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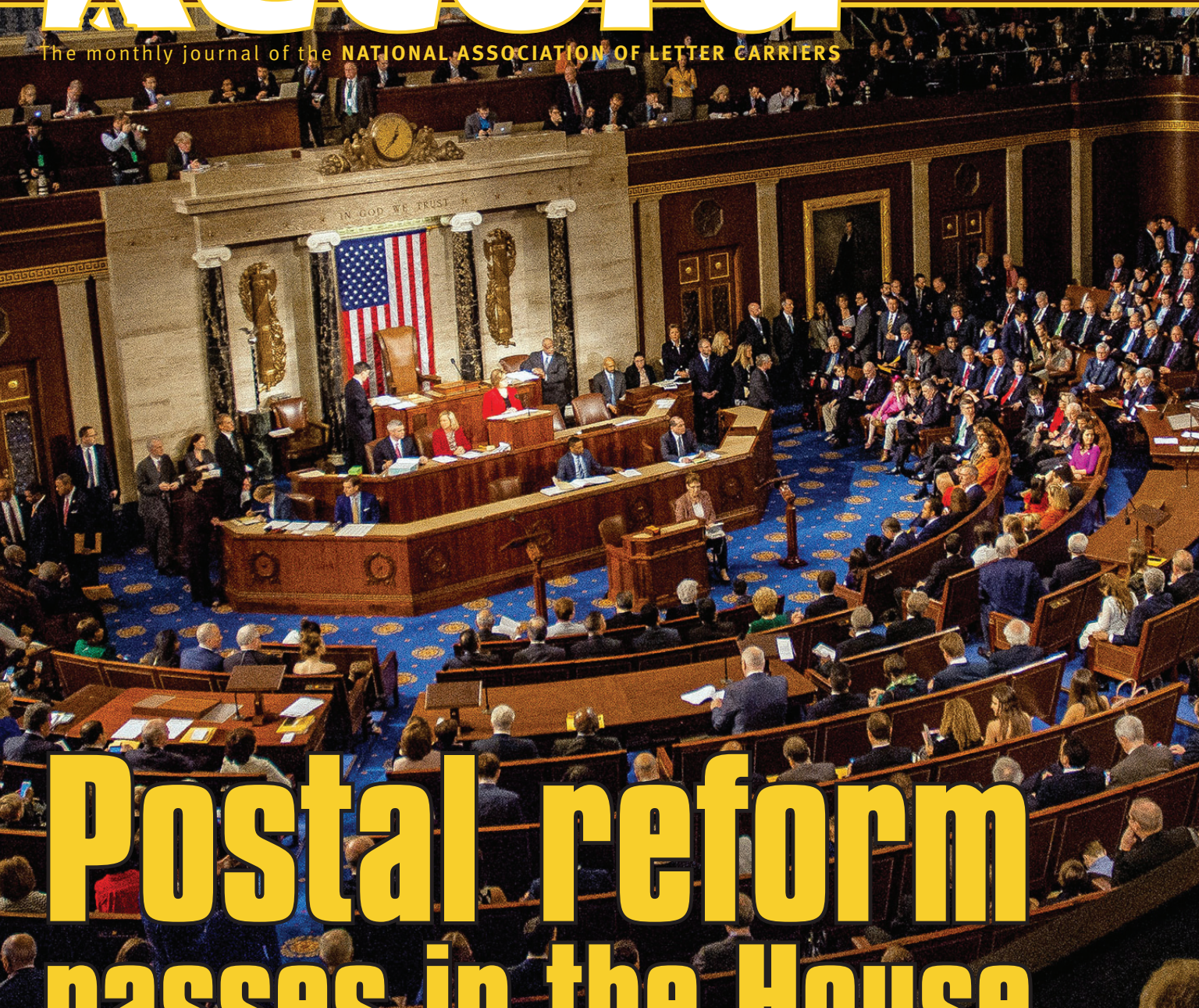
March 2022

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue

President's Message	1
National Officers	24
Branch Election Notices	43
Branch Items	46



Postal reform passes in the House

Bill moves to the Senate



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Postal reform nears finish line in the Senate



Fredric V. Rolando

As this issue goes to press, the Postal Reform Act of 2022 (H.R. 3076) appears headed for enactment, after more than a decade of hard work to build bipartisan support in both houses of Congress. The bill was resoundingly approved by a huge bipartisan majority of members of the House of Representatives with a 342-92 vote in early February, and it was tentatively scheduled to be taken up by the Senate in the first week of March. Given that the Senate's companion bill to the reform package has bipartisan support and that President Joe Biden has vowed to sign the postal reform legislation into law, we find

ourselves on the verge of major victory for NALC, the U.S. Postal Service and the American people we serve.

The bipartisan legislation adopted by the House on Feb. 8 included two of the NALC's most important legislative priorities. First, it would repeal the retiree health pre-funding mandate imposed on the Postal Service by the Postal Accountability and Enhancement Act of 2006. Second, it would write into our governing statute (Title 39 of the U.S. Code) a requirement that the Postal Service maintain six-day-a-week delivery of mail and packages. We should pause and consider how important these provisions are for the future of the Postal Service—and recognize how they relate to one another.

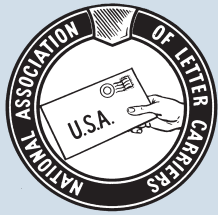
By repealing the pre-funding mandate, H.R. 3076 will remove the single largest source of the Postal Service's financial losses since 2007. This grossly unfair mandate, which no other enterprise in the country faces, has cost the Postal Service \$92 billion since it was put into place in that year. That one provision of the PAEA accounted for 85 percent of the Postal Service's reported losses between 2007 and 2021. Worse, the manufactured financial crisis caused by the pre-funding mandate is largely responsible for many of the misguided decisions of postal management over the past 15 years to slash the quality of service provided by the Postal Service. Indeed, postal management's contract proposals to reduce pay, its failure to maintain adequate staffing, its cuts in service standards and, until recently, its proposals to end Saturday delivery have been driven by, and made worse by, the PAEA's pre-funding mandate. Removing that damaging mandate is the essential first step to restoring the quality of service in the Postal Service.

An important second step, also provided by H.R. 3076, is to make six-day mail and package delivery a minimum statutory requirement. Over the past 38 years, we have had to fight every year to preserve six-day delivery in the annual appropriation process—where the requirement was made a condition of taxpayer funds to cover the cost of free postage for U.S. citizens residing overseas who vote by mail. H.R. 3076 would end the need for that annual fight and secure six-day delivery against future attacks.

These are huge legislative victories that NALC took a leadership role in achieving—and for which we can be legitimately proud. The bill won't solve all our problems, but it is real progress.

H.R. 3076 has many other important provisions, including one that we worked very hard to include to protect the interests of all our members, active and retired alike: Reducing future increases in our health insurance premiums in the Federal Employees Health Benefit (FEHB) program caused by rising health care costs, by maximizing the number of future postal annuitants in FEHB that also participate in Medicare. Currently, about 80 percent of postal annuitants in FEHB also participate in Medicare, and as that percentage increases, so will the savings in FEHB health insurance premiums for active and retired postal employees, as well as for the Postal Service. Future postal annuitants who live in places without Medicare providers, or who don't need it due to other coverage (e.g., from Veterans Affairs), will be exempt from Medicare. Also under the bill, current annuitants will have the option to enroll in Medicare—and can qualify for a waiver of the late-enrollment penalty if they are over age 65 during a special enrollment period in 2024. The FEHB/Medicare provisions of the bill would be effective Jan. 1, 2025.

We have worked long and hard on postal reform. We have sought to foster a broad coalition of stakeholders and office holders, Democrats and Republicans alike, to strengthen the Postal Service and to serve the common good. We are close to a very big achievement. Of course, I've been in Washington long enough to know that nothing legislative is ever guaranteed, especially now with the extreme polarization of our political parties. As frustrated Americans know all too well, the Senate has too often served as the graveyard for even the most popular legislation. But there is good reason for hope that the American people's extraordinarily strong support for the Postal Service and for letter carriers will help us get the legislation across the finish line. That support—91 percent of both Democrats and Republicans rate the Postal Service favorably according to the Pew Research Center—and the dedicated activism of NALC members has made this progress possible.



National Association of Letter Carriers, AFL-CIO

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

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Contents

Volume 135/Number 3 March 2022

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Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 18 **Proud to Serve**
- 23 **Veterans Group**
- 24 **Executive Vice President**
- 25 **Vice President**
- 26 **Secretary-Treasurer**
- 27 **Assistant Secretary-Treasurer**
- 28 **Director of City Delivery**
- 29 **Director of Safety and Health**
- 30 **Director of Retired Members**
- 31 **Director of Life Insurance**
- 32 **Director, Health Benefit Plan**
- 33 **Contract Talk**
- 34 **Muscular Dystrophy Association**
- 35 **Staff Reports**
- 38 **Annuity charts**
- 40 **State Summaries**
- 41 **In Memoriam**
- 42 **Retiree Reports**
- 43 **Election Notices**
- 44 **Honor Roll**
- 46 **Branch Items**
- 51 **Cost-of-living adjustment**
- 55 **Auxiliary Update/Nalcrest Update**
- 56 **Mutual Exchange ads**

Features

- 4 **News from Washington**
The Postal Reform Act of 2022 (H.R. 3076) has been passed by the House of Representatives; the bill now moves to the Senate
- 5 **Great Postal Strike**
NALC honors the 52nd anniversary of the wildcat 1970 postal strike that won collective bargaining for letter carriers
- 8 **Labor on the upswing?**
Even as support for unions rises among Americans, the percentage of workers in unions continues to decline
- 12 **Sports fan becomes author**
A retired letter carrier has written about some of the most interesting events and people in baseball and football history
- 22 **Relative standing**
An explanation of how relative standing works for city carrier assistants and how it plays into the conversion-to-career process

Why the progress?



Philip
Dine

The news on the postal reform front is nothing short of remarkable.

At a time when a myriad of domestic and foreign issues loom, a key legislative measure that NALC has advocated for many years has passed the House, is being considered by the Senate and is likely to get to the White House, where President Biden plans to sign it into law.

Moreover, in an era of intense partisan discord where lawmakers seem more intent on denigrating—and even destroying—the other side than on serving the national interest, and often seem incapable of agreeing on whether it’s raining outside, representatives passed postal reform in overwhelmingly bipartisan fashion.

That they did so is, of course, good for us and the U.S. Postal Service. And, it is good for the public, the economy and the country as a whole.

But why is this happening? What led Washington politicians to overcome the raging acrimony and reach across the aisle? Why, facing high-profile problems of inflation and immigration, schools and mandates, crime and voting rights, plus heightened tensions vis-a-vis Russia and China, did they work so hard toward postal reform?

Lengthy questions. Short answer:

You.

You have delivered the mail on your route while so often finding the time and energy to deliver the message while off your route.

I have watched for years as you changed the national conversation about postal matters, punctured misleading conventional wisdom, informed the public and the politicians about the facts. Including the central fact—that postal red ink doesn’t signify an institution rendered obsolete by the internet, but rather an artificial crisis stemming from the 2006 pre-funding mandate.

Here’s why that matters in terms of public opinion—and, ultimately, political action: We all know of the high public approval of the Postal Service. But that has little practical import if those who depend on USPS and hold their letter carrier in high esteem think that technological progress has devastated the Postal Service. What are they to do, dismantle the internet?

But when Americans learn that the red ink instead reflects flawed public policy, their path to action is clear—they can ask their representatives why lawmakers have inflicted a manufactured crisis on an indispensable institution; why, if pre-funding future retiree health benefits is a good idea, doesn’t any other entity, public or private, have to do it; and how legislators plan to address it.

You have provided the public with other vital information as

well, through your thousands of op-eds and letters to the editor, conversations with newspaper reporters, discussions on radio and interviews on television. You have disabused people of the false notion that their taxes fund USPS. You have let folks know that the Post Office is in the Constitution, because the Founders knew the pivotal role it would play in uniting this vast nation. You have informed Americans that the Postal Service is the top civilian employer of military veterans; that letter carriers conduct the largest single-day food drive in the country and perform daily acts of courage and compassion on their routes; that an affordable means of communication is as critical for residents of rural areas and small towns as for urban dwellers. These elements appeal to lawmakers across the political spectrum.

This has been an NALC-wide effort, from rank-and-file members to regional leaders and national officers at Headquarters, with President Rolando at the helm and getting our voice out through countless national publications and TV and radio outlets over the past dozen years. But I would argue that his actions in a second sphere have been equally important.

Many organizations operate in top-down fashion, especially regarding communications, hoping to keep the message on target while speaking with a unified voice.

We didn’t have the luxury of playing cautiously. We were up against those intent on privatizing the world, including our employer; a few politicians obsessed with dismantling the public postal service while many legislators prioritized non-postal issues; USPS leadership that at the time sought to reduce delivery days; and media outlets that rarely delved seriously into the topic and, intentionally or not, perpetuated common myths.

We needed to inform the public of the facts, influence the pols both directly and through their constituents, and educate the press.

And so, we had to take a chance—by relying on those who are respected in their communities, large and small, throughout the country; knowledgeable about the topic; and close to the local and regional media outlets most trusted by everyday people.

With this backdrop, President Rolando had the wisdom, the foresight and the trust to unleash NALC’s greatest asset—America’s letter carriers.

And here we are.

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News from Washington

Postal Service Reform Act passes in House, awaits Senate action

On Feb. 8, in a 342-92 vote, the House of Representatives passed the Postal Service Reform Act of 2022 (H.R. 3076). NALC President Fredric Rolando called the passage “a huge victory for the American people, who rely on the Postal Service for affordable and high-quality universal service.”

The strongly bipartisan bill includes key measures to strengthen the Postal Service, including provisions that eliminate the mandate on the Postal Service to pre-fund its retiree health care benefits decades in advance and that codify the requirement to provide six-day mail delivery. It also includes provisions to reduce postal health care costs by maximizing participation in Medicare on a prospective basis.

The legislation, which was drafted by Committee on Oversight and Reform (COR) Chairwoman Carolyn Maloney (D-NY), Ranking Member James Comer (R-KY), COR subcommittee Chairman Gerry Connolly (D-VA) and Committee on Education and Labor Ranking Member and COR member Virginia Foxx (R-NC), reflects a broad bipartisan consensus that was 12 years in the making and that has the support of the four postal unions, the mailing industry and Postal Service management.

“NALC commends Chairwoman Maloney and Ranking Member Comer for their bipartisan leadership to get this momentous bill passed in the House,” President Rolando said. “We also appreciate every House member who supported this bill by voting ‘yes.’ With House passage, we are one step closer to improving the financial stability of the Postal Service.”

The legislation must now be considered by the Senate, where there is bipartisan support for the legislation.

“We call on the Senate to debate and pass H.R. 3076 as soon as possible—and then to send it to President Biden for his signature,” Rolando said.

“I want to congratulate and thank all the NALC members who lobbied their members of Congress to support this bill in the House,” President Rolando added, “and I encourage them to help finish the job by contacting their senators to urge them to vote for H.R. 3076.”

NALC members can contact their senators through the NALC Legislative Action Center. Check nalc.org for future updates.

White House labor task force issues report

On Feb. 7, the White House Task Force on Worker Organizing and Empowerment released a report that includes more than 60 recommendations to promote workers’ rights. The task force, which was established by President Biden through an executive order in April 2021, is co-chaired by Vice President Kamala Harris and Labor Secretary Marty Walsh.

The report recommends promoting union organizing for federal and private-sector workers, increasing transparency on employers’ anti-union spending campaigns, expanding access on federal property for union organizers, and strengthening collective-bargaining rights. Additionally, it includes recommendations that would provide workers with increased access to information on union eligibility, joining an existing union or organizing a new one.

President Biden has accepted these recommendations. In six months, the task force will release a report on its progress included with additional recommendations on protecting workers’ rights.

USPS releases Fiscal Year 2022 Q1 financial report

On Feb. 8, USPS released its financial report for the first quarter of Fiscal Year 2022. President Rolando released this statement about the report:

“The USPS financial report for the first quarter of Fiscal Year 2022 shows revenue that essentially mirrors last year’s first quarter, with an increase in First Class mail revenue, demonstrating how much the American people and their businesses rely on the Postal Service. USPS had a highly successful holiday delivery period, continues to provide essential items so people can shelter safely at home, and now is delivering millions of COVID-19 test kits to households. At the same time, the net loss cited in the report makes clear 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.”

OMB nominees heading for Senate confirmation

On Feb. 9, the Senate Homeland Security and Governmental Affairs Committee (HSGAC) voted 8-6 and the Senate Budget Committee voted 15-6 to advance the nominations of Shalanda Young and Nani Coloretti to lead the Office of Management and Budget (OMB). The nominees will now be considered by the full Senate for a final confirmation vote.

In Nov. 2021, President Biden nominated Young to serve as director of OMB and Coloretti to serve as deputy director. Young is the current OMB deputy director and has served as the acting director since March 2021. Young was a House Appropriations Committee staff member for 14 years. She served as the committee’s staff director for four

years before being confirmed as OMB's deputy director last year.

Coloretti is a senior vice president at the Urban Institute, a think tank focused on economic and social policy research. During the Obama administration, she served as the deputy director for the Department of Housing and Urban Development (HUD). Prior to that, she spent five years at the Department of Treasury in various roles, including as the assistant secretary for management.

OMB is the largest department in the president's executive office, and it

produces the president's budget. OMB also oversees the performance of federal agencies and evaluates the effectiveness of agency programs, policies and procedures.

In her opening statement at hearings before HSGAC and the Senate Budget Committee on Feb. 1, Young highlighted some of OMB's achievements during her tenure as the active director, including delivering disaster relief funding to communities across the country, working with members of Congress to enact the bipartisan Infrastructure Investment and Jobs Act, and establishing the Made in America of-

fice, an OMB office that encourages federal agencies to buy U.S.-made products.

