Happy Thanksgiving, everyone.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Management will try to eliminate routes based on the current state of business. Many businesses have not returned to their offices. So, we will lose on that front. We will fight, but the company knows when it has an advantage. Fortunately, our branch is not on the list for walks/inspections. But we have developed bad habits throughout the pandemic (survival mode) that won’t bode well for us. Please focus on protecting your routes by doing office work in the office and street work on the street function. It will make all the difference.

The fact that we do as well as we do against management is all attributable to you. Our leaders. If you are reading this article, you are a leader. If you share, care and help our fellow brethren, most likely you are exhibiting leadership qualities. And I thank you so much! It does take a village. It’s so easy to divide us.

Our stewards play the most important role in our leadership ladder. But the truth is, we are getting old. We must look for the next generation of leaders. That’s where I ask you to encourage carriers to step up and get involved with the union.

We will train and nurture them. Have you looked at the next generation of management? God help us! But our fight is the righteous fight. And well worth it. Although some of our members can be a pain in the ass, we love representing them. The bigger picture is what counts more.

Our general meetings (the first Wednesday of every month) have been on since July. Please come out and get involved.

The pandemic didn’t defeat us, and I’ll be damned if these little weasels who lead with their egos will either!



Flushing, NY Br. 294 member Wesley Cooper retired with 49 years of service. Pictured in center shaking hands are (l) Cooper and Branch President Tony Paolillo.

#StandOnRighteousnessAndPurpose #In-UnityWeWillDoGreatThings #LeadWithLove #BusinessIsBusinessButOurDignityHasTo-ComeFirst #ThankGodForTheNALC!

Eric Jackson, Branch 725

Springfield, Ohio

Congratulations to Keith Smith on his retirement after 36 years of service. Hope you enjoy many years of retirement.

Dr. Phil: “You teach people how to treat you.”

There is a lot of acrimonious talk on the workroom floor and social media about the work ethic of Springfield letter carriers—talk about carriers not showing up for work, only wanting to carry mounted routes, medical restrictions, etc.

But carriers are only doing what management has taught them to do.

The postmaster lets carriers not show up for work for days or even weeks with no repercussions. He has taught carriers that attendance is not important.

The attendance control officer announces on the intercom that carriers are ordered in and then, when they don’t show up, she logs them in as “non-scheduled.” The ACO has taught carriers that “ordered in” means “only if you want to.”

Supervisors let carriers refuse to go back out, while ordering other carriers back out for a second or even third time. The carriers have been taught that favoritism is alive and well in Springfield. To combat the favoritism, the carrier gets medical restrictions.

Springfield has a lot of problems, but don’t blame it on the carriers or COVID-19. Carriers are only doing what management has taught them to do.

Our postmaster and ACO have provided us with no leadership and minimal management. Management has taught me that there is indecisiveness, favoritism, outright lying, and general incompetence by Springfield management that will only be fixed when the postmaster and ACO are gone from Springfield. Thank you, Dr. Phil, for the insight.

Branch meetings are the second Thursday of each month in Room 221. Pizza and soda at

6:15 p.m. Meeting at 6:30. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

Toledo, Ohio

Our stewards and Formal A reps have made progress with the backlog of grievances. Management was able to provide the time to stewards, and we are now nearly current with Informals. There is still a backlog at the Formal A level. We have been able to reach partial settlements so that carriers get paid what they are owed.

The future doesn’t look promising. We will go above 2,000 grievances before the end of October. Back to back to back record years. When will management ever learn?

Route inspections have returned to northwest Ohio. At the Maumee office, we were able to negotiate minor changes, eliminating the need for a full inspection. Before the start of the inspection in the Perrysburg office, we offered to settle for an additional route to be added. Management declined. It appears at this time that there will be more than one route added. The Perrysburg carriers are to be commended for their professionalism during the week of inspection and every other day. Up next is the Midtown Station. Midtown is one of several stations housed in what was once the Toledo Processing Plant. We will have to wait and see what happens there.

