

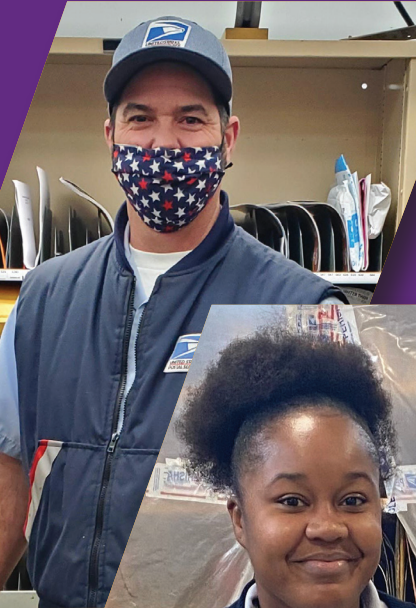
The Postal Record



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2021

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



OF THE YEAR AWARD WINNERS

—PAGES 14-21

DOHERTY & DONELON SCHOLARSHIPS

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

Eligibility

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

Requirements

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

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

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

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

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

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

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

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

Terms of awards

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

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

- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

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

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No. _____

Signature of branch officer

Printed name of branch officer

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.

Understanding our COLA clause



**Fredric V.
Rolando**

This past summer marked the 50th anniversary of postal collective bargaining. In our first contract, we negotiated a very modest cost-of-living adjustment (COLA) clause that accounted for just 12 percent of that agreement's overall wage increase, because it was capped at a fixed amount. In the following 1973-1975 contract, we negotiated an improved COLA clause that remains in our contract to this day. It provided twice-a-year inflation adjustments that made up slightly more than half the wage increases provided by that agreement—which protected us against a

spike in inflation caused by an unforeseeable war in the Middle East that disrupted world oil markets.

By the end of the 1970s, the COLA clause really proved its value to NALC members when the country experienced inflation averaging 10.7 percent annually between 1979 and 1981. COLAs accounted for more than 70 percent of our total pay increases in the 1978-81 National Agreement. All told, COLAs account for about half of all of the wage increases we've earned since 1971.

I give you this little history lesson because most active members have never experienced that kind of inflation and may not have fully appreciated the COLA clause in our contract—until now. Over the past 12 months, prices in the United States have increased by 6.2 percent, triggering the largest COLA adjustment (in dollar terms, though not percentage terms) in our bargaining history: \$1,934 annually, effective Aug. 28, 2021. Once again, the COLA clause has protected us against the impact of external events beyond anyone's control.

The COVID-19 pandemic has so disrupted the global economy (and the international supply chains that make it work) that prices for oil, semiconductors, foodstuffs and shipping services have soared. In the latter case, the cost of sending a single container of goods or parts from Asian manufacturing hubs to the United States has increased from \$3,000 last fall to \$25,000 today. Making matters worse, there are widespread labor shortages in the trucking and warehousing industries, causing a pileup of con-

tainers in our ports and a backlog of ships waiting offshore to unload their cargoes. The lack of parts for domestic companies is causing a shortage of all sorts of goods, but especially of cars and other manufactured goods. So as our economy has recovered—we've added 5 million jobs this year and unemployment has plunged to below five percent—demand for goods is far outstripping supplies. That means higher prices for virtually everything.

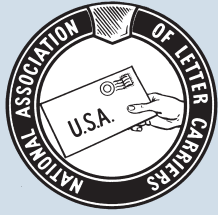
When we were bargaining for a new contract in 2019, the rate of inflation was hovering around 2.0 percent annually. Since then, it has tripled. Based on our long collective-bargaining history, we knew two years ago that this kind of unexpected development can happen. So, as we have for 50 years, we fought to defend and extend Article 9, Section 3 of our National Agreement—the COLA clause—during the 2019 interest arbitration. Then we renewed the clause when the arbitration was halted and bargaining for a voluntary agreement resumed.

Although we value COLAs, we do not welcome high inflation for two reasons. First, currently a fifth of our active membership—non-career city carrier assistants (CCAs)—do not receive COLAs. Since 2013, CCAs have received an extra 1 percent general wage increase instead of COLAs—which only works well when inflation is modest. Second, while our COLA clause protects all career city letter carriers against inflation, it is applied proportionally by Step, and it does not offset 100 percent of inflation. It usually offsets about 55 percent of general price increases. For these reasons, we are generally better off with low inflation.

But the bottom line of 15 rounds of collective bargaining is clear: The regular combination of negotiated general wage increases and flexible COLA adjustments, which serve to take the sting out of unexpected inflation and to prevent sudden losses of purchasing power, has served the membership and the Postal Service well.

Our experience over the past six months demonstrates in stark fashion not only the value of COLA clauses, but also the value of collective bargaining itself. It gives workers a way to protect themselves against unforeseen developments such as a pandemic. Without a COLA clause, a surge in inflation could significantly damage the standard of living of letter carriers.

In this, our 50th year of collective bargaining, let us celebrate the power it gives us to have a seat at the table so we can help shape our working lives. And as we navigate another period of high inflation, let us recognize the importance of the humble COLA clause in our National Agreement.



National Association of Letter Carriers, AFL-CIO

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

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Heroes redux



Philip Dine

Last month, in this space and in the magazine as a whole, we wrote about heroes. Letter carriers, that is, wearing their second uniform in service to our country. That theme was natural, given the timing of Veterans Day.

This month, in this space and in the magazine as a whole, we write again about Heroes. Letter carriers, that is, who've gone above and beyond, showing courage and compassion as they improve—or even save—the lives of people in their communities. That theme, too, is natural, given the recent selection of our 2021 National Heroes of the Year.

If this sounds like a recurring theme, it is.

We have letter carriers who, every day, somewhere around the country, display vigilance, bravery and ingenuity as they help postal patrons on their routes, sometimes making split-second decisions as they rescue residents from houses or cars on fire, provide critical help to someone with medical needs, find a missing child or stop a crime in progress.

Our Heroes of the Year represent all letter carriers who regard taking care of their customers and their neighborhoods as an integral, if unwritten, part of the job.

We also have tens of thousands of members who have served in the military, and who through their sacrifices have protected our nation and the freedoms we too often take for granted, and who apply that same sense of mission on their mail routes.

Beyond that, letter carriers have provided invaluable public service the past couple of years, as essential workers who have allowed tens of millions of Americans to shelter safely at home in this pandemic.

But your work doesn't require a pandemic to render what you do heroic—even in ordinary times, you help unite communities and bind this vast land, precisely as the Founders envisioned when they placed your craft in the Constitution. You bring joy to youngsters and grandparents in the form of cards and letters, you are a lifeline to the isolated, you allow small-business owners in rural areas to realize their dreams, and you never go through the motions as you bring your professionalism and dedication while delivering every day, everywhere.

If all that weren't enough, legions of you have stepped up to change the national conversation about the Postal Service, thereby helping our employer survive both the artificial financial crisis and the related assaults by those who would exploit it. You have done this by communicating the truth and the

facts to the public, the politicians and the press.

Indeed, we could write about letter carrier heroism and valor every month—and in one way or another, we often do.

This month, *The Postal Record* highlights the extraordinary feats of letter carriers from the Big Apple to small cities in Oregon and Indiana, from the Midwest's Cincinnati and Pittsburgh to New York's Great Lake communities of Buffalo and Rochester.

Rochester's Ramique Hill exhibited extraordinary bravery by going toward danger when he heard gunfire in a house and saw blood on the porch. He restrained the assailant and saved the life of a badly injured police officer.

After spotting a fire, Dixie Manns evacuated residents of an elderly housing complex in Michigan City, IN, saving many lives in the process.

Kevin Bystrak and Jody Kotowski of Buffalo helped make an elderly Korean War veteran more comfortable during a summer heat wave by donating and installing an air conditioning unit and getting his house cleaned. Kevin, who was deployed to Kuwait during the Iraq War, was prompted to assist a fellow vet.

Pittsburgh's Erin Pennington was instrumental in getting residents out of row houses threatened by a spreading fire.

Kyle West of Cincinnati, aware that many of his postal patrons were having a difficult time in the early days of the pandemic, found creative ways to help them. His efforts were notable enough to be recognized at the White House in the spring of 2020.

Ray Hacker, of North Bend, OR, donated a kidney to a former schoolmate in desperate need. The Navy veteran said that the chance to save a life far outweighed any personal risks.

New York's Michelle DeCosta displayed situational awareness in helping alert a neighborhood about an unnoticed fire.

Of course, to a person, these Heroes were humble about the recognition. Please read full accounts of their actions on pages 14-21.

To each of them, and to all of you who fill the ranks of the NALC with heroes and heroism of one form or another, we thank you, we salute you and we wish you wonderful holidays throughout this month.

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News from Washington

Congress continues work on White House

Build Back Better agenda; Two nominated for USPS BOG

Dan Tangherlini and Derek Kan nominated to Postal Service BOG

On Nov. 19, President Biden nominated Dan Tangherlini and Derek Kan to serve on the U.S. Postal Service Board of Governors (BOG). If confirmed by the Senate, Tangherlini and Kan would serve on the BOG until 2028. The nominees would replace BOG members John Barger and Ron Bloom, the current BOG chairman.

Tangherlini, a Democratic nominee, currently serves as the managing director of Emerson Collective, a private philanthropic firm. Until 2017, he was the president of SeamlessDocs Federal, a technology firm that focused on simplifying government forms and data collection. His previous government roles include serving as the administrator of the General Services Administration under President Obama and serving as chief financial officer at the Department of Treasury from 2009 to 2013. From 2006 to 2009, he served the District of Columbia as city administrator and deputy mayor. He also served in the management of the Biden transition team with responsibility for the Postal Service's Agency Review Team.

Kan, a Republican nominee, is currently an executive with Deliverr, a California-based e-commerce fulfillment startup company. He previously served as the deputy director of the Office of Management and Budget from July 2020 to December 2020. From 2017 to 2019, he served as the under secretary of transportation for policy. He also served as an Amtrak board member and as a general manager for Lyft. Prior to that, he served as an advisor for Senate Minority Leader Mitch McConnell (R-KY) and as chief economist for the Senate Republican Policy Committee.

"I look forward to meeting with Mr. Tangherlini and Mr. Kan before their nominations are taken up for approval by the Senate," NALC President Fredric Rolando said. "On behalf of NALC, I want to thank Ron Bloom for his strong support of letter carriers and his exceptional public service to the U.S. Postal Service."

As required by the Postal Reorganization Act, the president nominates the nine-member BOG, which is responsible for overseeing the executive management of USPS. By law, no more than five members can be affiliated with the president's political party. The Senate's Homeland Security and Governmental Affairs Committee will hold confirmation hearings on the two nominees, most likely in early 2022. Before serving, board members must be confirmed by a majority in the Senate.

NALC will update letter carriers when these nominees are considered by the Senate.

Congress continues work on White House Build Back Better agenda

Following months of negotiations, the president's Build Back Better agenda is one step closer to completion following House passage of the Build Back Better Act (H.R. 5376). The \$1.75 trillion social spending and tax package includes funding to support the nation's education system, climate provisions, health care and tax laws. The bill passed the House prior to members' departure for the Thanksgiving recess on a party-line vote of 220-213, with one Democrat, Jared Golden of Maine, voting against the bill.

Of significance for the Postal Service, the bill includes \$6 billion in funding to electrify the Postal Service's vehicle fleet, including \$2.6 billion for the agency to acquire electric vehicles and \$3.4 billion for the necessary infra-

structure to support these vehicles. Additionally, the bill provides \$15 million for the Office of the Inspector General of the Postal Service to perform oversight of the agency.

"NALC applauds the House passage of the Build Back Better Act," NALC President Fredric Rolando said. "The funding for the Postal Service will allow it to maximize the electric portion of the new vehicle fleet that is sorely needed. We urge the Senate to pass this legislation and send it to the president's desk."

Highlights from the landmark legislation include funding for climate provisions and clean energy, and consumer rebates and tax credits for clean energy and electrification. It also provides free universal preschool for three- and four-year-olds, extends the child tax credit to 2022, caps childcare costs at 7 percent and invests additional funding into child nutrition programs. Also included is four weeks of paid family and medical leave. Additionally, it offers expanded Medicare coverage and the ability for Medicare to negotiate prescription drug costs, extends the Affordable Care Act tax credits, and expands public housing programs. Funding to expand workforce development also is included. The Department of Labor will receive \$1.9 billion to strengthen worker protections, including \$707 million for the Occupational Safety and Health Administration. The Department of Veterans Affairs also will receive funding to upgrade its facilities and infrastructure.

The bill proposes offsetting the spending by increasing taxes for large corporations and households that make more than \$400,000 annually. It places a 15 percent corporate minimum tax on corporations that earn more than \$1 billion annually. Additionally, it places a 1 percent surcharge on cor-

porate stock buybacks. It also invests in the Internal Revenue Service (IRS) to improve tax enforcement and auditing, raising a projected \$400 billion.

“Build Back Better is a better agenda for workers, for families, for children and for our planet,” Speaker of the House Nancy Pelosi (D-CA) said.

“The Build Back Better Act is fiscally responsible,” President Biden said in a statement. “It reduces the deficit over the long-term. It’s fully paid for by making sure that the wealthiest Americans and biggest corporations begin to pay their fair share in federal taxes. It keeps my commitment that no one earning less than \$400,000 a year will pay a penny more in federal taxes. Leading economists and independent experts on Wall Street have confirmed that it will not add to inflationary pressures. Instead, it will boost the capacity of our economy and reduce costs for millions of families.”

Taken together with the recent signing by the president of the \$1.2 trillion bipartisan infrastructure package, the White House is one step closer to completing work on its Build Back Better agenda. The Build Back Better Act will now await Senate action, where certain portions of the bill, such as paid family and medical leave, are likely to be removed.

NALC will continue to monitor this legislation as it moves through Congress.

Resolution supporting workers’ rights introduced in House

Rep. Donald Norcross (D-NJ) introduced a resolution (H. Res. 752) on Oct. 28 urging solidarity with working people who are fighting for adequate pay, quality retirement benefits and safe working conditions.

The resolution recognizes and supports the thousands of workers from various industries across the country who have gone on strike recently. This October, or “Striketober,” saw

an increased level of organized labor mobilization, including strikes.

“I want every working person in this country to know—be they a machinist on the picket line or a barista organizing a union drive—that I stand with them,” Rep. Norcross said. “Despite large corporations turning huge profits on the backs of workers, too many workers are not being rewarded with family-sustaining wages or benefits. It’s time to put the American worker at the heart of federal policymaking.”

“NALC appreciates this pro-worker resolution introduced by Rep. Norcross,” NALC President Rolando said. “We urge lawmakers to support workers by passing legislation like the PRO Act that protects workers’ critical right to organize.”

House committee holds hearing on Chicago service

Rep. Gerald Connolly (D-VA), chairman of the House Subcommittee on Government Operations, held a hearing in Chicago on Oct. 15 to examine the city’s declining service performance.

Witnesses included NALC National Trustee and President of Chicago Branch 11 Mack Julion, Chicago Postmaster Eddie Morgan Jr. and Deputy Assistant Inspector General for Audit for the USPS Office of Inspector General Melinda Perez.

While members of Congress focused on recent changes to postal operations, in his opening statement, Julion said that the issues in Chicago are nothing new.

“Unfortunately, the reason we are here today is to discuss the crisis that has befallen the Chicago Post Office, a crisis that was not born of the recent pandemic or the questionable policies of the current postmaster general, but rather was years in the making and only exacerbated by COVID-19,” Julion

said. “From the flawed onboarding process to the training and retention of new hires, to the erratic and unpredictable daily operations, the Chicago Post Office is dysfunctional at best. Although the [Office of Inspector General] reports provided detailed recommendations to improve service, nothing changed because there is no real accountability.”

When questioned about service degradation in Chicago, Julion noted that a lack of resources and staff, as well as other workplace issues, have contributed to the ongoing problems.

“It is well known within the Postal Service that there is, in some workplaces, a healthy level of hostility... when you’re trying to get more out of less, when you don’t have enough employees and you’re making unreasonable demands of those who are at work every day,” he said.

Much of the hearing focused on members’ concerns regarding recent operational changes to the Postal Service, delayed deliveries and the leadership of Postmaster General Louis DeJoy.

“We expect and demand more from our Postal Service,” Chairman Connolly said in his opening statement. “To do that, however, we need to provide it the resources and staffing it requires to meet customer needs.”

While concerns continue to mount in Congress, NALC believes that the best way for members of Congress who are concerned about service and leadership to help is by making the Postal Service Reform Act (H.R. 3076/S. 1720) an immediate priority.

“Inadequate staffing and undelivered routes are a daily source of frustration for letter carriers in far too many post offices throughout the country,” President Rolando said. “For the past several months, NALC has been providing the Postal Service with data received from branches in hundreds of installations, including Chicago, regarding staffing

News from Washington (continued)

needs, undelivered routes, and solutions to address these issues. It remains to be seen whether the Postal Service wisely uses this ‘boots on the ground’ information in preparation for the upcoming peak season and beyond. Meanwhile, concerned members of Congress can help by making the Postal Service Reform Act (H.R. 3076/S. 1720) an immediate priority.”

White House task force encourages feds to join unions

Vice President Kamala Harris hosted a roundtable on Oct. 20 announcing new guidelines that encourage federal workers to join unions. These guidelines were established by the White House Task Force on Worker Organizing and Empowerment, which was established by executive order earlier this year. Harris serves as the chairman of the task force and Secretary of Labor Marty Walsh serves as the vice chairman.

Harris announced two new guidelines during the event. The first affects new federal employees. Under the new guidance, the federal government will be required to let new hires know their union eligibility, to provide new hires with unions’ contact information and to inform new hires of their rights. The second guideline affects current federal workers and requires the federal government to remind employees of their union eligibility.

These guidelines aim to remove any barriers to organizing in the federal workforce, which is the largest employer in the country with more than 2 million employees. Harris emphasized that with these new guidelines, the federal government will lead by example and encourage other employers and industries to support collective bargaining.

“We do believe this is not only going to impact a large number of people who make up the federal workforce, but this will be a model of what all industries

have the capacity and the ability, if not the imperative, to do,” she said.

“We are the most pro-worker, pro-union administration of our lifetimes,” Walsh said. “Unions are good for workers, as all of you know, good for our communities, good for our economy, and they are certainly good for our country.”

President Rolando noted, “While NALC is an open shop with over 93 percent voluntary membership, we do not take our success in organizing for granted. We appreciate the important work of this task force and support these new guidelines that encourage federal workers to organize and collectively bargain.”

OSHA update

The U.S. Court of Appeals for the Sixth Circuit in Cincinnati, OH, has been designated to resolve all pending legal challenges to the Biden administration’s emergency rule on workplace COVID-19 vaccination and testing.

More than 30 petitions seeking judicial review of the rule issued by the Occupational Safety and Health Administration (OSHA) have been filed by state attorneys general, employers, unions and other organizations in all 12 federal appeals courts across the country. The U.S. Judicial Panel on Multidistrict Litigation conducted a lottery to designate a single court to hear all these cases.

The pending legal challenges include a joint filing by the AFL-CIO and UFCW in the U.S. Court of Appeals in Washington DC, which will seek to have the mandates expanded to cover as many businesses as possible and to ensure that employees do not have to pay for COVID testing and face masks. SEIU Local 32BJ has filed a similar petition with the U.S. Court of Appeals in New York, seeking to broaden the mandate and to require more stringent COVID mitigation measures.

Most of the petitions have been filed by Republican state attorneys general and employer groups that want to overturn the rule. In one of these cases, the U.S. Court of Appeals for the Fifth Circuit has already issued an order preventing the administration from enforcing the rule. The Sixth Circuit will now have the authority to modify or vacate the Fifth Circuit’s order. In addition, certain employers, possibly including the Postal Service, might request extensions of the deadlines for implementation of the rule.

In a related development, the National Labor Relations Board’s General Counsel’s office has issued a memorandum affirming that unionized employers will be obliged to bargain in good faith with their unions over the workplace effects of the OSHA rule.

USPS releases Fiscal Year 2021 financial report

On Nov. 10, USPS released its Fiscal Year 2021 financial report, which showed an operating revenue increase of \$3.9 billion over the previous year and a reduced loss compared to the previous year.

“The postal revenue increase for Fiscal Year 2021 over Fiscal Year 2020 makes two things clear,” President Rolando said in a statement. “The first is how much the American people and their businesses rely on the Postal Service. During the pandemic, letter carriers have helped tens of millions of Americans shelter safely at home, while also helping them vote safely from home—and providing a sense of normalcy through the worst months. Secondly, even with the demonstrated strength of the postal business model, USPS reported a net loss, which drives home the need for postal reform to address the artificial red ink caused by the 2006 congressional mandate that the USPS—alone among all U.S. companies and agencies—pre-fund future retiree benefits.”

CFC Open Season continues through December

As the holiday season continues, it's a great time to think about giving back. Since the founding of the Combined Federal Campaign (CFC) in 1961, the program has grown to become the country's largest workplace charitable giving drive. Established by President John F. Kennedy's executive order, the CFC has raised more than \$8.5 billion for charity, according to the Office of Personnel Management.

Letter carriers are federal employees and therefore eligible to participate in the CFC. But the clock is ticking—the last day to register during the 2021 Open Season is Jan. 15, 2022.

During Open Season, employees can make pledges to the eligible non-profit organizations of their choosing. Active employees may use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also can make a one-time donation using any of these methods except payroll deduction. Employees also can volunteer for the charity and count the value of the hours.

Carriers can choose which organizations to donate to from a list of more than 2,000 eligible charities. After those selections are made, carriers can then specify their desired donation amount for each organization; that amount will be automatically deducted from their paychecks every pay period and sent to their chosen charities. Recurring pledges made by debit or credit card or from a bank account are deducted once a month.

If retired letter carriers choose to donate, they will follow the same steps but will have their selected amount deducted from their annuity payments. Retirees also can make donations using their debit or credit card, or from their bank account.

Three CFC charities have ties to NALC:

- **The Muscular Dystrophy Association (MDA)** is NALC's only official charity. It 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 about 150 research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to mdausa.org.
- **The Postal Employees' Relief Fund (PERF)** provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at postalrelief.com.
- **United Way Worldwide** is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life: education, financial stability and health. For more information, go to unitedway.org.

The simplest way to sign up to contribute is through the CFC Online Donation System at cfcgiving.opm.gov. Contributions also may be made using the CFC Giving mobile app or by completing a paper pledge form. For more information, see last month's issue of *The Postal Record*. **PR**

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).

Rolando appoints RWCA

NALC President Fredric Rolando appointed **Dave Picconi** of New Jersey

Merged Branch 38 as a regional workers compensation assistant (RWCA) serving letter carriers in Regions 11 and 14. Picconi will be working out of the Region 11 National Business Agent's office.

He began carrying the mail in San Carlos, CA in 1998, moving to several other parts of the country and transferring to several branches before settling in Toms River, NJ and carrying in nearby Lakewood. Picconi's past union service includes terms as president, vice president and treasurer of Branch 1089, which later merged with Branch 38.

At Branch 1089, Picconi also served as Formal A representative, OWCP representative and LCPF representative. Last year, he was temporarily detailed as an OWCP assistant for Region 15.

Picconi graduated from the NALC Leadership Academy in 2016. **PR**



Recognizing the NALC Disaster Relief Foundation contributors



NALC Disaster Relief Foundation

Make a donation by sending a check or money order to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Letter carriers deliver to every community in the country and are often among the first to see how natural disasters can strike anywhere and affect anyone. NALC was founded on the idea that letter carriers shouldn't have to go it alone, so NALC branches and members remain determined to provide aid to members who are affected by these disasters.

To give branches and individual members a mechanism to send cash donations, supplies, uniforms and other assistance to members affected by natural disasters, the union created the NALC Disaster Relief Foundation (NDRF). The Foundation is structured so that when a natural disaster occurs, an assessment can be made quickly and then followed up with much-needed relief for the affected members.

NALC President Fredric Rolando announced the formation of the NDRF at the 2018 national convention. "The NALC Disaster Relief Foundation reflects the will of the members, who have asked for a way to help their fellow sisters and brothers quickly and efficiently," he said.

Since then, hundreds of individual donors, branches and state associations have pitched in to help the Foundation build its capacity to assist regular NALC members in need.

On the following pages are the hundreds of donors who have pitched in since we last ran the list of contributors in the December 2020 edition of *The Postal Record*.

"We thank these supporters, and we know there will be more to follow because letter carriers always look out for each other," Rolando said.

NALC Assistant to the President for Community Services Christina Vela Davidson urged letter carriers to consider supporting the Foundation this December, in the spirit of the season. "Please find it in your heart to help your sisters and brothers who have been affected by a natural disaster,"

she said. "You never know when it might be you who needs some help."

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 advice from your tax advisor.

All donations from letter carriers, branches and state associations go directly to NALC members who need assistance—no administrative costs are deducted. Any NALC member who has faced hardship as a result of a natural disaster or wildfire can apply for assistance by completing the Application for Relief Grant, available on the Foundation's web page at nalc.org/disaster. The eligibility requirements are outlined in the application. The Foundation's board of directors will consider the applications and will issue grants on an objective basis to eligible individuals as funds are available. Members do not have to wait for emergency relief or insurance claims to be settled to apply for aid. Applications must be received no later than 120 days after the date when the natural disaster occurred, unless the applicant can provide sufficient reasons for the delay.

"Thanks again to those who have donated," Davidson said. "It has helped our members who have received assistance get back on their feet."

"The generosity of letter carriers never ceases to amaze me," President Rolando said. "The Disaster Relief Foundation is an invaluable lifeline for our sisters and brothers in need, in the true spirit of solidarity."

"The NALC Disaster Relief Foundation is continuing to grow, thanks to its generous supporters," Rolando added. "We have been hard at work providing assistance and support to NALC members struck by disaster. Not only does the Foundation help these letter carriers, it shows them that they aren't alone in their struggles. Let's continue to be there for our sisters and brothers in need." **PR**

NALC Disaster Relief Foundation donors



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 Maryland and Washington DC State Association of Letter Carriers
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 Topeka, KS Br. 10
 Scranton, PA Branch 17
 Br. 17, In Memory of Anthony Vanchieri
 Br. 17, In Memory of Donald Sherman
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 Seattle, WA Br. 79, In Honor of Kathy Reynolds
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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.

Town celebrates NALC Hero as he retires

Royal Oak, MI, letter carrier **John Dick** took care of the people on his route, and when he retired, they showed their appreciation.

The carrier, who served the same route for more than 20 years, was nearly brought to tears as he saw all the signs wishing him a happy retirement along his route—more than three dozen by his estimate.

"If you put out a little compassion and energy," Dick told the *Royal Oak Tribune*, "you get twice as much in return."

Dick was always ready to help people on his route. He answered letters to Santa and bought Christmas gifts for needy children. He helped an elderly customer who needed medical attention. And he made sure a dying friend and postal customer got regular visits

in the hospital to get his mail and then a last motorcycle ride—an act that prompted the judges of the 2013 NALC Heroes of the Year awards to name him Humanitarian of the Year.

Dick had bonded with the customer, Gregg Glowacz, over their shared love of Harley Davidson motorcycles. When Glowacz suffered two strokes and became quadriplegic, Dick visited him at the hospital and at home. Dick organized a motorcycle ride, with Glowacz to ride in a sidecar, to raise money for his medical expenses. But when Glowacz became too weak for the full ride, a scaled-down version became Glowacz's last time on a motorcycle. He died a few days later.

The neighbors still remember and appreciate the many ways Dick served them, and they showed their appreciation with the signs.

"I saw the first sign and I was overwhelmed," Dick told the *Tribune*. "As I walked, I saw dozens of signs...for a little bit, I couldn't see the mail" for the tears in his eyes.

"I hang up my satchel today," Dick posted on Facebook on his last day, Oct. 30. "I am happy and sad. Knowing that this day is the last day of my Letter Carrier career is a mix of emotions. My patrons are amazing. Every day they have reminded me of the basic goodness of humanity. And now, in the final hours of my Letter Carrier career, they have reminded me of the spirit of community that we all long for. I am humbled and privileged by the experience of being part of your neighborhoods for the last 21 years."

Carrier makes the rounds one last time after 36 years

Edward Willis has lived his whole life in North Easton, MA, and carried

Edward Willis



the town's mail for 36 years. He retired on Sept. 24 with many memories.

Willis, a member of Southeast MA Branch 18, remembers when customers would actually wait next to their mailbox expecting birthday cards or college acceptance letters. Meanwhile, the number of mail deliveries has gone up since he started the job—he recalls making about 400 deliveries a day when he started the job in 1985; today, he makes 600.

Willis said he's had a front-row view to the changes happening for the Postal Service. He watched as e-commerce transformed the mail by boosting package delivery. "The last few years have been crazy," he told the local newspaper, the *Journal News Independent*. "The mail system is very important. There's no doubt about it."

Living only five minutes from the North Easton Post Office made the job convenient for him, Willis told the newspaper. He likes to walk—taking long walks with his wife each day after putting in eight miles on his route. In retirement, Willis said, he'll travel and spend time with his family, including two grandsons.

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

As he headed out for his day on his route in a truck decorated by coworkers with balloons and a "Last Day" sign, Willis looked back at his career with fond memories. "It's been a great job," he said. "The people I work with are great."





Kimber Moore shows off her book, "The Route of Love: Our COVID Creations."

Carrier gathers stories of working through pandemic into book

Delivering the mail in the height of the pandemic involved isolation and anxiety, but it also prompted expressions of love and support from postal patrons. Longtime Leominster, MA, carrier **Kimber Moore** compiled images of the positive messages she saw on her route into a book.

Moore's book, "The Route of Love: Our COVID Creations," brings together photos, images and text from people along her route offering their gratitude for letter carriers as essential workers.

"It is about the amazing amount of good and love I experienced and witnessed during the lockdown caused by the COVID-19 pandemic," Moore told the *Sentinel & Enterprise*, a local newspaper. "People left me gifts, cards, drawings, encouraging me, an essential worker, the mail lady, who worked through it all.

"I am so moved by the kindness and the examples of love and creativity the kids and the customers showed to me, to each other, to the neighborhood," Moore, a member of Worcester, MA Branch 12, said. "I wanted to give back."

Included in the pages of the book are children's drawings of her, given as tokens of thanks, as well as photos of gifts her customers offered, including a keychain, disinfecting wipes, masks and puzzles. One young girl on her route wrote a short story that is featured in the book; the youthful author aspires to be a writer when she grows up—and now has a published story, thanks to Moore.

"We all experienced the COVID pandemic," Moore writes in the book's introduction. "This book was our way of documenting our neighborhood experience and our choices in response to COVID-19. Hopefully our book inspires all youth confronting a rough experience to be creative and seek kindness and love."

Moore has carried the mail in Leominster for nearly 15 years. These days, she often carries around a copy of the book to show to those whose artwork, gifts and well wishes appear in the book, especially children.

"They are so excited," she said. "Overwhelming enthusiasm and pride and astonishment."

Moore donated a copy to the local library to help document the town's history. "I wanted the book to be a testament to the kindness and to document the historical experience of the humans in the neighborhood I deliver to," she said. "They can be proud of it now and contemplate it for years in the future, perhaps share it with their children one day."

"I love serving others and being a part of a neighborhood," she said. "I enjoy the exercise and being the eyes of the neighborhood for many years."