At the hearings, Democratic lawmakers focused on the nominees' qualifications, experience and OMB's accomplishments under Young's leadership. Republican members questioned the nominees about defense spending, the federal deficit, government shutdowns and concurrent resolutions to fund the government. Both nominees committed to working in a bipartisan manner to eliminate the cycle of potential government shutdowns. **PR**

Remembering the Great Postal Strike, 52 years later

This year, as Congress considers postal reform legislation, letter carriers continue to be inspired by the Great Postal Strike of 1970 and the importance of a unified approach to enact positive change.

"The letter carriers who risked so much to stand up for their rights knew that they had to stand together," NALC President Fredric Rolando said. "In New York, when the first group voted to strike, they didn't all go to the room agreeing on their course of action. But they all left the room ready to act as one. That's the power of a union."

In 1970, letter carriers had minimal collective-bargaining rights, restricted to local issues. Pay, benefits and working conditions lagged behind much of the rest of the workforce—some carriers even qualified for welfare. Pushed to the limit, carriers at New York Branch 36 voted on March 17, 1970, to walk off the job. One of their leaders, who at the time held no official office in the branch, was a letter carrier named Vincent Sombrotto, who would later become president of NALC.

This was no ordinary strike, as it was technically illegal. With few collective-bargaining rights, postal employees were not covered by laws regulating labor relations, and striking was a fireable of-

fense. In fact, any letter carrier involved, especially a prominent leader of the strike, could have faced prosecution and jail time.

Support for the strike was far from universal—the vote on the walkout was 1,555 to 1,055. But the next morning, nearly every local letter carrier stayed home or showed up with a picket sign instead of a satchel.

The impact of their unity became clear very quickly as the mail piled up. Court injunctions ordering the strikers to return to work were issued, but they were ignored by the carriers. The strike spread throughout the New York City area. Thousands of clerks, drivers and other postal employees refused to cross picket lines, effectively joining the strike.

President Richard Nixon ordered 25,000 National Guard and other military personnel to case and carry the mail. The only thing this accomplished, however, was to strengthen the hand of letter carriers. Try as they might, the troops weren't ready to step in and perform letter carrier duties. The mail piled up higher, and mail that did reach mailboxes often ended up at the wrong address.

But it was when the strike began to spread beyond New York that the endgame became clear. Less than a week

after the first letter carriers had walked out, branches in several other cities had voted to join them. By March 23, thousands more letter carriers nationwide had joined the strike or were poised to do so.

The Post Office Department negotiated with the union throughout the strike, and when it seemed a breakthrough was likely, the letter carriers put down their signs and returned to work. It had taken only a week, and a shutdown in only a small portion of the country, to make their point. The Nixon administration, Congress and the public now understood that letter carriers perform a difficult and essential job under tight deadlines and stressful conditions, and that they deserved better.

A few weeks later, NALC and the Post Office reached an agreement that included pay raises. And, importantly, Congress acted quickly to reorganize the Post Office into a new, self-sustaining United States Postal Service—with collective-bargaining rights for its employees. Letter carriers finally had a voice. We won the right to negotiate our pay and benefits and Congress put in place the dispute resolution system we still have today—binding interest arbitration—for resolving any contract impasses without strikes or management lock-outs.

The Great Postal Strike (continued)

President Nixon signed the Postal Reorganization Act on Aug. 17, 1970, the day NALC was opening its 57th Biennial Convention in Honolulu, HI. That law's opening statement still rings true today: "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic

function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities."

In 2020, to celebrate the 50th anniversary of the Great Postal Strike, NALC made plans to hold an event in New York City, inviting surviving strike participants



to attend. Due to the COVID-19 pandemic, however, the event was postponed until it would be safe to hold it, a time that hasn't arrived yet.

"The men and women who went out on strike put everything on the line to improve conditions for every letter carrier," President Rolando said at that time. "That spirit continues to guide us more than 50 years later, and it will be the example NALC strives for even for the next 50 years." **PR**

Fifth contract COLA set at \$1,331

The fifth regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement is \$1,331 annually following the release of the January Consumer Price Index. This increase will be added to every step in Table 1 and Step O in Table 2, and then applied proportionately to Steps A through N in Table 2. The increase will be effective on Feb. 26.

Interpretive dispute filed over PTF Step AA

NALC has filed an interpretive dispute over the Postal Service's method of calculating overtime pay, Sunday premium pay, general wage increases, and cost-of-living adjustments (COLAs) for part-time flexible employees in Step AA. This dispute centers around Article 9, Section 8 and Article 11, Section 7 of the 2019 National Agreement and how they interact with each other.

Article 9, Section 8 states "[t]he Step AA Hourly Basic Rate will be equal to Step A of the Full-Time/Part-Time Regular Employees Hourly Basic Rate in Table Two." Although, at the start of the term of the current collective bargaining agreement, the Postal Service paid this amount to Step AA PTFs for straight time, NALC discovered that it used a lower hourly rate to calculate overtime and Sunday premiums.

NALC's position is that their overtime, and Sunday premium pay should be the same as FTR/PTR Step A.

When PTF Step AA went into effect, the hourly basic rate was \$19.88. However, the Postal Service manufactured a new lower annual rate which generated a lower hourly rate of \$19.12 as a base for calculating the overtime and Sunday premium for carriers in

PTF Step AA. This resulted in PTFs in Step AA to be under paid by \$1.15 for each hour of regular overtime and \$0.19 for each straight time hour worked on a Sunday. This error has been compounded over time and now sits at \$1.21 for regular overtime and \$0.20 for Sunday premium after the release of the January COLA effective Feb. 26.

Additionally, the Postal Service is calculating general wage increases and COLAs for PTFs in Step AA using its manufactured lower annual rate. This includes falsely creating and using a lower proportion of COLA. This has resulted in an hourly rate for PTF Step AA which no longer equals FTR/PTR Step A. This deviation will continue to compound over time as more general wage increases and COLAs are received.

Furthermore, with the addition of the Juneteenth National Independence Day holiday, the Postal Service's misapplication of Article 11.7 is creating an even larger straight time hourly rate deviation between PTF Step AA and FTR/PTR Step A.

The grievance is currently scheduled for national arbitration before Arbitrator Dennis Nolan on April 21. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Feb. 26, 2022 (January 2022 COLA)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
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)	58,728	63,112	63,213	66,350	66,805	67,263	67,714	68,165	68,623	69,066	69,526	69,983	70,433	70,897	71,347	458	
Carrier Technician**	59,961	64,437	64,540	67,743	68,208	68,676	69,136	69,596	70,064	70,516	70,986	71,453	71,912	72,386	72,845	468	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.48	31.68	31.73	33.31	33.54	33.77	33.99	34.22	34.45	34.67	34.90	35.13	35.36	35.59	35.82		
Carrier Technician**	30.10	32.35	32.40	34.01	34.24	34.48	34.71	34.94	35.17	35.40	35.64	35.87	36.10	36.34	36.57		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	28.23	30.34	30.39	31.90	32.12	32.34	32.55	32.77	32.99	33.20	33.43	33.65	33.86	34.09	34.30		
Carrier Technician**	28.83	30.98	31.03	32.57	32.79	33.02	33.24	33.46	33.68	33.90	34.13	34.35	34.57	34.80	35.02		
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)	43,881	45,841	47,803	49,765	51,728	53,688	55,652	57,616	59,576	61,538	63,501	65,461	67,426	69,386	71,347	1,960	
Carrier Technician**	44,803	46,804	48,807	50,810	52,814	54,815	56,821	58,826	60,827	62,830	64,835	66,836	68,842	70,843	72,845	2,001	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2) 21.19***	22.03	23.01	24.00	24.98	25.97	26.95	27.94	28.92	29.91	30.89	31.88	32.86	33.85	34.83	35.82		
Carrier Technician** 21.63***	22.49	23.50	24.50	25.51	26.51	27.52	28.52	29.53	30.54	31.54	32.55	33.55	34.56	35.56	36.57		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.10	22.04	22.98	23.93	24.87	25.81	26.76	27.70	28.64	29.59	30.53	31.47	32.42	33.36	34.30		
Carrier Technician**	21.54	22.50	23.46	24.43	25.39	26.35	27.32	28.28	29.24	30.21	31.17	32.13	33.10	34.06	35.02		
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%

***See "Interpretive dispute filed over PTF Step AA" on page 6 of the March 2022 issue of *The Postal Record*

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.

Upswing for labor movement?

Support for labor unions high even as membership declines

For unions, 2022 can be described as both the best of times and the worst of times.

The future seems bright—if you read the news headlines. Staffing shortages have given workers the leverage they need to attempt to unionize, such as in this past December, when Starbucks workers in Buffalo formed the company's first union in the United States in 40 years. And the public's approval of unions has reached its highest point since 1965, according to a Gallup poll in September, with 68 percent approval versus 28 percent disapproval.

The numbers have been steadily increasing since their low point in 2009 at 48 percent approval. The polling organization attributed the steady increase to near-unanimous approval by those who identify as Democrats; and with former President Donald Trump's appeal to many blue-collar workers, approximately 40 percent of Republicans have begun to support union issues.

Yet, at the same time, only 10.3 percent of workers belong to a union,

according to the U.S. Labor Department's Bureau of Labor Statistics (BLS), a drop from a year ago.

Amid the uncertainty, labor supporters hope that they're seeing an emboldened labor movement that will lead to an upswing in union organizing. And there is some evidence that this is starting to happen among the youngest workers: the percentage of workers ages 25-34 who are union members ticked up from 8.8 percent to 9.4 percent between 2019 and 2021.

"There are things happening now that we have not really seen in the labor movement in generations," Cedric de Leon, director of the Labor Center at the University of Massachusetts, Amherst, said. "I really believe that we're on the verge of another upsurge."

What is going on?

Large organizing efforts

Seemingly everywhere one turns, there is an effort by workers to achieve what letter carriers and other organized workers have—a collective-

bargaining agreement guaranteeing wages and benefits as well as a place at the negotiating table.

In December, a Starbucks store in the Buffalo, NY area became the first of the coffee chain's U.S. locations to vote for a union since the 1980s. In a vote of 19-8, the baristas voted to join Workers United, an affiliate of the Service Employees International Union.

Some Buffalo baristas said that the company engaged in highly aggressive tactics, including flooding the restaurant with top executives, holding multiple meetings with employees and even bringing in ex-CEO Howard Schultz to talk to workers about current wages and benefits.

While the company engages in appeals with the National Labor Relations Board (NLRB), activists have spread the union push, with 54 stores in 19 states petitioning to hold a union election as of early February.

"It was a major victory," Brian Murray, a Starbucks barista in the Buffalo area and one of the organizers with Workers United, said. "I think our real fight will be now getting a first contract and hopefully having them recognize the right to organize, but with these wins I'm sure we'll see more workers organizing nationwide in the near future."

"Although it's a small number of workers, the result has huge symbolic importance," John Logan, director of labor and employment studies at San Francisco State University, said. Union advocates expect that the victories could gather momentum across retail shops and fast-food restaurants around the country.

Another high-profile organizing campaign is the repeat vote at an Amazon warehouse in Bessemer,



Buffalo-area Starbucks employees gather to learn the results of the organizing vote.

Right: The vote to organize the Alabama Amazon warehouse has drawn widespread support.

Below: The mailbox installed outside the Amazon warehouse became a focus of the decision to rerun the organizing vote.



AL. In the spring of 2021, warehouse workers held the first Amazon union vote in the United States in years, but they overwhelmingly voted against forming a union. However, the NLRB ruled that Amazon’s anti-union campaign had tainted the results and ordered another vote.

During NLRB testimony, one warehouse employee said that during mandatory meetings at the facility, managers had warned them that the facility might close if the employees unionized.

But the biggest controversy was over a new mailbox in the warehouse’s parking lot that Amazon said was installed by USPS to make voting “convenient, safe and private.” However, Amazon officials placed a tent around the mailbox, even though USPS officials had told Amazon to not place anything physically on the mailbox. By placing the tent around the mailbox, Amazon obeyed the letter of USPS’s rules but still created the appearance that the mailbox was not in a neutral location.

“The mailbox likely caused employees to believe that the Employer—not the Board—controlled the election process,” NLRB Regional Director Lisa Henderson wrote in her ruling for a rerun of the Amazon union vote.

Amazon “used its considerable resources and undeniable influence to have a postal mailbox quickly installed on its property,” Henderson said, adding that the move “essentially high-jacked” the voting process.

Additionally, though USPS officials testified that no one at Amazon was given keys to access the mailbox, a pro-union Amazon employee told the NLRB that he saw corporate security officers opening the mailbox.

The new election began in February, with almost 6,200 warehouse



workers eligible to vote. Results are expected in April. In the meantime, the NLRB has found that there is sufficient employee interest to hold a unionization vote at an Amazon facility in Staten Island, NY.

“The first election in Bessemer was very revealing of how the odds are stacked up against workers trying to organize in this country, and particularly in a place like Amazon,” according to the Brookings Institution’s Molly Kinder, whose research focuses on the present and future of work, especially for low-wage employees. “The big sort of takeaway from that first experience in Bessemer was, yes, there was a lot of attention and excitement, and this

thought that if this worked, it would be this massive victory for labor, and ultimately it wasn’t successful.

“It sort of revealed the David versus Goliath nature of our labor laws,” Kinder added. “We don’t have an even playing field in this country for workers who are trying to organize.”

It’s not just major retailers that are seeing an increase in employees interested in unionizing. The problems with the supply chain from overseas have made the Port of Los Angeles a hotspot for worker issues. Truckers who work for XPO Logistics, a company formerly led by Postmaster General Louis DeJoy that operates at the port, are attempting to unionize. According to news

Upswing for labor movement? (continued)

reports, the truckers aim to combat low pay and long hours, and to gain greater more control over their schedules. They also want to be classified as employees and not as contractors.

Union advocates say that this situation affects the public, because the much-publicized supply chain delays could be improved by higher wages and better protections for existing workers.

They also contend that the pandemic, which has sparked interest from essential workers in having a say in their working conditions and pay, and which has resulted in a labor shortage, is creating favorable conditions for employees to unionize.

really consistent is the sentiment of the working people who are out there taking the risks...that they are absolutely fed up," AFL-CIO President Liz Shuler said late last year.

Thousands of workers went on strike in 2021. The employers or workers affected included Frito-Lay, Nabisco, Kellogg's, John Deere, Volvo, Frontier Communications, New York University, Columbia University, Harvard University, carpenters in the Pacific Northwest, various hospitals and airports as well as coal mines in Alabama. Meanwhile, workers at several fast-food and retail chains, including McDonald's, Walmart, Wendy's, Burger King, Bojangles, Jack in the Box and Family Dollar, held walkouts or short-term strikes.

Shuler said that the hardships of the pandemic, when many workers have been deemed essential and have been expected to work despite concerns about contagion, have made employees much more interested in having a say about their job and working conditions.

"When I was walking the line with those Nabisco workers and Kellogg's workers, I kept thinking about all of them in the plant, making Oreos and the Ritz crackers, while the rest of us were inside consuming those," Shuler said. "Those are the folks that really made the sacrifices and the whole time, they were told that they were essential. Then they go to the bargaining table, and they're basically disposable because the companies continued to profit through the pandemic and then say, 'Thanks, but we're not going to compensate you, we're not going to protect you, we're not going to value and reward you for making those sacrifices.'"

Several unions launched organizing efforts in 2021 in response to pandemic

working conditions while also pressing Congress and the Biden administration to do more to level the playing field for workers to unionize.

Union declines

While the headlines have sounded positive, they're not necessarily translating to improved numbers for union membership.

The number of wage and salary workers belonging to unions declined by nearly 241,000 in 2021, according to the BLS.

After rising to 10.8 percent in 2020, the overall union membership rate fell back in 2021 to 2019's 10.3 percent. And long term, the trend has been downward.

The percentage of workers belonging to a union in the United States peaked in 1954 at about 35 percent, more than triple the current figure. Back then, the labor movement consisted almost entirely of private-sector workers. At present, a microscopic one in 16 private-sector workers belongs to a union, with public-employee unions (such as NALC), now the dominant part of the labor movement. About 34 percent of public employees are in a union, as opposed to 6 percent of private employees. Of course, these figures understate the scope of the labor movement because many unions represent and bargain for non-union members, especially in right-to-work and in the public sector. NALC is a good example of this: While 92 percent of city carriers are NALC members, the union contract covers 100 percent of the craft.

Jennifer Klein, Yale University professor of labor history, told *The Postal Record* in 2020 that, "As private-sector unionism has declined, public-sector



'Fed up'

In addition to organizing drives, the end of 2021 saw workers quit at record rates, with worker strikes increasing at the same time. Workers are demanding higher wages, improved working conditions and benefits such as paid sick leave, and the ability to negotiate with their employers.

"I've been traveling a lot to picket lines all over the country in the last couple of months, been in so many different states and across all industries. But the one thing that's been

AFL-CIO President Liz Shuler stood in support of striking John Deere workers in November.



unions have become the bedrock of organized labor and have grown in importance throughout the late 20th century and into the early 21st century.”

Labor experts say that unions need to step up their organizing efforts if they are to halt the long-term declines. While high-profile victories at big names such as Starbucks help increase labor’s visibility, reversing many decades of union decline takes more than organizing store by store.

“You can’t really organize yourself out of that kind of hole on a workplace-by-workplace basis,” San Francisco State University’s Logan said. “To stand in the same place, unions have to be recruiting several hundred thousand new members per year” to keep up with jobs created in industries without unions and industries where unionized workers are dwindling.

Labor supporters hope that attitudes influenced by the pandemic and a supportive White House will help.