Ray Bricker, Branch 100

Tri-Valley, California

In August, a scanner message informed carriers that the Sonora Post Office was seeking volunteers to work and that interested carriers should text their information to USPS. After investigation, I learned that Sonora is located in the western foothills of the Sierra Nevada Mountains, not far from Yosemite National Park.

In September, I discovered that some of our carriers had volunteered to work in the Sonora office and were being “detailed” there to carry mail. I was angry when I received word of the details for many different reasons, the main one being that we suffer from poor staffing in several of our local offices. We receive almost daily calls at the branch office from carriers complaining about being mandated to work their non-scheduled (N/S) days, even though they are not on the max OT list. They can’t make plans for their days off to take care of routine errands such as car maintenance, haircuts, shopping, medical/dental appointments, etc. Not to mention the need for rest and relaxation that carriers look forward to on their N/S days.

I spoke to a non-ODL carrier last week who told me that he had a dental appointment and a personal appointment scheduled for his N/S day, and his supervisor told him he must provide documentation for these appointments or be considered AWOL. Really? If charity “begins at home,” why are we sending carriers to Sonora while we struggle with staffing locally?

I phoned the postmaster from one of the offices we receive the most complaints from, and he told me that he tried to stop the detail of one of his carriers but was basically told to pound sand. We are grieving the improper details; in the meantime, many non-ODL carriers will continue to suffer with no days off.

Ray Hill, Branch 2902

Union Member Rights and Officer Responsibilities under the **LMRDA**

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS)

enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. Below is a summary of the LMRDA:

Union Member Rights

Bill of Rights—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

Reports—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline—A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's reasonable request to distribute campaign material at the candidate's expense.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.

Restrictions on Holding Office—A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans—A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave. NW, Room N-5616, Washington, DC 20210, or by visiting www.dol.gov.

Auxiliary Update



Pam Fore
Treasurer

National Auxiliary Board

News and updates from the officers



Cythensis Lang
President



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Linda Davis
Asst. Secretary

From the Treasurer

As we are entering the Thanksgiving season, the weather has turned cooler and the leaves have changed into a colorful rainbow of warm golden hues. We are preparing to spend more time with our families and friends.

The Auxiliary will be doing the same. As you gather together, why not ask your friends and family members to join the Auxiliary?

Recently, I was invited by National Business Agent Lynne Pendleton to speak to the members attending the Region 9 rap session. I explained to them that the Auxiliary was organized in 1905 and through the years, we had been organized in 47 states.

Sadly, that is no longer the case. As of 2021, we only have 29 auxiliaries nationwide.

That's why I'm writing to you. We need to grow our membership. You can contact me or any other NALCA board member, and we'll send you an application. Applications can be printed from the NALC website, nalc.org/fllc. Thank you.

I hope you and your loved ones have a wonderful Thanksgiving.

In solidarity—

Pam Fore

NALCA Third Quarter Financial Report

The following report shows financial transactions from July 1 through Sept. 30, 2021.

Balance 7/1/21	\$9,645.83
Deposits	1,580.00
Total	\$11,225.83
Expenditures	
Salaries—net	2,400.00
Mileage	25.20
CPA (payroll, 941 prep)	260.00
Total disbursements	\$2,685.20
Balance 9/30/21	\$8,540.63

Submitted by Pamela Fore, Treasurer

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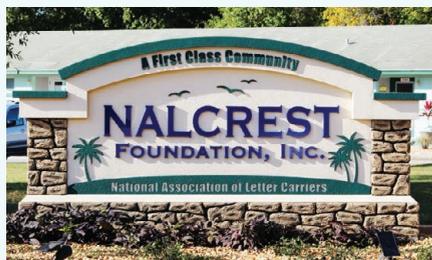
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Nalcrest Update



From the Trustees

When fall finally shows up at Nalcrest, we usually start to see a resurgence of activities that are so popular among the residents. Since the softball teams, and others, have been on hiatus due to the summertime blues, mornings begin to come alive around the beautiful softball field. Since it is well taken care of year-round, there is quite a bit more action taking place that gets the players ready for the season to start. Those who have been in cooler climates during the summer begin to drift by, looking for a game, or an opportunity to “pitch” in with

the chores at hand. Summer is fading fast, and mornings are cooler and absent the humidity of summer. Soon there will be enough players to play full teams against each other in preparation for the season.