The experience of delivering the mail in the pandemic and receiving so many positive messages, she said, made her realize how everyone in the community is connected.

"It made me realize how comforting the neighborhood regular carrier is to everyone," Moore said. "My slogan is, 'We deliver to every neighborhood, every day,' and I then thought about how we could be involved with the police in a positive way, perhaps have our scanners have a direct button for the police and ambulances. I realize how essential we are to people."



Newspaper shows appreciation for retiring Milwaukee carrier

Milwaukee, WI Branch 2 member **Neomi Curry** carried letters, cards and packages to the Halyard Park neighborhood in Milwaukee for 27 years through snow, sleet, rain and even a pandemic.

On the eve of her retirement on Sept. 30, the community, led by the *Milwaukee Times*, an African-American weekly, honored Curry's dedication.

"Neomi Curry has walked hundreds of miles," *Milwaukee Times* Marketing Director Carmen Murguia said. "We have to do something special to recognize her dedication to the businesses of Dr. Martin Luther King [Drive] and to the residents of Halyard Park."

On her last day at her station, Curry was greeted with a big surprise: a dozen roses, balloons, a fruit basket, a cake, a serenade of gospel songs, a proclamation presented by State Rep. Kalan Haywood, and a large crowd of well-wishers and co-workers.

Curry was pleasantly surprised at the showing of support. "I thought I was getting something," Curry told WTMJ-TV, an NBC affiliate, "but nothing to this magnitude at all."

Curry was known for stopping at every door along her route to greet her patrons and check in on them. They appreciated her dedication to her job, but even more, her positive spirit.

Curry said she would miss her customers, but most of all, her fellow postal employees.

"Keep on pushing, you'll get there," Curry told her colleagues at the celebration. "And I'm going to miss you—all of you guys."

There is one thing she won't miss: "Walking in that snow and people not shoveling," Curry said with a laugh.

Dean Krug



Social media (continued)

Fairhaven, MA neighbors celebrate retiring carrier

The many postal customers in Fairhaven, MA who loved their letter carrier, **Rachelle Deneault**, wouldn't let her retire without a proper sendoff.



When they learned that Deneault, a member of Southeast MA Branch 18, was retiring, the patrons on her route gave her cards, well wishes and a homemade sign, decorated with mail trucks, that wished her a happy retirement. She carried the mail in Fairhaven for 35 years, the last 16 on the route that included the home of Diane and Jeff Foster, some of the many neighbors she formed lasting friendships with while doing her job.

Often, when he saw Deneault approaching with her satchel, "I would race out there to meet her because we always gave each other a hard time and got lots of laughs out of it," Jeff Foster told local radio station WBSM. He had made a habit of going down the steep path to his house to save her the trip.

Many of his neighbors also showed their appreciation for Deneault. "Everybody loved her as much as we did," he said.

"These last two years have been brutal for her," Jeff Foster said. "She's Amazon, FedEx and UPS, all in one."

The couple made the retirement sign to show their appreciation.

"I was very excited and very surprised," Deneault told WBSM about the gesture. "I was on that route for a long time, and the people are wonderful. I got to see families grow over the years."

Deneault's official last day was Oct. 30. She said she plans to enjoy traveling in her retirement.

"I'm going to miss them all; my customers were wonderful," she said.

Retiring carrier remembers friends in his station and on his route

When **Dean Krug** started carrying the mail in Litchfield, MA, 40 years ago, the "old-timers" helped him, as a "young whippersnapper," learn the job, he recently told the *Litchfield Independent Review*. And as the new guy, he told the newspaper, he had the distinction of handling the important duty of going to a nearby bakery for break-time snacks.

"They would shag me over there with their little money fund," he said, "and I had to have a certain order of donuts for their break in the morning."

A member of St. Cloud, MN Branch 388, Krug, 63, retired Oct. 1. With health troubles causing him to take time off, Krug decided it was time to hang up the satchel.

"You know, you've watched children grow up," Krug said. "You watched trees grow big when they plant them. You've seen people come and go, and people have been so kind to me over the years."

In four decades, Krug made many a friend on his route.

"People leave the water in the summertime, they send you a card at Christmas, and it's nice of them to

check up on me and for me to check up on them," he said, "because you gain a little bit of friendship coming by every day."

In fact, he had so many appreciative friends on his route that he was named grand marshal of Litchfield's annual parade in July.

Much has changed in the Post Office since Krug's first day. Back then, most carriers walked from the time they left the post office in the morning until they returned with empty satchels, picking up mail at relay boxes. Today, like most carriers, Krug drives his truck between loops.

Krug didn't care for driving a truck at first, but he sees the necessity now. "I was used to walking, and driving a truck around just seemed like it was a waste of time," he said. "We used to have, like, five 'outsides'—packages I couldn't carry—so I'd give them to a driver. Now, with my truck, we maybe have 30, 40, 50 a day like that."

Krug said he would spend his retirement working on his stamp collection, building birdhouses and benches and in the kitchen cooking and baking.

Though he loved working outside, it came with challenges. "You hoped your day off is during the snowstorm, maybe," Krug said. "And you hope you get your day off on a rainy day. But you don't all the time, of course, so everyone's pretty thick-skinned about putting up with the weather."

"But it's been very fulfilling; it's been very good," he added. "I have no complaints about anything at all. It's been cool, being outside every day," whether in rain, shine, snow or sleet. "I've covered them all," he said. "It's not something a lot of people get to go through, and I tell you what, I wouldn't trade it for the world." **PR**

Hotels for 2022 Chicago convention

NALC has made special arrangements with 10 hotels to accommodate letter carrier delegates attending the 2022 convention in Chicago,

from Aug. 8 to 12. All NALC block hotels are within approximately 3 miles of the convention center. The room rates have been set so that branches can begin

budgeting for the convention. **Please do not contact the hotels.** All room reservations will be made through NALC's official housing company. **PR**

Hotels with 55-200 rooms

Hotel	Room Rate	Distance to Center
Fairmont Chicago Millennium Park*	\$215 Single/Double \$245 Triple	2 Miles (10-15 minutes)
Hampton Inn Chicago McCormick Place*	\$224 Single/Double \$239 Triple	Walkable
Hilton Garden Inn Chicago McCormick Place*	\$229 Single/Double \$244 Triple	Walkable
Home 2 Suites by Hilton Chicago McCormick Place*	\$219 Single/Double \$234 Triple	Walkable
Swissotel	\$209 Single/Double \$239 Triple	3 Miles (15-25 minutes)

Hotels with 500+ rooms

Hilton Chicago*	\$209 Single/ \$229 Double/\$249 Triple	2 Miles (10-15 minutes)
Hyatt Regency at McCormick Place *(HQ)	\$229 Single/Double \$254 Triple	Walkable
Hyatt Regency Chicago*	\$199 Single/Double \$224 Triple	3 Miles (15-25 minutes)
Marriott Marquis Chicago*	\$249 Single/Double \$269 Triple	Walkable
Palmer House Hilton*	\$209 Single/ \$229 Double/\$249 Triple	3 Miles (15-25 minutes)

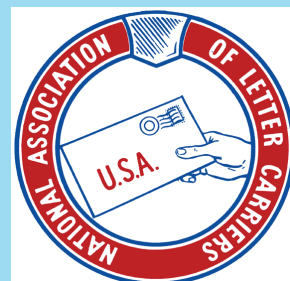
*Union Hotels



- 1 Fairmont Chicago Millennium Park*
200 North Columbus Drive
- 2 Hampton Inn Chicago McCormick Place*
123 East Cermak Road, Suite 100
- 3 Hilton Chicago*
720 South Michigan Avenue
- 4 Hilton Garden Inn Chicago McCormick Place*
123 East Cermak Road, Suite 200
- 5 Home 2 Suites by Hilton Chicago McCormick Place*
123 East Cermak Road, Suite 300
- 6 Hyatt Regency at McCormick Place**
2233 South Dr Martin Luther King Jr. Drive
- 7 Hyatt Regency Chicago*
151 East Wacker Drive
- 8 Marriott Marquis Chicago*
2121 South Prairie Avenue
- 9 Palmer House Hilton*
17 East Monroe Street
- 10 Swissotel
323 East Wacker Drive

* Union Hotels

** Headquarter Hotel



2021



OF THE YEAR AWARD WINNERS

Letter carriers are in the communities they serve every day and often are the first to notice when something is wrong. They smell smoke, hear someone calling for help or notice something that just doesn't seem right. Often, they are the first to respond and lend a helping hand.

Each year, NALC highlights the special acts of courage and compassion performed by letter carriers who improve—or save—lives along their routes, by recognizing some of them as NALC's Heroes of the Year.

The 2021 Heroes of the Year honorees were selected from more than 100 nominees, whose stories of heroism and community service were published over the course of a year in this magazine, as has been done since 1974.

A panel of independent judges reviewed the stories about heroic and humanitarian acts published in *The Postal Record* between July 2020 and June 2021 and gathered in a virtual meeting to determine the winners.

The judges were Christopher Godfrey, chairman and chief judge of the Employees' Compensation Appeals Board at the U.S. Department of Labor; Kim Dine, retired chief of police of the United States Capitol Police; and Warren L. Broughton, lieutenant/assistant fire marshal of Prince William County, VA.

Because of the ongoing COVID-19 pandemic, the traditional in-person fall event could not be held to recognize the 2021 Heroes of the Year. NALC plans to hold an in-person event to honor these recipients, as well as the 2020 recipients, when it is safe to do so.

"We are immensely proud of what the eight heroes being recognized did," NALC President Fredric Rolando said. "They represent our country's best in public service. They truly are our heroes."

President Rolando also thanked the judges for their help with the selection process. The Heroes' stories are found in the following pages of this issue of *The Postal Record*. **PR**

Michelle DeCosta

New York Branch 36



2021 SPECIAL CARRIER ALERT
AWARD HERO OF THE YEAR

On a summer day in the city, it's not unusual to smell the smoke of a barbecue from somewhere nearby. But on one block on Aug. 21, in New York City, residents didn't recognize the smell and alert authorities, at least not until Branch 36 letter carrier **Michelle DeCosta** came along on her route.

The six-year letter carrier saw white smoke hanging over the block and "thought some customers might be having a cookout," she said. "It wasn't until I got closer to the house, with my knowledge of fire from being in summer camp, when I saw the smoke go from white 'happy smoke' to gray, that I realized the house was on fire and that the fire was spreading."

Having been on the route for three years, she used her knowledge to quickly react. "[The residents] have two little girls," she remembers thinking. DeCosta knew that the girls were being homeschooled during the COVID-19 pandemic and were usually home every day. She immediately rushed to the house and "started trying to break down the door," she said. "I was choking on smoke and screaming [to alert people]."

As she was doing this, she was also on her cell phone with her friend and fellow Branch 36 carrier **Janina Browne**. Browne called 911 and alerted authorities to the fire while DeCosta banged on the door.

Unable to get through the door, DeCosta called 911 herself, afraid that

the family might be unconscious from smoke inhalation. She also moved on to look after her other patrons who were in harm's way. "The neighbors are elderly," she explained, so she ran next door to warn them about the fire, as they might have needed more time to escape than some of the others.

Once the next-door neighbors were safely evacuated, DeCosta continued down the street, warning residents of the danger.

"The houses are so close together," she said. "If one catches, they all might go."

Firefighters arrived and "started bashing down the door [of the burning house]," the carrier said. Once inside, firefighters found no one at home—the girls were visiting with a half-brother who was in town that day—but rescued several trapped dogs and cats. They put out the electrical fire, which had been slow burning for nearly two hours. Firefighters kept the house from burning down and the fire from spreading to the neighboring houses.

Once the firefighters arrived, DeCosta continued on her route. She returned later to check on her customers. The homeowners of the burning house told her that everyone on the block was saying, "It was the mail lady [who told us to evacuate]—if it wasn't for her, it could have been really bad."

After the fire, DeCosta didn't tell anyone at her station and didn't seek recognition. "I honestly felt like I was there at the right time and I was the person who needed to be there," she said. "I just did

the right thing." But when her station coworkers and managers found out, they told her she was a "she-ro."

The Heroes judges cited DeCosta's awareness of her surroundings and remarkable mindfulness of her patrons—knowing who lived in the burning house and which neighbors it was most critical to notify about the approaching danger. These qualities are why so many letter carriers are the first to notice dangers in the communities they serve and why they know when something is wrong with their customers or residences. Because of that, the judges named DeCosta NALC's Special Carrier Alert Hero of the Year.

DeCosta wasn't thinking of awards or accolades, though. "I was scared thinking that the little girls were inside the house," she said, and added, "I was just doing what I thought was right—and I had to do what I had to do." **PR**

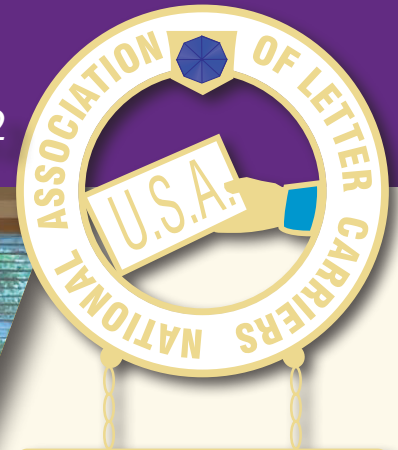


Ray Hacker

North Bend, OR Branch 2342



Ray Hacker (l) and Marci McIntyre



2021 WESTERN REGION
HERO OF THE YEAR

Some letter carriers are heroes because they run into a burning building. Some are heroes because they pick up on the clues that tell them a patron is in trouble. **Ray Hacker** is a hero because he gave of himself.

In February 2020, the North Bend, OR Branch 2342 president and local shop steward found out that his former schoolmate Marci McIntyre needed a kidney. McIntyre was born with reflux nephritis, a condition in which kidneys are damaged by the backward flow of urine. She received a kidney transplant at 20 from her younger brother, but after 25 years—an exceptional track record for a donated kidney—it was starting to fail, and she needed a new one.

“She’s the nicest person in the world,” Hacker said of his high school acquaintance. “She’d do anything for anyone [and] deserved to have somebody step up.”

The Navy veteran was in good health and physically fit, and over his 27 years with the Postal Service—19 as a letter carrier—he had built up a collection of sick leave. Once he received the support of his wife, he volunteered to donate a kidney to McIntyre.

McIntyre had been down this road before; prior to Hacker’s involvement, eight other people had volunteered to donate but hadn’t followed through.

“I knew that anybody who reached out to me was going to be a long shot,” McIntyre told *The (OR) World*. “A lot of people have good intentions. Once

they find out the logistics of it, and the recovery and everything you go through—you have to be committed. You have to be all-in.”

There are blood tests, tissue type tests (which match the number of antigens—toxins or other foreign substances that induce an immune response in the body, especially the production of antibodies—that the donor and recipient share), and tests for various diseases. There also are health requirements that donors have to meet, as well as a psychological evaluation to make sure that donors know what to expect. Hacker passed all the tests.

“I was the perfect candidate,” he said. And he wasn’t backing off. “The risk did not outweigh the reward for me.”

Although most people have two kidneys, the National Kidney Foundation says that people with just one kidney can live normal, healthy lives. And live donations, as opposed to organs from deceased donors, have been shown to last longer in transplant recipients.

The COVID-19 pandemic added another layer of complications to the process. “COVID got in the way and they shut down the program,” delaying the spring procedure, Hacker said. The summer of 2020 was a lot of “hurry up and wait,” he said.

Hacker and McIntyre eventually got on the schedule for October. They both went in for the operation on the same day, which is common for live organ transplants. Hacker’s surgery began at

6:30 a.m. and lasted until noon. Surgeons make incisions above and below the belly button, and then go past the stomach and intestines and extract the kidney. “They pull it right [through] your belly button, basically,” he said.

McIntyre went in immediately afterward for her operation, which lasted six hours.

After a couple of days of recovery in the hospital, Hacker was discharged. He knew he could take advantage of the Postal Service’s program that allows up to 14 days of administrative leave to recover; he then used his sick leave to recuperate further at home afterward. “My fellow carriers gave me their full support, along with the other employees in other crafts,” he said. “We have a small office, so everyone knows everyone.”

“You’re sore for a while, especially in the abdomen area,” he said. The worst part of his recovery was “my first sneeze. Oh, my goodness, that hurt so bad.” He added, “I have to drink a lot of water now.”

After five weeks, he returned to work and has been telling people about his experience ever since. “If you can give a donation and keep them alive, you are affecting their entire family,” Hacker said. “Why wouldn’t you do that if you’re able?”

The carrier has a history of organ donation in his family—his wife’s niece has had kidney and liver transplants; his uncle has had a liver transplant; and his aunt, who had lupus and other medical issues, donated her body to a

Dixie Manns

Michigan City, IN Br. 455



2021 CENTRAL REGION
HERO OF THE YEAR

university for testing following her death.

After a short stay in the hospital, McIntyre returned home to recover. She has had a lot of post-transplant testing, and took anti-rejection medications to help her transplant take hold. That imposed a financial burden. Hacker and other members of their high school class set up a GoFundMe page for McIntyre, which raised more than \$11,000, and then put together an online auction that raised nearly \$10,000 more. The money went to help pay McIntyre's medical bills and medication not covered by insurance or Medicare. Hacker helped by asking local businesses for donated items. "We had a great class of '89 in high school. We're close and know everybody," he said of the endeavor.

Hacker has checked up on her monthly since the transplant and said, "It's a true blessing to see her enjoying her life again and not having to go to dialysis three times per week."

The judges were impressed with the letter carrier's decision and follow-through in donating an organ to someone in need. That he then became an advocate for organ donation demonstrates the way he went above and beyond. The judges declared Hacker NALC's Western Region Hero of the Year.

"I appreciate the honor and recognition of the Hero Award," he said. "It's not something I was seeking."

The media attention that he and McIntyre received in local outlets has helped greatly, Hacker said, in getting the word out about living organ donation. "If I get one person to do it, I have a part in saving another person's life," he said. "Who knows how many people this could affect?" **PR**

Once that man was out of immediate danger, Manns started thinking about evacuation plans for her other vulnerable customers. The carrier knew that the woman living across the hall was on oxygen, so she rushed over to warn her about the fire.

While dialing 911, she started banging on residents' doors and telling everyone to leave the building. "By the time I got upstairs," she said, "it was pitch black [from the smoke]." Still, she continued along the upper level, knocking on every door she passed.

After making her way back to the main floor, Manns noticed that the elderly man she had carried had not exited with the other residents. Worried that he would be trampled in the chaos, the carrier picked him up again and carried him outside.

Manns then went back into the building, determined to make sure that all those inside had evacuated.

Eventually, the smoke conditions made it too dangerous for her to continue. "There's three sections of this one apartment building," the carrier explained. "I couldn't breathe [enough] to go into the third [section]." However, by the time police and firefighters arrived on the scene, she had managed to alert and evacuate the other two sections. All in all, Manns may have saved 40 people with her warnings.

For her bravery and dedication to her community, the judges named her NALC's Central Region Hero of the Year.

While Manns said that receiving the Central Hero award "feels really good," she added that she didn't think of her actions in a heroic context. "I don't feel like I was a hero," the carrier said. "I just feel like I did what needed to be done."

"I knew those people would be in trouble if I didn't help," Manns elaborated. "I was just doing what I felt anyone should do." **PR**

On March 12, 2020, Michigan City, IN Branch 455 member **Dixie Manns** arrived at one of her regular delivery stops, a building that housed mostly elderly residents. When she walked in, "I heard the fire alarm going off," the six-year carrier said.

Looking around, she saw an elderly man standing in his doorway. "I asked the guy if he had burned some popcorn, but he said, no, it was a paper towel," Manns recalled. "I was going to put the fire out quickly, [but] when I walked into the apartment it was a grease fire on top of his stove—a fire too big for me to handle."

Knowing how serious the situation was, especially given the limited mobility of the older residents, the carrier knew that they did not have time to waste. "I told him to go outside, [but] he didn't walk too well, so I picked him up and put him by the door," she said.

Erin Pennington

Pittsburgh, PA Branch 84



Pittsburgh, PA Branch 84 member **Erin Pennington** was delivering packages in a neighborhood on her route on July 6, 2020, when she noticed an unusual odor in the air. “It smelled like wires burning,” she recalled.

“I thought it was my truck at first,” the two-year carrier said. She parked and then checked her vehicle, but she couldn’t find anything wrong with it. Pennington glanced around, but she didn’t see any smoke coming from the nearby row houses either. She decided to continue with her route.

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

The carrier immediately leaped into action. She spotted a neighbor coming out of a nearby house, and Pennington asked him to call 911. Then, she raced up to the front to evacuate the other houses. “They’re row houses, so there’s only about a foot between the houses,” Pennington explained. She was terrified that the whole neighborhood might go up in flames.

At the house next door to the fire, the carrier could hear dogs barking, but the homeowner was slow to respond. “She was asleep upstairs,” Pennington said. “I was screaming, hitting the doorbell—I was getting ready to kick the door in and grab the dogs and see if anyone was inside.”

Finally, the carrier heard a woman’s

voice through the door. “She asked who it was, and I told her it was the mail lady—that there was a fire, and she needed to evacuate.

“She grabbed her dogs and their leashes and ran out of the house,” the carrier said. Once that resident was safe, Pennington rushed across the street and began knocking on their doors. “I evacuated four houses, and I got them to move their vehicles” away from the fire, she said.

The fire quickly spread through the houses, including into the bedroom of the woman who had evacuated just in time. “The flames were so hot [that they] were melting the siding on the houses across the street,” Pennington recalled.

The fire department arrived within 10 minutes, but the damage already was severe—three houses were engulfed in flames. In total, seven houses were damaged; however, due in large part to Pennington’s warnings, nobody was injured.

For her bravery and knowledge of her route, Pennington was selected as NALC’s Eastern Region Hero of the Year.

Despite the acclaim, the carrier was modest about her role in the situation. “I don’t really see myself as a hero,” she said. “I just did what anyone should, and I’m glad that a woman is alive because of those actions.”

Pennington added that she thought these kinds of actions were necessary in a community. “We have to protect each other, look out for each other,” she said. “I don’t know why anyone would have a second thought.” **PR**

Kevin Bystrak & Jody Kotowski

Buffalo-Western New York Branch 3

On a hot summer day in 2020, Buffalo-Western New York Branch 3 carrier **Kevin Bystrak** was on his route when he came upon an elderly man standing outside his home. “Something told me to stop” and speak to the man, he said. “He seemed in an ill state.”

The elderly man, whom Bystrak knew as Mr. Queeno, was wearing a Korean War veteran’s hat. He told the carrier that the heat wave gripping the area was getting to him. Queeno was out of breath and said he was feeling dizzy. Bystrak offered to give him some water, but then Queeno’s daughter, who has special needs, came outside and gave him a glass of ice water. Bystrak took his lunch break and ate as he sat with Queeno to keep an eye on him. When Bystrak asked the patron to go inside and stay in the air conditioning until he felt better, he learned that the home Queeno shared with his daughter had no air conditioning.

“I felt a deep concern for them,” Bystrak said. He also felt the urge to watch out for a fellow veteran—Bystrak served in the Navy Reserves and was deployed to Kuwait during the Iraq War.

“So, knowing how well carriers work together to help each other, I took to Facebook to ask for assistance for Queeno, looking for an air conditioner.” He posted the appeal to Branch 3’s Facebook page that day.

Seeing the post, fellow Branch 3 member **Jody Kotowski** came to the rescue with her husband, Frank, the next day. The couple, who also had a daughter with special needs, went to buy an air conditioning unit for Queeno. In the middle of the heat wave, however, every store they tried was sold out. That didn’t stop the Kotowskis, though—they had an extra window unit in their home, so they took that one and installed it at Queeno’s home.

Kevin Bystrak (l) and Jody Kotowski (r)



“I knew we had a really good unit,” Jody Kotowski told *The Postal Record* last year, “and if he needed it, I knew I couldn’t see it sitting there.” They also learned that Queeno’s home had a bug infestation, so the Kotowskis contacted a local non-profit that serves veterans, which donated funds to clean his home and clear the infestation.

Because Bystrak and Kotowski worked quickly as a team to make the life of a vulnerable man safe and comfortable, the judges awarded both carriers with the NALC Unit Citation award.

“I just did what anyone would do,” Bystrak said. “I’m no hero.” Bystrak credits the Kotowskis for their heroic efforts.

Sadly, Jody Kotowski later contracted COVID-19 and passed away in December of 2020, so her selection for the award was made posthumously. She was 56 and is survived by her husband and her daughter, Francesca.

“Jody is a prime example of a one-of-a-kind person, mail carrier and friend,” Bystrak said. “God bless her family as she rests in heaven.” **PR**



2021 UNIT CITATION
HEROES OF THE YEAR

Kyle West

Cincinnati, OH Branch 43



Letter carriers have always known that their jobs are essential, but the pandemic made them more important than ever. When the COVID-19 pandemic reached Colerain Township in suburban Cincinnati, OH, in the spring of 2020, three-year carrier **Kyle West** went above and beyond to serve his community.

West, a member of Cincinnati Branch 43, knew that many of his customers were elderly and sheltering at home, depending on carriers like him to bring them supplies. But when a customer asked for help finding toilet paper, which was in short supply at the time, he knew that others also must have been struggling.

“I take pride in giving my customers great service every day, and a big part is getting to know them,” West said. But the pandemic had affected his communication with them, as social distancing became the norm. “I went from talking to hundreds of people a day to not seeing more than five people a day,” West said.

Worried that his customers needed help but might not be able to seek assistance, West asked his mother to print letters to the postal patrons on his route who he suspected might need extra assistance with supplies. West then distributed the letter to about 400 customers.

“If you are at risk and need help getting essential items, let me know,” the letter read. “I will do what I can to help.” He signed the letter with the name his customers know him by: “Mailman Kyle.”

West had more than supplies in mind. “I knew some people needed

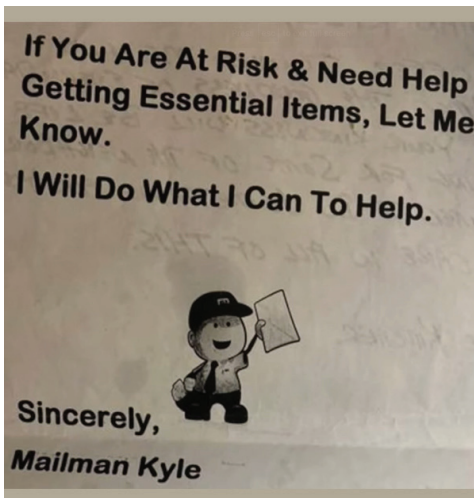
help,” he said, “but I also knew some people were lonely, so I wanted them to know I was still coming every day.”

About 30 customers responded with requests for help. What West didn’t expect was that other customers would respond by donating their own supplies for West to give to others. His customers left essentials like toilet paper, cleaning supplies and hand sanitizer at their doors for West. When local media outlets picked up his story, people in the community began bringing supplies and gift cards to his post office as well. West never had to buy any supplies—everything was donated.

West’s actions even earned him a trip to the White House in May of 2020. He received a message from White House staff, he said, “and the next day, I was in DC. It was wild.” President Donald Trump introduced and praised West at a media event. “Customers often tell us during difficult times that seeing us out every day gives them a sense of normalcy in their lives,” the letter carrier said at the White House event. “The gratitude we are receiving from our customers is greatly inspiring.”

In recognition of his efforts, the judges named West the NALC Humanitarian of the Year.

West was humble about the award. “I never thought this would be recognized, because we all do these things,” he said. “I’m very grateful to be able to represent all of my fellow carriers who provide great service to the American people every day.” **PR**



A copy of the letter West gave to his patrons

Ramique Hill

Rochester, NY Branch 210



2021 NATIONAL HERO OF THE YEAR

had been stabbed multiple times, including in the eye. “[He was] crying that he couldn’t see,” Hill recalled. The officer had fired the shots that had attracted Hill’s attention, but he had not hit Williams. Now, he was using his waning strength to try to prevent Williams from reaching the knife.

Hill rushed over and dragged the assailant’s arms away from the couch before helping Wright pin him to the floor. Another neighbor, who had followed Hill into the house, restrained Williams’s legs.

However, Wright was too seriously injured to keep fighting with his assailant. He released his grip on Williams’s midsection and collapsed. The other neighbor let go of the attacker’s legs to help the officer, and Hill was the only one left to prevent Williams from going back on the attack.

Despite his precarious position, the carrier continued to shout encouragement to Wright. “I was telling him, ‘I’m on the phone [with 911], backup’s coming,’” Hill said. While the neighbor held Wright in his arms, Hill fought to keep Williams restrained.

After a few minutes, another police officer rushed into the house. Together, he and Hill worked to get Williams under control. “I got [Williams’s] arms out, and then the officer cuffed him,” Hill said.

More officers arrived a short while later, and Williams was taken into custody. He has since been indicted on several charges of attempted murder.

Wright was transported to the hospital and eventually recovered, though he ended up

losing his sight in both eyes. At a ceremony to honor Hill’s heroism, Wright said, “I owe a debt of gratitude that I can’t begin to figure out how to repay.”

The incident received extensive coverage in the Rochester news media; Hill and two other individuals were praised for their role in helping the officer. Hill also was recognized by the Rochester Police Department and the city of Rochester, and received the Postmaster General Hero Award in 2020 in recognition of his bravery.

The carrier was modest about the attention. “I just did at that moment what I thought was the right thing to do,” he said.

That selflessness in the face of extreme danger was why the judges named Hill as NALC’s National Hero of the Year.

For Hill, he said that more important to him than any praise was helping save the officer’s life. “[Wright’s] a great person,” he said. “I’m glad I was able to allow him to still be here with his family.” **PR**

Hill (r) with Officer Denny Wright



Rochester, NY Branch 210 member Ramique Hill already had noticed the police officer’s car parked across the street during one of his deliveries on Oct. 4, 2019, but “I didn’t really think anything of it,” he said. A few minutes later, however, his attention was caught by some unusual sounds coming from the house.

“I heard a tussle, and it sounded like someone fell,” the three-year carrier, who was a city carrier assistant at the time, recalled. Then, suddenly, “I heard a gunshot go off,” Hill said.

The carrier quickly called 911 and reported what he had heard. At this point, a resident ran out of the house, shouting, “He’s trying to kill the officer!” When Hill relayed this information to the emergency operator, the carrier was asked to check on the situation if he felt comfortable approaching the house.

Hill went up to the house; when he reached the porch, “I saw a lot of blood,” he said. At that moment, another shot went off inside, and Hill entered the residence.

He was met by a frightening scene. The police officer, Denny Wright, was lying on top of the assailant, Keith Williams, who was scrabbling under the couch with his hands. Hill found out later that Williams had been trying to locate his knife. Hill also would learn that Wright had been doing a routine welfare check when Williams, who had not been taking his medication for a mental health issue, attacked him.