Biden has called for a “whole of government” approach to expanding the way the federal government can support workers. On April 26, he signed the Executive Order on Worker Organizing and Empowerment, which established a task force to “identify executive branch policies, practices, and programs that could be used, consistent with applicable law, to promote [the Biden administration]’s policy of support for worker power, worker organizing, and collective bargaining.” The order stated that the task force “also shall identify statutory, regulatory, or other changes that may be necessary to make policies, practices, and programs more effective means of supporting worker organizing and collective bargaining.”

Vice President Kamala Harris led the 24-member task force, with Labor Secretary Marty Walsh serving as vice chairman. In early February, the task force announced 70 recommendations to promote federal worker organizing and collective bargaining, which the Biden administration hopes can be a model for employees working for private companies.

The task force’s report called for several cabinet-level departments to eliminate barriers to union organizers being able to talk with employees on federal property, and a dozen agencies will establish preferences and requirements for federal grants that promote union jobs.

The task force also acknowledged that these changes are not enough to turn the tide, and it called on Congress to pass new legislation making it easier for workers to form unions.

Experts agree that the government needs to do more.

Alex Colvin, dean of Cornell University’s Industrial and Labor Relations School, called the divide between workers wanting unions yet not being able to join them “the representation gap.”

“The reality is we do not see workers who want representation being able to get it, and it’s really striking,” he said. “There’s nowhere [else] where you see such a big difference as you do in the United States in those numbers.

“What I think it says is that our current labor law system isn’t functioning effectively,” Colvin added.

Colvin says that it’s not enough to support those who want unions on social media or by attending rallies; the laws must be changed, such as through the PRO Act. The legislation, which has become bogged down in the Senate, would restore the right of workers to freely and fairly form a union and bargain together for changes in the workplace. And it would provide First Contract Arbitration to help new unions get started in collective bargaining—via the binding interest arbitration process that NALC has under the Postal Service’s governing statute.

Brooking’s Kinder agreed that the laws need to be changed.

“We’ve heard a lot in the news about stories like the Starbucks workers in Buffalo, or workers going on strike, or workers quitting, and so there’s been a lot of sorts of unrest and quitting and workers dissatisfied, but it hasn’t necessarily been harnessed into longer-term change through more union membership,” she said. “A lot of that is because of our labor laws.”

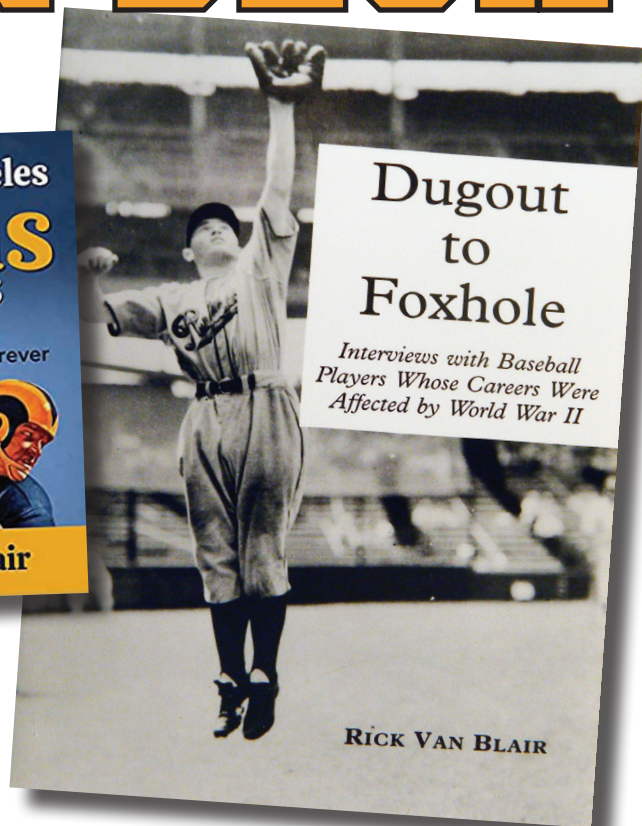
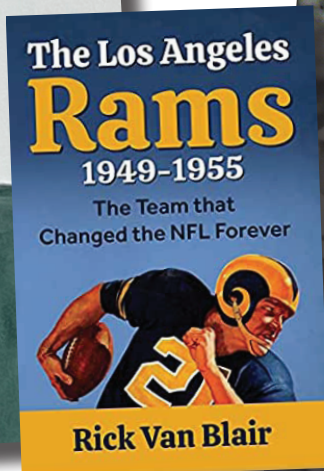
The hope is that as attitudes change, legislators will be persuaded to make the changes that will help workers organize.

“These are dark times,” Stuart Eimer, co-chairman of the Department of Sociology at Widener University, said. “But the future is open.” **PR**

ON DECK



Rick Van Blair



HOW ONE LETTER CARRIER WENT FROM SPORTS FAN TO SPORTS AUTHOR

Rick Van Blair could talk all day about baseball.

"I love baseball," he says. "I love the history of it." Van Blair doesn't just talk about baseball; he writes about it, too. The retired letter carrier has helped baseball players tell their stories by interviewing dozens of them, publishing their recollections in sports magazines and books. He has expanded his area of expertise by delving into the history of football as well.

Van Blair joined the Postal Service after serving in the Air Force from 1966 to 1968, including service in Vietnam. He started with USPS as a special delivery messenger and then switched to the letter carrier craft in 1971. For most of his 30-year letter carrier career, he delivered mail in San Luis Obispo, CA, as a member of Central California Coast Branch 52, until his retirement in 2001.

An avid reader of interviews with baseball players published in fan

magazines such as *Sports Collectors Digest*, Van Blair found his job and his love for sports history align in the mid-1980s when he was working as a substitute carrier delivering to a neighborhood in Los Osos, CA. A customer there mentioned offhandedly that a neighbor had a special role in baseball history.

"There's an old-timer who was the first guy to pitch to Jackie Robinson" when Robinson broke the color barrier in Major League Baseball, Van Blair said the customer told him. A few days later, Van Blair delivered a package to the former player, Warren Sandel, and asked him for an interview so he could submit it to a magazine. Sandel agreed, and they met later after Van Blair had clocked out.

"We talked for over two hours," Van Blair recalled, "and it was so interesting to hear his career in the minor leagues."

Sandel played professional baseball

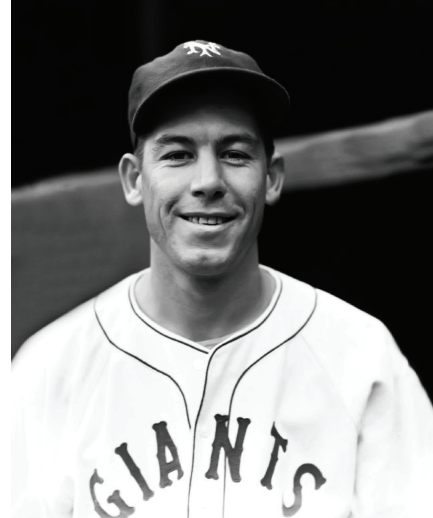
in the minor leagues from 1938 to 1952. When the Brooklyn Dodgers courted Robinson to integrate baseball in 1946, Robinson was first sent to a Dodgers minor league farm team, the Montreal Royals. Pitching against the Royals for the Jersey City Giants on April 18, 1946, Sandel became the first pitcher to give up a hit to Robinson.

In that first game, some of Sandel's teammates wanted him to deliberately hit Robinson with a pitch.

"Warren would not do it," Van Blair said Warren told him. Sandel had grown up near Robinson and had played baseball with him. "He said, 'I played against Jackie in sandlot games—I respect him and I like him. I'm not going to throw at him.'"

With Sandel at the mound, Robinson's first at bat resulted in a ground ball straight to the Giants' shortstop for an easy out. But with two runners on base in the third inning, Robinson stepped to the plate and recorded his

Harry
"Gunboat"
Gumbert



first base hit—a three-run home run. A photo of Robinson's white teammate, who was the next hitter, shaking Robinson's hand as he crossed home plate, was widely published in newspapers.

In his Sandel interview, Van Blair quickly showed his talent for drawing meaningful memories from his subjects. Sandel recalled his brief trip to the majors, an invitation to the New York Giants training camp in 1946, where he butted heads with Giants manager Mel Ott: "I always wanted to have fun and was pretty much a comedian when I pitched. I did a lot of crazy things. One time I went up to bat without a bat ... I always wanted to have fun playing baseball [and] that got me into trouble with Mel Ott ... I knew I wasn't going to last long with him. [Once] Ott came out to the mound and said, 'When are you going to get serious? When I sent you out here I wanted you to work.' I told him the only way I would work [was with] a rake and a shovel [because] I came out here to play ... I was in the minor leagues soon after that."

Van Blair sent the interview off to *Sports Collectors Digest*, which published two or three interviews each issue, and it accepted his article.

Van Blair was hooked. He estimates that he has published interviews with 67 players in that magazine and in *Baseball Digest*.

He found his subjects using a reference book that listed players' home addresses and wrote letters to them asking for interviews. He chose everyday players he knew would have something new to say.

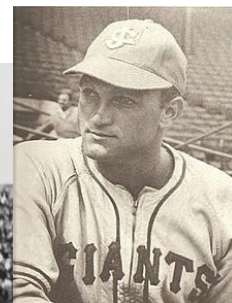
"The guys I wanted to talk to were not the stars," he said. "I couldn't talk to Ted Williams. I couldn't talk to Willie Mays. I couldn't talk to Warren Spahn. They'd been interviewed to death. I wanted to talk to a solid major league player who played 10 or 15 years in the big leagues. And you know what? I found out that they couldn't wait to talk to me, because nobody else had called them or wanted to talk to them about their experiences."

His interviews succeeded because of his natural approach. "I asked questions that a normal fan would ask," he said, "because I was a normal fan."

The players Van Blair interviewed often shared perspectives on other players, including their lives off the field. He recalls talking to pitcher Harry "Gunboat" Gumbert about a

teammate on the St. Louis Cardinals, fellow pitcher and future Hall-of-Famer Dizzy Dean, the last National League pitcher to win 30 or more games in a season. Gumbert relayed how Dean, with only a second-grade education, had come to the Cardinals in 1930 from a very poor background. "Dizzy Dean had nothing," Van Blair recalled from the Gumbert interview. The Cardinals' manager directed Gumbert to "take Dizzy downtown, and you get him a pair of underwear, some good shoes, a toothbrush and some toothpaste, for crying out loud."

In the interviews, many players also offered their views on how the game had changed since they were in their prime. Gumbert told Van Blair: "After I signed a pro contract, I spent four years in the minors learning my craft. Today a guy gets to the major leagues and he doesn't even know the basics of the game. There are too many teams and not enough talent. It is not as tough a game as it was when I played. We ran hard, slid hard, and



Warren Sandel (above) was the first pitcher to give up a hit to Jackie Robinson (l) after Robinson broke the baseball color barrier.



Los Angeles Rams owner Dan Reeves (right) helped popularize the sport of football.



threw at batters and nothing was said by the players or the umpires. That's the way it was. Not anymore."

In 1994, Van Blair compiled several of his interviews into a book with a common thread in the stories of many players he interviewed—how their careers were affected by war. "Dugout to Foxhole: Interviews with Baseball Players whose Careers were Affected by World War II" brings to life the stories of players during the war years, with a chapter for each interview. Some players he talked to were called to service in the armed forces; others found they had a shot at the major leagues to fill the vacancies left.

Among the players who tell their stories in the book are St. Louis Cardinals center fielder Terry Moore, Cincinnati Reds pitcher Joe Nuxhall, and Johnny Pesky, shortstop and third baseman for the Boston Red Sox.

As team captain and a standout defensive player, Moore "made sure his teammates [who included Stan Musial] were 100 percent at the top of their game," Van Blair said. "If they were not, he let them know right away. If they didn't give 100 percent every play of every game, Terry would let them know at once."

Joe Nuxhall began his career as the youngest major league player ever—only 15 when he played his first game. In that game, played on June 10, 1944, Nuxhall pitched against the St. Louis Cardinals. "He got the first two batters out and then he realized that he was pitching in the big leagues and couldn't get any one out, so the manager took him out," Van Blair said. "But years later, after being in the minors, he came back and had a good big league career...He told me [how], when Jackie Robinson got on first

base, he made a fool out of pitchers by taking big leads and diving back in time when he threw to first. Joe took it very personal."

Van Blair described Pesky, who was a terrific player, as a likeable person. "Pesky was such a sweetheart of a man and was Ted Williams' best friend," he said. "John coached Red Sox minor league players for years and we talked about his career and what it was like to be a Red Sox. John met Ted Williams when Ted played for the San Diego Padres in the Pacific Coast League and John was the clubhouse boy who cleaned Ted's and other players' uniforms and baseball cleats in Portland, WA, where Pesky lived at that time." Pesky recalled batting against pitcher Satchel Paige, one of the earliest Negro League players to follow Robinson to the Major Leagues. Pesky told Van Blair that Paige "was the hardest pitcher to hit. John said, 'Paige was fast as lightning.'"

Football is another of Van Blair's passions, especially the original Los Angeles Rams of the National Football League (NFL). "In 1956, I went with my Cub Scout pack to a Rams-Colts game at the L.A. Coliseum," he said. "I did not know much about the game; all I knew was that one team tried to get the ball into the end zone to score points and the other team tried to stop them. The Rams uniform really impressed me a lot—gold-yellow jerseys with that dark blue helmet with the huge dark yellow rams horns. After the game we went down to the locker room to get autographs. So, I was hooked and started reading everything I could get hold of about the history of football and the NFL."

Last year, Van Blair turned his attention as an author to football. His second book, "The Team that Changed the NFL Forever: The 1949-1955 Los Angeles Rams," dives deep into how Rams owner Dan Reeves transformed the NFL after moving his team from Cleveland to Los Angeles in 1946. In Los Angeles, Reeves pioneered many of the practices that helped the NFL catch up with baseball's popularity, including an expanded scouting system, exciting and innovative offensive play, and money-making television contracts and merchandising. With Reeves at the helm, the Rams won four NFL championships and set the stage for the NFL to topple baseball as America's favorite sport.

Van Blair has a few stories of his own to share about his postal career and how NALC kept it from ending prematurely. Shortly after he became a full-time carrier and while he was still learning the ropes, Van Blair transferred from California to Beaverton, OR. Unhappy with his performance, a supervisor told him, "We're sorry we OK'd your transfer. You're the worst carrier we've ever had, and we're going to do everything we can to fire you." His branch in Oregon, Portland Branch 82, stuck up for him and encouraged him as he learned the job. Three years later, when he missed the sunny California weather and applied to transfer back, another supervisor said, "You can't do that, you're the best carrier ever in the office." **PR**

Letter carriers and the mail on social media

Various news stories and interesting anecdotes that celebrate letter carriers and the mail have been appearing on 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.

Carrier thrills young cancer survivor with postal tour, truck

Jacob Hayward, age 7, told his mother that he wants to be a letter carrier when he grows up. The Orange County, CA boy celebrated his seventh birthday on Dec. 14, 2021, with the help of his carrier, Garden Grove, CA Branch 1100 member **Van Singletary**. Jacob's birthday was a special one because he survived cancer after a long period of treatment and isolation.

When his mother asked Singletary for help to celebrate Jacob's birthday, the carrier made it happen despite the huge pre-Christmas workload. He arranged for a post office tour for Jacob. The boy was so thrilled that Singletary and other postal employees wanted to do more, especially after they learned what he had endured.

At age 5, Jacob was diagnosed with kidney and lung cancer. Doctors removed a kidney and part of one lung. Then Jacob went through hours of chemotherapy and radiation, more than 50 transfusions and a bone marrow transplant. Due to his fragile immune system, his treatment period included five weeks in isolation at the Children's Hospital of Orange County. To pass the time in isolation, Jacob communicated with the outside world by writing letters and notes. He had his own personal mailbox next to his hospital room door.

After the Christmas rush, Singletary and his colleagues chipped in and



Above: Van Singletary with Jacob Hayward
Right: Sue Yeager on her last day on the job

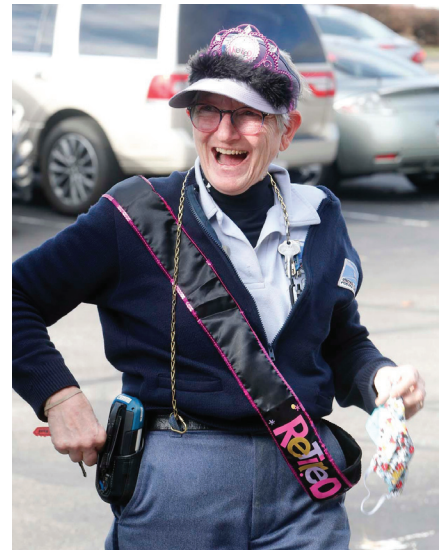
bought Jacob his very own toy postal truck, which Singletary delivered to him. They named him an honorary letter carrier and gave him his own uniform.

"This is so awesome!" was Jacob's response.

"In my whole career, I've never had someone tell me they want to be a mail carrier," Singletary told the *Orange County Register*. "I feel proud. He actually appreciates what we do, and we are, in fact, essential."

Mayor gives key to the city to retiring carrier

In honor of **Sue Yeager's** retirement, residents on her route organized a special sendoff for her. The celebration was topped off when the mayor presented Sue with a key to the city of Munroe Falls, OH. Yeager, a member of Cuyahoga Falls, OH Branch 1629, retired Dec. 31, 2021, after 33 years, about 30 of them on the same route.



Yeager has been on the job long enough to be recognized twice for her heroics. In 1999, she alerted a neighbor that a 76-year-old customer was not picking up his mail. The customer was found dehydrated and disoriented. The next year, Yeager found a lost 3-year-old wandering in the cold and helped him get back to his family.