The short-term, furnished apartments have been in heavy demand at Nalcrest, as many active carriers spend some of their leave time at Nalcrest checking out the facilities. They are finding the prices irresistible! These units are an attractive way to spend some time in Florida, not only checking out the many attractions within driving distance of Nalcrest, but also checking out Nalcrest in its entirety. It's a real letter carrier two-fer! An advance phone call to the Nalcrest staff can get you a personal guided tour of all the facilities that Nalcrest has to offer, as well as scoping out just where you might like your eventual residence to be.

At Nalcrest, we are preparing for the many residents who summer away to return to their special place in the sun. We have inspected their apartments, made any necessary repairs, etc., and are prepared to welcome them “home”!

You can become one of the many lucky NALC

members who call Nalcrest home by calling the office at 836-696-1121 and submitting your application. You should do so at least a year prior to your retirement, as there are more than 200 names currently on the waiting list.

The Nalcrest Foundation would like to extend our wishes to everyone for a very happy Thanksgiving!

Don Southern

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern

Hartford, Connecticut

I hope that everyone had a good time at the Hartford Yard Goats baseball game in September on Branch 86 union night.

Veterans get in for free at the Big E fair in Massachusetts on its opening day. This year, it was on Sept. 17. Myself, a non-veteran, and Bill Grossberndt, a Navy veteran, attended this year. Every Year, there is an Opening Day promotion. I got \$3 off the regular \$15 admission. They give out lots of literature and free gifts to military veterans.

I am looking forward to our western area Branch 86 retiree dinner on Nov. 6. It is at the Amber Room of Danbury.

There is an urgent need to pass postal reform. Cutting back service from three days to five days for nationwide delivery will *not* help us get or retain customers. Sadly, like the Social Security trust fund, you *cannot* keep taking money away from those institutions without endangering the services and income they provide to retirees.

It is good to see Post Office retirees. Occasionally we get together to go to Apple Cinemas. They have numerous locations in New England. On Sundays and Tuesdays, *all* films are \$4.75 all day and night. We also meet at tele-track Sports Haven betting OTB facility for sports horse racing, etc. There is a nice cafeteria there as well.

Best wishes for all of our Connecticut carriers who have retired to Florida. Please keep in touch.

Ed Mulrenan, Branch 86

Milford, Massachusetts

Recently, I attended Branch 308's dinner meeting, where I saw many retirees whom I haven't seen for some time. Our distinguished guest was Jerry Ugone, regional administrative assistant from the office of our national business agent, Rick DiCecca. Jerry spoke on several issues of interest to both active and retired carriers. We always appreciate union officials who take the time to visit our small branch.

As always, there are many challenges facing us. One is the issue of postal infrastructure. Electrification of postal vehicles, like most vehicles,

is the way of the future. Funding for postal infrastructure is part of a package that is before Congress but which has not yet passed (as of Oct. 7). Another is the pre-funding obligation imposed on the Postal Service, which eats up valuable funding. Members who have smartphones would do well to download the NALC Member App. With this app, explanations of government issues, news items and even the National Agreement are available at your fingertips.

As for working people in general, there seems to be a recent upsurge in strike activity. It is interesting to note that not all of this is from "certified" or "recognized" labor unions. Much of it is from organizations that I call "small-u unions" but the media call "alt-unions." Among these are Fight For \$15, Warehouse Workers for Justice and other such groups. These organizations advocate for workers on issues like safety, scheduling, working conditions, paid sick leave and higher pay.

One reason for this new worker militancy is the labor shortage due to the COVID-19 pandemic, which is giving labor more leverage. Another may be frustration with the power dynamic between workers and management. In any case, neither carriers nor retirees exist in a vacuum. What happens to others affects us, and these "semi-organized" workers need our support.