Wright was the source of the blood that now covered the entryway; he

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 20, 2021 (General wage increase)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

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

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

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

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

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

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

Table 1: City Carrier Schedule

RSC Q (NALC)

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

Basic Annual Salaries																<i>MOST PREV. STEP</i>
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	57,397	61,781	61,882	65,019	65,474	65,932	66,383	66,834	67,292	67,735	68,195	68,652	69,102	69,566	70,016	458
Carrier Technician**	58,602	63,078	63,182	66,384	66,849	67,317	67,777	68,238	68,705	69,157	69,627	70,094	70,553	71,027	71,486	467
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	28.70	30.89	30.94	32.51	32.74	32.97	33.19	33.42	33.65	33.87	34.10	34.33	34.55	34.78	35.01	
Carrier Technician**	29.30	31.54	31.59	33.19	33.42	33.66	33.89	34.12	34.35	34.58	34.81	35.05	35.28	35.51	35.74	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.59	29.70	29.75	31.26	31.48	31.70	31.91	32.13	32.35	32.56	32.79	33.01	33.22	33.45	33.66	
Carrier Technician**	28.17	30.33	30.38	31.92	32.14	32.36	32.59	32.81	33.03	33.25	33.47	33.70	33.92	34.15	34.37	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		<i>YRS.</i>
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

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

Basic Annual Salaries																<i>MOST PREV. STEP</i>	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	43,062	44,986	46,911	48,837	50,763	52,686	54,614	56,541	58,465	60,390	62,316	64,240	66,168	68,092	70,016	1,924	
Carrier Technician**	43,966	45,931	47,896	49,863	51,829	53,792	55,761	57,728	59,693	61,658	63,625	65,589	67,558	69,522	71,486	1,965	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.71	21.53	22.49	23.46	24.42	25.38	26.34	27.31	28.27	29.23	30.20	31.16	32.12	33.08	34.05	35.01	
Carrier Technician**	21.15	21.98	22.97	23.95	24.93	25.91	26.90	27.88	28.86	29.85	30.83	31.81	32.79	33.78	34.76	35.74	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.70	21.63	22.55	23.48	24.41	25.33	26.26	27.18	28.11	29.03	29.96	30.88	31.81	32.74	33.66		
Carrier Technician**	21.14	22.08	23.03	23.97	24.92	25.86	26.81	27.75	28.70	29.64	30.59	31.53	32.48	33.42	34.37		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		<i>YRS.</i>
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

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

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

	BB	AA	BB	AA
City Carrier (Grade 2)	18.92	19.42	20.44	20.94
Carrier Technician (add 2.1%)	19.32	19.83	20.87	21.38
Steps (From BB to AA) in weeks	52		52	

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



Veterans legislative update

Since the 117th Congress convened in January, important pieces of legislation that affect veterans have been introduced and moved through Congress. These bills address some of the top issues for veterans, including suicide prevention, access to mental health resources, resources for addressing harassment, and healthcare. Below are some of the most significant recent programs and legislation that affect NALC's veteran members.

White House strategy to reduce veteran and military suicide

In November, the administration announced a new national strategy to prevent veteran suicides. The objectives include improving lethal means safety, enhancing crisis care, facilitating care transitions and increasing access to effective care. It also focuses on addressing upstream suicidal risks, such as financial strain, lack of housing or sufficient food, and unemployment. Additionally, the strategy aims to use research coordination, data sharing and evaluation efforts to improve the understanding of factors that lead to veteran suicides, to promote the early identification of suicidal risk, and to improve the effectiveness of suicide prevention programs.

H.R. 2819/S. 1198 – Solid Start Act of 2021

This bill, introduced in July by Rep. Elissa Slotkin (D-MI) and Sen. Maggie Hassan (D-NH), aims to curb veteran suicides by helping veterans who are in their first year of transitioning back to civilian life. It would provide up-to-date information and resources for veterans, as well as ensure that mental health needs are addressed in a timely manner.

H.R. 4575/S. 2386 – Veteran Peer Specialist Act of 2021

Rep. Scott Peters (D-CA) and Sen. Richard Blumenthal (D-CT) introduced

this bill in July. This legislation would expand the peer specialist support program of the Department of Veterans Affairs to all medical centers of the department.

H.R. 3405/S. 544 – Battle Buddy Check Week

This legislation was introduced by Rep. Shelia Jackson (D-TX) and Sen. Joni Ernst (R-IA). It directs the secretary of Veterans Affairs to designate a week as “Battle Buddy Check Week,” to inspire outreach and education on peer wellness checks for veterans. The bill passed in the Senate in October and has not yet received a vote in the House.

H.R. 5666/S. 3025 – Servicemembers and Veterans Empowerment and Support Act of 2021

This bill, introduced in October by Rep. Chellie Pingree (D-ME) and Senate Veterans Affairs Committee Chairman Jon Tester (D-MT), would expand healthcare and benefits for survivors of military sexual trauma.

H.R. 2704/S. 1243 – Improving VA Accountability to Prevent Sexual Harassment and Discrimination Act of 2021

Rep. Chris Pappas (D-NH) and Sen. Ernst introduced this legislation, which would implement policies and oversight to improve equal employment opportunities and address harassment at the Department of Veterans Affairs. The bill passed in the House in May and has not yet been voted on in the Senate.

H.R. 2916/S. 1467 – VA Medicinal Cannabis Research Act of 2021

Rep. Lou Correa (D-CA) and Chairman Tester introduced this legislation in April. The bill would require the Department of Veterans Affairs to conduct clinical trials on the effects of medical-grade cannabis on the health outcomes of covered veterans diagnosed with chronic pain or post-traumatic stress disorder.

H.R. 239 – Equal Access to Contraception for Veterans Act

This legislation, introduced by Rep. Julia Brownley (D-CA), was passed by the House in June. This bill would prohibit the Department of Veterans Affairs from charging women veterans copays on prescribed contraceptives.

H.R. 4794/S. 2533 – Making Advances in Mammography and Medical Options (MAMMO) for Veterans Act

This legislation was introduced by Rep. Brownley and Chairman Tester in July. It would improve mammography services offered by the Department of Veterans Affairs, including strategic plans for imaging services, early detection, testing and more.

H.R. 958/S. 796 – Protecting Moms Who Served Act

This legislation, which has been passed by both chambers, was introduced by Rep. Lauren Underwood (D-IL) and Sen. Tammy Duckworth (D-IL). It would require the Department of Veterans Affairs to implement a maternity care coordination program, with the VA giving community maternity care providers the training and support needed to care for the unique needs of pregnant and postpartum veterans.

H.R. 1836 – Guard and Reserve GI Bill Parity Act of 2021

Rep. Mike Levin (D-CA) introduced this bill in March. The legislation would expand eligibility for post-9/11 GI Bill educational assistance. Under the bill, service—which includes training, active military service, inactive training, and general duty by a reservist or National Guard member—would be eligible.

This is a sampling of the many veteran-related bills that have moved through the 117th Congress. NALC will continue to monitor these bills and other pieces of legislation that affect our veteran members. For updates, check the “Government Affairs” section on nalc.org.

Beauty in paint



Below: Stephen Diamond and his paintings
Inset: A sign he made for a Carrier Academy



One of Diamond's favorite pieces is a large painting—3 feet by 4 feet—of a colorful peacock that he says would look good in a foyer. He calls the painting "Standing Guard." "It seems to engulf you," he said. "Looming over."

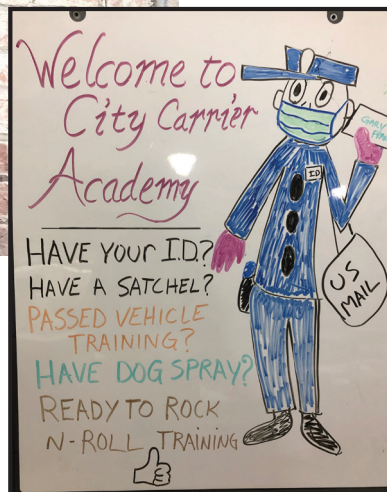
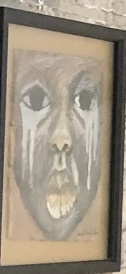
Diamond is also an advanced student of Jeet Kune Do, the martial arts method created by Bruce Lee, and a fan of martial arts-themed shows like the television show "Kung Fu," which aired from 1972-1975.

Diamond recalled a line by one of the characters in "Kung Fu" as an explanation of his desire to express himself with his art: "Is not painting, the joyful reaching out of a man so filled with beauty that there is not enough room in him to contain it?"

As with painting, working for the Postal Service is a family affair for Diamond. His father was a clerk,

his mother a postmaster, and several other family members worked for the Post Office. Diamond also is a master trainer for the Carrier Academy and a driver safety instructor. His artistic talent has made its way into his postal work as well—he once designed a cover for the USPS philately magazine, and he often greets new students at the Carrier Academy with a custom-drawn sign.

Diamond hopes his love for art will carry on in his family as well. "It's trickled down to my [six] grandchildren," he said. "I'm really happy about that." **PR**



Everyone has something to express, and when he isn't delivering the mail in Kansas City, MO, Stephen Diamond expresses himself through painting.

Diamond, a Branch 30 member since 1996, had painted on and off for most of his adult life, but only recently embraced his talent on canvas. "The last four years, I've started to really do it seriously," the carrier said.

"The talent itself came from my father," he added. "I picked it up from him." Diamond grew up seeing his father paint mostly with pastels and oils. "He had some fantastic pieces."

Now that Diamond has gotten serious about the hobby, Jones Gallery in Kansas City regularly displays his art. In May, he sold a piece depicting a flower on a black background for about \$200. "I call it 'It's Spring'—inspired by the emergence of the season," he said.

Located in the city's Crossroads

Arts District, Jones Gallery considers as many as five paintings from a given artist for display on a monthly basis.

"It's not a stuffy gallery," Diamond said. "It's a really neat, open, fun gallery."

Diamond has created about 20 paintings so far. Most of his subjects have been natural objects such as flowers or animals, but lately he has broadened his reach to abstract paintings.

He likes to paint in bright colors with a dark background, saying: "I really like painting on black canvas. The color really pops and comes out."

Though it was a thrill to sell a painting, Diamond said, it isn't necessarily easy for him to part with his work. "A lot of the pieces are personal," he said, adding that it was "hard to let...go" of the one he sold.

Bethlehem, Pennsylvania

This is the official notice to all members of Branch 254 Merged that nominations will be held at the regular general meeting on Feb. 10, 2022, at the Bethlehem Volunteer Firemen's Home Association, located at 6 Hillmond St., Bethlehem. In accordance with Article 5 of the *NALC Constitution* and the branch bylaws, nominations will be taken for the following branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, MBA representative, social director, legislative liaison, safety officer, a board of trustees composed of three members, and the number of shop stewards allowed according to the National Agreement.

Nominations may be made in writing, provided the nominations are received by the secretary one month before the date of election. Candidates may accept a nomination to only one office. All members, except those who are acting in a supervisory position, shall be eligible to hold any office or participate on any branch committee.

The election, if necessary, will be conducted by secret ballot in the general branch meeting on March 10, 2022, at the Bethlehem Volunteer Firemen's Home Association, located at 6 Hillmond St., Bethlehem.

John Pirela, Sec., Br. 254

Memphis, Tennessee

This is an official notice to all active and retired members of Branch 27 that nominations for the election of delegates to the 2022 national convention will be held at the regular branch meeting on Dec. 2. This meeting will be held via Webex and will begin at 7 p.m. Nominees shall voice their acceptance at the time of nomination or have submitted a letter signed by the nominee acknowledging acceptance. If you submit a letter, it must state that you have not served in a supervisory capacity for the prior 24 months.

Upon nomination, every nominee must certify that he/she has not served as a supervisor for 24 months prior to being nominated. The president and executive vice president are delegates by virtue of their office. Absentee ballots will be made available to those members reasonably unable to attend on Election Day. Absentee ballots may be requested through the election committee, at NALC Branch 27, 584 South B. B. King Blvd., Memphis, TN 38126-3104. Absentee ballots must be requested after nominations have been closed, but at least by Nov. 22.

If necessary, elections for delegates shall take place at the Jan. 3, 2022, regularly scheduled branch meeting at 584 South B.B. King Blvd., Memphis. Voting will begin at 3 p.m. Any member in line at 7 p.m. will be permitted to vote.

Michelle Johnson, Fin./Rec. Sec., Br. 27

Modesto, California

This is an official notice to all active and retired members of Branch 1291 that nominations for delegates to the state and national conventions will be conducted at the branch meeting on

Nov. 4 at the Round Table Clubhouse, located at 3848 McHenry Ave., Modesto. If needed, the election will be held at the same location.

Candidates for convention delegate must either be present at the meeting when nominated or signify, in writing, prior to the meeting their willingness to serve if elected.

The ballot will show that the president and secretary are automatic delegates to the national and state conventions.

Miriam Thomas, Sec., Br. 1291

New York, New York

This is a notice of nomination and election of officers of Branch 36. Officers to be elected are president, executive vice president, first vice president/treasurer, second vice president/financial secretary, recording secretary, editor of the branch's *New York Letter Carriers Outlook*, sergeant-at-arms, MBA representative, director of retired members, director of compensation, NALC Health Benefits Plan representative, five members of the board of trustees, director of education and director of safety and health. The term of office shall be April 2022 through April 2025.

All nominations shall be submitted to the recording secretary no later than the close of business day on Feb. 14 at Branch 36 union headquarters, located at the Vincent R. Sombrotto Building, 347 W. 41st St., New York. No candidate shall be eligible for nomination if he or she is not in good standing at the time of nomination. No nomination shall contain the name of more than one candidate for the same office. Each nominee must file a written acceptance of his/her nomination with the recording secretary by the close of business on Feb. 22, 2022.

The installation of officers will be on April 14, 2022.

Tony Ortiz, Rec. Sec., Br. 36

Rochester, New Hampshire

This is the official notice to all members of Branch 990 that election of delegates to the upcoming national convention in Chicago, held Aug. 8-12, 2022, will be held at our regular December meeting.

Mike Langeher, Sec., Br. 990

Rochester, New York

In accordance with Article 5 of the *NALC Constitution*, this is official notice to members of Branch 210 that nominations for union stewards (for the term of two years, Jan. 1, 2022, to Dec. 31, 2023) must be submitted to the union hall at 585-427-2450, no later than Jan. 4, 2022.

Election ballots will then be mailed out and must be returned to the union hall at 2491 Brighton-Henrietta Townline Road, Rochester, NY 14623, by Jan. 31, 2022.

Anthony Polidori, Sec., Br. 210

San Antonio, Texas

This is to serve notice to all members of Branch 421 that nominations for the special election for recording secretary to complete the term through January 2024 were held on Sept. 9.

Due to unforeseen circumstances in the mail out for the election of recording secretary, the election committee will be mailing new ballots with instructions. AFL-CIO delegates nominated at the September meeting were elected by acclamation.

The election will be conducted by secret mail ballot for every member in good standing, active and retired. Ballots will be mailed to the home addresses of eligible members no later than Jan. 20, 2022. Return envelopes and ballots must be received by 5 p.m. on Feb. 10, 2022, the day of the regular branch meeting. At that time, the election chair or his/her designee and at least one committee member will pick up ballots from the post office for counting. Voting will not be allowed at the branch meeting.

Richard Gould, Pres., Br. 421

San Francisco, California

This notice is to announce that dispensation has been granted by President F. Rolando to Branch 214 to postpone its election of delegates to the national convention until Feb. 2, 2022. This delay is necessary because I was unable to send out a timely notice of nominations within 45 days before the December meeting at which delegates are normally elected.

Sheila Gardner, Sec.-Treas., Br. 214

Sioux Falls, South Dakota

This shall serve as official notice to all members of Branch 491 that nominations for all positions for Branch 491 officers, as well as delegates to the national convention held in Chicago, IL, in 2022, will be made at the regular monthly branch meeting, held at the Labor Temple, 101 S. Fairfax Ave., Sioux Falls on Dec. 9 at 6:30 p.m.

Elections, if necessary, will be conducted by mailed secret ballot and must be received no later than 5 p.m. on Jan. 13, as results will be announced at the regular January branch meeting.

Mark DeBelts, Pres., Br. 491

Tri-Valley, California

This is official notice to all members of Branch 2902 that nominations for convention delegates for the 2022 national and state convention will be accepted at the Dec. 16, 2021, and Jan. 20, 2022, meetings beginning at 7 p.m.

These meetings will be conducted via Zoom and teleconference. In order to get the link for the Zoom and teleconference meeting(s), you must send an email to webmaster@nalcbranch2902.org no later than 1 p.m. on Dec. 16, 2021, or Jan. 20, 2022. If you are unable to send an email, phone the Branch 2902 office at 818-700-9715 or 818-700-9747 no later than 1 p.m. on the meeting date, and the link will be provided to you.

If you are unable to attend either of the Zoom/teleconference meetings on Dec. 16, 2021, or Jan. 20, 2022, you may submit a nomination by mail to the Branch 2902 office, located at 21540 Prairie St., Suite C, Chatsworth, CA 91311. Nominations submitted by mail must be received at the Branch 2902 office no later than Jan. 20, 2022. Ballots will be counted on Feb. 17, 2022.

The president, executive vice president, senior vice president, vice president, secretary-treasurer, and recording secretary shall be delegates to state and national conventions by virtue of their office. The number of convention delegates and compensation will be decided at the December meeting, prior to nominations.

All nominations may be accepted or declined verbally at the nominating meetings, or in writing no later than seven calendar days after the close of nominations. Failure to accept nominations as stated will result in an automatic decline.

The election will be conducted by secret ballot. Ballots will be mailed to each member in good standing at their last-known address. Completed ballots must be received at the Jon Gaunce Union Hall no later than 5 p.m. on the day of the election (Feb. 17, 2022).

Laura Rowe, Rec. Sec., Br. 2902

Regarding Election Notices

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

To submit items by mail: Mail to The Postal Record, 100 Indiana Ave. NW, Washington,

DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at **202-662-2851**.

History of the Letter Carrier Political Fund



**Brian
Renfroe**

The history of our union is rich and storied. We should all take great pride in that history. It includes success in collective bargaining, organizing and legislative wins to benefit our members. On the legislative and political front, one of our strongest tools is the collective power that thousands of NALC members have built through our Letter Carrier Political Fund.

Many organizations, including labor unions, have political action committees (PACs). A PAC is a type of organization that pools contributions from its members and donates those funds to campaign for or against candidates, ballot initiatives or legislation. Campaign finance, including PACs, is heavily regulated by the Federal Election Commission (FEC), pursuant to the

Federal Election Campaign Act.

NALC's PAC, used to support letter-carrier-friendly candidates and our issues, is called the Letter Carrier Political Fund (LCPF). Union dues cannot be used for political purposes because of the regulations mentioned above, so the LCPF relies solely on voluntary contributions from our members. It is important for NALC members to understand the history of our PAC and how it's used to protect our jobs.

NALC's PAC was created in 1975. It was then called the Committee on Letter Carrier Political Education (COLCPE). The PAC started small but had grown significantly by the end of the 1970s. This proved to be crucial to our efforts to fight repeated attacks on our pay and benefits for both active and retired letter carriers throughout the 1980s.

In the 1990s, our union's legislative and political efforts continued to fight off similar attacks, but also helped us support the passage of two positive pieces of legislation for letter carriers—Hatch Act reform and the Family Medical Leave Act, better known as FMLA.

Prior to 1993, active letter carriers were prohibited from participating in nearly all aspects of politics. The reform in 1993 that "un-Hatched" active letter carriers opened the door for our members to become involved in the political process and better fight for our own rights and benefits both at the grassroots level and on Capitol Hill. To this day, no union has a more active, involved and engaged membership than NALC.

Throughout the 1990s and early 2000s, NALC's legislative and political efforts were continuously strengthened and became more sophisticated. We successfully fought off countless attacks on our jobs, and the Postal Service thrived.

The economic recession and electronic diversion of first-class mail dealt a significant blow to Postal Service revenue in

the late 2000s. This revenue loss, due to the decrease in first-class mail volume, combined with the mandate to pre-fund future retiree health benefits, opened the door for an unprecedented number of attacks on the Postal Service and our jobs.

There is no question that without our membership's grassroots activism and the hard work of our officers and legislative staff on Capitol Hill, these attacks would have been successful. Many of our efforts were fueled by the voluntary contributions of our members to COLCPE.

In 2015, COLCPE was changed to the Letter Carrier Political Fund, so that the name of the PAC would better represent its purpose and mission. LCPF funds continue to be used to support our efforts every day.

The LCPF is bipartisan. Republicans, Democrats and Independents alike receive our support if they support letter carriers.

Contributing to the LCPF is the easiest step that an NALC member can take to protect his or her job. Small contributions from individuals are pooled together to give NALC members influence on Capitol Hill.

We are on the verge of passing historic, bipartisan postal reform legislation. There is no doubt that we would not be in position to do so without the contributions of thousands of letter carriers to our efforts through the LCPF. That is what makes our PAC special. It only takes a little from a lot of people to stand together for what is best for our members and our jobs.

There has never been a better time than now to take advantage of the opportunity each member has to make a small contribution to the LCPF. Contributions are usually made through automatic payroll deduction for active letter carriers and automatic deduction from the monthly annuity for retirees.

For more information or to sign up to become a contributor, please go to the Letter Carrier Political Fund webpage at nalc.org/government-affairs/political-activity/yes-i-want-to-become-a-pac-member, or contact the Department of Legislative and Political Affairs at NALC Headquarters at 202-662-4695.

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

What should the remedy be?



**Lew
Drass**

Both parties have always been opposed to being held accountable for postal contract violations. Management does not like to pay monetary remedies or give out administrative leave, and letter carriers do not like to get disciplined. Repetitive contract violations generate higher accountability expectations from the harmed party. Again, neither party likes this situation when they find themselves on the receiving end of a higher accountability request in the grievance procedure, but that is our system, and it always has been.

For decades, the Postal Service has tried to create arguments to escape or at least minimize its accountability for contract violations. They used to argue that monetary remedies for issues such as improper route adjustments or administrative leave for improperly forced overtime created an unjust enrichment for letter carriers and were therefore improper. This argument did not play well before most arbitrators and eventually seemed to fade off into the sunset.

Somewhere during the life of the 2016-2019 Collective Bargaining Agreement (CBA), USPS declared an all-out war on remedies in the grievance procedure. It rebranded its term for the situations described above as punitive remedies. It began arguing that almost every remedy request made by the union was a punitive remedy request, a request that is not only improper but also illegal.

In nearly every case, management claims that the Postal Service is part of the federal government, and therefore falls under the doctrine of sovereign immunity, which prohibits it from being subject to punitive awards. Additionally, management argues arbitrators lack the authority to grant punitive remedies in the arbitration forum.

What management has really been saying is that USPS has a forcefield around it that prevents all of those pesky remedy monsters from getting in. Management has come to believe that it can violate the contract as many times as it pleases without suffering any consequences. USPS decided to test its ridiculous arguments in federal court.

District Court Judge Tanya S. Chutkan issued her ruling on July 26. This decision (M-01967) can be viewed in its entirety in the Material Reference System. Judge Chutkan summed up the case:

So there are two questions that I need to address in this case. The first is whether the doctrine of sovereign immunity shields the USPS from liability for punitive damages, and the second is whether the arbitrator exceeded his authority by awarding a remedy that was not expressly defined in the CBA.

As to the first question, the judge pointed out:

In 1970, Congress passed the Postal Reorganization Act, the PRA, to establish a postal service that ran more like a commercial business than its predecessor. As a result of the PRA, USPS now operates as a self-sustaining system whose revenue comes from the sale of its products as opposed to tax revenue. The PRA also gives USPS the power to sue and be sued in its name and provides for collective bargaining.

She ruled in relevant part as follows:

This court understands the Supreme Court's holdings to mean that unless "one of a limited set of exceptions applies ... an agency or other federal entity with a sue-and-be-sued clause cannot escape the liability that a private enterprise would face under similar circumstance. Note: I'm quoting from *Conn v. American National Red Cross*, 168 F.Supp.3d 90, 95, which quotes *FDIC v. Meyer*, 510 U.S. 471, 482.

Thus, I have little difficulty concluding that Congress intended to waive sovereign immunity as to USPS by virtue of the PRA. None of the enumerated exceptions that are listed by the Supreme Court in *Loeffler* apply in this case:

Subjecting USPS to punitive damages is not inconsistent with the statutory scheme. The language of the PRA gave USPS the status of a commercial business, which is consistent with Congress's intent that USPS operate as one. A commercial business is liable for punitive damages when appropriate.

Accordingly, I find that sovereign immunity does not shield USPS from liability for punitive damages where appropriate.

As to the second question, Judge Chutkan ruled in relevant part:

For one, the CBA here is silent as to the remedies available to the arbitrator, and surely an arbitrator is permitted to order a remedy that is not expressly detailed in the CBA when the CBA doesn't discuss any remedies.

As I discussed previously, rulings from the Supreme Court and the D.C. Circuit generally permit an arbitrator to go beyond the bounds of the CBA in fashioning a remedy, allowing him to look to industry common law and practice between the parties.

The Court, therefore, finds that Arbitrator Roberts did not overstep the bounds of his authority in ordering USPS to pay punitive damages.

It should be noted that USPS allowed the time limits for appealing this decision to the federal circuit court to lapse. That ought to tell you something.

If management would just spend as much of their time and energy on contract compliance as they do on trying to avoid accountability, peace and goodwill would surely follow.

In closing, I wish all of you and your families a wonderful holiday season and a happy New Year!

National convention registration and housing process; 2022 dues



Nicole Rhine

The official convention call to the 72nd biennial convention of the National Association of Letter Carriers, to be held in Chicago Aug. 8-12, 2022, has been mailed to each NALC branch and state association. The branch convention call included a branch delegate allotment card advising each branch of the maximum number of delegates it can send to the convention per the provision of Article 4, Section 1 of the *NALC Constitution*, which provides for one delegate for each 20 members or fraction thereof. The number of delegates a branch is entitled to is based on the branch's active and retired membership as of Oct. 1 of the year preceding the national convention,

the "benchmark" date adopted by the delegates to the 2004 national convention. Branch officers should read the convention call thoroughly, since Articles 4 and 5 of the *NALC Constitution*—provisions concerning the election of delegates, voting strength and related issues—are explained there.

Information regarding the room rates of the NALC block hotels was provided on the NALC website and additional information is provided in this issue of *The Postal Record*. **The reservation process does not start until February—and not until the branch's delegate eligibility list (DEL) is received, delegates are registered and the credentials have been sent to the branch secretary.** NALC Headquarters will be advising its official housing company of all confirmed registered delegates. Anyone booking a room who is not a confirmed registered delegate at the time of the booking will be subject to cancellation and will receive a notice of such. **Any individuals who call NALC Headquarters to inquire about making reservations will be advised that they must go through their branch to make reservations, and that this cannot be done until the DEL has been received and processed, and credentials have been mailed to the branch secretary.** Do not contact the host branch officers about housing—they will not be able to assist you.

The DEL will be mailed to each branch on or about Feb. 1, and must be returned to my office no later than June 8. The DEL lists the branch's regular members in good standing as of Dec. 31, 2021. **No housing information is included in the mailing of delegate eligibility lists.** Branch secretaries should read the enclosed instructions thoroughly, complete the DEL fully and accurately, sign it, keep a copy for the branch and return the original to my office.

Reminder: All branches have the option to register their

delegates electronically rather than checking off the delegates on the DEL paper list. The letter and sign-up form for the option to register electronically was mailed to all branches in November. The sign-up form must be returned to my office no later than Dec. 31.

After my office has received the DEL and registered the delegates, the credentials will be mailed to the branch secretary. Included with the credentials is information on the housing process. This information includes a web address and a code specific to your branch so that you may reserve rooms for your delegates. **Branch secretaries may prefer to copy the instructions and give them to each delegate to make his or her own reservations.**

For branch secretaries or delegates who do not have internet access, NALC will include with the credential mailing a room reservation form with a fax number, along with the phone number of the housing company. Branch secretaries with no internet access may make reservations for all their delegates in this manner, or may wish to copy the forms and give them to the delegates.

Again, branch secretaries are reminded that no housing information will be included in the mailing of the delegate eligibility lists around Feb. 1. That information will be provided when NALC Headquarters mails you the credentials. Branches and individuals are not to contact hotels directly and must wait until credentials and NALC housing instructions are received.

Dues for 2022

There will be a biweekly dues increase for 2022 due to the increases in letter carrier wages negotiated in the 2019-2023 collective bargaining agreement—including the November 2019, November 2020 and November 2021 general wage increases, as well as the January 2020, July 2020, January 2021 and July 2021 COLAs.

The dues change will take place in Pay Period 1 of 2022 (Dec. 18, 2021 through Dec. 31, 2021) and will be reflected beginning with the Jan. 7, 2022, paycheck. As a result, the dues increase will show in the branch dues deposits beginning Jan. 14, 2022.

The minimum dues structure set forth in Article 7, Section 2 (a) of the *NALC Constitution* is the equivalent of two hours base pay for an NALC Step D letter carrier in the consolidated career city carrier grade level (Table One) per month. Since dues are deducted biweekly, this amount will be \$28.85 for 2022. National retains one-third of this amount, \$9.60, and remits the other two-thirds to the local branches (with some withheld for state associations and remitted by NALC Headquarters to the state associations monthly).

Some branches may have dues that are higher than the minimum dues structure. Also, branches may increase local dues during the year.

Our NALC home in Washington, DC



**Paul
Barner**

As assistant secretary-treasurer, I have the awesome responsibility of overseeing the operations of the NALC Headquarters building. In this role, I am tasked with the overall maintenance and care of the members' house. Our headquarters building is located at 100 Indiana Ave. NW, Washington, DC, and is a landmark in its own right. Despite working at the building for a few years now, it never gets old seeing our remarkable headquarters nestled within the surrounding historical landscape of our nation's capitol.

If you've never been to Washington, DC, or never studied a map of the area, you might not know that

the NALC Headquarters building sits in a prominent location at the foot of Capitol Hill. The office of the NALC president has the most spectacular view of the Capitol building, which is just across the street from the front entrance of the NALC building. When NALC purchased the site, it was one of the last available for development adjacent to the U.S. Capitol grounds. The total cost: \$1.7 million.

NALC Headquarters was first dedicated on Aug. 31, 1952. According to historical records, in 1943, then-NALC President William C. Doherty persuaded the members to accept a dues increase and create a special building fund. At the time, NALC did not have a home of its own and was actually renting two rooms at the AFL building.

Along the way, individual members, branches, district and state associations, and auxiliaries were making contributions as well. Donations even were sent from servicemen during World War II from the front lines. In fact, the first floor meeting hall at Headquarters is named for Fred B. Hutchings of Syracuse, NY Branch 134, who left \$35,000 for the building when he died in 1949—the largest individual gift to the fund. Today, Hutchings Hall is used for meetings and receptions and is occasionally rented out for events.

The original building had eight floors and allowed NALC to bring the Mutual Benefits Association (MBA) headquarters from Nashville and the National Sick Benefit Association from Boston to Washington, DC. The new building meant that NALC, for the first time in history, could all be under one roof.

Then in 1962, an eight-story annex was added, primarily to accommodate growth of the Health Benefit Plan. Today, the Health Benefit Plan is located in Ashburn, VA, a suburb of Washington. The MBA, however, remains at Headquarters and occupies the entire fifth floor of the building.

Currently, NALC occupies six of the eight floors. Historically, NALC has leased floors of the building for extra income. Past tenants have included Teamsters, Meatcutters, Railway Mail Clerks, Flight Attendants and other government groups. Today, NALC has the third floor available for leasing. The fourth floor is currently occupied by a tenant.