Social media (continued)

“She’s just consciously aware, and everyone knows her name,” Yvonne Cherkala, a long-time customer who organized a surprise for her retirement, told the *Akron Beacon Journal*. “She’s really been devoted to the people on her route. She’s caring and loving and I could not let her retire and just walk off into the sunset. I just couldn’t.”

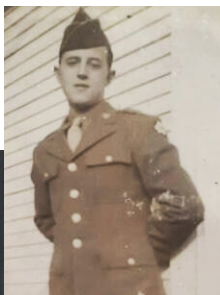
Cherkala arranged for the mayor of Munroe Falls, James Armstrong, and Yeager’s fans to surprise her at the post office with a proclamation recognizing Yeager for her service along with the ceremonial key to the city.

Carrier graduates from high school at age 97

Tacoma, WA Branch 130 member **Ernie Reda** recently received his high school diploma at the age of 97.

In 1943, Ernie left high school to join the Army and serve in World War II. He returned and joined the Postal Service, and never went back to school.

During the war, Reda participated in the invasion of Normandy and fought in the Battle of the Bulge. He returned to Tacoma where he married, had five children and worked as a letter carrier.



Ernie Reda (above) joined the Army before he could graduate high school. He recently graduated at the age of 97 (!).



Almost 80 years after leaving school, Reda finally received his high school diploma from his old school, Stadium High School in Tacoma, through Operation Recognition, a Veterans Affairs program that honors veterans who left school to join the military. Reda was awarded his diploma at the school in December with his extended family in attendance.

Customers praise retiring Ohio carrier

Randy Ulery, a member of Toledo, OH Branch 100, recently retired after 38 years, to the dismay of customers grateful for his service.

“I loved meeting the customers and watching their kids grow up. I took pride in taking care of the elderly, watching out for them in the cold or the heat,” Ulery told the *Sandusky Register*.

Customers pointed to Ulery’s uncommon relationship with dogs—the stereotypical nemesis of letter carriers—as evidence of his likeability.

“They adored him,” said Charla Moscioni, who lives on Ulery’s former route. “All of the dogs on our street, including our golden retriever, Ruby, knew when he was coming and got excited to see him.”

“We really hate to see him go. We truthfully do,” Moscioni added. “We tried to convince him to not go into retirement. We liked him because he would bring packages to the door, and he was always on time. But, most of all, we liked him because he was just a nice guy.”

Ulery plans to enjoy retirement with his wife, Theresa, and focus on his favorite hobbies, bowling and golf.



Randy Ulery



“Mailman Mike” calls it quits after 32 years—22 on the same route

Mike Herrington, a member of Pasadena, CA Branch 2200, recently retired after 32 years of service—22 of them on the same route, where everyone knew him as “Mailman Mike.”

“There’s just undeniably a bond between a lot of the families and myself because I do see them daily,” Herrington told the *Santa Clarita Valley Signal*. “There were some customers that really felt like I was one of their neighbors.”

Herrington recalled a boy on his route who looked up to him.

“There was a family on one of my streets where their young son wanted to be Mailman Mike,” Herrington said. “He would be out there every day, and he would emulate the things I was doing, like making mail deliveries.”

Since he announced his retirement, customers have shared their thanks for his service, his wife, Kelley, said: “People adore him... His customers are so sad to see him leave.”

Herrington plans to enjoy his hobbies, music and hiking, during his retirement.

Nebraska carrier forges friendship with little girl on his route

The highlight of four-year-old DorteHa Haack’s day is when her letter carrier, Lincoln, NE Branch 8 member **Chris Lenoff**, arrives at her home to deliver the mail.

Their friendship started off with waves and smiles through the window during the pandemic. Lenoff’s daily visits brightened DorteHa’s day while she was shuttered inside. Their bond outlasted the isolation of the pandemic—now, DorteHa regularly greets Chris with drawings, stickers and other handmade gifts that he proudly displays in his mail truck.

Chris Lenoff and DorteHa Haack



DorteHa, who had always loved mail trucks, started by waving at Lenoff through the window each day. As the pandemic lockdown eased, the two got closer.

“Eventually she wanted to go out and say hello and we left him a few things,” DorteHa’s mother Emily Haack told CBS affiliate KOLN-TV. “She drew him a picture and some notes and their friendship has really grown from there and it’s been such a sweet thing to watch.”

“Right around when the pandemic started,” Lenoff said, “I noticed her looking out the window a lot, so I would just wave and then [she] was waving back.” When Emily Haack saw them waving to each other one day, she told Lenoff about the girl’s interest in mail trucks. “And here we are,” he said.

Oregon carrier hangs up his satchel after 57,000 miles

After 23 years as a letter carrier, **Dean Varney** joined the “last punch bunch” in December. Throughout his career, Varney, a member of La Grande, OR Branch 1248, has walked approximately 57,000 miles on his 10-mile route.

“He’s a real workhorse,” La Grande Postmaster Kelly Carreiro told the *La Grande Observer*. “If his name is on the



schedule, he will be at work.”

Working on the same route for many years makes you part of the family. An 18-year-old customer recently told Varney that he was the only regular carrier he remembers.

“I told him, ‘I remember when your mom and dad brought you home from the hospital,’ ” Varney said.

Varney joined the Postal Service after a 12-year career as a helicopter pilot for the Army. In those dozen years, he rescued stranded climbers from 20,000-foot Denali, the tallest mountain in the United States, and served in the first Iraq war.

The Postal Service, Varney said, offered a chance to put down roots after his military career.

“I had 12 addresses in [the space of] nine years while in the military,” he said. “This job gives me an opportunity to go back to the same home every night.”

Varney said he looked forward to spending more time with his family, including his wife, Michelle, and daughters, Shylinn and Emily, along with his first grandchild.

Customers show appreciation for retiring Massachusetts carrier

Steve Loschiavo was surprised to see signs that read, “Our mailman Steve is the G.O.A.T.,” [greatest of all time] on his route. Residents wanted to show their appreciation and celebrate Loschiavo, who retired in January after 33 years, including more than 20 on the same route.

Loschiavo, a member of Boston, MA Branch 34, is a tough bird. Under treatment for cancer, he delivered on one of his last days carrying a chemo treatment pack just so he wouldn’t miss work.



To mark his retirement, several dozen customers put up signs proclaiming their appreciation for Loschiavo’s service and dedication.

The feeling is mutual, Loschiavo told *The Patriot Ledger* of Quincy, MA. “I’ve been very fortunate to have these people on my route in my life,” he said.

Atlanta carrier retires with 55 years under his belt

Thomas Jackson, a member of Atlanta, GA Branch 73, retired as the most experienced carrier in the Atlanta area—he carried the mail for 55 years.



Jackson has some memories to share. “Back in the day, I was on a three-wheel scooter delivering mail,” Jackson told ABC

affiliate WSB-TV. “One in the front and two wheels in the back.” The “Mailster” scooter was introduced in the early 1960s and was used for more than a decade.

Jackson’s customers say they will miss his steady presence.

“Just an unbelievable person. Patient. Kind.” customer Jenny Krivo said. “And we always get our mail!”

Jackson said he will miss everything: “The people, the kids, even the dogs!” **PR**

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

Honoring heroic carriers

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

Letter carriers are members of nearly every community in this nation and know when something is wrong. Spotting fires and injuries, they often are the first to respond. The following stories document their heroism. For them, delivering for America is all in a day's work.

Keeping cool in a crisis

"I was driving on my route" on May 19, 2021, New Haven, CT Branch 19 member **Michael Pietrandrea** recalled, when he noticed a man standing on a cherry picker alongside a building. "The guy was about 75 feet away, so I couldn't really make out what he was doing [at first]," the city carrier assistant (CCA) said. "He was holding his forearm with his other hand."

As Pietrandrea drove closer, he could make out more details—and those details were terrifying. "I could see his pants were covered in red," the carrier said. "His arm was gushing blood."

Pietrandrea quickly pulled his vehicle over and got out. The injured man shouted at the CCA to call 911, which Pietrandrea did. As the man came down the lift, the carrier and another passerby took a beach towel and wrapped it around the man's arm, which was still bleeding profusely. "He was saying, 'I'm OK, I'm fine,' and I [said], 'Dude, you're not fine—you need to go to the hospital,'" Pietrandrea said.

The carrier stayed with the man, Serge Roussel, and kept him calm until paramedics arrived. Roussel explained that he had been power washing the building when he had cut his arm on his equipment. Although Roussel did not know it at the time, he had just missed severing an artery.

Roussel was taken to the hospital and

treated for his injury. After being released, he bumped into Pietrandrea a few days later and thanked him for his assistance.

Pietrandrea denied the need for any praise, and said that he was just reacting in the moment as best he could. "I just had to help this guy out, make sure he was OK," he said.

Despite the carrier's modesty, Roussel enthusiastically described Pietrandrea as "my hero." He added, "He saved my life. He is a good, brave man. Thank God he was there!"

Carrier's alertness helps prevent fire

On April 21, 2021, Sioux City, IA Branch 69 member **Mark Dunlap** was making deliveries on a block when he heard something unusual. "I could hear a low-pitched alarm," the CCA recalled.

Looking around for the source, he spotted one of his customers crossing into a neighbor's yard; it appeared that the man had heard the same thing. As Dunlap approached the other house, the beeping got louder. "[The customer] said, 'Does that sound like a smoke alarm?' And I said, 'Yeah, it does,'" the carrier said.

Concerned about the welfare of the homeowner, who Dunlap knew was an elderly woman who lived by herself, the carrier went up to the house and knocked



Sioux City, IA Branch 69 member **Mark Dunlap** (l) is recognized for his heroic behavior by branch vice president **Trent Bertrand**.

on the door. "I wasn't getting an answer, so I started calling out her name," Dunlap said. "Then I opened the screen door, and I could smell smoke."

With this confirmation that something was on fire inside the house, Dunlap and the neighbor became even more determined to get inside and make sure that the homeowner was all right. They checked the back door, but it also was locked. Eventually, however, they discovered that one of the front windows was unlocked.

Dunlap volunteered to crawl through into the house. Once inside, he immediately opened the front door to let the smoke out, and then began searching the house for any residents. "The smoke was a little thicker" the farther into the house he went, Dunlap said—"I knew if [the homeowner] was inside, she was in trouble."

Finally, the carrier reached the kitchen, where he became aware of a "really strong smell." Glancing around, Dunlap saw that the oven had been left on—the food inside it was the source of the smell and the smoke. Dunlap turned the oven off. "It could have been so much worse," he said. "I don't know if it would have burst into flames."

Meanwhile, the neighbor was able to get in touch with the homeowner—as it turned out, she had left to go to the store and forgotten about the food in the oven. Thanks to Dunlap's prompt intervention, none of her property was damaged.

A neighbor later contacted the Postal Service to praise Dunlap, saying that Dunlap went "above and beyond" and that without his help, the house might have burned down. Dunlap, however, characterized it as part of the job. "We're the eyes and ears of the community," he said. "I'm just grateful no one got hurt."

A watchful eye saves missing child and dog

"I was pulling out of a driveway" after making a delivery on Aug. 5, 2021, Phoenix, AZ Branch 576 member **Michael Gambrell** recalled, "when I [saw] something out in the middle of the street."



Michael Gambrell

Peering closer, he saw that it was a stray dog, and immediately braked. When the dog ran off, however, Gambrell realized that there was still a figure in the road. “It was a young child, in just a diaper and a pair of shoes,” he said. As a new father, his heart plummeted over the danger the child was in.

Gambrell immediately pulled his vehicle out into the street, to block any incoming traffic from hitting the young boy. Then he got out, grabbed the child, and returned to the LLV. “I had the fan going, because it’s Phoenix, so it’s hot as blazes out,” the carrier said.

The CCA called 911 and reported the child’s whereabouts to police. While waiting for officers to arrive, he pulled

up cartoons on his phone. “I was thinking, ‘Oh, wow—how do I comfort this child, what do I do?’” Still concerned about the toddler’s heat exposure, he decided to drive to a nearby apartment complex, which he knew had air conditioning in the lobby.

At the apartment building, Gambrell was able to get the child out of the sun and feed him a popsicle. Eventually, officers returned his call with good news—they had located the child’s mother. Gambrell waited with the boy until police arrived with his mother.

Gambrell spoke with the mother and found out that the boy had accidentally opened the door and let out the family dog; he then had followed the dog into

the road. When the carrier found them, they were two blocks away from the child’s house. Gambrell reported seeing the dog with the child, and he promised to keep an eye out for the dog while finishing his route.

“I had delivered four more stops, and then I saw the dog,” the CCA said. He called the number that a police officer had given him, and the family was able to find and bring the dog back home.

Gambrell said that while he is always happy to help his customers, this incident really stood out to him. “It was especially significant because I had a son that was [at the time] only a few months old,” he said. “It was eye opening.” **PR**

Help on the way

On June 25, 2021, Darlington, WI Branch 2884 member **Becky Granberg** was delivering to a house on her route when she heard someone yelling inside the neighboring residence. “She had her windows open,” the three-year carrier recalled, which allowed Granberg to hear the customer’s cries for help. The carrier quickly rushed next door and entered the house. She found her customer, an elderly woman, lying on the floor.

The woman had been putting something away on a high shelf using a ladder, but had fallen off of the ladder and

seriously injured herself. While not able to tell the precise nature of the woman’s injuries, “I’m an EMT, and I knew there was something majorly wrong with her,” the carrier said. Granberg promptly called 911, and then waited with the customer until paramedics arrived. “I made sure she was comfortable, and that she wasn’t moving her legs,” the carrier said. Once emergency responders reached the scene, the woman was taken to the hospital, where it was found that she had broken bones in both legs. After undergoing surgery and a few weeks of recovery, the woman was able to return home, though she still needed more time to recuperate. “I was hand delivering her mail right to her, because she couldn’t get out of her chair,” Granberg said. The carrier said that she considered it part of the job, stating

“I hope everybody would do the same, given the situation.” She added, “It’s nice to know I could be there when she needed it.”

“I was walking [past] the yards” on his route on Sept. 22, 2021, Kansas City, MO Branch 30 member **Storm Lynn** recalled, when he saw an elderly woman lying on the ground in her back yard. When he stopped to see whether she needed help, “she said she couldn’t get up,” the three-year carrier said. Lynn attempted to help her stand, but he was hesitant to move her, given her frailty. The carrier was trying to decide what to do when the Kansas City postmaster called to see if Lynn could assist with another carrier’s route. Lynn agreed to help but told the postmaster about his current situation. The postmaster drove over to

the house to see if he could assist; while they waited, Lynn talked to the woman, keeping her calm. “She said she hadn’t been there long, but her lips looked dry, like she’d been outside all day,” the carrier said. The weather was very hot that day, and Lynn was concerned that she might need medical assistance. After the carrier and postmaster conferred, they decided to call 911. The postmaster stayed with the woman until help arrived, while Lynn finished his route. The postmaster praised Lynn’s attentiveness—without his alert, the woman probably would not have been discovered for some time. The woman was taken to the hospital for evaluation but has since made a full recovery. “I’m just glad I saw her, so she didn’t have to sit out there all day,” Lynn said. **PR**



Becky Granberg

Eye on the elderly

“It was right after the holidays” at the end of December 2021 when Buffalo-Western Branch 3 member **Jared Matesic** became concerned about one of his elderly customers. “It had been a couple days, and his car was in the [usual] position,” the six-year carrier remembered noting, “and the mail was starting to pile up.” Matesic knew the customer, an elderly man, as the man often came out to greet him while he was delivering. “It seemed out of character,” the carrier explained, for the man not to have been visible for days. Matesic decided to call in a welfare check; he recalled thinking, “Well, I hope that I’m erring on the safe side.” But his hunch was right—when police entered the residence, they found the customer on the floor, unable to stand and severely dehydrated. Matesic was later told by a neighbor that the man was taken to the hospital; the neighbor said that without the carrier’s intervention, the man probably would have died. Matesic said he was relieved by the outcome, which boosted his confidence in his intuition. “I thought maybe I was being overly cautious, but thank God I did it then,” he said. “From now on, I’ll err on the side of caution and do the welfare check.”

In August of 2021, Rockford, IL Branch 245 member **Matthew Seng** realized that one of his regular customers had not been picking up her mail. “I’ve been on this route for over 20 years, and you get to know your customers,”



the 28-year carrier said, and he knew that this customer typically picked up her mail every day. The customer also usually waved to Seng through her window, but the carrier had not seen her for several days. By Friday, with several days’ mail piling up, Seng was seriously concerned. “I made a mental note to check [on her] on Saturday,” the carrier said—after that, he would be going on vacation, and he was determined to make sure that the customer was all right before he left. The next day, however, the mail was still there. Seng asked a neighbor if he could get in touch with the woman, but “the neighbor said he couldn’t get a response,” he recalled, which worried him even more. The carrier decided to call police and request a welfare check. As Seng later found out from the woman’s family, officers had entered the home and found the woman lying on the floor, injured. The woman’s son told Seng that her doctors had said if she had been in the house for another day, she would have died. The woman did end up recovering, and

moved in with family after undergoing rehabilitation. Seng said that he was very happy with the role he was able to play in her rescue. “When you’ve been on a route as long as I have, you get to know people and their habits,” he said. “You know when something is wrong.” He added, “Being a letter carrier is more than delivering mail—it’s looking out for people. That’s part of the job: looking out for customers, watching over the community. I didn’t do anything that another letter carrier wouldn’t have done.”