Jim Zozzaro, Branch 308

New Orleans, Louisiana

"For the first 72 hours, you're on your own."
—Gov. John Bel Edwards

I hope this article finds everyone affected by Hurricane Ida in a much better recovery mode. I'm doing the FEMA/insurance shuffle again, 16 years after Katrina. Heartfelt wishes go out to the Houma/Thibodaux branch, especially Lake Charles, which can't seem to get a break. Hopefully, information in my July Retiree Report was informative.

Happy Veterans Day to all of our veterans. Thank you for your service! On a personal note, my family service started in 1951, and in 2021, my nephew completed basic training in the Air Force, so my family now has three active-duty mem-

bers—that's how Taylors roll. Golden Corral on Nov. 11 has a free buffet for veterans and active-duty military members. The NALC Veterans Group form is available in *The Postal Record*. Branch 124 on Nov. 7 will honor 50-year union members; call the branch at 283-6252 for more information.

Open Season for health care is Nov. 8 through Dec. 13. Make sure to review your benefits—hopefully with NALC, which bargains for those benefits. I'm aware that everyone's needs are different, but having grown up in Texas, "I dance with those who brought me to retirement"—NALC.

On the political front, election dates have changed in Louisiana. Early voting is Oct. 30 until Nov. 6. Check the GeauxVote app for updates.

Postal reform, GPO/WEP and federal annuities are hot-button issues that affect your family's bottom line. Come to branch and retiree meetings to be informed.

I'm attending a workshop on long-term care policies and products, and I'll provide information via *The Postal Record* and branch meetings.

Wishing a speedy recovery to Mr. Carroll and Mr. Sie, two stalwart retirees in Branch 124. Condolences to Brother John Marrero on his wife passing.

Stay informed.

Stanley L. Taylor, Branch 124

Paterson, New Jersey

With summer quickly drawing to a close in New Jersey, we look forward to starting our union meetings in September and having items that bring this union stronger and more united.

When weekends are overcast with the threat of constant rain, summers go extremely fast and before you have time to really enjoy the summer, it draws to a close. There is a positive note: We are relieved of above-heat extremities. We have had at least three heat waves in New Jersey, which we know as letter carriers make our job of delivering our nation's mail even more difficult.

We attempt to enjoy these summer months as much as possible and we look forward to getting back to making this union stronger in the future.

Joseph Murone, Branch 120

In Memoriam

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

Robbie L. Carnley	Br. 469	Mobile, AL
Phillip Damore	Br. 1902	Arizona Mgd.
Thomas L. Helland	Br. 704	Tucson, AZ
Reginald D. Fuqua Jr.	Br. 1100	Garden Grove, CA
George O. McQueary	Br. 1563	Ukiah, CA
Daniel P. Baker	Br. 204	Colorado Springs, CO
J. J. Gerschaneck	Br. 142	Washington, DC
Willie Bowden	Br. 73	Atlanta, GA
Veronica D. Gray	Br. 73	Atlanta, GA
Gaytra Howell	Br. 73	Atlanta, GA
Donald Johnson	Br. 73	Atlanta, GA
Conrad Lettsome	Br. 73	Atlanta, GA
Velita Little	Br. 73	Atlanta, GA
Willie Sims	Br. 73	Atlanta, GA
Terry Stephens	Br. 73	Atlanta, GA
Claude Strickland	Br. 73	Atlanta, GA
William B. Trotter	Br. 11	Chicago, IL
David P. Bentsen	Br. 825	Oak Brook, IL
Pedro J. Martinez	Br. 825	Oak Brook, IL
Marcus Wheeler	Br. 825	Oak Brook, IL
David L. Hout	Br. 455	Michigan City, IN