In recognition of the contributions of President Vincent R. Sombrotto, the 16th president of NALC, the delegates of NALC's 65th biennial convention adopted a resolution to name the NALC's National Headquarters building in his honor. On July 22, 2008, the NALC Headquarters building was officially named the Vincent R. Sombrotto Building, and a bust of President Emeritus Sombrotto was prominently placed at the entrance to the building, where it remains today.

Another unique feature of your Headquarters building is its outer shell, made of unpolished, high-quality Vermont marble. There are only a few other buildings in Washington, DC, with marble from the same quarry—including the U.S. Supreme Court building and the Jefferson Memorial—making the NALC building architecturally significant.

Your Headquarters building is in extremely good condition, inside and out, thanks to the many employees whose job it is to help maintain it. NALC employs a full-time painter, two full-time engineers and two full-time guards. All are union employees and they take great pride in being stewards of your building. And along with maintaining the building comes the ongoing task of renovation to keep the interior areas of the building functional, safe and up-to-date. As of the writing of this article, the Hutchings Hall auditorium is undergoing a makeover to refresh the dated interior design and add state-of-the-art audio/visual capability.

I encourage you to visit Headquarters if you are ever in Washington. Prior to the COVID-19 pandemic, tours of the building for visiting members were given quite frequently by members of the NALC staff—something we hope to get back to doing in the near future. It's always enjoyable to meet a member, and often his or her family, on any given day as they were touring the building. No appointment is necessary for a tour; you just need to come in and ask. It is, after all, *your* building.

Plan B



Christopher Jackson

I hope this holiday season finds you well and in good spirits as Christmas approaches. With another peak season upon us, city carriers are working diligently to deliver the multitude of parcels containing holiday cheer. This year, with parcel volumes expected to exceed previous years, the Postal Service is exploring new ways to handle the anticipated surge in packages.

One new initiative that USPS has implemented to provide additional support and resources for peak operations is a process called Plan B. According to the Postal Service, Plan B was developed using several data sources, including both his-

torical data and current information. The goal was to identify top opportunity offices and ensure service-responsive workload solutions. Using Plan B, USPS hopes to alleviate some of the challenges experienced during previous peak seasons and provide world-class service to our customers. I will use this month's article to describe the Plan B initiative.

In late October, USPS notified me that during this year's peak season, several offices would begin utilizing Package Delivery Centers, or annexes, to process and deliver parcels that are drop-shipped from USPS retail and shipping partners. Parcels that are introduced into the USPS network, either at the retail counter or picked up by letter carriers, are not included in Plan B. Under the Plan B process, drop-shipped parcels designated for city routes in a delivery unit serviced by one of the annexes will be sent directly to the annex for distribution and delivery. The delivery units participating in Plan B will still deliver letters, flats and network parcels. Plan B includes 54 delivery units, which will be serviced by 38 annex facilities nationwide.

Under the Plan B process, the annex will establish local geographical routes using the dynamic routing process normally used for Sunday delivery. Based on our communication, the Postal Service intends to use primarily city carrier assistants, part-time flexible, and unassigned regular letter carriers to deliver these parcel routes. City carriers assigned to the Package Delivery Centers will handle and deliver these parcels in accordance with current handbook methods. If delivery is attempted but cannot be made, a PS Form 3849, We Redeliver for You, will be provided to the customer that identifies the

Package Delivery Center annex address as the location for the customer to pick up the parcel. Each center should be provided sufficient PS Forms 3849 with the street address of the annex stamped on the form. Customers will then be able to pick up their package at the annex instead of at the delivery unit.

Each day, the involved delivery units will provide the associated Package Delivery Center with a list of addresses that have vacation holds so those parcels can be retained at the annex. As of the writing of this article, USPS is uncertain whether these parcels will then be returned to the delivery unit or redelivered from the annex. The Postal Service has not communicated to me whether parcels that have a change of address on file or are otherwise undeliverable will be handled at the delivery unit or at the annex.

During the last week of October, I traveled to visit a package annex in Philadelphia. This center is different than the sites included in the Plan B initiative in that this annex services existing parcel post routes. In the annex I visited, the city carriers assigned to these parcel routes begin tour at their assigned delivery unit, retrieve their delivery vehicle and travel to the annex to load their parcels for delivery. Upon completion of their designated parcel route, they return to the assigned unit to return their delivery vehicle and end tour. While the Philadelphia annex differs from Plan B package centers, the visit provided me the opportunity to see firsthand how these facilities operate. Additionally, this visit gave me a chance to speak to the carriers involved and get feedback that I could provide to the Postal Service.

Whether the peak season Plan B will be successful in improving the overall customer experience this year remains to be seen. With increased complications in retail supply chains and transportation outside the Postal Service, I think this will be a holiday shopping season for the record books. I am positive that city carriers will continue to provide excellent service, despite the challenges. I wish you and your families a very merry Christmas and blessings for a happy New Year for 2022.



Proposed new rules for protecting workers



**Manuel L.
Peralta Jr.**

During 2021, we have seen a number of projects initiated by the Biden administration.

COVID-19

On Nov. 4, the Occupational Safety and Health Administration (OSHA) issued its emergency temporary standard (ETS) to protect workers from COVID-19.

In part, the announcement reads as follows:

Under this standard, covered employers must develop, implement and enforce a mandatory COVID-19 vaccination policy, unless they adopt a policy requiring employees to choose to either be vaccinated or undergo regular COVID-19 testing and wear a face covering at work.

The ETS also requires employers to do the following:

Determine the vaccination status of each employee, obtain acceptable proof of vaccination status from vaccinated employees and maintain records and a roster of each employee's vaccination status.

Require employees to provide prompt notice when they test positive for COVID-19 or receive a COVID-19 diagnosis. Employers must then remove the employee from the workplace, regardless of vaccination status; employers must not allow them to return to work until they meet required criteria.

Ensure each worker who is not fully vaccinated is tested for COVID-19 at least weekly (if the worker is in the workplace at least once a week) or within 7 days before returning to work (if the worker is away from the workplace for a week or longer).

Ensure that, in most circumstances, each employee who has not been fully vaccinated wears a face covering when indoors or when occupying a vehicle with another person for work purposes.

Deputy Assistant Secretary of Labor for Occupational Safety and Health Jim Frederick shared his thoughts:

While vaccination remains the most effective and efficient defense against COVID-19, this emergency temporary standard will protect all workers, including those who remain unvaccinated, by requiring regular testing and the use of face coverings by unvaccinated workers to prevent the spread of the virus....

As part of OSHA's mission to protect the safety and health of workers, this rule will provide a roadmap to help businesses keep their workers safe.

There are many NALC members who have reached out during the pandemic to express the need to do more. Many expressed concern for the welfare of their family members, indicating that their managers are not doing enough or that they do the right thing only when someone from the district comes in to hold them accountable—and then only long enough to sneak away from the spotlight.

OSHA's announcement states that "the ETS also serves as a proposal for normal rulemaking for a final standard. OSHA is seeking comment on all aspects of this ETS and whether the agency should adopt it as a final standard." Everyone has an opportunity to submit comments. There is no doubt that there will be challenges through the courts; however, I hope that employee protection and societal protection prevail over politics.

Heat Illness Protection Program

In the 11 years that I have served NALC in Washington, we have lost three members of our union due to the effects of the heat. On Jan. 24, 2012, we lost John Watzlawick of Independence, MO. On July 6, 2018, we lost Peggy Frank of Woodland Hills, CA. On June 19, 2021, we lost Dalvir Bassi of San Jose, CA. We also have lost a number of additional members to what we strongly believe to be heat-related injuries, but those cases were not confirmed by medical examiners. Further, hundreds of letter carriers have suffered serious injuries, many requiring hospitalization.

Since its establishment in 1970, OSHA has not put forth a heat safety rule.

In 2016, the National Institute for Occupational Safety and Health (NIOSH) issued a document titled "Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments." The forward of that document contains the following:

When the U.S. Congress passed the Occupational Safety and Health Act of 1970 (Public Law 91 596), it established the National Institute for Occupational Safety and Health (NIOSH). Through the Act, Congress charged NIOSH with recommending occupational safety and health standards and describing exposure levels that are safe for various periods of employment, including but not limited to the exposures at which no worker will suffer diminished health, functional capacity, or life expectancy because of his or her work experience.

On Oct. 27, the Biden administration issued an advanced notice of proposed rulemaking seeking comments from the public during a 60-day period.

NALC is working with the AFL-CIO on its statement on the matter, as well as preparing our own comments, as we know that a rule is well overdue.

Elections have consequences. Right now, the needs of labor are being heard.

Keep an eye on each other.

COLA updates for retirees



Dan
Toth

The release of the September consumer price index (CPI) by the Bureau of Labor Statistics on Oct. 13 means that the Office of Personnel Management and the Social Security Administration can calculate and release news regarding the 2021 cost-of-living adjustment (COLA). Generally, the COLA calculation starts by measuring the change in the CPI for urban wage earners and clerical workers (CPI-W) from the third quarter of one year to the third quarter of the next year (except following years that had no COLA). This change in CPI-W results in a 5.9 percent increase,

so the 2022 COLA will be a whopping 5.9 percent for the Civil Service Retirement System (CSRS), and 4.9 percent for the Federal Employees Retirement System (FERS). Social Security will also be 5.9 percent, as both systems use the same basis. There are no COLAs for FERS participants under age 62 except for disability and survivor annuities.

COLAs are very important in maintaining our modest retirements as the years go on. If we did not receive COLAs, our annuities would remain exactly the same, but as the prices of goods and services rise (inflation), our annuities would have less purchasing power. Although we have generally enjoyed relatively low inflation numbers for the last few decades, we are now seeing a sharp increase in inflation, making the importance of our COLAs more evident. But even modest increases in inflation make a huge difference when compounded year after year.

We haven't always had a COLA. It wasn't until 1962 that COLAs became part of the law and were incorporated automatically. But the new law was far from perfect. It would kick into effect only if the change in inflation was greater than 3 percent. If this was still the rule today, CSRS retirees would not have received a COLA 22 times when inflation was between zero and 3 percent. These missed COLAs would have added up to a substantial sum and wouldn't even account for the additional impact of time and compounding interest.

After 1962, there were many more legislative changes. Some legislation reduced or even skipped COLAs in certain years, despite increases in the cost of living. The Omnibus Budget Reconciliation Act of 1983 ended

up setting the rules that we are currently familiar with. It set COLAs to be effective in December and payable in January, and based them on the change in the average monthly CPI-W from the third quarter to the third quarter of the following year. This formula and schedule are the same as those used to calculate COLAs in the Social Security Administration.

Let's get to the elephant in the room. The 4.9 percent FERS COLA, although it is based on the same CPI and the exact same time period, is smaller than the 5.9 percent CSRS COLA. That is because FERS has reduced COLAs. When the increase in the CPI-W is under 2 percent, the COLA will be the same percent. But when the increase in the CPI-W is 2.0 percent to 3.0 percent, the COLA will be exactly 2.0 percent. So if the increase in CPI is 2.9 percent, FERS annuitants will be shorted 0.9 percent. And finally, when the increase in the CPI is greater than 3.0 percent, the COLA will be the increase in the CPI minus an entire percentage point. So in this case, because the increase in the CPI-W was 5.9 percent, FERS annuitants will receive only a 4.9 percent COLA.

Over the decades, the amount of money lost—when compared to an unreduced COLA—becomes quite substantial. A consistent and reliable annuity is especially important when retirees are on a fixed income, and face health benefit costs that continue to rise uncontrollably in the United States.

Since FERS COLAs started in 1988, they have actually been reduced on 22 occasions out of only 34 years in accordance with the reduced COLA formula. A current bill in Congress, H.R. 304, known as the Equal COLA Act, sets out to achieve parity by eliminating the reduced COLAs under FERS. Why shouldn't FERS annuitants, who already receive a smaller annuity than an equally situated CSRS annuitant, receive the same unreduced COLA?

In the same manner that this bill can help retirees, any bill could be written, and if passed, reduce or even eliminate benefits. It is for these reasons that retirees must stay attuned to legislative agendas, and be advocates and communicate your positions to your representatives. The letter carriers before us fought to achieve, maintain and improve our current retirement benefits. We should attempt to honor them and pay it forward to the next class of retirees through our activism, so that they too can have a happy and healthy retirement.

On behalf of the Retirement Department, I want to wish you and your family a merry Christmas and a happy New Year!

Hospital Plus: Paying you when you need it the most



**James W.
"Jim" Yates**

Last month, I wrote about the Mutual Benefit Association's (MBA's) new short-term disability insurance, the MBA Individual Disability Income. This month's article focuses on insurance you can purchase for you or your immediate family that covers you if you or they become ill or injured and are confined to a hospital—it is called Hospital Plus.

Hospital Plus provides cash when you need it most, when you're confined to a hospital. Hospital Plus will provide you with up to \$100 per day in daily cash benefits. These benefits begin the first day of your hospital stay and last up to one full year. They are not subject to federal income tax. Hospital Plus is not health

insurance; it is a hospital confinement policy. The benefits of Hospital Plus minimize the impact of non-medical expenses on a family's budget and help close the gap between health insurance coverage and the cost of a hospital stay. Hospital Plus does not cover time spent in a skilled nursing facility (SNF).

Hospital Plus is designed to help NALC members pay for things that major medical insurance won't cover. These things may have nothing to do with hospital services. They include:

- Private transportation to and from the hospital, including gasoline and parking
- Extra groceries and supplies for visiting family
- Meals while visiting the hospital
- Books, games and magazines
- Entertainment and domestic help

With Hospital Plus, you choose the amount of coverage needed based on your financial situation: either \$100, \$75, \$50 or \$30 per day. You can also insure your spouse and eligible children. A spouse's coverage amount is the same as the member's. Children's coverage is \$60, \$45, \$30 or \$18 per day. NALC members may choose to insure the member only; the member and his or her spouse; the member and his or her children; or the member, spouse and children.

Your premium is based on your (the NALC member's) age when the Hospital Plus coverage is purchased. If you purchase it for your spouse and/or children, the premium is still based on your age at the time of purchase. All of your children are covered by the same premium, regardless of the size of your family. Children must be the insured's unmarried legal children who are under 19 years

of age and living with the insured, or between 19 and 23 years of age and a full-time student.

There is no age limit for members to purchase Hospital Plus. There is no medical exam when purchasing this policy and you cannot be turned down for health reasons.

Hospital Plus premiums start as low as just \$1.60 bi-weekly (one member, age 18 to 24, \$30 per day benefit). Premiums may be paid through a convenient payroll deduction, electronic funds transfer, or paid by check monthly or annually. Members who want to pay their premiums monthly or annually can call the MBA office for help in calculating their premium amounts. Members are covered from the first premium payment.

To receive benefits, members must complete and sign a one-page claim form, attach a copy of the hospital's itemized bill, and mail them to the MBA. Benefits will be paid based on a 24-hour hospital stay, for up to 365 days—as much as \$36,500 if a \$100-per-day benefit is chosen.

The Hospital Plus policy does not pay benefits for a pre-existing condition until the covered person has gone without further medical advice or treatment for 12 consecutive months or one year from the effective date of the covered person, whichever is earliest. A pre-existing condition is a condition for which a covered person has received medical advice or treatment during the 12 months before coverage became effective. Benefits apply to hospitalization due to pregnancy, provided the policy was in effect before the start of the pregnancy. With family coverage, a newborn would be included on the 16th day following the birth.

If you would like to apply for a Hospital Plus policy, please visit the website at nalc.org/mba. Toward the bottom of the page click on "MBA Brochures, Applications and Forms," which will allow you to see all of the plans and rates offered by the MBA. Scroll down to "Applications for U.S. Letter Carriers Mutual Benefit Association Policies," and then either click on the specific state in which you reside, or click on the "All other states." From there, click on "Hospital Plus" to pull up the specific application. Complete and sign the application and send it to the MBA office.

Once you receive your policy, you'll have a full 30 days to examine it before deciding whether to keep it or not. There is no risk.

For more information about Hospital Plus or any of the MBA products, call the MBA toll-free at 800-424-5184, Tuesdays and Thursdays from 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 Standard time.

I'd like to take this time to wish everyone and their families a happy holiday season and a happy and healthy new year.

Changes to the Health Benefit Plan for 2022



Stephanie Stewart

Although **Open Season** ends soon, there still is time left for you to join the NALC Health Benefit Plan. The 2022 benefit package and our premiums are excellent, and I hope that all letter carriers have reviewed our plan information and made the decision to join or stay with their union-sponsored plan.

Below, you will find an outline of the new 2022 benefit changes and rates. Please keep in mind that the following is only a summary of the features of the Plan. Detailed information on the benefits for the 2022 NALC Health Benefit Package can be found in the official brochure.

Program-wide changes

Effective in 2022, premium rates are the same for non-postal and postal employees.

Changes to this Plan

- We now offer the NALC Health Benefit Plan Mobile App.
- We now require prior authorization for all non-emergency air ambulance transport.
- We now require prior authorization for certain procedures related to musculoskeletal disorders.
- We no longer cover one chest X-ray annually as a preventive screening, per U.S. Preventative Services Task Force (USPSTF) guidelines.
- We no longer cover one electrocardiogram annually as a preventive screening, per USPSTF guidelines.
- We now cover lung cancer screenings for eligible adults beginning at age 50, per USPSTF guidelines.
- We now cover the prostate-specific antigen screening for eligible adults age 40 to 69, per USPSTF guidelines.
- We now cover cervical cancer screenings once every three years or once every five years, per USPSTF guidelines.
- We no longer cover cervical cancer screenings for individuals over age 65, per USPSTF guidelines.
- We now cover colorectal cancer screening for eligible adults age 45 to 85, per USPSTF guidelines.
- We now cover genetic counseling when related to covered genetic testing.
- We now cover limited travel associated with gene therapy treatment.
- We now cover fertility preservation for individuals with iatrogenic infertility.
- We removed the calendar year dollar maximum limit to diagnose and treat infertility.
- We now cover medical foods for individuals diagnosed with Inborn Errors of Metabolism.

- We now offer an online therapy program to address musculoskeletal issues.
- We now cover in- and out-of-network telehealth (virtual) visits.
- We now cover one pair of diabetic shoes per calendar year.

Changes to our High Option only

Your share of the premium rate will increase for Self Only, increase for Self Plus One or increase for Self and Family.

We now cover up to 21-days of skilled nursing facility care after a qualified hospital stay.

Changes to our Consumer Driven Health Plan only

Your share of the premium rate will stay the same for Self Only, stay the same for Self Plus One or increase for Self and Family.

Changes to our Value Option only

Your share of the premium rate will stay the same for Self Only, stay the same for Self Plus One or increase for Self and Family.

Type of Enrollment	Enrollment Code	Premium Rate			
		Biweekly		Monthly	
		Gov't Share	Your Share	Gov't Share	Your Share
High Option Self Only	321	\$244.86	\$98.28	\$530.53	\$212.94
High Option Self Plus One	323	\$524.63	\$234.35	\$1,136.70	\$507.76
High Option Self and Family	322	\$574.13	\$202.02	\$1,243.95	\$437.71
CDHP Option Self Only	324	\$163.91	\$54.64	\$355.15	\$118.38
CDHP Option Self Plus One	326	\$361.62	\$120.54	\$783.51	\$261.17
CDHP Option Self and Family	325	\$384.55	\$128.18	\$833.19	\$277.73
Value Option Self Only	KM1	\$134.53	\$44.84	\$291.48	\$97.16
Value Option Self Plus One	KM3	\$296.78	\$98.92	\$643.01	\$214.34
Value Option Self and Family	KM2	\$315.74	\$105.25	\$684.11	\$228.04

35th NALC Health Benefit Plan seminar

A special thanks to all who signed up for and attended our 2021 virtual health benefit seminar on Oct. 17-18. It is our hope that you found the event informative and beneficial to your personal branch role. I hope that you had many key takeaways that will assist you during this Open Season.

Happy holidays

I would like to take this opportunity on behalf of the trustees and employees at the NALC Health Benefit Plan to wish you and your family a happy and safe holiday season. Thank you for all the support and confidence you have shown in us.

Contract Administration Unit

Brian Renfroe, Executive Vice President
Lew Drass, Vice President
Christopher Jackson, Director of City Delivery
Manuel L. Peralta Jr., Director of Safety and Health
Dan Toth, Director of Retired Members
Jim Yates, Director of Life Insurance

Mutual exchanges

Recent *Contract Talk* articles have discussed ways in which career letter carriers can reassign from one installation to another. In the May 2021 issue of *The Postal Record*, the rules pertaining to voluntary reassignments were explained. The July 2021 edition discussed the excessing process when a career letter carrier is reassigned on an involuntary basis.

This month's article will explain a third option, called a mutual exchange, for career letter carriers who wish to relocate. Mutual exchanges offer career letter carriers the opportunity to exchange positions with other career letter carriers in different installations. The rules and regulations governing mutual exchanges are found in Section 351.61 of the *Employee and Labor Relations Manual (ELM)*, which states:

Career employees may exchange positions (subject to the provisions of the appropriate collective bargaining agreement) if the officials in charge at the installations involved approve the exchange of positions.

Mutual exchanges must be made between employees in positions at the same grade levels. The following employees are not permitted to exchange positions:

- a. Part-time flexible employees with full-time employees.
- b. Bargaining employees with nonbargaining employees.
- c. Nonsupervisory employees with supervisory employees.

The current version of the *ELM*, as well as other USPS handbooks, manuals and publications, is available at nalc.org/workplace-issues/resources/usps-handbooks-and-manuals.

As stated above, mutual exchanges are limited to employees in the same classification. Letter carriers interested in a mutual exchange should communicate with the other employee to ensure that the exchange is permitted based on Section 351.61 of the *ELM*.

While Section 351.61 of the *ELM* states employees must be in the same grade level, this rule does not apply to career letter carriers. The 2007 Memorandum of Understanding (MOU) Re: Mutual Exchanges, M-01646 in NALC's Materials Reference System (MRS), clarifies that Grade 1 and Grade 2 letter carriers are in the same grade for the purpose of mutual exchange eligibility. This MOU states:

The parties agree that in applying the relevant provisions of Section 351.6 of the *Employee and Labor Relations Manual*, city letter carriers in grades CC-01 and CC-02 are considered as being in the same grade. This agreement applies solely to determining whether employees are eligible for mutual exchanges.

Copies of this MOU and other "M" documents contained in the MRS are available at nalc.org/workplace-issues/resources/materials-reference-system. Further,

this MOU is printed on page 193 of the 2019-2023 National Agreement.

The MOU Re: Pay Schedule Consolidation, found on pages 178-179 of the 2019-2023 National Agreement, did not alter the ability of letter carriers occupying carrier technician assignments to exchange positions with non-carrier technicians.

Once letter carriers have agreed to initiate a mutual exchange, they should each write a letter to the installation head at the receiving end indicating that they seek a mutual exchange. They should also write a letter to their own installation head notifying them of their request and include a copy of the mutual exchange request letter.

The approval process for a mutual exchange is the same as voluntary transfer requests covered by the MOU Re: Transfers. This MOU, which may be found on pages 189-192 of the 2019-2023 National Agreement, states in part:

The parties agree that the following procedures will be followed when career Postal Employees request reassignment from Postal installations in one geographical area of the country to Postal installations in another geographical area. Local reassignments (reassignments within the same MSC, Division, or to adjacent MSCs or Divisions) are covered by the provisions of Section 2 of this memorandum.

An explanation of this MOU and the national parties' joint understanding of this language can also be found beginning on pages 12-47 through 12-52 of the 2021 *Joint Contract Administration Manual (JCAM)*. In accordance with the MOU above, installation heads must consider each mutual exchange request as they would for any transfer request.

Full consideration must be given to work, attendance and safety records of each carrier, and requests may not be unreasonably denied. Evaluations must be fair, valid and to the point. This requirement is found on Page 12-53 of the 2021 *JCAM*:

The provisions of the Transfer Memorandum requiring that installation heads afford "full consideration" to all reassignment requests apply to mutual exchanges just as to any other transfers. Such requests "will not be unreasonably denied." In evaluating and responding to mutual exchange requests, installation heads should follow the criteria provided for in the Transfer Memorandum.

Like the denial of a voluntary transfer request, the denial of a mutual exchange is a grievable matter. Even though it is the decision of the gaining installation head whether to accept a mutual exchange, the grievance must be filed in the employing office of the employee on which the denial was based as found on page 12-47 of the 2021 *JCAM*, which states in pertinent part:

(continued on next page)

Mutual exchanges (continued)

The denial of a transfer request is a grievable matter. When the denial of a transfer request is grieved, the disputed decision is by the Postmaster of another installation. Nevertheless, any grievances concerning the denial of a transfer request must be filed with the aggrieved employee's immediate supervisor as required by Article 15.2.

Letter carriers should keep in mind that a mutual exchange is a swap of positions, not assignments. Career carriers are exchanging positions with a carrier in another installation. Each carrier will vacate their assignment, which will then be posted for bid according to Article 41 of the National Agreement and the local bid procedure in each installation. This is explained on page 41-22 of the 2021 *JCAM*:

This contractual provision does not mean that exchanging carriers exchange their routes as well as their positions. The routes involved in the exchange are posted in accordance with the provisions of Article 41.1.

This is also covered in Article 12 of the *JCAM* on page 12-52:

Mutual Exchanges are exchanges of positions in the complement of different installations. Carriers do not exchange actual bid assignments or pay status since the vacated bid positions must be posted for bidding in accordance with the provisions of Article 41.1 and the applicable Local Memorandums of Understanding.

Once a mutual exchange has been approved and each letter carrier is appointed in their new installation, the seniority of the employees must be determined. Normally, the seniority of a career letter carrier is governed by Article 41.2.A.2 of the National Agreement, which states:

Seniority is computed from date of appointment in the Letter Carrier Craft and continues to accrue so long as service is uninterrupted in the Letter Carrier Craft in the same installation, except as otherwise specifically provided.

A career letter carrier who voluntarily transfers to another installation begins a new period of seniority upon being assigned to the installation. This requirement is found in

Article 41.2.G.3 of the National Agreement, which states:

When a letter carrier transfers from one postal installation to another at the carrier's own request (except as provided in subsection E of this Article).

Even though both employees have changed installations at their own request, the contractual provisions listed above do not govern how seniority is determined. Employees involved in a mutual exchange will either retain their seniority or take the seniority of the letter carrier with the least amount of seniority.

This exception is found in Article 41.2.E of the National Agreement, which states:

When mutual exchanges are made between letter carriers from one installation to another, the carriers will retain their seniority or shall take the seniority of the other exchangee, whichever is the lesser.

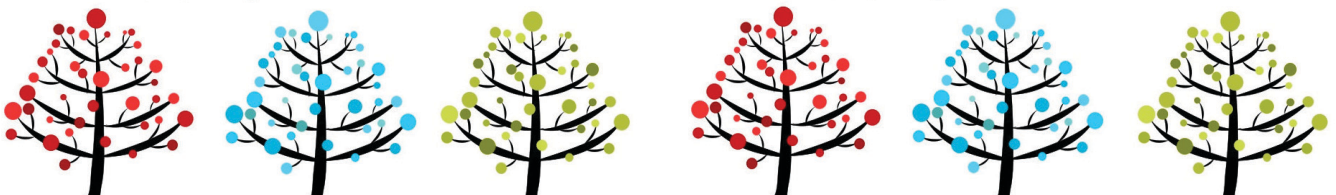
This exception is also explained on page 12-53 of the 2021 *JCAM*:

Article 41.2.E provides that when mutual exchanges are made between letter carriers, the carriers will retain their seniority or shall take the seniority of the other exchangee, whichever is the lesser. This is different than the seniority rule in Article 41.2.G.3, which applies to other transfers, and which requires that the transferring employee begin a new period of seniority.

The 2021 *JCAM* is available on the NALC website at nalc.org/workplace-issues/resources.

NALC members may find and publish ads for mutual exchanges in *The Postal Record* each month. For detailed information about how to publish an ad, please see the Mutual Exchanges page in this month's edition of *The Postal Record*. Electronic copies of past editions of *The Postal Record* are available at nalc.org/news/the-postal-record.

Letter carriers with questions regarding the mutual exchange process should contact their local union representative or national business agent (NBA). Contact information for the NBA who covers your region can be found at nalc.org/union-administration/nalc-regions.



End-of-year reminders



Christina Vela Davidson



Sisters and brothers, I want to wish you a warm and safe holiday season.

The October Branch Challenge officially marks the most successful Branch Challenge to date! \$108,155 was raised and a record 72 branches or state associations participated in October. This is nearly double what was raised in most of our previous Branch Challenges; what an inspiring way to finish up the 2021 Branch Challenges. Congratulations, brothers and sisters—you should feel so

proud of the incredible work you did. The Muscular Dystrophy Association (MDA) is without a doubt so inspired and motivated by your incredible contributions; the organization is grateful every day for NALC's partnership!

Congratulations to our October Branch Challenge winners listed below. Your dedication to #DeliveringTheCure is exemplary.

- | | |
|-------------------------------------|---------|
| 1. Branch 56, Grand Rapids, MI | \$9,110 |
| 2. Branch 82, Portland, OR | \$8,335 |
| 3. Branch 38, New Jersey Mgd. | \$6,807 |
| 4. Branch 358, Northeastern NY | \$6,001 |
| 5. Branch 204, Colorado Springs, CO | \$5,116 |
| 6. Montana State Association | \$4,740 |
| 7. Branch 92, Maine Mgd. | \$4,714 |
| 8. Branch 459, Raleigh, NC | \$4,150 |
| 9. Branch 8, Lincoln, NE | \$4,100 |
| 10. Branch 324, Greeley, CO | \$3,795 |

Don't forget to order your MDA gift packages from NALC to raise money until the end of the year or until the packages are sold (whichever comes first). I have created an NALC/MDA package (see photo below), which costs \$100.




We do not have many, so orders will be filled on a first-come, first-serve basis. I believe that it will make a great Christmas gift or branch award. The package comes with one MDA tote bag, one NALC/MDA T-shirt, one MDA magnet, one MDA keychain, one MDA bracelet, two NALC/MDA poker chips and one Cigna hand sanitizer. All funds go to MDA, and money spent by a branch or an individual will be counted toward the branch's 2021 year-end numbers.


Important reminders for the holidays: The holidays are some of the best times for people to give! Remember that MDA's NALC webpage, mda.donordrive.com/event/nalc2021, and your individual fundraising pages will remain open through Dec. 31, so continue to collect donations there as people give.

All checks and offline gifts received by the branch should use the NALC Donation Allocation Card (see nalc.org/mda or the box below) and mail donations to: Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354.

Please send copies to NALC Headquarters as well. This year, I am requesting that all branches send their MDA information and paperwork by Dec. 28. Thanks again for your continued hard work helping to deliver the cure!

Remember, helping MDA can help you, too. By supporting MDA, you enhance letter carriers' public image, boost members' morale and draw positive attention to NALC. You are the best #heroesdelivering!





Muscular Dystrophy Association

NALC MDA Donation Allocation Form

NALC Branch Number _____

State Association _____

Auxiliary _____

MDA District/City _____

MDA Contact/Staff _____

MDA Event Name/Event Type _____

MDA Event Date _____ Donation Amount _____

Donor Name _____

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

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

Updated members list for the NALC Veterans Group



Assistant to the President for Community Services
Christina Vela Davidson

As we stated last month, more than one in five NALC members, some 60,000 active and retired letter carriers, traded their military uniform for that of a letter carrier. 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.