On Aug. 21, 2021, Philadelphia, PA Branch 157 member **Lisa Garcia** was delivering on her route when she stopped to speak with one of her customers. The customer, an elderly woman, often came out to greet Garcia, but on that day, the 15-year carrier thought something seemed off about her demeanor. “When she came to the door, she looked out of it,” Garcia said. “I thought she might have woken up from a nap, but when I asked her, she said that she wasn’t feeling well.” At a second glance, the carrier could tell that the woman was ill. “You could tell just by looking at her,” she said, and noted that the woman also seemed disoriented. Concerned, Garcia informed the woman’s next-door neighbor about her condition, as she knew that the neighbor had contact information for the woman’s family. After the family was notified, they ended up taking the woman to the hospital, where she

was treated for flu symptoms. The family, including the woman’s son, himself a letter carrier, were extremely grateful to Garcia for her awareness, and praised her for going “above and beyond” for her customer. But Garcia said that she just views it as part of the job. “I have a soft spot for the elderly,” she added. “I think anyone would do the same.”

“I was doing a parcel delivery” on the morning of Dec. 3, 2021, Little Rock, AR Branch 35 member and city carrier assistant (CCA) **Joseph Beard** recalled; he was at the front door of a residence when he heard something unusual. “I heard him screaming through the door,” the CCA said. The person screaming was the elderly resident, who told Beard that he had fallen and could not get up. The customer was begging the carrier for help. “He directed me to the side door and told me it was unlocked,” Beard said. Following the man’s instructions, Beard entered the residence and found the injured man on the floor. “There was some dried blood, from his leg and his head,” the CCA said. Upon seeing the extent of the man’s injuries, he called 911. The man was subsequently taken to the hospital; he had been on the floor for 24 hours by the time Beard found him. But the carrier was modest about his role in helping his customer. “I’m glad I helped him—that was a long time he was [on the floor],” he said. “I’m just glad he was OK.” **PR**

When an active letter carrier dies...

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

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 or write to MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

If the spouse of a retired letter carrier dies, call the NALC Retirement Department for instructions on how to restore annuity to full amount, switch health coverage from family to self (unless you have dependent children) and change beneficiaries.

Relative standing and conversion to career status

What is “relative standing,” and how does it apply to conversion to career status? These are commonly asked questions by city carrier assistants (CCAs). As a new employee, you may have heard other employees talking about seniority and relative standing on the workroom floor, but don’t exactly understand what it means or how it applies to you.

The term “seniority” is common in labor contracts. Seniority refers to the amount of time a career letter carrier has worked in an installation. As non-career employees, CCAs do not have seniority but do have something similar called relative standing. While relative standing is important for a variety of reasons, one of the most important is the relationship between an individual’s relative standing and his or her conversion to career status.

Relative standing is the amount of time that a CCA has in the installation where he or she works. It starts on the day a CCA is hired into that installation. For example, if a CCA was hired on Jan. 1, 2022, and another CCA is hired on Jan. 15, 2022, in the same installation, the first CCA would have 14 more days of relative standing. Additionally, CCAs who have worked for USPS in the past as transitional employee (TE) letter carriers receive credit for all the time they spent on the rolls as a TE after Sept. 29, 2007, regardless of where they worked as a TE. This time spent as a TE is added to their relative standing in their current installation.

What happens if two or more CCAs are hired on the same day and have the same relative standing date? In this case, how the CCAs were ranked as applicants on the hiring list (appointment register) is used to determine which CCA is ranked higher on the relative standing list. Applicants are

ranked on the appointment register by their test score combined with their applicable Veteran’s Preference points.

What happens if you move to another installation? With the exception of the TE time described above, relative standing earned in one installation does not move with CCAs who are re-employed in another installation. Their relative standing starts over on the date they begin working in the new installation, augmented by any TE time. This means that even though you may have been working for the Postal Service longer as a whole, a CCA who has been with USPS for less time could have a higher relative standing in the new installation. Careful consideration should be given before you choose to be re-employed in another installation, because it could affect the timing of your conversion to career status down the road.

Why is relative standing important when it comes to converting to career?

In the 2019-2023 National Agreement, NALC and the Postal Service agreed to continue a long-standing process through which full-time regular opportunities within the city letter carrier craft are filled. This process includes opportunities for CCAs to be converted to full-time regular positions within their installations and is outlined in a memorandum of understanding (MOU) Re: Full-time Regular Opportunities - City Letter Carrier Craft. When full-time opportunities exist within the installation, and the positions cannot be filled by qualified full-time or part-time career carriers, then the opportunity exists for CCAs to be converted to career status to fill those positions. CCAs are converted to full-time based on their relative standing. CCAs with the highest relative standing within the installation are converted first.

In addition to conversions to fill full-time vacancies, NALC has negotiated several agreements throughout the years that have resulted in thousands of one-time conversions for CCAs to career status. Those conversions were also based on the relative standing of CCAs in their installations.

Additionally, another path to career exists for CCAs. Also agreed upon in the 2019-2023 National Agreement is MOU Re: City Carrier Assistants – Conversion to Career Status. Under this agreement, CCAs who reach 24 months of relative standing who haven’t yet been converted to career status under one of the previously described methods are converted to part-time flexible (PTF) career status within their installation. The PTF classification is part of the career workforce, with flexible hours rather than a fixed schedule. The PTF classification also provides additional benefits and protections beyond those you receive as a CCA. Under this agreement, CCAs are given one opportunity to convert to PTF. If a CCA declines this opportunity for conversion, he or she becomes ineligible for conversion to PTF under the provisions of this MOU in the future but remains eligible to convert to career status under MOU Re: Full-time Regular Opportunities - City Letter Carrier Craft described earlier.

The *Letter Carrier Resource Guide* is a great resource for gathering more information on the benefits of relative standing and other items concerning CCAs who are new to the NALC and the Postal Service. The MOUs discussed above can be found on pages 160-165 of the 2019-2023 National Agreement. Both the *Letter Carrier Resource Guide* and the National Agreement can be found on the NALC website (nalc.org) in the “Resources” section under “Workplace Issues.” **PR**



VA benefits and OWCP

Military veterans who suffer a workplace injury while carrying mail are protected by the Federal Employee's Compensation Act (FECA). The Office of Workers' Compensation Programs (OWCP) is responsible for adjudicating claims under the FECA.

It can be confusing when a military veteran considers filing a claim for an injury as a letter carrier when the injury is to the same body part where the Department of Veterans Affairs (DVA) disability benefits are being paid. Military veterans should not be discouraged from filing claims if an older military injury is worsened by carrying mail.

OWCP claims can be accepted when letter carrier duties aggravate or accelerate an older underlying condition, including those suffered while on military duty and for which the veteran is receiving DVA disability benefits.

OWCP defines aggravation as a relationship that occurs when a pre-existing condition is worsened, either temporarily or permanently, by an injury that occurs while in the performance of duty as a letter carrier. For instance, a traumatic back injury caused by lifting a parcel may aggravate pre-existing degenerative disc disease, and OWCP compensation would be payable for the duration of the aggravation.

A temporary aggravation involves a limited period of medical treatment and/or disability, after which you return to your previous physical status. A permanent aggravation occurs when a condition will persist indefinitely due to the effects of the work-related injury or when a condition is materially worsened such that it will not revert to its previous level of severity.

Letter carrier duties may also accel-

erate an underlying condition. A work-related injury or condition may hasten the development of an underlying condition, and acceleration is said to occur when the ordinary course of the disease does not account for the speed with which a condition develops.

For example, a claimant's DVA-accepted knee arthritis may be accelerated by letter carrier duties like walking, stooping and squatting. An acceptance for acceleration of a condition carries the same force as an acceptance for direct causation. A condition that has been accepted as an acceleration has no set limitation on its duration or severity.

Every claim for a workplace injury needs to be filed via OWCP's ECOMP web portal, which can be accessed at ecomp.dol.gov/#/. Instructions for registering and filing claims via ECOMP can be found at ecomp.dol.gov/#/.

If you do not have a computer to file the claim, the Postal Service is required to provide a computer for your use. To ensure accuracy in your claim filing, never let a supervisor register and file a claim on your behalf.

Once a military veteran's claim is accepted there may be times where the worker must decide between receiving benefits from the DVA or OWCP. The prohibition against dual payment of OWCP and DVA benefits applies to those cases where an employee's disability resulted from an injury sustained while working as a letter carrier and the same disability was caused by the military service.

Say that a letter carrier disabled by an accepted, knee arthritis claim is a veteran and has a DVA-accepted knee arthritis condition. OWCP finds that the disability resulting from the arthritis is related to the veteran's letter carrier job, entitling the worker to OWCP

benefits. As the employee is eligible for both OWCP and veterans' benefits for the same disability, an election between the two benefits is required.

The prohibition also extends to an increase in a veteran's service-connected disability award, where the increase is brought about by an injury sustained as a letter carrier.

For example, a letter carrier is receiving benefits from the DVA for 40 percent disability due to a service-connected shoulder condition and then suffers an injury carrying mail which causes a disabling aggravation of the pre-existing shoulder condition. OWCP determines that the employee is permanently disabled. Due to the new injury, DVA increases its award to 100 percent as a result of the aggravation by the civilian employment injury.

An election between benefits is required in this case. The election will be between the amount of entitlement under OWCP plus the amount received from the DVA for 40 percent prior to his or her civilian employment injury, and the total amount of entitlement from the DVA for 100 percent, on the other hand.

In other words, no election is required between the veteran's benefit the claimant was receiving at the time of the letter carrier injury and OWCP benefits to which the claimant is entitled for the letter carrier injury because these benefits are not payable for the same injury.

When the DVA increased its benefits, an election is required because the increased benefits were payable because of the recent injury which formed the basis of entitlement to OWCP benefits.

If you are a military veteran who has questions regarding OWCP and DVA benefits, contact your national business agent's office.

Why do we need postal reform?



**Brian
Renfroe**

As you've read in this edition of *The Postal Record*, quality postal reform legislation that is fully supported by NALC is very close to becoming law. It may even have been signed into law by President Biden by the time you are reading this column. This month's "News from Washington" article has the latest details on the legislative process for H.R. 3076, as of press time for this magazine. President Rolando explained the provisions of the bill very well and their positive effect in his article this month.

I'm not going to use space here explaining the details of the bill.

Those are available in this magazine as explained above and on the NALC website at nalc.org. You have likely read about the provisions of H.R. 3076 that alleviate the Postal Service's burden to pre-fund future retiree health benefits. If you would like to learn more of the history of that pre-funding mandate, please see my column in the March 2020 *Postal Record*, which is also available online.

Let's start with the overall effect this reform will have on the Postal Service. The largest effect is simple—it will put the Postal Service in a much better and more sustainable financial condition, now and in the future. If you are a new letter carrier or just tuning in to the details of this legislation, some very understandable questions may be lingering in your mind—why do we need this reform? Why do we need to improve the Postal Service's financial condition? How does postal reform help letter carriers and others? Let's dig into the answers to these questions.

Letter carriers care deeply about the service we provide. We do not like it one bit when we are not able to provide high-quality service due to reasons that are out of our control. These reasons are usually staffing issues or poor decisions related to operational or personnel cost-cutting measures that affect service. Many of these decisions in the past have been made with poor judgment and a short-sighted approach. Others were deemed necessary by the decision-makers. In any case, and regardless of the merits of any decision, they were almost always driven by the

Postal Service's financial condition, which was mostly caused by the mandate to pre-fund future retiree health benefits.

The reform would improve the financial condition of our employer and allow high-level decisions to be influenced much more by improving service to our customers, improving efficiency and the potential for growing our business than by the doomsday scenarios of the manufactured pre-funding crisis that have influenced decision-makers in the past.

The Postal Service must be able to adapt and invest in necessary infrastructure improvements to put us in a position to not only improve the service we currently provide but to be in a position to grow the services we offer in the future. Improving and expanding services is a win-win for all. It is a positive for the customers who use it and rely on us. It is positive for the Postal Service to bring in revenue. It is a positive for letter carriers and other employees to maintain quality jobs.

Sometimes, the general topic of job security related to an employer's financial condition is simply described as something like "if your employer runs out of money, you have no job." It isn't quite that simple at USPS.

Since the pre-funding mandate became a financial burden during the economic recession in 2008-2009, there have been countless attempts by lawmakers and others to attack the Postal Service and its employees. Attempted attacks came from many that used the pre-funding mandate as an excuse for attempts to cut service to our customers, our collective-bargaining rights, benefits, retirement and more.

This legislation will largely remove that excuse and motivation for those who have initiated such attacks in the past. A financially stable and flourishing USPS that provides the quality middle-class jobs for NALC members is best for us, but also best for our customers.

This legislation is not a silver bullet. Those rarely, if ever, exist in the real world. Every problem that letter carriers and the Postal Service face will not instantly be fixed the moment the bill is signed into law by President Biden. However, a giant leap toward long-term financial stability will be taken the instant it is signed.

A large door of opportunity for improved service, jobs, infrastructure and business growth exists. That door has been barricaded to some degree by the onerous, unfair and unique mandate for USPS to spend tens of billions of dollars to pre-fund future retiree health benefits for well over a decade. This postal reform bill removes that barricade.

Safety ambassador program update



**Lew
Drass**

In April 2018, I wrote an article titled “Management sinks the safety ambassador ship.” I compared the Postal Service’s Safety Ambassador Program to the maiden voyage of the RMS Titanic. This was not as big a story as the Titanic, but the timing was good, and the implementation of the Safety Ambassador Program was a foreseeable tragedy that could have been avoided.

This whole deal started with management notifying us in a letter dated Oct. 12, 2017, that:

The Postal Service proposes to establish national guidelines for the existing Safety Captain Program and rebrand it as Safety Ambassador Program.

The purpose of the proposed Safety Ambassador Program is to design a

standardized safety program based on the existing and locally developed Safety Captain Program....

Had this been true, the Safety Ambassador Program, as a national initiative, could have been highly successful. Unfortunately, that was not the case.

At the time, many offices around the country did have a locally developed safety awareness initiative called the Safety Captain Program. This joint program had been around for many years. The Safety Captain Program was designed to take a “peer on peer” approach to safety awareness. This program was built on two important principles:

1. NALC chose the NALC safety captains.
2. No observations made and/or recorded by safety captains could be used for disciplinary purposes.

We met with management a few times to discuss the issue, and made it very clear to them that if they wanted us to get on board with their proposed Safety Ambassador Program, they would have to honor those principles. We followed our meetings with written questions. The questions we raised were designed to see whether the proposed Safety Ambassador Program was really going to be based on the Safety Captain Program as advertised.

Management sounded pretty good when we met with them, but when we got their official answers to our written questions back, it became clear that they were not going to honor either principle that the Safety Captain Program was built on.

We sent the Postal Service a response letter that stated, in part:

...it is clear that the proposed Safety Ambassador Program principles are not based on the existing and locally developed Safety Captain Program as stated in your October 12, 2017 letter.

For instance, observations made and/or recorded by Safety Captains could not be used for disciplinary purposes under any cir-

cumstances. Based on your answer to this concern, this will no longer be true for Safety Ambassadors. This destroys the integrity of the “peer on peer” safety awareness approach that is at the heart of the Safety Captain Program.

Additionally, the Safety Captain Program is a joint program where the NALC chooses our representatives that serve as Safety Captains. The proposed Safety Ambassador Program is a unilateral program. According to your answers, current Safety Captains will only be permitted to serve as Safety Ambassadors if the installation head appoints them to serve in this capacity. The installation head will also choose the NALC Safety Ambassadors in offices that do not currently have the Safety Captain Program.

It is for these reasons the NALC is not in a position to participate in the proposed Safety Ambassador Program in its current form.

We followed up by advising NALC activists not to serve as safety ambassadors for this program in its current form. We also filed a national grievance based on our belief that the creation of the unilateral Safety Ambassador Program to replace the joint Safety Captain Program created changes in working conditions that were not fair, reasonable or equitable. The American Postal Workers Union (APWU) and the National Postal Mail Handlers Union filed national grievances over the issue as well.

The APWU’s national grievance was scheduled to be heard Feb. 3-4. Prior to that hearing, the Postal Service finally recognized the reality that the RMS Safety Ambassador had floundered and sunk on its maiden voyage back in 2018.

USPS sent us a letter dated Jan. 31 that states in relevant part:

This is in reference to our October 12, 2017, Article 19 notification advising of the Postal Services’ proposal to establish a formalized program to use safety captains. The program was entitled the Safety Ambassador Program. The Intent of this program was to create a standardized safety captain program based on the programs being used in some locations at the time.

Prior to nationwide implementation of the program, the Postal Service met with several of the employee organizations and made the decision to revise the Safety Ambassador Program based on feedback received during these discussions. However, publication of any such revisions was deferred due to the ongoing discussions with the employee organizations.

Since that-time, and based upon further discussions with our employee organizations, the Postal Service has determined that the Safety Ambassador Program will be discontinued. All related materials will be removed from circulation effective immediately.

We withdrew our national grievance without prejudice to our position based on the Postal Service’s decision to discontinue its Safety Ambassador Program.

This news officially opens the door again for us to participate in a locally developed “peer on peer” approach to safety awareness, so long as NALC chooses our representatives and no observations made and/or recorded can be used for disciplinary purposes.

Labor Department reporting and other important reminders



Nicole
Rhine

All branches, whatever their income and whether or not they receive local dues, must file an Internal Revenue Service Form 990, 990-EZ or 990-N yearly. The appropriate form should be filed by the 15th day of the fifth month after the end of the branch's fiscal year. The branch officers are responsible for ensuring that the form is filed. Generally, the branch president or treasurer completes the form. The income and assets of the branch determines which form should be filed:

- **Form 990**—Branches whose annual gross receipts are generally \$200,000 or more or whose total assets are \$500,000 or more at the end of the fiscal year.
- **Form 990-EZ (or 990, if the branch prefers)**—Branches whose annual gross receipts are generally less than \$200,000 and whose total assets are less than \$500,000 at the end of the fiscal year.
- **Form 990-N**—Also referred to as the e-postcard. It involves only a few questions. Branches receiving \$50,000 or less in income per year, including branches with no income at all, should file a Form 990-N (easiest); they also can file a Form 990-EZ or Form 990 in lieu of a Form 990-N. You can access the filing site directly at irs.gov/charities-non-profits/annual-electronic-filing-requirement-for-small-exempt-organizations-form-990-n-e-postcard.