John F. Adams Jr.	Br. 499	Kansas City, KS
Harold E. Boyd	Br. 499	Kansas City, KS
Ralph C. Dalrymple	Br. 499	Kansas City, KS
Michael A. Kelly	Br. 499	Kansas City, KS
Edward H. Placke	Br. 499	Kansas City, KS
Carl L. Arnold	Br. 361	Central Kentucky
Leland G. Fish	Br. 361	Central Kentucky
Peter E. O'Donnell Jr.	Br. 92	Maine Mgd.
David P. Goodrich	Br. 34	Boston, MA
John W. Carter	Br. 74	Saginaw, MI
Robert E. Cibulka	Br. 4374	South Macomb, MI
Robert W. West	Br. 114	Duluth, MN
Hugh M. Byrne	Br. 9	Minneapolis, MN
Donald W. Carlson	Br. 9	Minneapolis, MN
Donald B. Lemay	Br. 9	Minneapolis, MN
Vicente D. Antonio	Br. 2778	Sparks, NV
Lionel A. Jean	Br. 29	Albany, NY
Mario V. Messana	Br. 41	Brooklyn, NY
John S. Baird	Br. 137	Hudson Valley Mgd., NY
Salvator A. Fazio	Br. 137	Hudson Valley Mgd., NY
Clay Shipley	Br. 137	Hudson Valley Mgd., NY

Ronald J. Birch	Br. 6000	Long Island Mgd., NY
Ronald A. Burchianti	Br. 6000	Long Island Mgd., NY
Fred J. Pascalli	Br. 6000	Long Island Mgd., NY
Edward Wayne	Br. 6000	Long Island Mgd., NY
Leonard W. Baumann	Br. 36	New York, NY
Francis A. Ronay	Br. 40	Cleveland, OH
Edward L. Berg	Br. 1629	Cuyahoga Falls, OH
John Peters	Br. 182	Dayton, OH
James Page	Br. 583	Lorain, OH
Ron Sauer	Br. 583	Lorain, OH
Doug Sittenger	Br. 583	Lorain, OH
Mark W. Snyder	Br. 100	Toledo, OH
George J. Kelly	Br. 162	Pittston, PA
Anastasia O. Igonina	Br. 15	Providence, RI
Zelma Norward Jr.	Br. 132	Dallas, TX
James R. Beck	Br. 226	Fort Worth, TX
Thomas E. Erlanson	Br. 404	Waco, TX
John D. Lewis	Br. 595	Danville, VA
Kenneth Jenson	Br. 572	Janesville, WI
Donald E. Droese	Br. 2	Milwaukee, WI

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: Los Angeles (3/99) to Sugar Land/Houston area, TX. Regular carriers only. Many bidding stations, from West L.A. to Hollywood to East L.A. Lots of OT. Edgar, 714-783-5690.

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: 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.

FL: Palm Beach (6/14) to Cidra, Caguas, Guaynabo, Arecibo, Aguadilla, Rincon or Mayaguez, PR. Palm Harbor is a great area with schools, beaches and many outdoor activities. Carlos, 727-488-0539 or dreamon2008@gmail.com.

FL: Pembroke Pines (7/05) to Duluth, Lawrenceville, Windor, GA or surrounding areas. Five bidding offices with OT. Great weather. Family reasons. Marsha, 954-548-6220 or gw2success@gmail.com.

FL: St. Petersburg (2/05) to Chatanooga, TN; Dalton, GA or surrounding areas. Regular carriers only. Close to beaches, downtown and plenty of amenities. Area includes 10 bidding stations. OT available. Andre, 727-543-1848 or acmc918@yahoo.com.

IL: Chicago (9/94) to Nolensville, Columbia, Brentwood, TN area. City carrier. 90/10 percent single-family house deliveries. Nineteen-route station. Strong local union; laid-back, friendly atmosphere. Anthony, 312-316-7846 or anthonyquinn53@yahoo.com.

IL: Chicago (9/93) to Las Vegas, NV or surrounding areas, or any of the following states: TX, FL, GA. 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 reenae2@hotmail.com.