As the largest civilian employer of military veterans, the Postal Service is the beneficiary of the commitment and reliability of veterans. This same level of devotion and allegiance also has made the NALC Veterans Group one of the strongest and most successful union veteran organizations.

Upon joining the Veterans Group, members receive a

Veterans Guide and a lapel pin as a symbol of gratitude for their military service and membership in NALC. The *NALC Veterans Guide* is a handbook full of valuable information for active and retired carriers who also 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 263 member names below are new additions to the Veterans Group as of Nov. 11, 2021.

To be listed next year in the November edition of *The Postal Record*, you must be a member of the Veterans Group. To join, fill out the form below, or go to nalc.org/veterans, fill out and print the membership form, and then mail the completed application to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

ALABAMA

Branch 530, Birmingham

Jimmie Hudson Jr.
Lewis King
Louis Trapolino Jr

Branch 1047, Gadsden

Clellon Parker

ARIZONA

Branch 1902, Arizona Mgd.

Douglas Thomas

Branch 6156, Sun City

Robert Williams

ARKANSAS

Branch 399, Fort Smith

Joe Turner

Branch 1131, Jonesboro

James Lawson

Branch 3706, Benton

George Birdsong Jr.

CALIFORNIA

Branch 24, Los Angeles

Ling Ho

Branch 52, Central CA Coast

Robert Justice

Branch 133, Sacramento

Richard Randall

Branch 183, Santa Rosa

Harley Beeler
Allen Fontanez Gudmun

Branch 193, San Jose

Danny Facciolla
Eddie Wong

Branch 231, Central CA

Brandon Gray

Branch 411, San Bernardino

Keveryn Chaney-McQueen

Branch 866, Visalia

Alberto Aguilar

Branch 1100, Garden Grove

Lionel Felix
Marilyn Martin
Walter Morris
George Polydoros
Richard Roberts
Jason Rulon

Branch 1469, Porterville

Kieran Daly

Branch 2200, Pasadena

Jason Davis
Charles Ziemann

Branch 2902, Tri-Valley

Johnny Boyd Jr.
John Braden

COLORADO

Br. 204, Colorado Springs

Antonio Beltran
Kameron Davis

Branch 229, Pueblo

James Murphy

Branch 5996, Centennial

Darryl Carter
Richard Ross

CONNECTICUT

Br. 20, Connecticut Mgd.

Robert Hampton
James Ledwidge
John Samoska

Branch 60, Stamford

George Depalma

FLORIDA

Branch 53, Northeast FL

Kiara Blakely
Jason Grimm
Christophe Holmes
Marquise Williams

Branch 321, Pensacola

Benjamin Ballard Jr.

Branch 1071, South Florida

Ryan Di Franco
Alan Kwoczka

Br. 1091, Central Florida

Jason Gutierrez

Branch 1753, Bradenton

Jimmie Wilson

Branch 2008, Clearwater

Kimberly Bowman
James Harry Jr.

Br. 2550, Ft. Lauderdale

Richard Ketcham

Br. 4559, Emerald Coast

Franklin Bevel
Ronny Pope

GEORGIA

Branch 263, Augusta

Peter Guillory

Branch 270, Macon

William Jackson

ILLINOIS

Branch 11, Chicago

Fernando Villalobos

Branch 80, Springfield

William Stieren

Branch 309, Alton

Joseph Pool

Branch 825, Oak Brook

Joseph Novak

Br. 1197, Southern IL Mgd.

Eldon Autenrieth
Daniel Hoskins

INDIANA

Branch 39, Indianapolis

David Llamas
Joseph Nolley
Hemant Pandya
Duane Polley
Thomas Ware

Branch 377, Evansville

Jerome Doyle
Lloyd May

Branch 479, Terre Haute

Mark Cromwell Jr.

Branch 489, Anderson

Margaret Ingram
Jon Needler
Jeffrey Odiorne

IOWA

Br. 352, Central Iowa Mgd.

Gary Foresman

Branch 645, Fort Dodge

James Batcheller

KENTUCKY

Branch 361, Lexington

H. Hall

Branch 468, S. Central KY

Winston Abbott

LOUISIANA

Branch 124, New Orleans

Wayne Quinn

Branch 197, Shreveport

Terry Peek

Branch 2464, Houma-

Thibodaux-Lockport
Bernard Soignet

MAINE

Branch 92, Maine Mgd.

Craig Candage
Roger Roberts
Richard St.Amand

MARYLAND

Branch 176, Baltimore

Gerard Novak
John Vain

Branch 3825, Rockville

Douglas Liller

MASSACHUSETTS

Branch 18, Southeast MA

Charles Cirone

Branch 34, Boston

Jeremiah Donahue
John Moran

Branch 1661, Nantucket

Mayo Funderburg II

MICHIGAN

Branch 13, Muskegon

James Latsch

Branch 122, Lansing

Kevin Kelley

Br. 2184, Western Wayne Co.

Larry Schimmel

Branch 3126, Royal Oak

Thomas Murray
Frederick Sabaugh

MINNESOTA

Branch 9, Minneapolis

James Overstreet
Kenneth Soine
Vernon Zierman

Branch 28, St. Paul

Bruce Kamin
Robert Priebe

MISSISSIPPI

Branch 2202, Corinth

Doyle Traylor

Branch 6441, Horn Lake

Cynthia Garrett

MISSOURI

Branch 30, Kansas City

Stephen Boen

Branch 203, Springfield

Miles Fringer

Branch 343, St. Louis

Gene Bradford
Michael Hulsey
Dan Lohmeyer
Robert Morris Jr.
Estefany Stokes

Branch 763, Columbia
Paul Johnson

Branch 1016, Poplar Bluff
Nichole Bliss

MONTANA

Branch 220, Helena
Jay Banschbach

Branch 650, Big Stack
Michael Winters

NEBRASKA

Branch 5, Omaha
Hollis Bledsoe
Hannah Duncan

Branch 8, Lincoln
Larry Marco III

Branch 390, Grand Island
Kenneth Fesulua

Branch 1014, Fairbury
Darrell Witt

NEVADA

Branch 2502, Las Vegas
Michael Brasaemle
Glen Cox
Edwin Guillaume
Scott Jones
Eric Porter
Jeffrey Price

NEW HAMPSHIRE

Branch 44, NH Mgd.
Philip Bennett

NEW JERSEY

Br. 38, New Jersey Mgd.
Robert Benitez
Henry Noten

Branch 380, Trenton
Robert Burgard Jr.

Br. 769, Cherry Hill/Haddonfield
Stanley Grieco Sr.

Branch 903, Cape Atlantic
Ronald Hullings

Branch 1492, Westfield
Richard Conlin
Kevin Kovacs

NEW MEXICO

Branch 504, Albuquerque
Estevan Garcia
David Miller
James Schwarz
Raymond Shorty Jr.
William Ward Jr.

NEW YORK

Br. 3, Buffalo-Western NY
Carl Bolduc
Philip Sullivan
Thomas Tojek

Branch 21, Elmira
Steven Harrison

Branch 36, New York
Leroy Chatman Jr.

Branch 134, Syracuse
Donald Smith

Branch 294, Flushing
Robert Macchio

Branch 562, Jamaica
George Mclean Jr.

Branch 5229, New City
Peter Duffy

Br. 6000, Long Island Mgd.
B. Seplow

NORTH CAROLINA

Branch 459, Raleigh
Jose Boya
Kenneth Diperna
Soo Won

Branch 461, Winston-Salem
Donald Gill Sr.
Margaret Hamidou
Anthonio Hardin

Branch 630, Greensboro
Jeffrey Case

Branch 1128, Fayetteville
Harold Johnson

Branch 1512, Gastonia
Michael Patterson

Branch 2262, Burlington
Jerry Clark

Branch 3984, Jacksonville
Nichelle Chieg

NORTH DAKOTA

Branch 205, Fargo-W. Fargo
Arnold Qualey

OHIO

Branch 40, Cleveland
Robert Johnson
Henry Jones Jr.
Jeffrey Karas
Ralph Mackey
Martin Pelz

Branch 43, Cincinnati
Earle Kelch II
Jerome Mahlenkamp

Branch 78, Columbus
Brad Butte
Kevin Jamison
Ricky Nott
Michael Oross
Matthew Park
John Parmenter Jr.
James Pinkerman
Fitzgerald Portier
Kent Reaves
Lawrence Reaves
Adam Savko
Tyron Tanksley
Arturo Topacio Jr
Bradley Turner
Richard Warren Jr
John Wyckoff

Branch 100, Toledo
Stephen Manley

Branch 105, Lima
Richard Wierwille

Branch 143, Findlay
Jason Fox

Branch 164, Steubenville
James Kukor

Branch 385, Youngstown
David Cutlip

Branch 583, Lorain
Anthony Mihalic

Branch 997, Athens
Larry Russell

OKLAHOMA

Branch 858, Enid
Tracey Sanders

Branch 1123, Lawton Mgd.
Donald Harding
Michael Inman
Caleb Thompson

OREGON

Branch 347, Salem
Larry Halverson

Branch 916, Eugene
William Bancroft

Branch 1274, Corvallis
Richard Ransom

PENNSYLVANIA

Branch 22, New Castle
Richard Becker
Thomas Wigton

Branch 84, Pittsburgh
Edwin Atwood
C. Dedes Jr.
Angelo Pennacchia
John Quattro

Branch 157, Philadelphia
John Duffin
John Duscher
Thomas Gagliardi
Harvey Goldberg
Joseph McCloskey
Ronald Servetnick

Branch 162, Pittston
Frank Duszak

Branch 273, Lancaster
Crystal Pabon Evans

Branch 274, Lehigh Valley
Anibal Colon Velez
Frank Tauber

Branch 509, York
Ronald Mumford

Branch 2572, Morrisville
L. Schwalm

RHODE ISLAND

Branch 15, Providence
John Mackenzie
Peter Manocchia

Branch 3166, Warwick
Joseph Beasley

SOUTH CAROLINA

Branch 628, Spartanburg
Don Moss

Branch 904, Sumter
Alfred Dunn

TENNESSEE

Branch 4, Nashville
William Hutchings

TEXAS

Branch 23, Galveston
Anthony Dove Jr.

Branch 132, Dallas

Luis Coppin Jr.
Booker Harris
Santos Munguia Jr.

Branch 181, Austin
William Davis
Randall Ramsey

Branch 226, Fort Worth
Flavio Castillo
Aaron McAduroy
Michel Newcomb

Branch 283, Houston
Sabrina Blunt
Charles Carrasco
Roy Cooper III
Dohn Fenley III
Isaiah Hollington
Henry Monson
Kiet Nguyen
Edwin Urquilla
Nechelle Watson

Branch 421, San Antonio
James Botsford
Jahon Matthews
Gilberto Trevino

Branch 1227, Wichita Falls
Austin Melton

Branch 1367, Denton
Darreon Phillips

Branch 2589, Lubbock
Alvin Sears
Carroll Snodgrass

Branch 3867, Pasadena
Nicholas Webster

Branch 4723, Lake Jackson
Jasmine Thomas

Branch 5487, Granbury
Raymond Hall Jr.

VIRGINIA

Branch 496, Richmond
Herbert Anderson Jr.
Amedeo Bennici

Branch 518, Charlottesville
Mark Hadley

Branch 595, Danville
James Allen

Branch 3520, Northern VA
Michael Willis

WASHINGTON

Branch 130, Tacoma
Glenn Ulmer

Branch 450, North Sound
Casimer Perliskey

Branch 1350, Wenatchee
Carl Prehm Jr.

Br. 1484, Puyallup/Sumner Mgd.
Arthur Gamboa

WISCONSIN

Branch 2, Milwaukee
William Goralski
Donald Krueger

Branch 102, Sheboygan
Kenneth Thuemmler

Branch 507, Madison
James Little
Robert Pedersen
David Weber

WYOMING

Branch 1681, Casper
David Martin

Join the NALC Veterans Group

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

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

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

NALC's food drive



Assistant to the President for Community Services
Christina Vela Davidson

It seems fitting to start the conversation about our 2022 Stamp Out Hunger® Food Drive in this “Heroes of the Year” issue of *The Postal Record*. As you read through these pages, you will find inspiring stories of letter carriers and their union stepping up to make a difference in the lives of their customers. That other season of giving, one close to the hearts of so many of us, is our food drive—the country’s largest single-day food collection effort.

Next year marks the 30th anniversary of our national food drive. Over that period, we’ve delivered hope and sustenance to those in need, with the help of our national partners. One in eight Americans lack sufficient food, including millions of women, elderly and military veterans.

The NALC’s coordinated effort to fight hunger began with a 1991 pilot drive in 10 cities, which proved so successful that work began immediately on making it a nationwide effort.

The date was set for the second Saturday in May, because by then food banks and pantries are running out

of donations received during the winter holidays, and demand is about to rise because the summertime closing of schools means that their free or reduced-cost meals aren’t available.

By 2010, the food drive had surpassed 1 billion pounds in food collected over its history; the figure has risen even faster since then, now standing at 1.8 billion pounds total.

As we all know, the pandemic made it unsafe last year to hold the traditional food drive, so in June 2020 NALC went to a virtual drive—the Stamp Out Hunger Donor Drive. This year too, the traditional May drive was cancelled, and the ongoing donor drive again took its place.

The very pandemic that forced the cancellation of the physical food drive also has exacerbated the hunger problem the drive aims to mitigate, because of the pandemic-related economic shutdown.

“We could not simply stand by and do nothing, because as letter carriers deliver in every neighborhood in the country six and seven days a week, we see the need,” NALC President Fredric Rolando said. “Our goal is to do everything we can to fill the shelves of food pantries.”

A decision has not yet made on whether to hold the 2022 food drive on the second Saturday in May, or to continue the donor drive. The hope is that conditions will be safe enough for the traditional drive, with residents leaving bags of food by their mailboxes for letter carriers to collect as they deliver the mail.

Updates on the food drive plans will be provided in *The Postal Record* and on NALC’s website.

The registration form includes sections for Branch Information, Food Drive Coordinator Information, and a Complete Registration button. It also provides contact information for Christina Vela Davidson.

If registration for a 2022 food drive moves forward, branch presidents will be asked to register their branches online. After logging into the Members Only portal (right), branch presidents should click on the “Stamp Out Hunger” Food Drive logo to get to the registration area (above).

The Member Information portal displays member details such as Member ID, Date of Birth, Branch #, and P.O. Finance #. It also features a navigation menu with options like 'Stamp Out Hunger' and 'Veterans Group'.

Reducing CCA injuries



Assistant to the President
for Workers' Compensation
Kevin Card

Every now and then, problems pertaining to Postal Service employees get examined by an outside entity. Earlier this year, multiple congressional committees asked the Government Accountability Office (GAO) to review service issues caused by the Postal Service's increased use of non-career employees, including city carrier assistants (CCAs). In August, the GAO released a report on the rising number of workplace injuries suffered by non-career postal employees. The report is titled "Further Analy-

sis Could Help Identify Opportunities to Reduce Injuries among Non-Career Employees."

The report examined the rates of non-career employee turnover and injuries, as well as the Postal Service's efforts to manage these issues. The GAO analyzed Postal Service data from Fiscal Years 2016 through 2020 to determine turnover and injury rates, and conducted analyses to determine what factors could be attributed to the two issues. The GAO also calculated the costs associated with turnover and injuries, including workers' compensation costs, using Department of Labor data.

As part of the process, the GAO interviewed officials representing the Postal Service, postal unions, postal management associations and the Postal Service Office of Inspector General. Postal Service officials asserted that injury rates had nothing to do with career status.

The GAO disputed the Postal Service's assertion and found that non-career employees had higher injury rates in the study period and that the Postal Service failed to analyze injury data by career status.

The GAO noted that one cause of the increase in non-career injuries was managerial pressure, in the form of unrealistic expectations to either intentionally accelerate work speed or because the manager did not account for an employee's relative lack of experience. Little surprise there, eh?

The GAO noted that CCAs may be particularly susceptible to such pressure because they want to keep their jobs in a vulnerable situation. The GAO was provided several examples of risks that CCAs may take under management pressure: failure to curb wheels, failure to put on seat belts, running instead of walking and jumping fences. The GAO also found that CCAs are more likely to be moved around to different installations, forcing them to carry unfamiliar routes and exposing them to hazards they may not know about.

At the end of the report, the GAO recommended that the postmaster general ensure that executive leaders analyze employee injuries by career status to identify op-

portunities for reducing employee injuries, particularly among non-career employees.

Injured workers deserve more than further analysis to solve an obvious problem.

While NALC is working with the Postal Service to address many of the issues in the GAO report, there are things we can do to help our newest employees avoid injuries so they can move toward career employment. The Postal Service would never get the mail delivered without our CCAs. If we want to return to reasonable staffing, reducing turnover and injuries for our newest employees is essential.

We all have experienced the stress of being on probation and learning how to carry mail. While we cannot change management's attitude toward CCAs, we can change ours. We need to make sure that our CCAs get the time to work safely and learn how to do the job right. There is no substitute for solidarity on the workroom floor.

Letter carriers continue to have the highest injury rate of any federal employee. Our new CCAs need to know that every letter carrier, regardless of their seniority, is protected for workplace injuries, and that reporting and being compensated for a workplace injury is a fundamental right, regardless of their probationary status.

Postal reorganization

NALC is concerned that the recent postal reorganization may cause delays in claim processing by the new USPS Occupational Health Office (formerly Health Resource Management). As the districts have been downsized, so has the staff dedicated to handling Postal Service obligations under federal workers' compensation laws and regulations. While the staff may have gotten smaller, the number of claims has not.

The Postal Service has strict time limits for processing the Office of Workers' Compensation Programs (OWCP) claim forms. Both the law and the contract require management to complete and transmit Forms CA-1 and CA-2 to OWCP within 10 working days after receipt from the employee. Form CA-7 must be transmitted to OWCP within five working days after receipt from the employee. Delays in processing forms should not be tolerated. Postal Service obligations in processing OWCP claim files are incorporated into our national contract, and delays in processing claim forms are grievable.

Injured letter carriers who are registered in OWCP's ECOMP system can track the processing of claim forms by checking their ECOMP dashboard daily. Letter carriers with older claims who have not registered in ECOMP are strongly encouraged to do so, as the system now allows users to review complete claim file documents in real time.

May you all have a safe and healthy holiday season. Thank you for the great work you do every day.

CLUW convention highlights

A vision! A vote! A victory! The theme of the Coalition of Labor Union Women’s (CLUW) 21st biennial convention captured the energy of the first national CLUW event has held since the pandemic began. The past two turbulent years have been filled with many lows and highs. The world has been devastated by a pandemic that has disproportionately affected women (see below), the country elected its first woman vice president and the AFL-CIO has its first female president. Despite the complicated circumstances, and even though the convention was held online due to the ongoing risks of gathering in person, the delight in being together after such a trying time was palpable through the screen. Myra Warren, Michelle McQuality and Holly Feldman-Wiencek attended the Oct. 7-9 convention, representing NALC Headquarters.

Delegates celebrated many victories and achievements from the last two years. Nationally, Kamala Harris broke a long-standing glass ceiling as the first female vice president. Another glass ceiling was broken in the labor movement, with the election of Liz Shuler as president of the ALF-CIO following Richard Trumka’s unexpected death earlier this year. Shuler addressed the convention honoring the women who helped her get to where she is, and she promised to help others on their way up—so that she will be the first woman in this role but not the last. Delegates also applauded the dedicated work of essential workers during the pandemic and celebrated the many worker actions, strikes and victories throughout the country.

However, not all of the convention was a celebration. The program also gave space to recognize the anguish of the last two years. We grieved for the many CLUW members, allies and friends we have lost. In other somber moments, the convention discussed the serious issues affecting working women today, including the fact that women, particularly women of color, have lost more jobs during the pandemic than men. Rep. Katie Porter (D-CA) greeted the convention and discussed the childcare crisis affecting women and parents’ ability to return to work. Fran Drescher, newly elected president of the Screen Actors Guild-American Federation of Television and Radio Artists, urged delegates to prioritize their health, particularly after potentially delaying care due to the pandemic.

And, of course, we completed the business of the convention. Convention delegates passed resolutions, voted on constitutional amendments, elected new national officers, and, in true CLUW fashion, debated all of it heatedly. Delegates passed 13 resolutions on topics including ending the climate crisis, passing the Protecting the Right to Organize Act and voting rights reform, ending gun violence and supporting postal banking.

Another celebratory and also somewhat poignant moment occurred when the convention body bid farewell to several retiring members of the National Officers Council, including NALC’s own Warren, the former NALC director of life insurance. Myra became committed to CLUW’s mission after attending a training workshop in 2007. In 2017, Myra was elected by the CLUW convention as a vice president on the CLUW national officers council.

Warren has dedicated most of her adult life to serving NALC and the labor movement, beginning in 1986 as NALC shop steward in Dallas Branch 132. She served NALC as the first female regional administrative assistant for Region 10, which covers Texas and New Mexico, from 1996 until her appointment by President Vincent Sombrotto in March 2002 to the vacant assistant secretary-treasurer’s position. Warren was subsequently appointed director of life insurance by President William Young in January 2005 to fill a vacancy and was elected to that position in each subsequent national convention until her retirement in 2018. She was the first African-American woman to serve as a NALC national officer. Her many years of experience in the branch, the region and at NALC Headquarters were invaluable in her position with CLUW. Many thanks to Warren for her years of faithful service and unrelenting devotion to the labor movement, NALC and CLUW.

With many national officers retiring, many new members were elected, including McQuality, who follows Warren as a CLUW national vice president.

The convention left us inspired to seek fresh perspectives and to advocate for women in the workplace. Two particularly moving keynote speakers expressed the importance of developing women leaders who bring not just traditional leadership skills, but different views of what leadership can and should be. April Sims, secretary-treasurer of the Washington State Labor Council, spoke beautifully about the many ways people imagine their worlds and how celebrating those perspectives can build richer communities. And Alvina Yeh, executive director of the Asian Pacific American Labor Alliance, spoke of the power that comes from honoring the softness and compassion in the connections we make with our fellow union members and communities.

We encourage all of our NALC sisters and siblings to look into CLUW chapters in your area and get involved. As CLUW President Elise Bryant says, we can all be SNAP—Sisters Not Afraid of Power! For more information on CLUW, its mission and how to join, visit cluw.org.

This report was written by Assistant to the President for Strategic Research and External Affairs Holly Feldman-Wiencek and Assistant to the President of City Delivery Michelle McQuality.



Left to right: Holly Feldman-Wiencek, Myra Warren and Michelle McQuality at the last biennial CLUW convention in 2019. This year’s convention was held online, in keeping with COVID-19 safety protocols.

Arizona

On Oct. 28, letter carriers from all over the Grand Canyon State converged upon the union hotel known as the Phoenix Hilton Resort at the Peak. It was Thursday Hospitality Night for the Arizona state convention and had people from all over the state. It was Branch 2417 President Tony Teran from as south as it gets in Nogales, to all the way west with Yuma's own Branch 1642 member Fabian Greenidge and Lake Havasu Branch 5850 President Chris Guzzo. The letter carriers of Arizona were well represented by Branch 859 President Elana Otero, Branch 704 President Kathy Walter, Branch 1902 President Carlos Villalobos, Branch 6156 President Craig School, future Branch 6156 President Tom Dunlap and our 79th ASALC/NALC state convention host, Branch 576 President Cynthia Staley. Opening ceremonies were done by the POW/MIA/KIA honor guard, with Phoenix Mayor Kate Gallego leading us all in the Pledge of Allegiance, along with St. Francis Xavier pastor Father Robert Fambrini praying for all NALC brothers and sisters.

The convention lasted from Friday, Oct. 29, until Saturday, Oct. 30; condensed into those two days were a powerhouse of union and political leaders. The No. 1 most respected union leader west and east of the Mississippi River, north or south of the Mason-Dixon: AFL-CIO National vice president and NALC national president—yes, our main man Fred Rolando spoke to the eager crowd. Brother Rolando enlightened the younger letter carriers, along with educating even the eldest in the room, proving you're never too old to learn and that no question is a dumb question. Congressman Ruben Gallego (D-AZ/CD7), an Iraq War USMC veteran, heard President Rolando was in town and came by to give him a warm welcome.

This article will be continued in the Branch Item for Phoenix, AZ.

Jeff Clark

California

Well, the results are in from Virginia and New Jersey, and they're not pretty. And they tell us we're in for a rough ride in the mid-terms next November. We could very easily lose our pro-labor majority in the House of Representatives. Now you might think—well, how would that affect me? After all, Washington, DC, is way over there and I'm here, delivering mail, minding my own business. If you want an answer to that question, consider what happened in the mid-terms of 2010.

That year, Democrats lost 63 seats in the House, and then what happened? The newly minted House Republican majority rammed through legislation forcing new federal employees to pay more toward their pension under the Federal Employees Retirement System (FERS). If you were hired as a career employee starting in 2014, you pay five and a half times more than I do. That's a \$90 payout every two weeks, or more than \$2340 yearly. And you didn't get any additional benefit for your sacrifice.

So are you actively involved in avoiding a repeat? Are you contributing to the Letter Carrier Political Fund, so that we can elect letter carrier-friendly politicians of both parties? Will you not only vote for politicians who support your maintaining a solid middle-class lifestyle, but get your family and friends to the polls as well?

It's all hands on deck next year. Always remember that we won collective bargaining for letter carriers through the stroke of a pen in 1970. And everything you have: your Social Security benefits, Civil Service Retirement System (CSRS) and FERS



From left: Arizona State Association President Jeff Clark, Congressman Greg Stanton (AZ/CD9) and NALC National President Fredric Rolando

pensions, health insurance, etc., can be taken away with the stroke of a pen.

To all my letter carrier friends, wherever you may be, have a merry Christmas and happy New Year!

Eric Ellis

Florida

The first Committee of Presidents (COP) meeting in over a year and a half was hosted by Branch 1477 at the Hilton Hotel in St. Petersburg, FL, from Oct. 24 to 26. There were more than 230 attendees. Among the attendees were six national officers: President Fred Rolando, Executive Vice President Brian Renfro, Sec.-Treas. Nicole Rhine, Director of Retired Members Dan Toth, Director of Life Insurance James (Jim) Yates and Director of Health Benefit Plan Stephanie Stewart. There were 123 branches and 13 state associations represented. All attendees were required to wear masks and conduct themselves within CDC guidelines and protocol during the meeting sessions. To date, there have been no reports of any of the attendees contracting COVID-19. In addition to the regular order of business of the COP, each of the national officers addressed the members.

FSALC District 2 Chairperson JoAnne Cannon has set up a Facebook page for members within the district. It's a good idea and hopefully will catch on with our other districts.

Congratulations to Jeannette Triana, the new president of Miami Branch 1071, following the recent retirement of former President Mark Travers. Knowing the excellent training and mentorship that Branch 1071 provides its stewards and officers, I'm confident that Jeannette will continue the excellent leadership provided by the previous presidents of Branch 1071.

O.D. Elliott

Kentucky

Across the Commonwealth Bluegrass State, letter carriers are looking ahead to our KYALC replacement state convention on Feb. 26-27, 2022. Branch 374 is hosting this two-day gathering at the Holiday Inn Cincinnati Airport. The hotel is conveniently located in northern Kentucky (Erlanger), just a few miles from this regional airport by Interstates 275 and 75. Because of the pandemic, we have not been able to meet in person. Our union members have been impacted these past two years: less staff, more parcels and mail. There is no denying impact when 10,000 citizens of a state of 4.4 million have died to the virus! Our state secretary, Steve Terry, will send details. The hotel number is 859-746-5608. The president of Branch 374 is Mike Smith; his number is 859-816-3436. We will be safe and have lots of political and legisla-

tive info, as well as national and K-I-M info and resources for all NALC members. Camaraderie will abound.

Bob McNulty

Michigan

Greetings, brothers and sisters. I want to wish everyone a happy holiday season from the Michigan State Association. I know everyone is working hard during peak season, but please remember to always put safety first. Even though we are in the busy season, we still need to be protective of our jobs.

Keep contacting your congressional representatives to encourage them to sign on the bills that will protect our jobs. Your state board and legislative liaisons are working hard to get our representatives on board. But it takes a team to make things happen. You can get involved by calling or emailing your representatives. Every voice helps, and we need yours. Let's resolve to make 2022 the year we make a difference in our jobs and strive hard to get the bills that protect us passed.

Again, I wish everybody a wonderful and safe holiday season and look forward to making a difference with you in the new year.

Tom Minshall

New York

NYSALC held its 64th biennial convention at the Rivers Resort Casino/Landing Hotel on Oct. 5-7 in Schenectady, NY. 191 delegates representing 18 branches attended, along with 16 NYSALC officers and Executive Board members. We were joined by National President Fred Rolando, National Director of Life Insurance Jim Yates, National Business Agent (NBA) Region 15 Larry Cirelli, NBA Region 11 Mark Camilli, Region 11 Regional Administrative Assistants (RAAs) Dave Kennedy and John Collins, Region 15 RAAs Tom Matthews and Orlando Gonzalez, RWCA Doug Lawrence, RGA Mike Brim, past National Vice President and Region 15 NBA George Mignosi, retired NBA for Region 11 Bill Cooke and retired RAA for Region 11 John Walsh.

The early breakout training given by LPO Marc Ashmon was well-attended and greatly appreciated. The afternoon breakout session, facilitated by both NBAs and staff, was likewise well-attended and informative. The combined meetings were necessitated by the restrictions imposed for safety under the COVID-19 pandemic guidelines.

The general session was concise and well executed. Branch 3581 Vice President and LCLC Robert (Rabbit) Riley was awarded his 50-year gold card and pin by President Rolando. We passed two resolutions and one bylaw amendment in session, and President Rolando spoke on legislative goals and a number of national actions, including the relationship with Postmaster General De Joy. The nominations saw the block of officers and executive board re-elected with minor changes. Director of Life Insurance Jim Yates then presided over the installation of officers on Thursday morning.

My personal thanks to all officers and executive board members for a well-organized event that was enjoyed by everyone. Special accolades to Branch 358 and President Bill Cook for an outstanding job. It was really great to see everyone again! Special thanks to NBA Mark Camilli and his staff for their help with the convention materials.

George T. Mangold

State Summaries

Texas

I want to wish everyone a very merry Christmas. Cherish this time of reflection with family and friends. As of this writing, Congress has not taken up postal reform, but that could change now that the infrastructure bill has passed. Buckle up; this may happen fast—at least congressional fast. Currently there is still time to contact your member of Congress to support H.R. 3076, the Postal Service Reform Act of 2021. Need help? Call me at 956-455-2540, or take action by going to the nalc.org website.

On Oct. 14, Letter Carrier Congressional Liaison (LCCL) Charles Johnson (CJ), a member of

Waco Branch 404, visited the local office of Rep. Pete Sessions' office (TX-17). CJ led the charge and opened the door with his Army veteran background and got Rep. Session to support H.R. 3076. On Sept. 30, Rep. Session did just that. Great job, Charles, and all of Waco Branch 404. Thank you for your service, brother.

Region 10 will be conducting training on a variety of subjects on President's Day weekend, Feb. 20-21, 2022. Early registration begins Feb. 19, 2022. Book your rooms early at my-event.hilton.com/iahwshh-nalc-0aedce2c-f274-4123-bfd1-2af5a627odd4 or my-event.hilton.com/iahwshh-nalc-0aedce2c-f274-4123-bfd1-2af5a627odd4.