Failure to comply may result in fines, penalties and interest. A branch that fails to file required information returns for three consecutive years will automatically lose its tax-exempt status.

As a reminder, per the Taxpayer First Act enacted July 1, 2019, all 990 forms must be filed electronically for tax years ending July 31, 2021, and later. To file the form electronically, the filer must use software that can provide the correct data in the proper format for processing by the IRS. The IRS website has a list of providers that have passed the IRS Assurance Testing System (ATS) requirements for its software. To access the list of providers on the IRS website, go to irs.gov/charities-non-profits/tax-year-2020-exempt-organizations-modernized-e-file-mef-providers-form-990. Local tax professionals also might have the necessary software.

Note: Branch officers should be aware that in addition to filing an appropriate 990, the branch still might be liable for tax on its unrelated business income, if it received \$1,000 or more in such gross income. The branch must complete a Form 990-T, Exempt Organization Business Income Tax Return, and pay any tax due. This form has the same filing deadlines as the Form 990s and also must be filed electroni-

cally. A branch subject to tax is also required to make quarterly estimated tax payments. Items usually considered to be unrelated business income, and therefore reportable on the Form 990-T and taxable if the branch or state has income of \$1,000 or more from these sources, include:

- The excess of advertising income from a branch or state publication over the cost of the publication.
- Rental income from “debt-financed property,” such as a branch-owned building subject to a mortgage.
- Reimbursements for NALC Health Plan Members (associate members).

More information on filing Form 990, 990-EZ, 990-N, and 990-T is available at irs.gov.

Officer information list

Many branches installed officers in the past few months. If you have not already done so, please immediately update the Membership Department via letter or a “Branch Information Record” card.

Reciprocal Agreement

Union representatives must notify NALC's Membership Department if an incoming member wishes to cancel dues to the losing craft's union. This can be done by simply circling the appropriate union to cancel dues to on the Form 1187 next to “Union Transfer.” Dues refunds for double-dues taken while a member belonged to NALC and to another union are made only upon request and only for the time period between when NALC Headquarters was notified of the dual membership and when the dues to the other union were discontinued. For more information, please consult the *Reciprocal Agreement* booklet (available on the NALC website or from the NALC Supply Department).

Reporting to the Department of Labor

Unless your branch has no annual income or financial activity, you must file with the Office of Labor-Management Standards (OLMS) one of three types of financial reports, depending on the total annual receipts of the branch. The Labor-Management Reporting and Disclosure Act (LMRDA) requires that unions file the report within 90 days after the branch's (or state association's) fiscal year. Most branches have fiscal years ending Dec. 31, so most should be filing by March 30. Branch presidents and secretary-treasurers are responsible for ensuring that required reports are filed in a timely and accurate manner. The LMRDA does not provide for or permit an extension of time for filing for any reason. Please reference my January 2021 *Postal Record* article for more information on filing requirements for LM reports, including the requirement that all LM reports be filed electronically.

Required officers in branch bylaws



**Paul
Barner**

As chairperson of the Committee of Laws, it is my responsibility to review submissions from branches for proposed changes to their bylaws. After reviewing, I then make a recommendation—based on long-standing presidential rulings—to the full committee on whether the proposed change is in conflict or not with the *NALC Constitution*. Also serving on the Committee of Laws are Director of Safety and Health Manuel L. Peralta Jr. and Director of Life Insurance James W. “Jim” Yates.

When reviewing submissions each year, recurring issues with branch bylaws become apparent. This month, I want to share with you some common problems that the committee sees that pertain to branch officers.

- **Required officers**—Article 4, Section 1 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* lists the required officers of a branch. They are president, vice-president, recording secretary, financial secretary, treasurer, sergeant-at-arms, a health benefits representative, and a board of trustees composed of either three or five members. The most common problem the committee encounters involves branch bylaws that fail to provide for the election of one or more of the required officers.
- **Consolidating offices**—Article 4, Section 3 of the *CGSFB* allows branches to consolidate the offices of the branch, with the exception of the office of president. (However, branches with fewer than 10 active members may consolidate the office of the president with other offices.) This is another problem area that the committee encounters, and it may actually be a contributing factor to conflicts found with Article 4, Section 1 of the *CGSFB* concerning the list of required officers in branch bylaws.

While it is permissible for a branch to have fewer elected officers than those listed in Article 4, Section 1 of the *CGSFB*, the bylaws must guarantee that only elected officers may handle the duties assigned to the officers listed in the *NALC Constitution*. Accordingly, the branch bylaws must explicitly consolidate

each office that the branch wishes to forgo with one of the other elected branch offices. For example, let’s say a branch wishes to consolidate the offices of recording secretary and financial secretary. This is permissible under Article 4, Section 1 of the *CGSFB*. However, the branch’s wishes must be expressly stated in the bylaws. This can be accomplished in several ways: by simply listing the office as recording secretary/financial secretary; by including a sentence in the branch bylaws stating that the office of financial secretary will be consolidated with the office of recording secretary; or by listing the duties of the financial secretary (found under financial secretary in Article 6 of the *CGSFB*) under the duties of the recording secretary in the branch bylaws. The bottom line is that long-standing presidential rulings have held that somewhere in the branch bylaws it should be clear that the offices were combined.

- **List of offices**—Every branch’s bylaws should contain a list of the branch’s elected offices. There are a couple of reasons for this requirement. First, it is important that the membership of the branch know readily what the branch offices are. Secondly, the *Constitution* provides that a board of trustees of either three or five members be elected. If the offices of the branch are not listed in the bylaws, then it is unclear whether the branch’s board of trustees is composed of three members or five members.
- **Additional offices**—Article 4, Section 1 of the *CGSFB* also states that a branch may provide for additional elective offices in its bylaws. If a branch wishes to have additional elective offices then, of course, those offices also should be listed in the branch bylaws.
- **Term of office**—Article 4, Section 2 of the *CGSFB* provides that all officers shall be elected for a term of one, two or three years, at the option of the branch. Often the committee encounters branch bylaws that fail to specify what the term of office is for its officers.

Again, these are just a few of the common problems that the Committee of Laws encounters when it comes to proposed language concerning branch offices. To assist branches that may be considering revising their bylaws, the committee recommends that branches refer to the *CGSFB* as a guide. The *CGSFB* begins on page 66 of the *NALC Constitution*. The *NALC Constitution* can be found on the NALC website. The link can be found under the “Union Administration” tab at the top of the homepage.

Sunday parcel delivery test



Christopher Jackson

In the August 2021 edition of *The Postal Record*, I wrote about a test being conducted by the Postal Service involving the work methods for Sunday parcel delivery. Under this test, which began in April 2021 at 81 sites in the WestPac Area, one city carrier assistant (CCA) was assigned to load Sunday parcels for multiple routes into the delivery vehicles in order of delivery, using either Dynamic Routing or the Load Truck feature. Dynamic Routing is a USPS computer program that sequences parcels to create dynamic routes. A manifest of the parcels' delivery locations is loaded into the dynamic routing program, which generates routes with turn-by-turn directions based on those delivery locations. Carriers then follow the turn-by-turn direc-

tions and deliver the parcels in sequence as they are routed. The Load Truck feature involves letter carriers scanning their packages as they load their vehicle. Upon scanning, the MDD provides them with visual and audible information regarding the delivery sequence number of the package and a numbered section (1 through 6) of the vehicle in which the package should be placed.

The initial Standard Work Instruction (SWI) for the pilot test indicated that each loading carrier would pre-load four routes. In July 2021, the Postal Service revised the associated SWI to indicate that only three routes would be pre-loaded by the loading carrier, who would then deliver the third route. The two additional CCAs would arrive later, perform minimal office duties and depart directly to the street in the pre-loaded vehicles. The CCA who loaded the vehicles would then deliver the remaining route.

USPS expanded the test to the other three postal areas (Central, Southern and Atlantic) and added 221 test sites nationwide. In September 2021, I received another letter, which further expanded the test to an additional 276 sites. I believe that, through the time of this publication, all of the identified test sites are continuing to use this pre-load process for Sunday delivery.

On Jan. 24, the Postal Service notified me that they had concluded the Sunday Amazon Load pilot test and intend to implement the initiative nationwide. With USPS's conclusion of the test and implementation of the initiative, I thought now would be a good time to tell you a little more about what NALC has observed regarding the pre-loading process.

Over the summer, NALC City Delivery staff visited one of the pilot sites to observe the test process. During the observation, the loading carriers began at 6:30 a.m. and the delivering carriers arrived in two shifts: two delivery-only carriers at 7 a.m.

and two at 7:30 a.m. The office had scheduled for six dynamic parcel routes to be delivered on that Sunday. However, due to a last-minute increase in the parcel volume, seven routes were prepared by the distribution clerk.

All the parcels had been distributed prior to the arrival of the loading carriers. The routes had been sorted using Dynamic Routing, with the parcels numbered by the clerk in order of delivery, and turn-by-turn directions were printed. In the observed test site, supervision instructed the loading carriers to also use the MDD Load Truck feature when loading the vehicle. The carriers involved stated that it was common practice to use both methods. Supervision instructed the loading carriers to place parcels numbered 1-29 in delivery order working from the front of the vehicle, and then the delivering carriers could "figure the rest out on the street." In practice, this methodology was modified to fit the individual circumstances as the vehicles being loaded were a mixture of LLVs, Promasters and Metris.

The loading carriers had the first routes ready at approximately 7:15 a.m. The first two delivery carriers began at 7 a.m. and clocked to Office Operation 7240 to obtain their vehicle keys and accountable items, set up their scanners and receive instructions from management. Management advised each carrier that the expected goal was for them to complete 20 stops per hour. Letter carriers should remember there is no handbook or manual standard they must meet for parcel delivery.

The first group of delivery carriers waited a few minutes to obtain their pre-loaded vehicles. Each delivery-only carrier was required to take part of the seventh route, which had been distributed, but to which no carrier had been scheduled. The parcels assigned from the seventh route were then loaded by each delivery carrier into their vehicle before they departed the facility.

The loading carriers began the second route of parcels at approximately 7:15 a.m. The loading of the second group of routes was completed at approximately 7:45 a.m. for the delivering carriers who arrived at 7:30 a.m. The loading carriers then loaded the parcels assigned to them for their scheduled route and the extra seventh route and then departed the facility at approximately 8:30 a.m. Based on feedback from the loading carriers, there was no significant difference in the number of parcels distributed among the seven routes.

The Postal Service reports usage of this pre-loading method has created an overall reduction in total workhours for Sunday delivery offices. Beginning Feb. 27, USPS began implementing the process in the rest of the Sunday delivery offices in the WestPac Area. Every two weeks through the end of April, the pre-loading initiative will begin a new phase in another USPS area. According to the schedule provided by USPS, the Central Area will begin on March 13, the Southern Area on March 27 and the Atlantic Area on April 10. Letter carriers with concerns about the pre-loading process for Sunday delivery should contact their shop steward or branch officer.

To Mom



**Manuel L.
Peralta Jr.**

In 1958, our family immigrated to the United States. Dad was a professor of engineering, and launched into his aerospace career. I was two years old, and my brother Ricardo was born one month after we arrived.

Mom started her educational career in San Diego and earned her Ph.D. in 1968 from the University of Southern California. She then started a 25-year teaching career at Cal State Los Angeles. Mom taught more than the classes she was assigned. She loved career counseling and mentoring, and shared that it added to her fulfillment. She

traveled the world as a writer, a poet, and an inspiration to colleagues and students, attending many conferences as a guest speaker.

During her career and the 30 years after she retired, she often received thank-you letters from her students far and wide. I recall one such note of gratitude from a graduate who pursued a career in law. He wrote a beautiful note thanking her for her guidance and attributed his success to her mentoring. This note accompanied his invitation for her to join him for his swearing-in ceremony as a federal judge.

Mom passed away in late January. I posted a few items on Facebook and found myself reading and re-reading the kind messages left for our family by many of you. My family and I thank you all.

What does this message about Mom have to do with our union?

Teach others, with no strings attached. Prepare your local officers for the future so that when they take over, your branch is in good hands.

If you are a leader in your branch, ask yourself if you are spending enough time and resources preparing the next generation of unionists in your branch. What are the long-term goals of the branch, and how do you plan to achieve those goals? Who will be involved in teaching that next generation?

My parents were, and my children are, educators.

Are we passing on the experience gained through the positions we have held in the branch? If not, it's time to plot out a long-term plan. How do we translate all that we have learned through experience?

Where to begin, if not already doing this important work?

When I served as an officer of my branch in the 1980s, I decided to review the grievance workload and assess the capabilities of our stewards, for the purpose of developing a more comprehensive shop steward training program.

What skills do our stewards have? How do we prepare them when they walk through the doors and say that they want to be a shop steward?

Back then, I felt it necessary to develop a rotation of three classes which we gave every month. This allowed any new steward to step in and learn: 1) Article 15, the mechanics of the grievance procedure; 2) Articles 17 and 31, the rights of the union relating to information/investigation/time to conduct steward activities; and 3) Article 16, how to protect employees against unjust discipline.

When I prepared this material, I referred to these three segments as the basic building blocks, which every steward must be able to master before stepping in to conduct the duties of a shop steward.

To this day, 37 years after I prepared this material, I receive calls from newer branch officers and stewards who are making every effort to learn and enforce the contract. Many have indicated that their branch has no formal training and that they are left to read the contract on their own.

If this is the case in your branch, you should reach out to your national business agent (NBA), and ask what training they have available and when. If you do not know who your NBA is, go to our website (nalc.org/union-administration/nalc-regions) and you can find their business address and contact information.

NALC has a proud history of representing the membership. That is our job. We do it best when everyone at every level is trained and able to enforce the contract as bargained.



Mom, we love you and will miss you always.

Retirement updates



**Dan
Toth**

This retirement article will provide some updates on a few topics affecting current and future retirees.

OPM high-3 average salary recalculation

When the membership ratified the 2019-2023 National Agreement on March 8, 2021, it meant that carriers would receive retroactive raises and cost-of-living adjustments (COLAs). Of course, it took some time for the Postal Service to implement multiple salary adjustments for 200,000 letter carriers. The new payrates were implemented on April 10, 2021. Any carriers who retired after the first general wage in-

crease that became effective on Nov. 23, 2019, and before the Postal Service completed salary adjustments on April 10, 2021, would have been certified to the Office of Personnel Management (OPM) with a lower high-3 average salary than they deserved under the 2019 National Agreement.

To fix the issue, the Postal Service must recertify updated salary information to OPM for each affected retiree. The Postal Service has informed me that it completed this process in late August of 2021. That means the ball is in OPM's court, and it is working on recalculating annuities and making retirees whole since their retirement. In the past, this process has taken one to two years. Because these adjustments are often very small, OPM prioritizes time-sensitive tasks such as starting interim payments and processing retirement applications. These adjustments affect approximately 14,000 carriers.

My office has been following up with OPM to stay abreast of its progress regarding these annuity adjustments and will report to the field upon completion.

Federal Law Enforcement Officers Association (FLEOA)

I've written several times in the past regarding OPM's sudden reversal of a policy regarding the application of a divorce decree or qualified domestic relations order when it came to the Federal Employees Retirement System's (FERS) special annuity supplement (SAS). In the past, if a divorce decree was silent regarding the SAS but provided the ex-spouse a portion of the basic annuity, OPM would not award any portion of the SAS. It reversed its position and policy in 2016 so that if the divorce decree was silent, the SAS would be treated in the same manner as the basic annuity. The FLEOA disputed OPM's policy reversal through

the courts. On Sept. 28, 2021, Judge Colleen Kollar-Kotelly of the U.S. District Court for the District of Columbia found that OPM did not violate the alleged statute when the agency changed its policy. FLEOA has already appealed this decision and only time will tell the outcome. However, one thing remains clear—that all future divorce decrees should remove any ambiguity and directly address the special annuity supplement to match the intended outcome. If a divorce decree is silent on the proration of the SAS, expect that the ex-spouse will receive the same portion of the SAS that he or she will receive of the basic annuity. This is solid advice whether or not FLEOA prevails.

Emergency federal employees' leave retirement estimates

The American Rescue Plan Act of 2021 (ARPA) provided emergency federal employee leave (EFEL) based on COVID-19-qualifying circumstances. Unfortunately, EFEL is not treated like other paid leave as regards annuity calculations. ARPA required that any EFEL provided to an employee would reduce the total service used to calculate any federal civilian retirement benefit. This was necessary to prevent the ARPA from having a long-term effect on the budget and to get the bill passed through reconciliation. The result is that any EFEL used must be subtracted from total service when calculating the amount of an annuity. EFEL does not have any impact on the total service when determining eligibility to retire.

OPM, which creates and promulgates the rules and processes for the Civil Service Retirement System (CSRS) and FERS, released guidance to the Postal Service (and other federal agencies) explaining how to inform retiring employees of the effect of EFEL. I have been engaged with the Postal Service to monitor its compliance with OPM's guidance. I recently received a sample annuity estimate that accounts for EFEL and reduces the amount of the annuity accordingly. It is important to note that the estimate received is a "manual" estimate and not the typical auto-generated estimate that carriers receive through Liteblue. Until I am advised that estimates generated through Liteblue properly take EFEL usage into account, I recommend affected carriers request a manual estimate from HRSSC.

COLA update

Although the 2022 COLA has been in effect for only a few months, the economy continues to see inflation due to the effects of the pandemic. As of the January Consumer Price Index (CPI) update, the projected 2023 COLA for CSRS and FERS benefits stands at 2.9 percent. We won't know the final calculation until October, when the September 2022 CPI is announced.