MA: Boston (1/17) to Miami, Hollywood, Fort Lauderdale, Orlando, Kissimmee, FL or surrounding areas. Large office in the city with lots of parking, two minutes

away from public transportation. Lots of overtime if wanted. Need to move closer to family. Christina, 857-301-6955 or uspstransfer2021@gmail.com.

MA: Boston (10/20) to Westwood, Dover, Sherborn, Norwood or Needham, MA. Moving because of family reasons. Large office with plenty of OT. Best manager ever! Great co-workers and atmosphere. Regular carriers only, please. 508-685-7892 or cvmitrova@gmail.com.

MI: Taylor (9/05) to Gwinnett County, GA or surrounding areas. Regular carriers only. Large office with plenty of overtime. Close to airport. Anjeanette, 313-287-8326 or aparks89@yahoo.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, Smyrna, Nashville, Franklin or Manchester, TN. Regular city letter carrier. Lots of overtime. Snow on Mt. Charleston. Scott, 702-427-2498 (text) or scottblondin@yahoo.com.

NJ: Highstown (3/17) to Spring, TX or surrounding areas. OT if needed. Me-

dium office with good work environment and a mix of business and residential routes. Gabriel, 973-393-1197 (text only) or gabrielalicea4@hotmail.com.

NY: Syracuse (9/15) to Brandon or surrounding areas near Riverview, FL. Bought a house in Riverview last year not realizing it would take two years to transfer to Florida. I'm interested in doing a mutual swap. Wendy, 315-491-5842.

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).

TN: East Tennessee (1/13) to West Tennessee. Large office with plenty of OT. Regular carriers only. Near the mountains. Having some routes go up for retirement. Tina, 423-284-6959 (text).

TX: Dallas/Garland (2/09) to Los Angeles, CA. Regulars only. Four bidding stations. Mix of park-and-loop and mounted routes. Plenty of overtime available. Ivan, 310-567-7748 (text) or ivanusps@hotmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., November's deadline is for the December 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

NCMCC: 1433011

Leandra Rice



Missing Since: Oct 6, 2021
Missing From: Washington, DC
DOB: Oct 6, 2006
Age Now: 15
Sex: Female
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 5'3"
Weight: 100 lbs

Leandra was last seen on October 6, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Metropolitan Police Department (District of Columbia) 1-202-727-9099

MISSING

HELP BRING ME HOME

NCMCC: 1433149

Tegan Daugherty



Missing Since: Oct 10, 2021
Missing From: Loudon, TN
DOB: Aug 15, 2006
Age Now: 15
Sex: Male
Race: White
Hair Color: Brown
Eye Color: Hazel
Height: 5'6"
Weight: 140 lbs

Tegan may still be in the local area.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Loudon Police Department (Tennessee) 1-865-408-0408





Free college for union members and their families

Earn your degree for free online. The Free College Benefit helps union families continue their college education without piling on thousands of dollars in student debt.



– Chelsea T.
Free College student

Free associate degree for you and your family

Union Plus Free College offers working families a debt-free and convenient higher education opportunity. Current and retired union members, their spouses, domestic partners, children (including stepchildren and children-in-law), financial dependents, grandchildren, siblings and parents can all take advantage of this exciting opportunity! Family members do NOT need to be financial dependents or living with the member to be eligible.

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Eastern Gateway credits are transferable

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, saving you as much as \$15,000 on your education!

Higher Education in Just 4 Steps

- 1 **APPLY** to Eastern Gateway. Go to freecollege.unionplus.org and select the Get Started Today button.
- 2 **COMPLETE** the FAFSA. Complete the form online at FAFSA.ed.gov (school code: 007275)
- 3 **SUBMIT** proof of high school graduation or GED completion
- 4 **ENROLL** in classes. Work with an enrollment advisor to register for classes.

Enroll anytime. Classes start every 8 weeks.

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freecollege.unionplus.org

The Free College benefit covers the cost of tuition, fees and books after any PELL or other federal grant, or employer reimbursement is applied. The remaining amount will be cleared with the Free College scholarship. As long as your financial aid file is complete, there is no cost to the student and students are never asked to take out any loans.

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