You can also make reservations by calling 800-245-7299 and mentioning group code NALC. The hotel name is the Hilton Houston Post Oak by the Galleria, located at 2001 Post Oak Blvd., Houston.

Along with great training, the Texas State Association will be accompanying this with a district meeting for all six districts. Details to follow in the *Texas Letter Carrier* (the TSALC newsletter)'s year-end edition.

Again, merry Christmas and may we have a blessed New Year.

"With persistency and consistency...success will follow!"

Carlos Rodriguez Jr.

In Memoriam

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

Daniel W. Frase Br. 106 Montgomery, AL
Anvorak P. Fiamé Br. 576 Phoenix, AZ
Malcolm F. Harvey Br. 704 Tucson, AZ
Eddie F. Lunsford Br. 543 Hot Springs, AR
Thomas Banks Br. 35 Little Rock, AR
Ruben L. Hernandez Br. 782 Bakersfield, CA
Jessie P. Perez Jr. Br. 231 Central California
Stanley Gardner Br. 1100 Garden Grove, CA
Robert D. Gish Br. 1100 Garden Grove, CA
Lawrence H. Miller Br. 1100 Garden Grove, CA
Johnny Quang Br. 1100 Garden Grove, CA
Kathleen P. Byrne Br. 1111 Greater E. Bay, CA
Donald R. Keith Br. 1111 Greater E. Bay, CA
Paul Kovash Br. 1111 Greater E. Bay, CA
Jose A. Vela Br. 4430 Lancaster, CA
W. C. Dohnke Br. 1439 Ontario, CA
Warden J. Cooper Br. 133 Sacramento, CA
Henry H. Tsang Br. 1280 San Mateo, CA
Richard D. Oldfield Br. 1427 Santa Clara, CA
Clarence A. Teague Br. 4405 Arvada, CO
John Q. McMullen Jr. Br. 86 Hartford, CT
Anthony E. Lucibello Br. 19 New Haven, CT
Robert M. Lucibello Br. 19 New Haven, CT
Leonard J. Malavasi Jr. Br. 19 New Haven, CT
Kenneth E. McAllister Br. 147 Norwalk, CT
Michael Silvestri Br. 1753 Bradenton, FL
Earl O. Kirsch Br. 2550 Ft. Lauderdale, FL
Robert A. Wade Br. 2550 Ft. Lauderdale, FL
Deborah A. Evil Br. 321 Pensacola, FL
Edwin Ayabarreno Br. 1071 South Florida
Karl G. Graf Br. 1071 South Florida
Anthony J. Loconto Br. 1071 South Florida
George B. McConnell Jr. Br. 599 Tampa, FL
Willie J. Bowden Br. 73 Atlanta, GA
Gaytra Howell Br. 73 Atlanta, GA
Claude W. Strickland Br. 73 Atlanta, GA
Jenny R. Marterella Br. 1342 La Grange, GA
T. N. Javo Br. 578 Savannah, GA
Charles R. Derose II Br. 1386 Caldwell, ID
Larry W. Hendricks Br. 671 Champaign, IL
James E. Booth Br. 11 Chicago, IL
Debra Clark Br. 11 Chicago, IL
Randall D. Gordon Br. 11 Chicago, IL
Casimir J. Pekala Br. 11 Chicago, IL
Floyd C. Watkins Br. 11 Chicago, IL
Prakash S. Rajyaguru Br. 825 Elmhurst, IL
Richard A. Ceci Br. 305 Joliet, IL
Carl H. Krause Br. 305 Joliet, IL
John F. Sugar Br. 245 Rockford, IL
Donald G. Cooper Br. 1197 Southern IL Mgd.
Michael N. Olson Br. 4739 Wheeling, IL
Theodore B. Gerichs Jr. Br. 377 Evansville, IN
Charles W. Sandefur Jr. Br. 377 Evansville, IN
Kenneth J. Weiler Br. 377 Evansville, IN
Warren K. Demaree Br. 39 Indianapolis, IN
Arthur R. Trowbridge Br. 39 Indianapolis, IN

Dean E. Shannon Br. 373 Cedar Rapids, IA
Grover T. Rhodus Br. 499 Kansas City, KS
Revely T. Martin Br. 201 Wichita, KS
Edith S. Laduke Br. 14 Louisville, KY
Paul Spencer Br. 14 Louisville, KY
Michael W. White Br. 14 Louisville, KY
Ernest B. Curd Br. 2156 Murray, KY
William S. Rogers Jr. Br. 2156 Murray, KY
Louis A. Hartfiel Br. 374 Northern KY
Carl E. Robinson Br. 129 Baton Rouge, LA
Dennis R. Massel Br. 124 New Orleans, LA
Calvin R. Farmer Br. 197 Shreveport, LA
James A. Worth Br. 176 Baltimore, MD
Joseph R. Benson Jr. Br. 638 Cumberland, MD
Thomas J. McManus Jr. Br. 34 Boston, MA
Frederick A. Dimond Jr. Br. 18 Southeast MA Mgd.
D. E. Doucette Br. 18 Southeast MA Mgd.
John F. Montagano Br. 18 Southeast MA Mgd.
Charles L. Wade Jr. Br. 18 Southeast MA Mgd.
Albert F. Ward Jr. Br. 18 Southeast MA Mgd.
Russell Woollacott Br. 18 Southeast MA Mgd.
Warner R. Hill Br. 12 Worcester, MA
Dominic J. Ziane Br. 12 Worcester, MA
Robert N. Leix Br. 187 Bay City, MI
Edward J. Shrontz Br. 187 Bay City, MI
Richard J. Thompson Br. 187 Bay City, MI
Willie J. Bailey Br. 1 Detroit, MI
Tamonique J. Griffin Br. 654 Mt. Clemens, MI
William D. Mott Br. 654 Mt. Clemens, MI
James Herrmann Br. 775 Niles, MI
Vincent Welsh Br. 4374 South Macomb, MI
Herbert L. Halverson Br. 9 Minneapolis, MN
Charles A. Miller Br. 9 Minneapolis, MN
Robert E. Zimdars Br. 9 Minneapolis, MN
Timothy J. McGuire Br. 28 St. Paul, MN
Benjamin F. Fletcher Br. 5267 Grandview, MO
William T. Dunn Br. 30 Kansas City, MO
Edward J. Dorn Br. 343 St. Louis, MO
Mark J. Westerman Br. 1028 Bozeman, MT
Michael A. Aguirre Br. 2862 Elko, NV
Shaun M. Findley Br. 1633 Lebanon, NH
Joseph G. Boisvert Br. 44 New Hampshire Mgd.
Richard S. Ciechon Br. 44 New Hampshire Mgd.
Charles R. Newkirk Br. 370 Atlantic City, NJ
Fred Mehlinger Br. 769 Chery/Hill/Haddonfield, NJ
Darrin P. Collins Br. 908 South Jersey
Angelo M. Mangano Br. 41 Brooklyny, NY
Frank A. Dzielski Br. 3 Buffalo/Western NY
Jerry F. Keohane Jr. Br. 3 Buffalo/Western NY
Eric W. Maska Br. 3 Buffalo/Western NY
John S. Raichel Br. 3 Buffalo/Western NY
Kenneth W. Schenk Br. 3 Buffalo/Western NY
Richard G. Wohler Br. 3 Buffalo/Western NY
L. J. Peterson Br. 21 Elmira, NY
Theodore M. Podgorny Br. 21 Elmira, NY
Peter Amarose Jr. Br. 294 Flushing, NY

Vito Fodera Br. 294 Flushing, NY
Dakotah Lewis Br. 137 Hudson Valley Mgd., NY
Anthony Salmieri Br. 6000 Long Island Mgd., NY
Ruby Almeida Br. 36 New York, NY
Joel H. Garfield Br. 36 New York, NY
James R. McGovern Br. 36 New York, NY
William E. Phifer Jr. Br. 36 New York, NY
David J. Brennan Br. 358 Northeastern NY
Isaac M. Michaud Br. 210 Rochester, NY
Ottavio P. Nami Br. 134 Syracuse, NY
Julian F. Zdep Br. 134 Syracuse, NY
Nicholas Garbarino Br. 375 Utica, NY
Joseph Lazarcheck Br. 693 Westchester Mgd., NY
Kelley A. Clifford Br. 1044 Kinstant, NC
Charles W. Wood Br. 148 Akron, OH
Louis J. Gravenese Br. 78 Columbus, OH
Curtis L. Slater Br. 78 Columbus, OH
Marilyn B. Biggs Br. 182 Dayton, OH
Sarah J. French Br. 182 Dayton, OH
Bert E. Neumaier Br. 182 Dayton, OH
Thomas G. Omeara Br. 182 Dayton, OH
Dennis J. Schlegel Br. 182 Dayton, OH
Kenneth Smith Br. 182 Dayton, OH
Charles R. Wade Br. 182 Dayton, OH
Herbert N. Wintrow Br. 182 Dayton, OH
Jimmy Banther Br. 458 Oklahoma City, OK
Delmer J. Siemens Br. 458 Oklahoma City, OK
Donald G. Overmyer Br. 1358 Tulsa, OK
Michael L. Cairy Br. 82 Portland, OR
Anthony F. D'alicandro Br. 157 Philadelphia, PA
Gregory M. Davis Br. 157 Philadelphia, PA
Albert P. Demasi Br. 157 Philadelphia, PA
Jeffrey C. Fowlkes Br. 157 Philadelphia, PA
Harold Hartman Br. 157 Philadelphia, PA
William S. Jones II Br. 157 Philadelphia, PA
William J. Richards Br. 157 Philadelphia, PA
Alex M. Rosario Br. 157 Philadelphia, PA
Ghana Sims Br. 157 Philadelphia, PA
Carmen C. Tramo Br. 157 Philadelphia, PA
Louis Vignone Br. 84 Pittsburgh, PA
James E. Wilson Jr. Br. 27 Memphis, TN
William A. Kirby Br. 4 Nashville, TN
Sam B. Langham Jr. Br. 4 Nashville, TN
Frank R. Lindsey Br. 4 Nashville, TN
Adolfo R. Garcia Br. 505 El Paso, TX
Antigha Eyo Br. 23 Galveston, TX
Jose A. Bencomo Br. 3792 Midland, TX
Emanuel Singleton Br. 3520 Arlington, VA
Lorenzo M. McNeal Br. 247 Tidewater VA
Lewis E. Swann Br. 247 Tidewater VA
Roy L. Luquette Br. 79 Seattle, WA
Robert E. Conner Br. 442 Spokane, WA
Merle C. Curtis Br. 507 Madison, WI
Walter Ruef Br. 507 Madison, WI
Donald H. Sieber Br. 2 Milwaukee, WI

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year pins

Gerald E. Beers Waterford, MI Br. 320

70-year pins

Joseph D. Copelin Escondido, CA Br. 2525
 Daniel L. Nicholas Central Florida Br. 1091
 John R. Petri Bloomington, IL Br. 522
 George B. Schuerman Northern KY Br. 374
 A. J. Lonergan Lawrence, MA Br. 212
 Clyde R. Pope Durham, NC Br. 382
 William L. Ilderton Jr Charleston, SC Br. 3902
 James S. Akin Jr Austin, TX Br. 181
 Harold R. Godfrey Austin, TX Br. 181

65-year pins

Joseph D. Copelin Escondido, CA Br. 2525
 Mack Mata Jr Escondido, CA Br. 2525
 Daniel L. Eddy Torrance, CA Br. 2207
 Harley N. Jordan Central Florida Br. 1091
 Michael E. Papp Granite City, IL Br. 1132
 Jake Wald S. Suburban Mgd., IL Br. 4016
 Edward J. Campbell Central IA Mgd. Br. 352
 Carl E. Stocker Central IA Mgd. Br. 352
 Peter J. Torrisi Lawrence, MA Br. 212
 Stewart R. Sickles Port Huron, MI Br. 529
 James S. Akin Jr Austin, TX Br. 181
 Marvin H. Parker Austin, TX Br. 181

60-year pins

Sheldon C. Hubocan Torrance, CA Br. 2207
 Clarence R. Rivali Torrance, CA Br. 2207
 Harold H. Null Jr Newark, DE Br. 1977
 James W. Yarbrough Jr Valdosta, GA Br. 998
 Rollan G. Brakebill Bloomington, IL Br. 522
 W. A. Frey Granite City, IL Br. 1132
 Philip A. Albert Oak Brook, IL Br. 825
 John G. Belmonte Oak Brook, IL Br. 825
 Robert D. Borum Oak Brook, IL Br. 825
 Chris I. Carlson Oak Brook, IL Br. 825
 Lawrence R. Cheehy Oak Brook, IL Br. 825
 Jack L. Dawson Oak Brook, IL Br. 825
 Art N. Dykema Oak Brook, IL Br. 825
 John A. Heddleson Oak Brook, IL Br. 825
 Arnold F. Iben Oak Brook, IL Br. 825
 Karl F. Schalk Oak Brook, IL Br. 825
 Richard L. Schmid Oak Brook, IL Br. 825
 Wm H. Sheldon Oak Brook, IL Br. 825
 Lee G. Spinka Oak Brook, IL Br. 825
 Raymond R. Vendl Oak Brook, IL Br. 825
 Frederick R. Vollman Oak Brook, IL Br. 825
 William A. Venn S. Suburban Mgd., IL Br. 4016
 John R. Osmun Wheeling, IL Br. 4739
 Ernest P. Meszaros South Bend, IN Br. 330
 Frank G. Simon South Bend, IN Br. 330
 Richard J. Wise Sr. South Bend, IN Br. 330
 James K. Bowman Evansville, IN Br. 377
 Donald L. Engle Central IA Mgd. Br. 352

Henry C. Gripshover Northern KY Br. 374
 Thomas A. Kearns Northern KY Br. 374
 Daniel B. Trame Northern KY Br. 374
 Daniel J. Lyons Jr Lawrence, MA Br. 212
 Arthur R. Linington Mt. Clements, MI Br. 654
 Elden C. Milting Mt. Clements, MI Br. 654
 Edward P. Potonac Mt. Clements, MI Br. 654
 Haig Hagopian Waterford, MI Br. 320
 John H. Pollitt Jr Waterford, MI Br. 320
 Gary J. Warner Missoula, MT Br. 701
 Donald M. Humenanski Elizabeth, NJ Br. 67
 John A. McDonough Elizabeth, NJ Br. 67
 Mike J. Steffan Elizabeth, NJ Br. 67
 Donald A. Aiken Durham, NC Br. 382
 David T. Davis Durham, NC Br. 382
 Joseph A. Duve Akron, OH Br. 148
 Charles Robinson Jr Cleveland, OH Br. 40
 Jack E. Conn Wooster, OH Br. 480
 Ellis G. Smith Eugene, OR Br. 916
 Arthur S. Richardson Pawtucket, RI Br. 55
 Joe W. Word Charleston, SC Br. 3902
 James S. Akin Jr Austin, TX Br. 181
 Gary A. Bowley Northern VA Br. 3520
 Harry G. Lutz Northern VA Br. 3520
 James E. Lowe Petersburg, VA Br. 326
 Franklin A. Stewart Petersburg, VA Br. 326
 Duane N. Flamoe Spokane, WA Br. 442
 Kevin R. Healy Spokane, WA Br. 442
 Sylvester J. Hicks Spokane, WA Br. 442
 Charles L. Smith Beloit, WI Br. 715
 John B. Gormican Fond Du Lac, WI Br. 125

55-year pins

Richard W. Frizelle Pine Bluff, AR Br. 240
 Bruce O. Taylor Pine Bluff, AR Br. 240
 David H. Massie Springdale, AR Br. 3671
 Robert E. Anderson Torrance, CA Br. 2207
 Reba Byers Torrance, CA Br. 2207
 Ronald Medeiros Torrance, CA Br. 2207
 Don G. Carter Central Florida Br. 1091
 James C. Harrell Valdosta, GA Br. 998
 Ronald L. Reish Granite City, IL Br. 1132
 Donald H. Barnacle Oak Brook, IL Br. 825
 Lawrence P. Bilek Oak Brook, IL Br. 825
 Malvern D. Brandow Oak Brook, IL Br. 825
 Howard J. Cload Oak Brook, IL Br. 825
 David E. Collins Oak Brook, IL Br. 825
 Lawrence B. Doyle Oak Brook, IL Br. 825
 Leland B. Eilers Oak Brook, IL Br. 825
 Malcolm D. Fisher Oak Brook, IL Br. 825
 Ronald V. Fugiel Oak Brook, IL Br. 825
 Carl L. Grams Oak Brook, IL Br. 825
 Kenneth F. Hurtig Oak Brook, IL Br. 825
 Willie Jones Jr Oak Brook, IL Br. 825
 Robert E. Joyce Oak Brook, IL Br. 825
 John D. Lee Oak Brook, IL Br. 825
 Franklin J. Montgomery Oak Brook, IL Br. 825
 Robert J. Pedersen Oak Brook, IL Br. 825
 Harold W. Polnow Oak Brook, IL Br. 825
 John M. Pranga Oak Brook, IL Br. 825

Thomas S. Rogers Oak Brook, IL Br. 825
 Leroy F. Rossman Oak Brook, IL Br. 825
 Walter F. Rueff Oak Brook, IL Br. 825
 William R. Seidler Oak Brook, IL Br. 825
 Michael A. Spielman Oak Brook, IL Br. 825
 John A. Whitmer Oak Brook, IL Br. 825
 Robert Wild Oak Brook, IL Br. 825
 Joe L. Chavez S. Suburban Mgd., IL Br. 4016
 Harvey M. Cole S. Suburban Mgd., IL Br. 4016
 William R. Dahl S. Suburban Mgd., IL Br. 4016
 Alan T. Gustafson S. Suburban Mgd., IL Br. 4016
 Robert A. Hecht S. Suburban Mgd., IL Br. 4016
 Jerome L. Doyle Evansville, IN Br. 377
 Billy D. Arrowsmith South Bend, IN Br. 330
 Edmund J. Luczkowski Jr South Bend, IN Br. 330
 John R. Maffitt South Bend, IN Br. 330
 Ernest P. Meszaros South Bend, IN Br. 330
 Frank G. Simon South Bend, IN Br. 330
 Jack V. Vukovits South Bend, IN Br. 330
 Denny D. Weber South Bend, IN Br. 330
 Henry A. Werwas South Bend, IN Br. 330
 Richard J. Wise Sr. South Bend, IN Br. 330
 Keith Anderson Central IA Mgd. Br. 352
 James A. Burnes Central IA Mgd. Br. 352
 Leroy F. Johnson Jr Central IA Mgd. Br. 352
 Fredrick D. Plum Central IA Mgd. Br. 352
 Richard A. Prewitt Central IA Mgd. Br. 352
 James G. Wilkins Central IA Mgd. Br. 352
 Joe Richardson Kansas City, KS Br. 499
 Vernie C. Sweeney Kansas City, KS Br. 499
 Nelson H. Markesbery Northern KY Br. 374
 Gary L. Smart Northern KY Br. 374
 Duane L. Duffey Mt. Clements, MI Br. 654
 Laverne F. Emery Jr Mt. Clements, MI Br. 654
 Edmund J. Karnes Mt. Clements, MI Br. 654
 Andrew W. Knapp Jr Mt. Clements, MI Br. 654
 William H. Dickinson Port Huron, MI Br. 529
 Kenneth D. Harris Port Huron, MI Br. 529
 Robert W. Conibear Waterford, MI Br. 320
 Harold L. Fisher Waterford, MI Br. 320
 Daniel L. Florkowski Waterford, MI Br. 320
 Cynthia A. Hudson Waterford, MI Br. 320
 Emily J. Newton Waterford, MI Br. 320
 Sally A. Wilhelme Waterford, MI Br. 320
 Gary J. Warner Missoula, MT Br. 701
 John J. Jewell Pennsville, NJ Br. 908
 Pasquale J. Penza Pennsville, NJ Br. 908
 Roland C. Matthews Plainfield, NJ Br. 396
 Tony O. Oakley Durham, NC Br. 382
 Roger E. Bucher Wooster, OH Br. 480
 John I. Swinehart Wooster, OH Br. 480
 Julius A. Farrar Eugene, OR Br. 916
 Lloyd A. Gibson Rapid City, SD Br. 1225
 Wayne W. Seal Northern VA Br. 3520
 James E. Lowe Petersburg, VA Br. 326
 Franklin A. Stewart Petersburg, VA Br. 326
 Milton O. Anthony Tidewater VA Br. 247
 Willie R. Brooks Tidewater VA Br. 247
 Alfred D. Byrd Tidewater VA Br. 247
 Frankie W. Carroll Tidewater VA Br. 247

Honor Roll

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

Wilbur J. Christian	Tidewater VA	Br. 247	Reny R. Reutter	Oak Brook, IL	Br. 825	Marvin D. Barton	Waterford, MI	Br. 320
Waverl D. Clark	Tidewater VA	Br. 247	Kenneth C. Rus	Oak Brook, IL	Br. 825	Clinton D. Bresett	Waterford, MI	Br. 320
James H. Cones Jr.	Tidewater VA	Br. 247	Robert D. Smothers	Oak Brook, IL	Br. 825	William D. Cooney	Waterford, MI	Br. 320
Samuel T. Copeland	Tidewater VA	Br. 247	Randy J. Thiede	Oak Brook, IL	Br. 825	Richard G. Hickmott	Waterford, MI	Br. 320
John H. Davis	Tidewater VA	Br. 247	Darlene F. Turczyn	Oak Brook, IL	Br. 825	Penny J. Hurford	Waterford, MI	Br. 320
Otis G. Dowtin	Tidewater VA	Br. 247	Joseph E. Urban	Oak Brook, IL	Br. 825	Ferdinand J. Krauth	Waterford, MI	Br. 320
George W. Gwynn Jr.	Tidewater VA	Br. 247	David K. Watson	Oak Brook, IL	Br. 825	Richard W. Lennox Jr.	Waterford, MI	Br. 320
Robert L. Lucido	Tidewater VA	Br. 247	Larry W. Winkelman	Oak Brook, IL	Br. 825	Margaret J. Madigan	Waterford, MI	Br. 320
Joseph R. Wright	Tidewater VA	Br. 247	Richard S. Ahle	Wheeling, IL	Br. 4739	Debra L. Shall	Waterford, MI	Br. 320
Irven W. Bryant	Spokane, WA	Br. 442	Gary W. Albrecht	Wheeling, IL	Br. 4739	Belinda C. Swinger	Waterford, MI	Br. 320
Verdie L. Huotari	Spokane, WA	Br. 442	Richard A. Beyna	Wheeling, IL	Br. 4739	Linda A. Thomas	Waterford, MI	Br. 320
Dennis G. Miller	Spokane, WA	Br. 442	James M. Bishop	Wheeling, IL	Br. 4739	Jane M. Thompson	Waterford, MI	Br. 320
Lloyd D. Tiffany	Spokane, WA	Br. 442	Gordon M. Cobb	Wheeling, IL	Br. 4739	Kandice J. Veatch	Waterford, MI	Br. 320
			Joel D. Creel	Wheeling, IL	Br. 4739	Michael P. Winowiecki	Waterford, MI	Br. 320
			Lawrence D. Deservi	Wheeling, IL	Br. 4739	Michael H. Johnson	Faribault, MN	Br. 350
			Thomas H. Goodwillie	Wheeling, IL	Br. 4739	Charles W. Nelson	Faribault, MN	Br. 350
			Warren H. Harer	Wheeling, IL	Br. 4739	Robert A. Peterson	Faribault, MN	Br. 350
			Denzil F. Herbershoff	Wheeling, IL	Br. 4739	Daniel J. Sheady	Faribault, MN	Br. 350
			Irmil G. Jordan	Wheeling, IL	Br. 4739	Dan R. Shomler	Faribault, MN	Br. 350
			Stephen E. Kavich	Wheeling, IL	Br. 4739	Michael D. Alderson	Missoula, MT	Br. 701
			James E. Maloney	Wheeling, IL	Br. 4739	James A. Bickel	Missoula, MT	Br. 701
			Edward L. McDonough	Wheeling, IL	Br. 4739	Warren D. Block	Missoula, MT	Br. 701
			Burton N. Miller	Wheeling, IL	Br. 4739	Harold R. Cromwell	Missoula, MT	Br. 701
			Godfry R. Miller	Wheeling, IL	Br. 4739	Fred G. Rush III	Missoula, MT	Br. 701
			Linda K. Miller	Wheeling, IL	Br. 4739	Earl R. Ulrigg	Missoula, MT	Br. 701
			Matthew J. Mrozek	Wheeling, IL	Br. 4739	Howard L. Ulrigg	Missoula, MT	Br. 701
			Jack K. Palm	Wheeling, IL	Br. 4739	Robert M. Austin	Jaffrey, NH	Br. 4906
			Royce H. Percox	Wheeling, IL	Br. 4739	Glendora Draughn	Elizabeth, NJ	Br. 67
			William G. Prince	Wheeling, IL	Br. 4739	Alexander Graham	Elizabeth, NJ	Br. 67
			Edward J. Raupp	Wheeling, IL	Br. 4739	William A. Lytch	Elizabeth, NJ	Br. 67
			Gregory C. Reck	Wheeling, IL	Br. 4739	Gilbert L. McClammy	Elizabeth, NJ	Br. 67
			Dale C. Reed	Wheeling, IL	Br. 4739	John N. Paszek	Elizabeth, NJ	Br. 67
			Richard J. Sachs	Wheeling, IL	Br. 4739	R. A. Petz	Elizabeth, NJ	Br. 67
			James G. Steele	Wheeling, IL	Br. 4739	Reynaldo Santiago	Elizabeth, NJ	Br. 67
			Anton J. Svoboda	Wheeling, IL	Br. 4739	Francis J. Wiles	Elizabeth, NJ	Br. 67
			Paul C. Topel Jr.	Wheeling, IL	Br. 4739	Joe J. Wright	Elizabeth, NJ	Br. 67
			Larry K. Traub	Wheeling, IL	Br. 4739	Kim S. Black	New Jersey Mgd.	Br. 38
			Robert G. Wettstein	Wheeling, IL	Br. 4739	Robert E. Malinowski	Long Island Mgd., NY	Br. 6000
			Edward S. Wlodarski	Wheeling, IL	Br. 4739	David D. Hall	Asheville, NC	Br. 248
			Thomas A. Zielsinski	Wheeling, IL	Br. 4739	Dearl E. Ledford	Asheville, NC	Br. 248
			Michael J. Zimmer	Wheeling, IL	Br. 4739	R. H. Bell Jr.	Durham, NC	Br. 382
			Ollie M. Brown	Indianapolis, IN	Br. 39	D. A. Chandler	Durham, NC	Br. 382
			Mark A. Brown	Kokomo, IN	Br. 533	Daniel R. Cutts	Durham, NC	Br. 382
			John D. Hurst	Kokomo, IN	Br. 533	James A. Davis	Durham, NC	Br. 382
			David F. Melton	Kokomo, IN	Br. 533	Cleo E. Dennis	Durham, NC	Br. 382
			Ulaula Tuitasi	Kokomo, IN	Br. 533	W. G. Dwiggins	Durham, NC	Br. 382
			Terry Bidwell	South Bend, IN	Br. 330	Tony J. Farlow	Durham, NC	Br. 382
			Richard D. Cline	South Bend, IN	Br. 330	Theodore H. Graepel	Durham, NC	Br. 382
			Gordan J. Jaronik	South Bend, IN	Br. 330	J. M. Holleman	Durham, NC	Br. 382
			Ernest P. Meszaros	South Bend, IN	Br. 330	Ernest S. Holloway	Durham, NC	Br. 382
			William L. Oberly	South Bend, IN	Br. 330	John A. Jernigan	Durham, NC	Br. 382
			Bruce A. Schumaker	South Bend, IN	Br. 330	William O. Jones Jr.	Durham, NC	Br. 382
			Fitzgerald L. Smith	South Bend, IN	Br. 330	Sammy K. Kennedy	Durham, NC	Br. 382
			Robert L. Voreis	South Bend, IN	Br. 330	Claude L. Lunsford	Durham, NC	Br. 382
			Nelson W. Yockey	South Bend, IN	Br. 330	James D. Morgan	Durham, NC	Br. 382
			James S. Caligiuri	Central IA Mgd.	Br. 352	Oliver E. Roberts	Durham, NC	Br. 382
			David L. Scarff	Mt. Pleasant, IA	Br. 660	Eugene F. Price Jr.	Windsor, NC	Br. 4206
			Jerry L. Totten	Lawrence, KS	Br. 104	Robert J. Basler	Cincinnati, OH	Br. 43
			Larry H. Venable	McPherson, KS	Br. 1171	Harry L. Heavilin	Uhrichsville, OH	Br. 1240
			Edward E. Glass	Hopkinsville, KY	Br. 836	William B. Stanley	Van Wert, OH	Br. 648
			Gerald R. Johnson	Hopkinsville, KY	Br. 836	Terry E. Hopes	Eugene, OR	Br. 916
			Larry E. Johnson	Hopkinsville, KY	Br. 836	Madeleine C. Nordella	Eugene, OR	Br. 916
			James D. Rogers Jr.	Hopkinsville, KY	Br. 836	Boyd A. Snow	Eugene, OR	Br. 916
			Marion Newman	Ferriday, LA	Br. 6601	Marvin C. Wines	Eugene, OR	Br. 916
			Roy E. Wilson	Ferriday, LA	Br. 6601	Pedro T. Alvarez	Ponce, PR	Br. 826
			Israel Felix III	Mt. Clements, MI	Br. 654	Oliver W. Bailey	Ponce, PR	Br. 826
			Eric A. Green Jr.	Mt. Clements, MI	Br. 654	Agapito Bonilla	Ponce, PR	Br. 826
			Paul M. Kudzia	Mt. Clements, MI	Br. 654	S. Bracero	Ponce, PR	Br. 826
			Robert J. Leykauf	Mt. Clements, MI	Br. 654	Efrain Colombani	Ponce, PR	Br. 826
			Joseph Martinez	Mt. Clements, MI	Br. 654	Angel L. Cordero	Ponce, PR	Br. 826
			Allen O. Miller	Mt. Clements, MI	Br. 654	Luis A. Cotte	Ponce, PR	Br. 826
			James L. Van Tiem	Mt. Clements, MI	Br. 654	A. C. Cruz	Ponce, PR	Br. 826
			Dewey G. Watson	Mt. Clements, MI	Br. 654	V. A. Delpilar	Ponce, PR	Br. 826
			Robert A. Arcidiacono	Lawrence, MA	Br. 212	G. B. Escalante	Ponce, PR	Br. 826
			Edward J. Doucette	Lawrence, MA	Br. 212	Julio E. Mendez	Ponce, PR	Br. 826
			Robert G. Reed	Lawrence, MA	Br. 212	C. Munoz	Ponce, PR	Br. 826
			Thomas F. Wozniak	Lawrence, MA	Br. 212	A. M. Ortiz	Ponce, PR	Br. 826
			William I. Arnold Jr.	Waterford, MI	Br. 320	Jose L. Rosa	Ponce, PR	Br. 826

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

William Rosado	Ponce, PR	Br. 826	Thomas A. Gue	Charleston, SC	Br. 3902	Charlton E. Miller Jr.	Greer, SC	Br. 2553
J. A. Salaberrios	Ponce, PR	Br. 826	Tracy W. Harrell	Charleston, SC	Br. 3902	Roy L. Cole	Pelzer, SC	Br. 4975
Nelson Velez	Ponce, PR	Br. 826	Belford E. Howard	Charleston, SC	Br. 3902	Linda P. Gebhardt	York, SC	Br. 1003
Joseph F. Buss	Pawtucket, RI	Br. 55	Isaih Just	Charleston, SC	Br. 3902	Michael C. Gill	York, SC	Br. 1003
Michael Carruolo	Pawtucket, RI	Br. 55	Joseph F. Latorre	Charleston, SC	Br. 3902	William Wherry	York, SC	Br. 1003
Arthur R. Crookes Jr.	Pawtucket, RI	Br. 55	Edwin W. Nelson Jr.	Charleston, SC	Br. 3902	Dickie L. Gardner	Austin, TX	Br. 181
Gilles G. Leclerc	Pawtucket, RI	Br. 55	James I. Parker	Charleston, SC	Br. 3902	Ivy D. Hunt	Austin, TX	Br. 181
Robert Santos	Pawtucket, RI	Br. 55	Paul L. Pelton	Charleston, SC	Br. 3902	Fenimore Johnson Jr.	Austin, TX	Br. 181
Joe W. Brown	Charleston, SC	Br. 3902	Louis T. Richter Jr.	Charleston, SC	Br. 3902	Pat G. Robertson	Austin, TX	Br. 181
Marvin L. Brown	Charleston, SC	Br. 3902	Frank J. Rusboldt	Charleston, SC	Br. 3902	Herschall R. Shifflett	Front Royal, VA	Br. 2727
Richard D. Byars	Charleston, SC	Br. 3902	Richard Smalls Jr.	Charleston, SC	Br. 3902	Melvin T. Hudson	Petersburg, VA	Br. 326
Lois T. Garten	Charleston, SC	Br. 3902	Joseph Spann	Charleston, SC	Br. 3902	Clinton McMillan Jr.	Petersburg, VA	Br. 326
T. D. Gelwicks	Charleston, SC	Br. 3902	Joshua H. Taylor	Charleston, SC	Br. 3902	E. R. Riley	Petersburg, VA	Br. 326
Freddie Glenn Jr.	Charleston, SC	Br. 3902	Josephine K. Weaver	Charleston, SC	Br. 3902	Charles A. Winckler	Petersburg, VA	Br. 326
Benjamin D. Godfrey	Charleston, SC	Br. 3902	Oscar L. Woodard Jr.	Charleston, SC	Br. 3902	Gary L. Warner	Spokane, WA	Br. 442
Samuel W. Gore	Charleston, SC	Br. 3902	Melvin Wright	Charleston, SC	Br. 3902	R. Sanchez	Worland, WY	Br. 5384

Retiree Reports

Appleton, Wisconsin

Christmas is fast approaching, and it's not so hectic for those of us retired as our counterparts still toiling away on the streets of our cities. Our branch has active carriers in Appleton, Kimberly, New London and Menasha, WI. Our retirees are spread across our state and some are spread across the country.