New uniform items



**James W.
“Jim” Yates**

Letter carriers are the face of the Postal Service to the customers we serve. While there are more than 650,000 Postal Service employees, the letter carrier is whom the public sees daily as we deliver mail along our routes.

City letter carriers are easily identified by the uniforms we wear. This easy identification informs the public who we are, as we may be walking away from our postal vehicle while in their neighborhood. A uniform also projects a neat and professional appearance.

The National Joint Labor-Management Uniform Control Committee was established in Article 26, Section 1, when the first contract between the USPS and NALC was signed on July 20,

1971. The committee meets at least once every three months and has jurisdiction to consider all non-cost matters pertaining to the Uniform Allowance Program. Matters discussed by the committee include, but are not limited to, the uniform for which allowances are applicable, as well as the design, color, quality and fabrics of authorized reimbursable items.

As early as NALC’s 47th biennial convention, which was held in 1970, resolutions have been brought to the floor concerning uniforms and Article 26. Over the years that followed, more than 130 uniform-related resolutions have been approved by national convention delegates. These resolutions cover many topics, including the amount of the uniform allowance, potential new uniform items to be included in the program, and uniform fabrics and colors.

The NALC uniform committee includes city carriers from around the country, covering many different climates. The members are Stafford Price, Chicago, IL Branch 11; Lisa Schleich, Grand Junction, CO Branch 913; Gregory Klopfer, Jamaica, NY Branch 562; Marc Adams, Suffolk, VA Branch 1112; Stephanie Baiungo, Las Vegas, NV Branch 2502 and myself.

For many years, NALC representatives on the uniform control committee have been advocating for improvements in city carrier uniforms. Funding continues to be our biggest hurdle for adding new items or updates to the program. However, I’m pleased to announce that two new items will be added to the uniform program this year:

- **New performance polo shirts:** There have been many advancements in fabrics since the current polo shirt was introduced into the uniform program. The new polo shirt is a 100 percent polyester performance fabric that offers moisture-wicking comfort to keep you cool and dry throughout the day. It will be the current light blue shade, with a left

dress pocket and USPS eagle over the pocket. These new polo shirts will be available beginning April 1. The current polo shirts will continue to be offered.

- **New scanner pocket pants:** These new pants will offer a scanner pocket on each leg. The pocket is of a Welt design, with the opening on the side of the pant leg and the pocket on the inside of the pant. As currently designed, the new pants are a slimmer fit than the current pattern. They will be offered in both men’s and women’s designs in summer and winter weights. The women’s design will be featured in both straight and curvy fits. The pants will be available later this year. The current style of pants will continue to be offered.

The new uniform items, along with all other uniform items, are subject to the USPS “Made in the USA” policy. This policy was announced in October 2018, and all manufacturers had to comply no later than Sept. 30, 2020. This policy requires that all materials, apparel, garments, accessories, insignia, footwear and applicable findings be domestically sourced and assembled in the United States.

Adding a new uniform item is not a fast process in the best of times. Myra Warren, the NALC’s former director of life insurance, began discussions surrounding both of these new items several years ago. The pandemic has further slowed production of all uniform items and led to countless backorders, creating frustration for everyone involved.

Do not wait until the last minute to spend your uniform allowance. Vendors are not permitted to charge for items that have not shipped. If you are spending your allowance just prior to your anniversary date, confirm with your vendor that the items you are ordering are in stock.

Short-term disability insurance

City letter carriers are not provided with disability insurance. If you are ill or injured and have exhausted your sick and annual leave, your only option is leave without pay. You will need an additional source of income.

In my November 2021 *Postal Record* article, I introduced the Mutual Benefit Association (MBA)’s new short-term disability insurance: MBA Individual Disability Income (MBA IDI). Disability income insurance helps cover you when the unexpected happens. It helps ensure that you have the money you need and are better able to continue living the lifestyle you’ve worked for if you become hurt or too sick to work.

For more information about the MBA IDI plan or any of the MBA products, please call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m., or call 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern Time. You also may visit our website at nalc.org/mba.

Preparing for the 2023 benefit package



**Stephanie
Stewart**

The Plan's diligent efforts to provide members with the most comprehensive and cost-effective Federal Employee Health Benefit (FEHB) benefits package does not end with the close of Open Season. Here at the Plan, we recognize the need for our members to get the best value for each health-care dollar spent, and we are constantly evaluating cost-saving strategies that will benefit our members.

Although it may seem early, we will begin thinking about the 2023 benefit package as early as the press date of this issue. I would like to offer some background regarding the process we follow.

First, you should be aware that the Office of Personnel Management (OPM) always sends correspondence known as a call letter to each FEHB Program. This letter outlines the guidelines and initiatives that each plan should follow when considering the next benefit year.

Upon receiving the call letter, the Plan's staff will begin meeting on a regular basis to prepare our proposal of benefit and rate for our OPM submittal. I believe it's noteworthy to report that not only are we looking at OPM's guidelines, but we also review medical directives that may have changed, Centers for Disease Control and Prevention and U.S. Preventive Services Task Force guidelines that may have been revised, as well as additional benefits that could be cost-effective or beneficial for our members' health and wellness.

Another step that we feel is vital to our success is reviewing feedback that we have received from our members via phone calls or written correspondence. Although we are not able to accommodate all requests, we do present the information at the aforementioned staff meetings and discuss the recommendations.

Once cost, quality and all guidelines are considered and finalized, the benefit package submission is delivered to OPM on or before May 31 for final approval or revisions.

As an example, one of the programs that we considered and added to our benefit package for 2022 was the Musculoskeletal Program through Hinge Health. Upon learning about this program, I firmly believed that letter carriers needed this benefit. From back pain, slips and falls, to the overall physical stress on the body, it was a necessity. Now that I've given you a teaser about the program, let me add a little more information. Through our partnership with Hinge Health, we can help each member reduce and manage muscle, joint or nerve pain at no additional cost and

from the comfort of whatever location he or she chooses (home, office, etc.).

You will receive a personalized plan specific to your needs. Each plan is built with the goal of overcoming persistent pain, avoiding surgeries, and reducing medication usage. Depending on the treatment needed, you will receive access to personalized exercise therapy, one-on-one health coaching, motion-sensor technology or physical therapists.

For more information, you can call 855-902-2777 or visit hingehealth.com/nalc.

2021 statistics

The NALC Health Benefit Plan continues to grow as we work hard to be the best we can be. With that said, I would like to share some information that I feel makes us stand out as your union health benefit plan.

In 2021, our Customer Service Department answered more than 785,000 calls, mailed more than 6 million pieces of mail or packages, and spent more than \$3 million in postage.

I am extremely proud of these numbers. I believe you will agree with me that this is an outstanding achievement, and that we continue to do our part supporting our letter carriers.

Open Season

Although we do not have the final numbers, I am happy to report that this Open Season was another success and membership in our plans has continued to grow. I would like to take this opportunity to welcome new members and say thank you for joining our family. I also would like to thank each person who attended health fairs, answered questions and supported our union plan. The positive numbers each year are a reflection of the hard work done by these individuals.

Member portal/app

Don't forget to check out the Plan's new member portal and mobile app. Create an online account and access your health benefit plan information anytime, anywhere.

With the new member portal or app, we make it easy to manage your personal health information while on the go. With this resource, members can now upload documents, check claim status, find up-to-date deductible and out-of-pocket information, and much more, directly from their smart device.

For more information, contact the Plan at 888-636-6252 or check out our Open Season page at nalchbp.org, where you can find a small video overview of how the member portal and app work.

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

COVID-19: Current tools and procedures

As the COVID-19 pandemic continues to affect our workplace and our lives, it is important to understand the tools and procedures available to reduce transmission and mitigate the harm the virus causes to our community and the workplace. This Contract Talk will summarize the things city carriers should remember, cite the best practices to minimize viral spread and explain where to access important information related to COVID-19. All of this information can be found at nalc.org/news/covid-19.

Mask policy

As of Feb. 17, 2022, the Postal Service mask policy requires letter carriers to wear a face covering, regardless of vaccination status, when there is a local, state or tribal face-covering order in place, or if social distancing cannot be maintained in the workplace. Carriers should be sure to properly wear a well-fitting mask. If a face covering cannot be worn for medical reasons, carriers should contact their supervisor. All postal facilities should have an adequate supply of masks and face coverings available for employee use.

Social distancing

To reduce the spread of the virus, social distancing guidelines must be observed whenever possible, whether delivering a route or within the workplace. COVID-19 spreads mainly among people who are in close contact (within about six feet) for a prolonged period—15 minutes within a 24-hour period. Avoid close contact with people who are sick and stay at least six feet away from other people, especially if you are at higher risk of getting very sick with COVID-19.

Cleaning

Wash your hands often with soap and water for at least 20 seconds, especially after you have been in a public place, or after blowing your nose, coughing or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60 percent alcohol. Cover your hands and rub them together until they feel dry. Avoid touching your eyes, nose and mouth with unwashed hands. Clean high touch surfaces regularly or as needed. If someone is sick or has tested positive for COVID-19, disinfect their frequently touched surfaces. Use a household disinfectant product from the Environmental Protective Agency's List N disinfectants for Coronavirus (COVID-19) according to manufacturer's labeled directions. If surfaces are dirty, clean them using detergent or soap and water prior to disinfection.

Contact tracing

Within 24 hours of notice of an employee testing positive for COVID-19, a USPS occupational health nurse administrator (OHNA) or safety personnel will initiate a close contact investigation. They will interview the employee regarding his or her movements and potential contact with co-workers. If letter carriers are contacted by the OHNA or safety personnel as part of

close contact-tracing protocol, they should provide the information requested and follow the instructions given.

If you test positive with COVID-19

Postal employees should notify their immediate supervisor of a positive finding of COVID-19. They also should provide medical documentation from the treating physician or public health official to the OHNA. Within 24 hours of the notification the employee should be contacted by a USPS nurse or safety official to provide information for contact tracing. Carriers should answer their questions and follow the instructions given regarding the return-to-work protocols.

COVID-19 and OWCP

On March 11, 2021, President Biden signed the American Rescue Plan Act of 2021. The law makes it easier for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act (FECA). Letter carriers who tested positive for COVID-19 should consider filing a claim with the Office of Workers' Compensation Programs (OWCP). COVID-19 claims should be filed via the Employees' Compensation and Management Portal (ECOMP). For more information on COVID-19 coverage under the FECA, visit nalc.org/workplace-issues/injured-on-the-job. Additional reading and information on COVID-19-related OWCP claims can be found in the May 2020 Contract Talk.

Vaccination

The Centers for Disease Control and Prevention (CDC) states that COVID-19 vaccines are safe, and that they are highly effective at preventing severe illness, hospitalizations and death. They were developed using science that has been around for decades. Getting vaccinated is the best way to slow the spread of the virus that causes COVID-19. The CDC recommends that everyone who is eligible stay up-to-date on their COVID-19 vaccines, especially people with weakened immune systems. Go to vaccines.gov, text your zip code to 438829 or call 1-800-232-0233 to find COVID-19 vaccine locations near you.

Memorandums of Understanding

Throughout the pandemic, NALC and USPS have agreed to various memorandums of understanding (MOUs) related to the COVID-19 pandemic. These MOUs provide extensions of time limits for grievance appeals, workplace changes to promote social distancing, additional leave provisions and the use of temporary carrier assistants. As the pandemic has persisted, the parties have agreed to extend the MOUs as necessary. These agreements can be found in the NALC's Materials Reference System at nalc.org/workplace-issues/resources/materials-reference-system.

For the latest information related to COVID-19, visit nalc.org/news/covid-19. Carriers should contact their shop steward or branch officer if they have additional questions.

MDA Summer Camp program



Christina Vela Davidson



If you don't know already, I would like to share an update on the Muscular Dystrophy Association (MDA) Summer Camp Program for this upcoming summer.

MDA is excited to announce that its 2022 plans include a return to in-person camp. This summer, MDA will offer two options for families. The organization is building back its in-person Summer Camp program, while continuing to provide a virtual program as well.

MDA's top priority is the health and safety of the campers, volunteers and staff. MDA will continue to evaluate the evolving pandemic conditions and will follow local, state and facility guidelines, with potential measures specific to the camp program in place. All guidelines and procedures will be developed in consultation with MDA medical advisors to ensure the safety of all camp participants. MDA plans to return to in-person programming in some areas of the country, adding locations back in phases to ensure the safety of campers, volunteers and staff. At the same time, it will continue to offer a virtual camp experience as an option for camp families.

As this issue was going to press, MDA was planning to start sharing the list of in-person camp locations for this summer. Summer Camp registration opened to both campers and volunteers on Feb. 15. This information will be shared through email, on social media and on the MDA Summer Camp website. It is MDA's hope that this timeline will help families and volunteers evaluate their desired level of participation and determine which MDA Camp location they plan to apply for ahead of registration opening. For more information, please visit mda.org/summer-camp or contact MDA at 1-800-572-1717 or camp@mdausa.org.

MDA is excited about the return to in-person MDA Summer Camp, and I look forward to sharing more details in the months ahead.


Brothers and sisters, the 2022 NALC/MDA registration website can be found at mda.donordrive.com/event/nalc2022. MDA has registered all branches; please check to see if your branch has been registered. If you are participating in the March Branch Challenge, please make sure your branch is registered; if it is not, please contact Dana Nolan of MDA at 312-392-1100 or at nalc@mdausa.org.


Below are the websites for the 2022 NALC/MDA national campaigns. If you join, donate or buy, the money amount is credited to your branch for your yearly numbers.

- mda.donordrive.com/participant/ToughMudder
- mda.donordrive.com/participant/NALCMDAGiftbags
- mda.donordrive.com/participant/pokerchips

A reminder: if you want any of your branch events to be shared, please send them to mda@nalc.org or c davidson@nalc.org to be posted on social media.

Totals for 2021 coming soon: It is our intention to publish a final listing of all branch contributions for 2021 in the April issue of *The Postal Record*. If you haven't sent in your final totals, please do that immediately so we can get your amount published. Don't let your branch be left out. Please remember to send me copies of all items sent to MDA, so I can give your branch the correct credit for the 2022 year.





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 _____

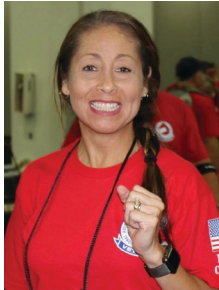
Please fill out and mail along with your MDA donation check to:

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

Thank you.



Veterans Group, community service updates



Assistant to the President for Community Services
Christina Vela Davidson

First and foremost, sisters and brothers who signed the dotted line: Thank you for your service, your sacrifice will never be forgotten.

“The soldier is the Army. No army is better than its soldiers. The soldier is also a citizen. In fact, the highest obligation and privilege of citizenship is that of bearing arms for one’s country.”—General George S. Patton Jr.

The NALC Veterans Group is more than 18,000 members

strong. In 2021, we had over 4,000 members sign on... wow!

Launched in 2015, the group’s primary goal is to provide a tangible expression of sincere thanks for continued service, as well as to provide a meaningful forum for NALC’s military veterans. To join the group, you must be a NALC member in good standing—active or retired—who also is a military veteran.

Members of the NALC Auxiliary also are eligible. If you are a veteran and wish to join, you can request that a sign-up card be sent to you, join online at nalc.org/join-veterans or use the sign-up form provided in *The Postal Record* every month (see next page). Once you’ve joined the group, you’ll be sent a Veterans Group lapel pin, along with a letter of thanks from NALC President Fredric Rolando and a *Veterans Guide*, which is a booklet produced by NALC outlining the rights of veterans.

The NALC Veterans Group is designed to provide members with the information and tools specific to veterans’ rights and benefits within the U.S. Postal Service. You can find information and news about veterans at nalc.org/veterans. The group also gives veterans a sense of family and increased brother/sisterhood. There have been special stories published in *The Postal Record* about individual veterans that highlight their personal military history or their current work in their communities. If you have a special story or project involving veterans happening within your branch, please share it by emailing social@nalc.org.

Don’t forget about the Veterans Group memorabilia available for purchase. Group members can buy special union-made t-shirts from NALC’s Supply Department, as well as hats, drawstring bags, challenge coins and patches. The hat (available in black or camouflage) and the patch carry the group’s logo. Only NALC Veterans Group members are able to buy these

items, and it’s easy to do. Simply visit nalc.org, click on the Members Only icon in the upper righthand corner and sign in. If you’re a current group member, an icon labeled “Veterans Group” will appear on your home page.

MDA - 2022 DC Tough Mudder date correction



On Oct. 15, Team NALC will be running the Tough Mudder 5K at Budds Creek Motocross Park, located at 27963 Budds Creek Rd., Mechanicsville, MD. Here is the 2022 link to donate:

mda.donordrive.com/participant/ToughMudder. Please note: This is a correction to the date published in the February issue of *The Postal Record*, where it was erroneously listed as Oct. 8.

Register for the 30th Stamp Out Hunger Food Drive



Registration for the 2022

Stamp Out Hunger Food Drive is now open. Branch presidents can register their branch via the Members Only portal on nalc.org. Please note that the 2022 Stamp Out Hunger Food Drive is subject to change or cancellation if necessary to protect the safety and health of those involved in the food drive. The

traditional date of the food drive has been the second Saturday in May for a one-day in-person drive; however, even if it is unsafe to meet in person on that date, the food drive will continue virtually.

More 2021 additions for the NALC Disaster Relief Foundation contributors list

The following names also contributed in 2021 to the Disaster Relief Foundation (DRF):

Name	Branch
Cecelia Cason	1
Stephen Stewart	11
Ronnie Gast	14
Anita Guzik	24
James Chiusano	36
Mike O’Neill	38

Community service (cont.)