We have enjoyed our first indoor lunch get-together in November; if you missed it, please join the branch retirees on the third Monday of December at noon at the Lake Park Pub in Menasha.

Branch 822 will hopefully be able to have a retirement recognition dinner in the spring of 2022. We have 20 retirees to honor from the past three years and numerous years of membership to recognize. This may be the first time some of us will get a time limit on our speech!

Here's hoping everyone in our branch and across the state and the country has a safe holiday season, and is able to enjoy time together with family and friends.

Kay Hanke, Branch 822

Bergen Co. Mgd., Massachusetts

Branch 425 recently had its annual retirement luncheon at the Brownstone in Paterson. We were there to celebrate all of the retirees, as well as new retirees who left after October 2019.

Gold cards were presented to Paul Fragale and Dennis Spoto; there were others who received their gold cards but were unable to attend.

Watches were given to a few of our new retirees: Carol Bellamy, James Tonic, Amanda Dubose, John Dudek and Carlos Boche. New retiree Jesus Delgado was unable to attend—accepting it on his behalf was Zulma Mendoza.

We also had 13 other new retirees who could not make the luncheon; we wish them good luck and much happiness.

I would like to thank Region 15 Administrative Assistants Bruce Didriksen and Tom Matthews for attending our affair.

Looking forward to seeing everyone next year; I wish you all well and hope you enjoy the upcoming holidays.

Dennis Spoto, Branch 425

Hartford, Connecticut

Sad to say, but our duo of Branch 86 retirement dinners in November were postponed yet again. I believe they will hopefully be held in April 2022. This is a disappointment for our many retirees. It is a busy time of year for the Postal Service, with the upcoming Christmas season. We need to encourage local and national firms to use the Post Office. A substantial portion of our annual revenue is derived from mail order and small business retailers.

Weather will be a factor in the upcoming months. Keeping your postal vehicles in proper maintenance is essential. We were always told to have at least a half-filled gasoline tank in our postal vehicles. Cooler overnight temperatures—now below freezing at night—could cause problems while starting your vehicles otherwise. Lots of wet leaves on the road from autumn makes postal driving hazardous. Earlier sundown from daylight savings time make darkness at the end of your workday a factor.

Holiday wishes to all of our many retirees who have moved to warmer Florida and the Carolinas. Good to see Augie Lopes delivering mail on Bill G.'s old route in Naugatuck on a road trip to Naugatuck.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

Holiday greetings to Branch 124 retirees and families. Once you reach a certain point in your career, you'll be able to also join a very grateful group: retired with no tension and a pension!

Is there light at the end of the tunnel with COVID-19? A resounding yes. This situation can accelerate to a "new normal" if people adhere to certain protocols: vaccinations, social distancing and mask wearing. Having said that, everyone has to do what they feel is good for them. However, the rise of biochemistry and epidemiologist "experts" with no training other than "research on internet" is concerning as we go into the height of flu season. We as retirees have access to some of the best health care options. Do your research in our open health care session for the plan that best fits you; as for me,

the NALC Health Benefit Plan is my preference.

To stay informed, sign up for the USPS retiree quarterly newsletter. Open Season for health benefits is open until Dec. 13. Additionally, consider creating an online account with the Office of Professional Management.

Legislative-wise, follow H.R.4315/4286; they will make FERS retirees receive the same COLA as CSRS retirees. As it is currently done, the FERS COLA is lower.

This year, the annual retirees Christmas party was suspended by members at our last meeting and it was agreed to pay dues back to January.

Welcome to newly retired carrier Charlie Bradford, and welcome back to Joe Bartholomew and Gary Thomas, retirees of Branch 124. Looking forward to the Seafood Boil in the spring.

Thanks to the Branch 124 executive board and President Steve Ancar for the recent ceremony honoring 50-plus year honorees; we look forward to more ceremonies of this nature in the future.

Stanley L. Taylor, Branch 124

Paterson, New Jersey

Our New Jersey state letter carriers' convention took place from Sunday, Sept. 26, through Tuesday, Sept. 28, at the Caesar's Hotel and Casino in Atlantic City, NJ. Branch 120 would like to take this opportunity to thank its delegates for their attendance and participation in this event; the delegates include our president, Gerald L. Thompson, Vice President Salvatore Rodriguez, Trustee Christy Ball, Tasha Barr, Virginia Carter, Cherrie Padilla and the writer of this article.

It is important to touch base with our local state and national leaders for a full understanding on how and why decisions are being made, as some of us fail to see how this unions is protecting the full capacity of our union benefits, rights and obligations at all times.

All letter carriers should experience this true meaning of unionism by attending a state or national convention in order to feel this true sense of solidarity that we all have, speak one-on-one to our leaders and express our concerns for a bigger and more powerful union.

Joseph Murone, Branch 120

Branch Items

Albany, New York

How many of you heard, saw, or read about the postal workplace shooting in Memphis, TN, and were not surprised? Worse yet, how many of you thought to yourself, “I’m surprised it hasn’t happened here yet”? That is a huge problem! I don’t mean to make light of such a terrible tragedy and I truly feel horrible for all the families, friends and coworkers involved.

Now is the time to take a good hard look at your office and see what needs to be changed. The grievance procedure is there to help get things changed. All shop stewards, in the Members Only section of the NALC Member App, you have a copy of the *2016 Shop Stewards’ Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect*. I encourage all stewards to give that booklet another read. What can everyone else do? Ensure that everyone is treated with dignity and respect, and call it out when they are not. You don’t have to call it out on the floor; you can ask to see your shop steward. Or if they happen to be off that day, make yourself a note. This is our place of work and we should never think for a second that violence could break out at any moment. It’s easy to get caught up in the dysfunction of the Postal Service, but we all have to remember that at the end of the day, this is just a job, and it’s not worth anyone having to celebrate the holidays without their loved ones by their side.

Norris Beswick, Branch 29

Anchorage, Alaska

Well, the day has finally come. You’re reading my last *Postal Record* article as President of Branch 4319. I’ll be retired as a steward and officer after 38 years of activism. I’ll still be active in my union and more active politically. A dedicated unionist never really retires, they just find other ways to serve. I’ve met many of my goals and served many positions within NALC. I leave the branch in excellent financial condition and with a union hall in great condition that should serve the members well for many years. I’ve had my opportunities to work at the regional and national level, but by far, my most rewarding position has been that as branch president. The members’ support I’ve received over the years is what kept me motivated and striving to give the best representation and services possible. Having a full-time officer position has definitely helped the branch to be successful and I hope the membership continues to see the value. If there was one thing I would have wanted to have increased, it would be the level of activism among the membership. Maybe it’s just the way society is—people have busy lives.

For the new and continuing officers, who begin their term in 2022, be mindful of your obligations of office. Lead by example, because if you’re not going to attend meetings or branch events, why should the members you represent? For the members, please continue to support the officers, stewards and the branch. Attend branch meetings, events and rallies.

Finally, I want to thank my family for the sacrifices they have endured over the decades (and there have been many) as I dedicated my time to serving my NALC brothers and sisters. It

truly has been an honor and privilege to be your branch president.

Jim Raymond, Branch 4319

Boston, Massachusetts

As of Nov. 8, the Boston District has had 1,996 positive cases of the coronavirus since the first case in March 2020. OSHA has just put us on the list for a vaccine mandate or weekly testing, and there are more questions than answers in this news release: We have 60 days to work out these issues from the Nov. 4 release, so we are looking at Jan. 4, 2022, as the final day. I believe that the number of employees who have not had the vaccine is lower than the estimates. It will be interesting, to say the least, due to the additional strain this will put on staffing.

I would like to congratulate the five CCAs who were converted on Nov. 6 and the three



Buffalo-Western NY Br. 3 honored Stephen La Barber with an 80-year plaque. Pictured (l to r) are Region 11 NBA Mark Camilli, Branch Director of Retirees Kent Hankin, La Barber and Branch President David J. Grosskopf Jr.

who were to be converted on Nov. 20 to career employees. Additional congratulations go out to our recent retirees: Wayne McCue of Revere, Billy Moloney of Allston, Brian McCann of Jamaica Plain, Paul Leader of Fenway, Mike Reilly of Malden, Kathy McGill of Watertown, Donald Jones of Stoneham, Joseph Columbus of Woburn, and Dave Montague and Kevin Mackin of S. Weymouth. Our condolences go out to the families of retired members Frank Scanlon, Marcia Braverman, James Ruggerio, Cornelius Manning, all retired, and Donald Shea of Milton. Rest in peace, our brothers.

Jerry McCarthy, Branch 34

Camden, New Jersey Merged

Our branch’s executive board was finally sworn in. Our branch bylaws dictate we were to have been sworn in at our retiree brunch, more than 18 months ago. Well, you know what happened next. We still continued to perform the business of the branch and represent the members, thanks to the dispensation given to the branches by President Rolando and the Executive Council. Region 12 NBA Brian Thompson attended our November special meeting and swore in our branch officers by giving us our oath of office. I would like to thank Brian and

RAA Steve Wiley for making the trip all the way out here in New Jersey.

I’ve taken this oath of office on more than a few occasions over the years, and I always find it to be a very humbling and sobering experience. I’m always honored by the trust bestowed upon me by the members of our branch. This is a huge responsibility, which I don’t take lightly. The humbling part comes when I look at all of my brothers and sisters who take that oath along with me. It’s because of them, our entire executive board, that our branch is able to accomplish the things we do.

This peak season, I wish for you all to have zero motor vehicle accidents and no slips, trips and falls. I hope you all get more Chrissos than ever before. And from my branch to your branch and to all of our families, I wish for you all have a safe, happy and healthy holiday season.

Chuck Goushian, Branch 540

Carmel, Indiana

Every time I run out of things to write about, management comes to the rescue. On Nov. 6, somebody at some level sitting in a cubicle decided they wanted 15 percent of all parcels delivered by 9 a.m. Management sent all ODL, CCA and PTF city carriers to the street to do a parcel run as soon as they clocked in. The sad part is that mail was almost up and the parcel run was not needed, it was silly to say the least.

It never fails: As soon as gas shoots up, management figures out how to use more of it and cost our company valuable dollars they need for the bottom line. Who and why made the decision that 15 percent of all parcels had to be delivered by 9 a.m. on this fine morning? I thought to myself almost immediately after hearing this: so we do away with our express mail, which was our premier product, and make that product have a 6 p.m. deadline. Then, we decide to deliver our first class and priority packages by 9 a.m. The brainiac in that cubicle must have thought we needed to find a new way to try to run the Postal Service into the ground. They were already doing a doggone good job of that already before this latest initiative that does nothing except drive up costs at a time when they need to be trying to cut costs, or at least be efficient.

That brilliant businessman in that cubicle needs to go back to counting rubber bands and placing them in piles of 100 to fill up their four-hour workday. Let the real heroes, and they are city carriers, deliver the mail—stay out of our way and leave us alone, and most of us will get the job done.

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

The members of Branch 545 would like to wish everyone a merry Christmas and happy holidays. We all know how busy we are at this time of the year and the amount of time we spend away from our families to make sure we deliver everything on time to make our customers happy, and we would like to thank each and every one of you for making it possible. With the

COVID-19 pandemic, we know that most of your holiday traditions last year were very different, but we hope that this year will be more traditional for all of us. Please try to take a few minutes and enjoy the times we do get to spend together with our loved ones a little more this year.

The branch would also like to recognize and congratulate our fellow member Stewart Ralph on his recent retirement. Stewart was a carrier at our Ballantyne office and had 36 years of service with the Postal Service. We all wish you the best in the next chapter of your life and we thank you again for your service and dedication to our branch.

The union leadership would like to let all our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regards to COVID-19. We look forward to seeing all of our members who are able to make it out and or able to log on to participate. If you are interested in participating in the virtual meetings, please see your local shop steward for the information you will need to log on or contact the local branch office.

Justin Fraley, Branch 545

East Lansing, Michigan

Maybe you've heard about something called, "The Great Resignation" like it's a bad thing. It's not. It's the sound of millions of working people quitting dead-end jobs and saying to employers, "I can do better. I'm better than this. I'm no longer gonna be part of your low-wage, no-benefit, captive workforce. Pay me what I'm worth and treat me like a human being, or I'm out of here."

That kind of attitude is good for workers and good for unions. It gives us power. It comes from living in a time of labor shortage. Before I started my postal career back in the '70s, the opposite was true. It was the end of the Vietnam War and returning veterans were scrambling for jobs. After 18 months, I was lucky to get hired by USPS. Unfortunately, the supervisors knew that, too, and I was told when I protested about harassment from supervisors and poor-working conditions that a hundred people wanted to replace me and I "could be out digging ditches somewhere." I wasn't too impressed with that threat because even in those prehistoric times ditches were dug by machines, and I told him so.

Today, however, the pendulum has swung—they need us much more than we need them, and we should take advantage of this fact to get rid of abusive managers. In a labor shortage, it's more apparent than ever that abusive managers are nonproductive dead weight we cannot afford to support.

Some assumed that workers getting paid unemployment during COVID-19 layoffs were the reason they weren't going back to work. But those payments are long gone and workers are still quitting. Turns out, the fear of COVID was the No. 1 reason for quitting, and low-pay and high-cost childcare were other big reasons. Why risk your life for peanuts?

Mark Woodbury, Branch 2555

Emerald Coast, Florida

I have always believed in trust and honesty in working with people. Since I have been working for the Postal Service, I have found some people believe in these words, but lately I am finding out that a lot don't understand the meaning. I find myself, along with other officers of the branch, attending labor-management meeting addressing issues that should be of a concern for management, only to fall on deaf ears. We would spend hours hearing that they are going to do better only to walk away to seeing that *nothing* has changed, which leads us to believe that their word is not their bond. Too often, the union will attempt to bargain in "good faith" only to be disappointed.

Not only am I experiencing this problem, other branches are as well. Recently, I attended a Committee of Presidents meeting, where I heard that the same issues of management not complying with the contract is happening nationwide. I am hearing how officers of other branches are attempting explain the contract or *JCAM* to them, only to be told that they don't do it that way. The last time I checked, the *JCAM* was a non-negotiable agreement. It is clear and to the point. Our only recourse is to file grievances, labor charges or contact our congress-



Evansville, IN Br. 377 member Linda Longbaugh dressed her personal vehicle as a postal LLV and handed out candy at a Halloween "Trunk or Treat" event.

sional representatives. We should not have to fight management about a simple thing like a PS Form 3996 to request overtime because we cannot complete our tour in eight hours. Carriers are being intimidated and have been threatened with losing their jobs. We must stand up as a union and let them know that enough is enough. "Together we stand; divided we fall."

Our condolences go out to Hugh Lynch on the loss of his beloved wife, Barbara.

Percy Smith Jr, Branch 4559

Evansville, Indiana

The photo with this Branch Item is of 23-year Evansville city carrier Linda Longbaugh and her Polar Ranger ATV, outfitted to be an LLV, which she took to her Hazelton Community Church Trunk or Treat, where she handed out envelopes filled with candy bars on Halloween night. (That's 23 years of service, not of age.)

Goodness knows the Postal Service, and NALC, can use all the good will we can muster. We are told everyone had a wonderful time, young and old alike, both in the giving and in the receiving of the treats. The little sticker in the upper right-hand corner of the envelope was a nice touch, too.

We remind the membership of Branch 377 that during our December meeting, the election committee will be announcing the results of our election of officers and stewards, who will be installed by Region 6 NBA Troy Clark at our January meeting.

I would encourage everyone who has not already done so to send in their ballot according to the instructions found within the election material that you were sent. Invariably, some of the ballots received are not counted by the Election Committee because the member did not follow the voting instructions—they didn't sign their name on the envelope being returned to the Election Committee, or they wrote their name on the outside of the secret ballot envelope. This is your opportunity to decide who your branch leaders will be for the next two years.

Now might also be a good time to update your current address if you have moved within the past year or two, with both the national and the branch secretary. The election committee has done its best to see that every eligible member has received a ballot, a daunting task.

Al Griffin, Branch 377

Fargo-West Fargo, North Dakota

At the end of October, we went through a six-day count at Prairiewood. The mail volume was extremely low during the entire week. The day after the counts ended, my route on that Saturday had an increase of 150 percent of the heaviest day of flats during the counts and just under half of the entire weeks total. The following Monday's DPS was a 175 percent increase from the inspection weeks average and an increase of 85 percent of my heaviest day during the inspection. Parcel numbers remained steady from inspection week to the next—the one thing that has a scan and can't be held back. I know management would not have the plant roll mail until after the count, but it sure makes you question things.

Make sure you look over all the paperwork from the counts that management has given you, it is very important. Reviewing my 1840, it shows I had 191 parcels on a day that that I was about a half-hour short. I actually had 19 parcels; 172 parcels fewer than my day reflected. Another day, it showed I had a total of 24 pieces of DPS, 700 fewer than actual.

As we enter the holiday season, make sure to continue to provide our customers with the best service possible. It is important to show we can be trusted to provide secure and reliable services. During the long days we have ahead of us this month, remember to take time and enjoy family and friends.

After missing last year due to the COVID-19 pandemic, we will be having a holiday party this year. Look for details in a mailing in the near future as plans are being finalized.

Branch Items

Our thoughts and prayers are with long time carrier Karen Duncan following the tragic passing of her infant grandchild recently.

Brian Prisinzano, Branch 205

Flushing, New York

In honor of our retirees, on Oct. 24 at Douglaston Manor in Queens, Branch 294 held its annual brunch. With last year's cancellation of our brunch, this year's celebration was extra special. It is always great seeing our retired brothers and sisters rekindling old friendships. They have sacrificed, but triumphed over so many challenges. All of us can draw strength from their hard earned victories.

Our new retirees: William Bachinsky, Michael Beneventano, Michael Cacioppo, Zhi Cai, Fernando Casanova, Wesley Cooper, Sherryl Cox, Joe Dean, Debbie Dematto, Dana Evans, Eileen Feller, Lenny Giampietro, George Jamuszkiewicz, Margaret Jederlinic, Christopher Kane, Scott Kimmel, Theodore Koutros, Devindra Lalak, Joseph Lanzarotta, Mee Lau, Ashley Louise, John Mack, Kazimierz Markowicz, Thomas Matthews, Aida Mendez, Thomas Newman, Frank Paruolo, Theodore Poncel, Rolando Quinones, Howard Richman, Steve Rogala, Rodney Rogala, Avelino Sanchez, James Spearman, Andy Steves, George Sun, Robert Taggart and Manny Zepnick.

Our 60-year members: John Crowley, Vito Fodera, Anthony Irene and Vincent Iaguinta. Our 50-year members: Anthony Antonellis, Charles Asta, Robert Brehm, Herbert Henkel, Barry Jefferson, John Micheline, Richard Nucatola, John Obidienzo, Alan Salter, Steve Scherer, Alan Stopler, Donald Ziegler, Manny Zepnick, George Puckhaber, Brian Crook, Henry Wolf, Frank Delmonico and Thomas Torres.

Congratulations to all and thank you for your service, strength and wisdom. Special thanks to Larry Cirelli (our national business agent) Tom Matthews (Region 15 RAA) George Mangold (New York State President) and LPO Marc Ashmon, along with our friends from Branches 36 and 562, for joining us in celebrating this very special occasion.

Stay strong—

Tony Paolillo, Branch 294

Fresno, California

Letter carriers start with the Postal Service as non-career employees. The Postal Service employs about 644,000 employees. UPS and FedEx each employ about 400,000. Non-career employees made up 36 percent to 43 percent from 2016 to 2021. Surveys reveal non-career employees are unhappy at a higher rate than career employees. The satisfaction has declined. Reasons given are physical demands, dislike of the supervisors and work hours. The pay and benefits are rated much higher.

Job satisfaction in FedEx and UPS has also declined, but not as much as in the Postal Service.

With the holiday season here, long work hours will continue. CCAs quitting at a high turnover rate does not help with the understaffing. The Postal Service claims to be working on

employee dissatisfaction on the job. You can be the judge of that in your stations. I think being united in standing up for your rights will lead to improved working conditions for everybody. The figures I mention are in a October 2021 report from the Postal Service Inspector General.

CCAs leaving the Postal Service are emailed a job satisfaction survey. You can imagine the results. Management disputes the negative survey results. If that were the case, fewer CCAs would leave their jobs. Why would management have to work on improving the survey results?



Columbus, OH Br. 78 presented 70-year member, Robert "Bob" Wilson with a plaque and pin. Pictured (l to r) are Region 11 NBA Mark Camilli, Branch Director of Retirees Val Davis, Wilson and Branch President Todd Hornyak.

We should encourage and support non-career employees when they need it. It can't hurt our understaffing.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

This summer's sharp uptick in worker strikes and the ongoing "Great Resignation" created widespread labor shortages and gave U.S. working people more power relative to U.S. monopoly capital.

Through the COVID-19 pandemic, many millions of U.S. workers, letter carriers among them, were required to report to their regular jobs, risking their health and that of their families at home. Though deemed "essential," many were among the most poorly compensated. Meanwhile, the super-rich billionaires vastly increased their fortunes sitting safely at home.

A severe economic crisis has followed the U.S. government mishandling of what remains a protracted public health crisis. Now, with Federal Reserve Board connivance with Wall Street, Biden's support for the Republican-led Senate filibuster blocking "his" massive public relief bill, and global supply chain crises, all aggravated by global warming, inflation is rising fast. Finally, U.S. workers, having become disgusted with the "leadership" of the Wall Street wealthy and their Republican and Democratic stooges, once again are beginning to trust their solidarity with each other and are making joint demands on the wealthiest "to pay [some of] their fair share."

"Striketober" was born. It was given life by the U.S. labor strike wave of October. During this one month, more than 100,000 U.S. workers participated in or prepared for strikes. It involved 10,000 UAW industrial workers pro-

ducing John Deere tractors, 1,400 Kellogg's production workers (BCTGM), and several hospital strikes. Averting a strike, 60,000 IATSE Hollywood film workers reached tentative agreement. Finally, non-union fast food workers all over the country through their protest activities are approaching unionization.

"Strikesgiving" comes next—featuring thousands of California healthcare workers demanding an end to staffing shortages.

From Striketober to Strikesgiving, the spirit of 2021's holiday season in the USA can be summed up as: *labor solidarity*. Let's catch this holiday spirit!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

To start, I would like to congratulate Jerry Brown on his retirement this past month. I know that is the goal for every letter carrier and to finally reach the finish line is a monumental accomplishment. I am very grateful for the time I was able to work with Jerry and appreciate all that he has taught me over the years. I would like to wish you the absolute best in your retirement and hope you enjoy your retirement to the fullest.

On the other end of the spectrum, congratulations to James Roberts on making regular. I look forward to working with James for the remainder of my career and hope he enjoys his newly earned rights as a regular.

Moving on from the congratulatory notes, as we now enter peak season it is my hope that all of us are doing everything we can to stay as rested as possible during the busiest season of the year. As such, we all have noticed a massive increase in parcels. With this increase, please remember to be diligent about accurately delivering the parcels. Ensure that the parcels are going to the proper address, and if that address isn't a secure location, leave a notification for the addressee to retrieve the parcel from the post office. The customer is likely to be far more appreciative of a minor inconvenience of having to go to the post office than having their item stolen.

Next month, I look forward to seeing everybody at the installation dinner. Please try to make it out to the occasion. It's always a great opportunity for the branch to get together and relax after a hectic holiday season.

In solidarity—

Jeremy Kessel, Branch 443

Jackson, Michigan

I am a retired teacher after 31-plus years and I decided to try my luck as a USPS carrier. As teaching and coaching was a challenge, I'm here to tell you being a carrier is a bigger one. So for my first article, I decided to use the word "challenge" to describe my beliefs about being a carrier.

C is for Challenge. I taught and I was a head coach. Being a carrier puts both of them on the back burner. This career brings the biggest challenges.

H - be Happy. You chose this career, so make the best of it. There is too much negativity in our lives today, so make work happy.

A - Have a great Attitude. This goes with happy. Choose to have a great attitude even if your supervisors or colleagues try to bring you down.

L - Love what you are doing. It's hard, but love your job. I go by this little quote: "Live, laugh and love every day."

L - Learn something every day. No one is perfect; continue to do better every day.

E - Everyone is important. People need compliments, they do not need Negative Nelly in the work place. This job is hard enough without having that arrogant Mr. or Mrs. Know-It-All who brings colleagues down.

N - Never give up on a colleague or supervisor. I have had some "run ins" with both, but I never gave up on them and we now have great relationships.

G - Be a Great asset to your work place and to your union. Be positive, laugh as much as possible, live like it's your last day, and love often.

E - Expect the unexpected. This job is hard, unique, interesting, dangerous and rewarding.

So, fellow carriers, let's continue to strive to make our job the most important challenge we have ever had.

Mark Raczkowski, Branch 232

Kansas City, Missouri

In a year that began with so much anticipation of being "free" of COVID-19 because of three vaccines becoming available, there are still significant issues occurring in the COVID-19 saga. The vaccines themselves became an issue, with millions choosing not to be inoculated because of politics/personal beliefs. It appears availability doesn't equate to acceptance, as Branch 30 offices continue to have NALC members contract the COVID-19 virus. Then, what I call COVID Confinement Syndrome has shown people nationwide react with violence after prolonged periods of social isolation and mask mandates. This phenomenon has been witnessed in sporting events, restaurants, on in-flight airplanes, grocery stores, everywhere.

More importantly however, is how the NALC and USPS will be affected by the hundreds of cargo ships sitting offshore the nations docks unable to be off-loaded. The public has been forewarned of insufficient merchandise being available for the Christmas shopping season. With our customers seeking to alleviate this dilemma, our customers have now become our competitors as they seek ways to increase profits and reduce costs. Therefore, it is imperative for the NALC to demonstrate to the nation through outstanding service to prove this is "our season." We have been "practicing" for the past 11 months for a time such as this. Management has emphasized accurate scanning as the way to ensure delivery of parcels constantly. I believe it will come down to personal/professional pride as the importance of what the NALC does—deliver—sinks in. I've seen the misdeliveries of our competitors and experienced the reaction of our customers when we make mistakes. Customer dissatisfaction, when continually repeated, will drive our business to the competition. There can only be one winner dur-

ing the Christmas shipping season; let it be us. After all, nobody remembers who came in third place.

Calvin Davis, Branch 30

Knoxville, Tennessee

Happy holidays, brothers and sisters.

Time. It heals, makes us older and, if carrying mail during the past two years, has made one richer. A recent decision by the U.S. District Court for the District of Columbia (M-01967) referenced how the Kingsport Post Office was fined \$243,410 for failing to abide by two Step B decisions mandating that their supervisors attend a USPS time keeping class. They were caught altering clock rings. Falsifying a document is a criminal offense. A few years ago, a city carrier was terminated at Kingsport for that charge and now the union remedy was that Kingsport supervisors be retrained on the use of the USPS's timekeeping system. This remedy is akin to an official discussion.

How do you ensure that you get paid for the hours you worked? No. 1 is to keep track of the hours you worked. Your cell phone should have a calendar to allow you to do that. USPS Liteblue provides you with a two-week work hour history. If you see a discrepancy, notify your steward. The steward can check the All Everything Report for clock ring deletions. Also, your scanner will show your location, and your return-to-office scan can be used to validate your work hours. Overall, verifying your hours only requires due diligence on your part.

On a lighter side, we had our branch retiree semi-annual luncheon at Austin's Steak & Buffet. There were 40 retirees who came out and sat down with their fellow comrades to break bread and chitchat about old times. If it were not for their service and fortitude, we would not be enjoying the benefits we have today. Thank you, my fellow retiree brothers and sisters. Live long and prosper!

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Do you ever travel on vacation and play an internal game called "What kind of route is this?" You're having fun and suddenly you spot a neighborhood or location where you think, "I wonder how the carrier does this route?" You scrutinize the streets, the terrain, the traffic, the location of the mailboxes, and imagine yourself delivering that location. And if you're lucky enough to spot the carrier, you want to question him/her.

On a recent vacation, we stayed on an island that literally had no parking. Cars lined the streets bumper to bumper. Yet there were the LLVs carefully squeezed into a space with the wheels curbed. Many of us probably couldn't parallel park an LLV, but these carriers managed. Then they had to schlep their mail and parcels down the streets in carts because there was no room for the LLVs to maneuver. The vacation homes were densely packed compared to some neighborhoods and worse, multi-storied. How do the carriers manage?

Then there was a neighborhood on another trip where all the homes had gigantic fenced yards with porch boxes. It was a park-and-look from hell. It snows in winter. How does that carrier manage?

We have challenging locations like this in Las Vegas, and I'm sure visiting carriers may wonder about how our brothers and sisters manage to carry on the Strip and through the crowds, endure the dreadful heat, or walk on our xeriscaped rock "lawns." They may be glad they're not Las Vegas carriers. But we work through whatever is thrown at us and adapt like carriers everywhere.

So, enjoy vacation time! Wave at the carrier who's delivering a route completely different than your own. Enjoy the idea that our work gives us an appreciation for each other nationwide. Nobody does it better.

Leslie Hammett, Branch 2502

New Orleans, Louisiana

Holiday greetings. Most, if not all, are in a festive mood in this joyous holiday season. I hope all enjoyed Veterans Day and Thanksgiving Day and enjoy upcoming holidays.

This is the busiest time of the year for the Postal Service. Mail volume and parcels should be elevated.

Be mindful of the pandemic. It's not going anywhere any time soon! Be vigilant, cautious, and exercise sound judgment. Also be very, very careful as to how you go about your duties as a mail carrier. Consider doing the things the CDC recommends for combating COVID-19. Mask up, social distance and hand washing (three things we can do to protect and prevent) are tools we have at our discretion. We must keep the faith and believe we will overcome and prevail! Do your utmost to come off victorious in all your endeavors. Whether small or great, it does not matter, as long as you believe in what you are doing is correct. Do your job not just for a paycheck but for a pension. Attendance brings availability. Those three words will mean a great deal to this new workforce. If you are not in attendance you are not available to work. Be regular in attendance, come ready to work. Preparation breeds success. Be regular in attendance for union meetings as well. Participation, raising questions are some of the ways to be active in meetings. The future is yours—grab it!

I wish you the best and much success in all you do this upcoming year and in the future.

Give to LCPFI!

Yours in unionism—

Marshall Wayne Smith, Branch 124



New Orleans, LA Br. 124 members celebrated 50 years of NALC membership.

Branch Items

Norristown, Pennsylvania

The only thing constant in life is change. Every day it's something different, some good, some bad. I recently had to put my longtime best friend for almost 15 years to rest. (R.I.P., Zoom, 2006-2021). The reason I tell you this is my wife and I trained her (mostly my wife) and she listened like a champ. Very few accidents in the beginning and after that she was set. And she trained us also with what she liked and didn't but we got along well. There was nothing written down but we had an agreement and we both followed it.

Now, with USPS, we have a contract that was agreed upon and signed by both sides. But unfortunately it doesn't want to stick to it, so we have to file grievances on top of grievances, which takes time—at the rate they are breaking the contract, it is up to three a day now. I give a very loud shout out to our shop steward Jamal; this is unprecedented in our career, but he is digging in and kicking butt!

The time change has come upon us and it is now dark one hour earlier; this is nothing new and it hasn't snuck up on us. I know I am being redundant, but why can't they change the 24-hour clock to get the mail to us earlier ('cause the mail is already late) and have us work in the office when it is dark outside and give us more daylight to deliver in? Close your eyes, what do you see? (Did ya close 'em?) Nothing, right? That is how it is delivering in the dark. We had a standup safety talk saying "be aware of your surroundings." Can't make this up.

Lastly, thanks to my number one fan, Donna!

Juel Stimmler, Branch 542

Northeast Florida

Branch 53 helped celebrate 72-year NALC member Lloyd Pearson's 100th birthday on Oct. 31. People participated in the celebration with a car parade passing his house. The parade was started by three Jacksonville Fire and Rescue units. More than 100 cars included members of our branch, church groups, Rep. Lawson's staff, other friends and neighbors. Lloyd enjoyed all the attention and was surprised at the turnout.

Lloyd started his postal career working the U.S. mail car on the railroad from Jacksonville to Tampa. Lloyd then became a letter carrier and was very active in the local union when there were two branches in Jacksonville, one for Black carriers and one for white carriers. He was instrumental in changing that to one union for all carriers in Jacksonville. He has attended numerous conventions, including the 1970 convention in Honolulu.

Locally, he was very active in the civil rights movement with his brother Rutledge, whom the Main Post Office is named after. Upon his retirement, he became the president of a local NARFE chapter and was in charge of a local polling station for many years. He also registered 35,000 people to vote in Duval, St. Johns and Nassau counties over a 12-year period after his retirement.

Over the years, I have listened to Lloyd's stories about him and have learned many things about local USPS history. Those newer to the Post Office should be thankful for people like Lloyd—because of activists like him, you have the good jobs today.

I once asked him what is the secret to his longevity and he told me to just keep busy. I intend to follow his advice for the next 26 years. Keep the faith, Brother Pearson, and thank you for your many years of dedicated service.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

Open Season began on Nov. 8 and will remain open until midnight, Monday, Dec. 13. The NALC Health Benefits Plan is still the best plan available to letter carriers, and members of NALC have a vested interest in the NALC Health Benefits Plan as part owners. The rates have been kept reasonable and competitive, especially when you consider what our health plan has to offer in way of benefits and programs that will help members and their families.

Good benefits and competitive premiums make our plan the premier plan in the Federal Health Benefits System. And we have many non-postal employees who agree. Now, if we can only get more of our members to take a look at what we offer, perhaps we can convince them that being a part of a plan that they as a member have a vested interest in we can make our plan even more productive and better.

I will have been a member of the NALC Health Benefits Plan for 50 years as of Jan. 1. It has served my family and me well for those 50 years. It has saved my late wife and I hundreds of thousands of dollars in costs. And it is one plan that if you are a member and you have a problem you have a union member available to solve or adjudicate that problem, through a local member who is available to assist you

and your family with problems arising. And the people who work for the NALC Health Plan are also union members.

It only makes good sense to go with a plan that delivers for you and your family. I hope that each of you who is not currently enrolled will consider the NALC Health Plan.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

There is so much negativity and divisiveness out there, so much so that I think it is important remember just how blessed we really are. Sometimes it is hard to see, sometimes it is difficult to find through all the minutiae, but when you take a step back and keep things in perspective, we have so much to be grateful for. I am sure we can all agree on one thing, and that is just how fortunate we are.

The other day I watched Michael Powell give the eulogy for his father, Secretary of State Gen. Colin Powell. In his speech, he quoted Ralph Waldo Emerson, an American essayist and poet, who wrote, "The purpose of life is not to be happy. It is to be useful, to be honorable, to be compassionate, to have it make some difference that you have lived and lived well."

If we act on the words of Emerson, you will be happy. People will long forget issues that you may have disagreed with them on, but they will never forget how you conducted yourself. So, during this holiday season, let's all try to put our differences aside, be inclusive and treat each other with civility and respect.

On behalf of all the officers at Branch 157, we wish you happy holidays and thank you for all your hard work. God bless!

Joe Rodgers, Branch 157

Phoenix, Arizona

Continued from Arizona State summaries:

Friday evening, Oct. 29 was the ASALC/NALC convention banquet and award dinner with special guests Rep. Greg Stanton (AZ-9), NALC President Fredric V. Rolando, Region 4 National Business Agent Dan Versluis, and NALC LPO John Beaumont. Thank you, Rep. Stanton, for your kind words and acknowledgement on social media towards President Fred Rolando and our letter carrier family.

Awarded that evening were Irving Crespo, Branch 704 (CD1); Mario Monzon, Branch 704 (CD2); Terry Valdez, Branch 576 (CD3); Bobby Moore, Branch 1902 (CD4 and ASALC vice president); Tom Paul, Branch 1902 (CD5); Cynthia Staley, Branch 576 (CD6); Tom Solnit, Branch 576 (CD7); Jack Van Dyke, Branch 576 (CD8); Edmundo Sanchez, Branch 1902 (CD9); along with Amber Underwood, Branch 704 (trustee service recognition); Mary Halford, Branch 1902 (director of retirees); and Terry Valdez, Branch 576 (treasurer) who makes numbers beautiful. Miss you!

Once again, thank you to Phoenix Mayor Kate Gallego for always being there for letter carriers, on rallies, giving us COVID-19 vaccinations and always answering the call. Former Attorney General Terry Goddard, thank you for showing up in the branches and trenches. Fred Yamashita

How to submit items

Branch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the January issue, the deadline is Thursday, Dec. 10. The NALC Constitution limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.

and Joe Murphy, the Arizona AFL-CIO brothers amongst brothers. Jack Burns, Mr. Social Security, thanks for the knowledge. To Mr. EAP Tim Hoffman, thanks for the assist for our brothers and sisters. To Arizona Secretary of State Katie Hobbs, thanks for those weekly calls during Ballot Time 2020 asking “Do the letter carriers need any help?” Thank you, Madame Governor! My *smart* union brother representative Richard Andrade (LD29), thanks for that USPS legislation, we’ll get it passed this session. To all the brothers and sisters who stepped up on committees, thank you all. To the ASALC EBoard, thanks for your hard work. Thank you, Region 4 National Business Agent Dan Versluis. To John Beaumont and Keith O’Brien, thanks for swearing us all in. To my brother Edmundo Sanchez, *gracias, El Jefe!*

Jeff Clark, Branch 576

Portland, Oregon

Yes, we all know that management has the right to turn the office upside down with the severe clipboard treatment. Supervisors who are usually occupied painting their nails or taking another smoke break are suddenly made to observe each carrier and follow them around with a clipboard and pencil, looking very busy as they scratch down notes and numbers. They are coaxed on by their fearless leader, the manager (the one who killed the radio in the middle of “When Doves Cry,” unforgivable in this writer’s opinion). That’s fine. You’re doing your job. We get it.

When I began this job, I was placed at a station where this was always the atmosphere. I was afraid to ask my OJI any questions because I was sure to be scolded by management. That’s pretty rotten for someone trying to learn a new job.

Much like Shark Week, the severe clipboard treatment usually comes and goes. During that time, I did not tell my new T6 valuable things about my route. Notes that would have saved them time and trouble. I did not check in on a few of my fellow carriers who, as steward, I know are having a hard time with things. It only takes a moment or two, and I think it goes a long way, but those important moments were not permitted.

Carriers should be allowed to have a relationship with one another. We are a family. We are out there doing the work. We are the ones who gain the respect of customers. When we are not able to ask our casing neighbor how their day off was, it is a short, slippery slope to no one caring or being willing to help the other or being invested in showing up at all.

Happy holidays from Portland.

Suzanne Miller, Branch 82

Providence, Rhode Island

“The best way to appreciate your job is to imagine yourself without one.”

Without having known this quote before sitting down to write this, I’ve thought this or something very similar at different times in my career as a letter carrier, as I’m sure most of us have. The job itself is a rather simple one, and

one that can be enjoyed most days; however, our daily routines are seemingly being continually added to by higher ups.

Management’s new flavor of the month is stressing hot case scanning—a brand new, revolutionary idea that has been stressed to



Madison, WI Br. 507 honored (l to r) Roger Gilles, Jim Draper and Mike Kasmarek with 50-year gold cards.

us each morning for the last few weeks. It’s not as if this has been a part of our daily routines since the day I started, and well before. I guess I shouldn’t be all that surprised.

Well, we’re onto the busiest month of the year. Get ready for early mornings, long nights, extreme weather for some and heavier package volume for everyone! A reminder to everyone, especially this time of year: try to keep healthy both physically and mentally, taking one day at a time. Let’s try to enjoy the holiday season amongst the chaos of it.

Until next time—

Anthony Turcotte, Branch 15

Racine, Wisconsin

Where do the ACME products end up after the Coyote’s continued failed attempts to apprehend the Roadrunner go? One can store so many ACME cannon balls and “guaranteed to work” spring boards and dynamite for so long. Undeterred by the frustratingly, ever challenging policies and procedures that grips the mechanics of the USPS, I am grateful and appreciative for all the goodness the USPS has

provided to me and my family over the years. Doesn’t mean I can’t poke the bear. Like many of my co-workers who pre-date scanners, DPS, and automated call-ins, my job then was simpler. We punched in, cased our mail, had some fun and hit the street.

The current climate within the USPS places a greater emphasis and oftentimes unrealistic expectations on time standards and speed, resulting in diminished focus on efficiency, accuracy and customer service. A suggested approach for any front line supervisor to achieve desired results might be to lead, guide and step aside. We got it. The problem with that mantra is that front line supervisors have little backing from above. So we’re all kind of stuck in a holding pattern. Our desire for efficiency is trumped by upper management wanting to be the heavy hand. New players come to town thumping their chests and make some noise just to be heard. Service talks by upper managers neither inspire nor motivate. Short staffing and low morale are both tangible items ready to be addressed rather than being laser focused on issuing discipline for the sake of issuing discipline.

What keeps me motivated heading off to work every morning aside from being medicated? My co-workers. Be thankful and appreciate all you have. We have food in the fridge and a roof over our heads. *Frohe Weihnachten, Alles Gute Zum neuen Jahr!*

Chris Paige, Branch 436

Rockville, Maryland

In August of 2021, it became abundantly clear that Ron Bloom, the Postal Board of Governor’s chairperson, and the postmaster general appointed by Donald Trump, Louis DeJoy, have deep conflicts of interest and are corrupt partners. According to *The Washington Post*, Louis DeJoy recently bought \$305,000 in bonds from Brookfield Asset Management, an investment firm whose managing partner is Ron Bloom. Rep. Gerry Connolly (D-VA), who is on a committee with oversight of the Postal Service, highly criticized Louis DeJoy and Ron Bloom. Gerry Connolly stated that DeJoy and Bloom are

COLA: Cost-of-living adjustment

- ▶ Following the release of the October consumer price index (CPI), the fifth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$582 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 2023 COLAs for the Civil Service Retirement System (CSRS) and the

Federal Employees Retirement System (FERS), which are based on the CPI’s increase between the third quarter of 2020 and third quarter of 2021, is **1.2 percent**.

- ▶ The 2022 projected COLA under the Federal Employees’ Compensation Act (FECA) is **6.9 percent** following the release of the October 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

criminals and their conflicts of interest do nothing but harm the Postal Service and the American people. Connolly went on to say that both men must be removed to restore the integrity of the USPS and save the Post Office.

Also, Ron Bloom worked for his previous employer, Lazard Brothers, a firm that helped to privatize the 500-year-old Royal Mail in England and made lots of money on the deal.

This is very important because President Biden cannot remove Louis DeJoy. Only the Board of Governors can fire DeJoy. That's not going to happen if DeJoy handed \$305,000 to Ron Bloom's investment firm!

The Postal Regulatory Commission warned DeJoy against shifting first-class mail from aircraft into truck transport, which would slow down first class mail delivery. At the same time DeJoy is slowing down mail service, DeJoy is raising the cost of using the USPS. Obviously, this will drive customers away from using the USPS! Also, DeJoy is being investigated by the FBI for having his employees of a past business contribute to Republicans and then give bonuses to those same employees.

It is very obvious to me that DeJoy wants to privatize the USPS and sell profitable parts off to his billionaire friends. DeJoy must go!

In the struggle—

Kenneth Lerch, Branch 3825

San Antonio, Texas

Hello from San Antonio.

Following the settlement of the interpretive dispute concerning polling for the actual holiday, who can guess what management did to comply with the requirement to treat holidays the same as designated holidays? If you said, "ignored it," give yourself a gold star. And what did the Branch 421 stewards do in response? They filed grievance after grievance and prevailed in all of them.

Apparently, that surprised local management, because the thrashing they got in those grievances has convinced them to start scheduling properly for holidays. Will wonders never cease? At least we think they have changed their tune. Time will tell if this is just a ploy to get the stewards to let their guard down. I hope not, but there's always room for another grievance beat down if they pull that again.

With the holidays upon us we have already started hearing of "static routes," which are nothing more than parcel runs to assist existing city delivery routes. If form holds, manage-

ment will instruct carriers delivering these static routes to clock to 733. This is wrong, of course, because Operation 733 is for parcel post routes only, not for assistance on regular routes. The Postal Service at the national level explained this in M-01885, but somehow the practice persists.

Based on the fantastic work the stewards did on the holiday scheduling violations, I fully expect them to shut this static route nonsense down with equal effectiveness. But I'm between



Syracuse, NY Br. 134 held its retirement breakfast on Veterans Day and honored several members with membership pins. Pictured (l to r) are Spencer Baker, Region 11 NBA Mark Camilli, Ed Banick (65-year pin), Tom Dlugolenski, Jerry Segovis (60-year pin) and Branch President Jim Lostumbo (35-year pin).

zero percent and 4 percent sure management will continue to do it even after losing. Maybe I'm wrong though. Maybe getting stomped like a narc at a biker rally has changed their approach. We can always hope!

Fraternally—

Jim Ruetze, Branch 421

Seattle, Washington

Every day is an ordeal. If it's not physical, it's mental, and most times it's both. If I were in the fray today, no doubt I'd be hissing and spitting like a leashed cat being strolled through a dog park. I've known the angst and I can only imagine the anger that all that chaos engenders. Carrying the mail is not a matter of monkey tricks. You can't just jam it all in your pockets and run out the door.

I hear horror stories from my letter carrier. In a station that harbors close to 65 routes, they were down 20. How do you split that up? No wonder the mail gets to our house somewhere near moon-dark time. Not to be a killjoy, but Christmas is coming. And sadly, there's that delusional PMG telling the country "We're going to kill it." I'm pretty sure that was his intention all along. He's simply "saying the quiet part loud."

It's a wonder to me why he's been left in charge after all that money that's "changed hands," and with a dozen different conflicts of interest to boot. Louis DeJoy is blatantly a Donor Class appointee with plenty of skin in the game. But he's going to add 45 facilities to handle the holiday onslaught. Well, if he hadn't gutted the USPS like a fish when he first got there—applying his all-knowingness about logistics, while knowing absolutely nothing about the Postal Service—then we wouldn't have to be backpedaling and realigning our services like a circus

clown on a unicycle. He's going to add, what—45 facilities? What's he going to do wiggle his nose and have them instantaneously materialize? It's just what we need, more magical thinking from people in high places with no link to reality. "We're going to kill it." No doubt.

Don Nokes, Branch 79

Silver Spring, Maryland

Not that long ago, the corporate mainstream media narrative concerning the USPS was the false viewpoint that it was funded by tax dollars. NALC teamed up with other unions and allies to change this viewpoint, which took considerable time and effort. The current media misinformation involves coronavirus measures, so it is disheartening to see the false talking points quoted in the pages of *The Postal Record* by leaders I like and respect. Contrary-from-mainstream viewpoint is automatically dubbed "driven by social media disinformation" and the catchphrase "pandemic of the unvaccinated" is quoted.

The NIH website contains an important study from the European Journal of Epidemiology titled "Increases in COVID-19 are unrelated to levels of vaccination across 68 countries and 2947 counties in the United States" (ncbi.nlm.nih.gov/pmc/articles/PMC8481107). Is this "social media disinformation" and does it corroborate a "pandemic of the unvaccinated" scenario? (Mic drop).

An "Emergency Use Authorization" is not legislation and, therefore, cannot be legally mandated or coerced. Article 43 does not apply here in the case of a mandate. Article 14, which obligates carriers be provided with "safe working conditions," is applicable. Would it be safe to force a carrier to receive a medical procedure that, according to the (most-likely under-reported) CDC's VAERS site, resulted in (as of this writing) 17,619 deaths and 27,277 permanently disabled? The death count is more than twice all the vaccines in history combined.

Since the risk of COVID is individually variable, but in most carrier's cases a fraction of 1 percent mortality, and vaccination has no correlation to transmissibility, shouldn't we be vigorously defending the workers right to choose their own medical procedures, including no procedure? Let's be proactively ahead of the curve, trust the provable science, not the hype, and stand firmly on the noble ground of protecting worker's rights.

Lee Taylor, Branch 2611

South Jersey, New Jersey

I know I have been around this job for more than 40 years, but I must get the latest frustration off my back.

We had a route inspection scheduled for one of our offices in late October, which was a grand slam as I could see for this FSS office, since we are at the height of election mail and the COVID-19 environment, where examiners would not be allowed in the vehicle with the carrier. This office has 95 percent curbside delivery routes, which I thought was an easy win for us when it came to this inspection. This office had an auxiliary route of approximately six hours total

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.

time the district wanted to take out. Originally, I thought this office could probably lose this time based on the original numbers I was supplied.

After getting the real numbers, I knew they were tainted and this office could actually create another route, not lose the Aux! We held training for all carriers, and there were many new carriers who we educated on how this process would work. I thought everyone was on board until I showed up on the first day of the count. It appears someone in management was spreading bad information that if the carriers didn't give them the Aux route, they would probably lose three routes! I guess I wasn't shocked the newer carriers became nervous in that they didn't want to be exceded if this happened, but I assured them it wouldn't.

Needless to say, I was forced to give them this Aux, and the inspection never took place. I was very disappointed in the lack of confidence the newer members had in our union. I have been around a long time and through many inspections, and I truly believe we would have been successful here.

Merry Christmas.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Former President Don Coughlin always said, "we know where management is coming from, but our carriers..." We all have family members who sometimes don't act in our best interest. It starts with the "jailhouse lawyer" and goes all the way to the "both sides of the fence guy." We know these people and you can have fun naming all the types.

But when it comes to management, they can't help it that they are uncharacteristically inept! One would think management would be the best and brightest of the bunch. Not in the P.O. Especially now, they will accept *anyone*. And we see the result of it. Many have "tried it." That is, become a 204-b in hopes of becoming the next postmaster general. This is to only fail to relate to the very people they were only a few weeks ago. They seem to think the title will somehow make them smart. Hey, Johnny Supervisor, you were a horrible carrier so what do you think you are now as a manager?

With all the challenges we still face, we need the best of all of us. We are now facing the end of the pandemic at the same time the holiday season awaits. We are going to do great (we always have). But please try to be safer and more supportive of one another. We are all we have!

A letter carrier once told me there are three things in life for certain. Management doesn't give a @#k about you! You know the other two things.

Let's not ever give up on the CCAs. But they must rise to the level of letter carrier.

Shout out to anyone struggling. You are not alone!

Get ready for the next shoe to drop. Use your union.

#WeAreTheGoatsOfThisDeliveryBusiness
#EdCarpenterThanksIsSeeYou

Eric Jackson, Branch 725

Springfield, Ohio

Dear Cincinnati District POOM,
Help us.

After two and a half years, it's obvious that our postmaster is not suited to the job. He has dis-

played none of the skills needed to run an office this size.

To date, highlights of his tenure include out-of-control attendance issues, abysmal retention rates and approximately 38 percent of our carriers on medical restrictions.

Carriers are being ordered to work every day off, and then are forced to work 10 to 12 hours a day. We are currently short-staffed at least 12 carriers.

The attendance control officer has some skills needed in Springfield, but her proclivity for favoritism and disparate treatment bordering on discrimination overshadows her skills.

Of course, you know all of this through daily teleconferences, telephone calls and emails. But you have done nothing to improve the carriers lot here in Springfield.

You told me you were going to show up weekly to help Springfield retain more CCAs. You showed up twice and never came back.

When I requested to talk to you about the discrimination and favoritism going on in Springfield, you refused my telephone call.

Thanks to your apathy, the postmaster's incompetence and the attendance control officer's favoritism, the Springfield Post Office is in the worst shape I've seen in 27 years.

Now Mr. POOM, it's up to you. Will you help more than 100 craft employees in Springfield, or will you do nothing? Will you provide us with some leadership, or will you do nothing? Will you help start rebuilding Springfield, or will you do nothing? It's your call.

Sincerely,

Brian Gourilis, Springfield Letter Carrier

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

Brian Gourilis, Branch 45

Toledo, Ohio

Staffing issues in Northwest Ohio are beginning to improve. There has been a concentration on selected stations with the assignment of newly hired carriers, as was recommended by the union. It is hoped that this change will increase the retention rates. Early signs indicate some improvement on work hours and mandated O.T.

We continue to see improvement in settlement agreements, but the pace of grievances continues toward another record year.

Route inspections at three offices ended in various ways. At one, a small amount of the time was absorbed, at another, a substantial addition of routes, and at the third, the inspection ended abruptly on the third day, due to contractual violations pointed out by the union. We await the schedule for next year.

Thanks to an anonymous donor, invited guests enjoyed an appreciation cruise on the Maumee River on a warm and sunny September Sunday. The Hawaiian cruise theme represented the cancelled trip to Honolulu for the national convention. Our donor's desire to say thank you to our officers and stewards was accomplished. We appreciate the donor's generosity.

It's hard to believe the holidays are fast approaching. It's been another trying year. Hope you didn't eat too much turkey and pumpkin pie. Happy holidays to all and have a safe and happy New Year.

Ray Bricker, Branch 100

Western Massachusetts

I can't help but feel that there's a reckoning coming that's not too off in the distant future. In many of our offices, we have newly converted regulars who have never been through an inspection, don't know how the route inspection and adjustment process works and have never fully learned or grasped all of the requirements and duties of the letter craft that if faithfully performed would protect their routes and jobs within the letter carrier craft.

In many instances, the opposite is true. We have newer regulars that either don't know fully what the job entails regarding letter carrier duties, other than delivering mail and scanning parcels, or choose to ignore those duties. For reasons that escape me, there are carriers who do not perform vehicle inspections, do not use the vehicle load feature, leave early under the 701 rule, do not do any route maintenance, skip breaks and lunches and rarely update the route edit book. This is all time associated with doing the job properly; time that equates to full-time letter carrier positions.

It is highly likely that management will initiate route inspections where it believes that it can eliminate routes. It is equally likely that there will be a joint route evaluation and adjustment process between NALC and management based on historical route data for the regular carrier as soon as this spring. That's the reckoning that's on the horizon, and many of our newer brothers and sisters are in for a rude awakening as routes are eliminated, carriers are potentially excessed and CCA conversions to regular are halted if and when Article 12 is invoked. It doesn't have to be this way, and all carriers are urged to take the time to do the job properly.

Merry Christmas, happy Chanukah and best wishes for a joyous, peaceful and happy holiday season!

Michael Harazmus, Branch 46

Wichita, Kansas

This is my last article as scribe for Branch 201. I haven't been very diligent in writing over the past few years. What I do write about, I put in the newsletter we publish. The scribe would ideally be an active carrier who has to live it and sees the changes firsthand.

I retired four years ago from the Postal Service. Now I'm retiring as president of Branch 201. I became the branch scribe back in the early '90s. I don't even remember the year. Past Branch President Jim Travis first appointed me. The next president, Larry Gunkle, kept me on in that position. I want to thank them both for having faith in me to tell, not just my story, but yours, too.

It's been a pleasure to try to tell a story in 300 words or less. Only a couple times has the NALC edited a story. They didn't edit the story I wrote that ended up with both Larry and I going to a lawyer because of the threat of a lawsuit. That was interesting.

Being a scribe isn't about being a complainer over things going wrong in the Postal Service—300 words wouldn't be enough. But bringing something to light or celebrating another carrier's accomplishment is something I hope I conveyed to you. I also tried to be humorous at times. I hope I made you laugh on occasion.

Whoever the next president chooses to take up the pen, or keyboard, I hope they tell it like they see it. As the saying goes, comfort the afflicted and afflict the comfortable.

Thanks, and goodbye.

Patrick Hill, Branch 201

Auxiliary Update



Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



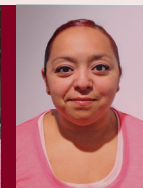
Cythensis Lang
President



Cynthia Martinez
Vice President



Pam Fore
Treasurer



Linda Davis
Asst. Secretary

From the Secretary

I hope everyone's holidays are going great so far, getting to be with family members again and catching up on all the news. Now Christmas is upon us and all I can think about is all the shopping I get to do. (Oh, yeah.)

That also means, with the new year coming, so is the 2022 registration year. Secretaries need to start contacting their members to re-

mind them that their 2022 registration dues are due by March 1, 2022. Registration packets will be mailed out the first week of January. Your registration packet will include a 2022 registration form, a 2021 membership list and a return envelope. You may make changes on the membership list and add new names to the registration form. Please double-check all information and make sure it is correct before you turn in your registration forms. If you have not received a

registration packet by the end of January, please contact me as soon as you can so I can get a packet to you.

Reminder: 2022 is a convention year and also a voting year, so hopefully we will be able to get together in Chicago this year. You will be notified of more convention news in the future.

Happy holidays.

Crystal Bragg

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Nalcrest Update

From the Trustees

As the end of the year fast approaches, we can reflect on the months just passed and anticipate the year to come.

A view of those months give an insight into the heart of Nalcrest.

Just as letter carriers populate every corner of America, Nalcrest residents represent a cross-section of those ubiquitous letter carriers and how they serve.

These good people are, as are letter carriers everywhere, an open hearted, generous group.

Throughout the year, if there is a worthy

cause, we have a ready and willing cadre of retirees who will step up to get the job done.

No better example of this is the 1,281 pounds of food gathered during NALCREST's own Halloween Food Drive.

No one had to trick this intrepid group for them to provide a much needed treat for the local food bank.

From the food drive, we transition to remembering our service members on Veterans Day. This is always an important time, as Nalcrest has so many who have served our country.

As Thanksgiving came, we all had the opportunity to reflect on how we have been blessed with such bounty.

Moving toward the year's end, the annual toy collection is met with great enthusiasm and



Nalcrest residents show off the food they collected for the community's Halloween food drive.

passion as the residents continue to bring service to the community, even in their retirement.

To all of you from the letter carriers at Nalcrest, the Nalcrest staff and the Nalcrest trustees, we wish for you a warm, loving holiday season and a most healthy and fulfilling New Year.

Tom Young

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

Mutual Exchanges

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, Weston area (3/20) to Lakeland, Orlando, Kissimmee or St. Cloud area. Wonderful station. OT available. Looking for mutual swap, regular carriers only. Angel, 787-368-4413 or angelcabrera_23@hotmail.com.

FL: Palm Harbor (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.

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 reena2@hotmail.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. Close to wetlands. Scott, 702-427-2498 (text) or scottblondin@yahoo.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.

TX: Austin (10/21) to New Braunfels. Great work environment, with good station manager/supervisors. In the heart of central Austin and only 20 minutes south of Round Rock. Andrew, 737-990-7332 or aghayden08@gmail.com.

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.

WA: Auburn/Federal Way (5/90) to Gilbert, AZ or surrounding areas. Seeking mutual swap with city letter carrier. Brian, 253-951-7716 or bwick66@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., December's deadline is for the January publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1435620

Noah Clare



Missing Since: Nov 5, 2021
Missing From: Gallatin, TN
DOB: Mar 24, 2018
Age Now: 3
Sex: Male
Race: White
Hair Color: Lt. Brown
Eye Color: Blue
Height: 3'5"
Weight: 40 lbs

Noah was last seen on November 5, 2021. He may be in the company of an adult male relative.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Gallatin Police Department (Tennessee) 1-615-451-3838



MISSING

HELP BRING ME HOME

NCMEC: 1434180

Qadr Williams



Missing Since: Oct 21, 2021
Missing From: Philadelphia, PA
DOB: Nov 27, 2010
Age Now: 10
Sex: Female
Race: Black
Hair Color: Brown
Eye Color: Brown
Height: 5'2"
Weight: 125 lbs

Qadr was last seen on October 21, 2021. She was wearing a black shirt, blue hoodie and black pants. Qadr was carrying a backpack. She may use the last name Williamson.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Philadelphia Police Department (Pennsylvania) 1-215-686-8477

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**