Name (cont.)	Branch		
Larry Cirelli	38	Mark Lesch	1439
Darren Connors	38	Keith Beltz	1569
Paul Toms	39	Jill Lemon	4006
Carol Rasmus-Fortunato	67	David San Agustin	4006
Andy Tuttle	104	Eileen Bayersdorfer-Ford	4862
Shawn Boyd	132	Estella Lopez	Other
David McGill	133		
Mariah Young	203		
Kenny Montgomery	210		
Tony Paolillo	294		
JoAnne Booth	295		
Richard Byrne	324		
Mark Camilli	358		
Brad Jasper	387		
Thomas Scibor	434		
Reggie Gentle	461		
Jeannine Gasper	609		
Annette Taylor	651		
Judy Willoughby	689		
Clarence McCarthy	709		
Red Bullock	709		
Sharon Cuthbertson	1071		
Brian Voigt	1291		

If you have a local vendor that may want to donate to the DRF, please contact me at disasterrelieffoundation@nalc.org and I can send you the DRF donation letter.

Thanks again to all those who gave in 2021. Your support helped many of your brothers and sisters in 2021. If you have not given in recent years, please find it in your heart to help your sisters and brothers who have been affected by a natural disaster. Just remember, 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.

Join the NALC Veterans Group

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

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

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



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Free
to join

OWCP representation for NALC members



Assistant to the President for Workers' Compensation
Kevin Card

Suffering an on-the-job injury is no fun. Many workers can be intimidated by the process of filing a claim with the Office of Workers' Compensation (OWCP).

Most injuries are relatively straightforward and easily adjudicated. Last year, OWCP accepted about 90 percent of traumatic injury claims. For the workers with denied claims, the complex challenges of the appeals process can be intimidating, and assistance may be needed.

One of the benefits of NALC membership is access to a highly experienced specialist who can advise injured workers on their claims at no expense to the member.

While injured workers are not required to have a representative to file or process their claim, they do have the option to request a representative at any time in the life of their claim.

NALC employs nine regional workers' compensation assistants (RWCA)s who provide expert advice and representation in the OWCP claims process. RWCA's have extensive training in the FECA claims process and with the sixth edition of *AMA Guides to the Evaluation of Permanent Impairment* that is used in calculating schedule awards.

Tami Seastrand is the RWCA in Region 1. Coby Jones is the RWCA for Region 2. Larrissa Parde is the RWCA for Regions 3, 5 and 7. David Miller is the RWCA for Regions 4 and 10. Anita Lewallen is the RWCA for Regions 6 and 8. Misty Wenger is the RWCA for Region 9. David Picconi is the RWCA for Regions 11 and 14. Kristin Williams is the RWCA for Regions 12 and 13. RAA Bruce Didriksen handles OWCP claims for Region 15.

Selecting an RWCA to represent you in your OWCP claim is now easier with OWCP's new Entity management system. The Entity management system is a new feature in OWCP's ECOMP web portal that allows designated representatives, such as union representatives, law firms or individual attorneys to access case data and case file documents electronically.

Access to case file documents allows your NALC representative to provide timely advice on how to get claims accepted, procedures approved and adverse decisions appealed.

To find an NALC representative in ECOMP, you first log into your ECOMP account. Once you have accessed your ECOMP dashboard, you will see a "Representation" tab above each of your claims with the question: "Do you have a representative?" Click on the question,

and a Designate Representative page will open explaining how representation works.

If you do not already have a representative, you may use ECOMP to begin the process of obtaining a representative using ECOMP's search features. If you already have a representative, you can use ECOMP's search features to see if he or she is registered in ECOMP. Every NALC RWCA is registered in ECOMP.

Designating a representative in ECOMP does not mean that this individual or group has agreed to represent you. Your request to have that individual or group represent you will be sent to the designated representative through ECOMP, but the representative must agree to represent you before this relationship exists.

Once you have found the representative of your choice, click "Designate Representative." Selecting an RWCA gives them direct access to claim documents that can expedite their ability to give timely and accurate advice. If you select a group (like a law firm), your case will be visible to all members of that group unless you designate a specific individual within the group.

Click "Continue" at the bottom of the page to access the list of unions, attorneys and individuals who have registered in the ECOMP entity system. A list of everyone who has registered will appear in alphabetical order. On the left side of the page, you can filter the list by representation type and you will find a drop-down menu listing "Law Firm/Attorney," "Union" and "Authorized Representative (Non-Attorney)."

Click on "Union" and scroll down to "National Association of Letter Carriers (NALC), 100 Indiana Ave NW Washington, DC 20001, Union." Click on "Designate Representative" on the right and an Assign Representation Contact Information page opens up. Look in the drop-down menu to find the RWCA or NALC representative you want to request to represent you.

Once you choose a name, click on "NEXT." The next page will allow you to confirm representation with the NALC representative. The NALC entity requires you to contact the representative prior to requesting their representation. This is done so NALC can verify that you are a member in good standing.

Once you have verified that you have contacted your chosen representative, you can check that box and click on "Confirm and Request." Click "I Agree" on the next page, and your chosen representative will be sent an email where the representative can accept or deny representation.

NALC members who need representation in their OWCP claims should contact their national business agent's office and request a referral to an RWCA.

Monthly CSRS annuity payments for letter carriers who retire on June 1, 2022

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on June 1, 2022. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step 0 carriers and vary by length of postal/federal/military service.

Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$67,115			CC Grade 2 / High-3 Average ¹ : \$68,525		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,027	\$180	\$1,847	\$2,070	\$185	\$1,886
21	2,139	191	1,948	2,184	196	1,988
22	2,251	203	2,049	2,298	207	2,091
23	2,363	214	2,149	2,413	219	2,194
24	2,475	225	2,250	2,527	230	2,297
25	2,587	236	2,351	2,641	242	2,399
26	2,699	247	2,451	2,755	253	2,502
27	2,810	259	2,552	2,869	264	2,605
28	2,922	270	2,653	2,984	276	2,708
29	3,034	281	2,753	3,098	287	2,811
30	3,146	292	2,854	3,212	299	2,913
31	3,258	303	2,955	3,326	310	3,016
32	3,370	314	3,055	3,441	322	3,119
33	3,482	326	3,156	3,555	333	3,222
34	3,593	337	3,257	3,669	344	3,325
35	3,705	348	3,357	3,783	356	3,427
36	3,817	359	3,458	3,897	367	3,530
37	3,929	370	3,559	4,012	379	3,633
38	4,041	382	3,659	4,126	390	3,736
39	4,153	393	3,760	4,240	401	3,838
40	4,265	404	3,861	4,354	413	3,941
41	4,376	415	3,961	4,468	424	4,044
41+11 months & over ⁵	4,474	425	4,049	4,568	434	4,134

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between June 1, 2019, and May 31, 2021, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

3. The reduction for a survivor's annuity is the amount necessary to provide maximum benefits (55% of basic annuity) to a surviving spouse.

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-three average on the basis of unused sick leave accumulated under CSRS.

Clip and save - may not be printed every month. Always available at nalc.org.

Monthly FERS annuity payments for letter carriers who retire on June 1, 2022

The Federal Employees Retirement System (FERS) covers federal and postal employees hired on or after Jan. 1, 1984. FERS employees earn retirement benefits from three sources: the FERS Basic Annuity, Social Security and the Thrift Savings Plan.

An additional Special Annuity Supplement is paid to FERS annuitants who retire at Minimum Retirement Age (MRA) plus 30 years or more, or at age 60 plus 20 years or more. It is approximately calculated by taking an individual's Social Security age 62 benefit estimate, multiplied by the number of years of

FERS coverage, divided by 40. It is payable to age 62 and then ends. Social Security benefits are payable beginning at age 62.

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on June 1, 2022. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$67,115			CC Grade 2 / High-3 Average ¹ : \$68,525		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,119	\$112	\$1,007	\$1,142	\$114	\$1,028
21	1,175	117	1,057	1,199	120	1,079
22	1,230	123	1,107	1,256	126	1,131
23	1,286	129	1,158	1,313	131	1,182
24	1,342	134	1,208	1,370	137	1,233
25	1,398	140	1,258	1,428	143	1,285
26	1,454	145	1,309	1,485	148	1,336
27	1,510	151	1,359	1,542	154	1,388
28	1,566	157	1,409	1,599	160	1,439
29	1,622	162	1,460	1,656	166	1,490
30	1,678	168	1,510	1,713	171	1,542
31	1,734	173	1,560	1,770	177	1,593
32	1,790	179	1,611	1,827	183	1,645
33	1,846	185	1,661	1,884	188	1,696
34	1,902	190	1,711	1,942	194	1,747
35	1,958	196	1,762	1,999	200	1,799
36	2,013	201	1,812	2,056	206	1,850
37	2,069	207	1,862	2,113	211	1,902
38	2,125	213	1,913	2,170	217	1,953
39	2,181	218	1,963	2,227	223	2,004
40	2,237	224	2,013	2,284	228	2,056
Each additional year ⁵	55.93	5.59	50.34	57.10	5.71	51.39

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between June 1, 2019, and May 31, 2021, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$491.06 per month if for self plus one (code 323), \$430.49 if for self and family (code 322), or \$205.47 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under FERS rules, there is no maximum allowable yearly annuity. However, given the FERS formula of 1% per year, it is highly unlikely that any FERS employee will ever exceed the 80% maximum limit under CSRS.

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10% - their annuities are calculated at 1.1% times years of service times high-three average salary.

California

A couple of milestones to write about in this month's article. Tomorrow, I celebrate 30 years working for the USPS. Too many changes to count in the time I've worked for the Postal Service. The first six years I cased all my mail, that is to say, before DPS arrived in my neck of the woods in 1998. The logo changed in 1995. Leaders of our union and the agency have come and gone. Most active employees fall under FERS. They don't allow smoking indoors anymore. Right after I got engaged in September 1998, we got our first scanners.

I just spent several days in our nation's capital, where we celebrated another milestone. H.R. 3076, the Postal Service Reform Act of 2022, passed by a vote of 342 to 92, with 120 Republicans voting aye. Heck, even House Minority Leader Kevin McCarthy voted for it! What does this legislation do?

First, it codifies six-day delivery, making it permanent. So no more lobbying the appropriations committees of both houses to pass it every year.

Second, it repeals the pre-funding requirement, which is responsible for 84 percent of postal losses since 2006.

Third, it requires Medicare integration for future postal retirees. By making Medicare the primary payor for most retiree health expenses, the USPS will save at least \$50 billion. And it makes sense. After all, the Postal Service and its employees have paid roughly \$35 billion into Medicare since 1983, so it stands to reason we should get the maximum benefit from what we paid into it.

By the time you get the March *Postal Record*, the Senate version (S. 1720) may well have passed and been signed into law.

Please note how important it is that our friends control the chairmanships of all relevant committees in both houses of Congress.

Eric Ellis

Florida

As in the past, the FSALC is tentatively considering sending up to six officers to Tallahassee the last week of January to work with the AFL-CIO's Working Family Lobby Corp to meet and lobby our state legislators concerning matters of importance to working men and women.

Once again, the state legislators, under direction of Gov. DeSantis, are introducing bills to severely hamper state employees' unions and bills to pre-empt any attempts by local governments to set up practices or actions that would be beneficial to workers. Any final decision to send anyone to Tallahassee will depend upon the latest status of the COVID-19 pandemic and CDC protocols.

Our NBA, Lynne Pendleton, has approved the following dates for training sessions: District 1—Feb. 27 in Ft. Lauderdale's union hall from 10 a.m. to 2 p.m.; District 2—March 6 in the Tampa union hall from 10 a.m. to 2 p.m.; District 3—March 13 in the Melbourne union hall from 10 a.m. to

2 p.m.; District 4—March 27 in the Daytona teachers' union hall from 10 a.m. to 2 p.m.; and District 5—April 10 in the Tallahassee union hall from 9 a.m. to 1 p.m.

In coming months, I will continue with the history of the FSALC, especially concerning the Auxiliary and its interaction with the FSALC and the branches with which they were associated. If anyone within Florida has some particular information or insight concerning their auxiliary, please contact me at 727-526-2673.

O.D. Elliott

Kentucky

Bluegrass State LCCLs worked diligently to help H.R. 3076 pass the U.S. House and go on to the Senate. Five of the six Kentucky congressman voted yes! Thanks to Muriel Swift, Jim Williams, Missy Harris, Gary J. Smith, Mark Wallen and Zed Waltz for supporting and lobbying for our NALC-endorsed legislation. Plus, they always remind our sisters and brothers to email, call or otherwise contact their federal representatives. Browse the "State Summaries" section of *The Postal Record* in the months ahead for information on our replacement KYSALC state convention, to be held in N. Kentucky and hosted by Branch 374.

If your name did not appear in the February Letter Carrier Political Fund issue, you should correct that. There are four pages in the aforementioned issue where you can sign up to contribute to LCPF. All that NALC expends in the legislative/political arena mostly depends upon these voluntary funds. Most of our members have done well. Whether you are active or retired, your wages, pensions, health care and working conditions, as well as our collective bargaining, are subject to congressional oversight. Also, a myriad of government agencies have input upon USPS operations. NALC educates and advocates at the highest levels. President Rolando, the NALC officers and staff strictly scrutinize LCPF funds for the benefits of our members. From what this scribe has seen, they serve the membership with diligence and integrity. So let us support them with funds that mostly cannot be used from membership dues.

Bob McNulty

Louisiana

Finally some good news to report: H.R. 3076 has passed in the House of Representatives. I mentioned in an earlier post that with the new Congress, we would at least get a vote on the floor. I don't want to be too optimistic, but right now I'm feeling encouraged. The bill received overwhelming bipartisan support. Our Louisiana delegation delivered support from four of our six House members. Send a thank-you note to Congressmen Scalise (R), Letlow (R), Graves (R) and Carter (D). Now, S. 1720 is up for consideration in the Senate; hopefully, we can get the same bipartisan support from the upper chamber at the Capitol. By the time you read this, postal reform will be

signed into law by President Biden. Hopefully Joe Manchin (D-WV) isn't against it, like he's against everything else we're trying to do to move this country forward.

A major part of the bill will deal with retirees and Medicare. Most retirees would agree that health insurance is too expensive. Hopefully, if implemented correctly, we can reduce the cost of our healthcare.

We continue to deal with the effects of COVID-19, yet we continue to deliver for America. Whether the Delta variant, Omicron or whatever is next on the horizon, the mail will get delivered. Protect yourselves, vaccinate if that's your preference and stay vigilant in this fight.

I've been on the road again. New Iberia, LA Branch 988 has a new president. Her name is Monica Nathan, and we wish her the best. I also was asked to install the officers at Monroe, LA Branch 136; Elizabeth Osborne was reelected. Director of Retirees Marshall Wayne Smith accompanied me and spoke to the retirees in attendance. NBA Steve Lassan also installed AJ Breaux of Lake Charles, LA Branch 914 as the new president. Congrats!

Troy M. Scott

New Jersey

Congratulations to all Letter Carrier Political Fund contributors listed in the February issue of *The Postal Record*. New Jersey has 15.63 percent of our members contributing to the LCPF. The strength of NALC legislative efforts in New Jersey, fueled by the LCPF, were made evident when all 12 New Jersey representatives voted in favor of H.R. 3076, The Postal Reform Act of 2021. H.R. 3076 was passed in the House of Representatives on Feb. 8. This bill, if passed by the Senate, would repeal the retiree health insurance pre-funding mandate, preserve six-day mail delivery and reduce health benefit costs to the Postal Service by maximizing participation in Medicare. As I write this article, H.R. 3076 was sent to the Senate for a vote, where it appears to have bipartisan support. The passage of H.R. 3076 in the House is especially important and demonstrates the dedication of letter carriers across the Garden State.

The annual NJ state congressional conference, normally scheduled in March, has been cancelled again due to the restrictions caused by the coronavirus pandemic. State President Richard O'Connell Jr. cancelled the annual conference to protect the health and welfare of the delegates who attend. It has not been determined when or if the congressional conference will be rescheduled. While our visits were productive and enjoyable on Capitol Hill, the Association will begin to visit our representatives at their New Jersey offices.

Meanwhile, we will continue to inform and educate our representatives through phone calls, letters and emails. Thank you for making the phone call to your representative when alerted through the NALC App! Our fight is far from over.

Christine A. Strasser

Tennessee

Each year, the Tennessee State Association of Letter Carriers awards two \$500 scholarships to the son/daughter of a retired, active or deceased letter carrier who is/was a member of TSALC. For information, write to: Scholarship Committee c/o Ray Maki, 2405 Old Russelville Pike, Clarksville, TN 37040.

Laurie Mclemore

Wisconsin

The fight for a U.S. Senate seat in Wisconsin might be the biggest prize of the 2022 election cycle. With a 50-50 split between Republicans and Democrats in the U.S. Senate, Wisconsin is shaping up to be a pivot point, according to the *Milwaukee Journal*

Sentinel. There are 34 Senate seats being contested this year; 14 are held by Democrats and 20 by Republicans in the Aug. 9 primary. The Democratic candidates are Alex Lasry, a Milwaukee Bucks executive; State Treasurer Sarah Godlewski; Lieutenant Governor Mandela Barnes; Outgamie Co. executive Tom Nelson; Chantia Lewis of Milwaukee Aid; Gillian Battino, a Wausau radiologist; and former nonprofit CEO Steven Olikara.

Incumbent Republican senator Ron Johnson will seek reelection to a third six-year term. Johnson is the only Republican Senate incumbent seeking re-election in a state that former president Donald Trump lost last year.

Wisconsin's gubernatorial and lieutenant gubernatorial elections are Nov. 8. Incumbent governor Tony Evers is not being

challenged by anyone inside the Democratic party for nominations. According to pbswisconsin.org, as of February, the top two Republican candidates for governor are Kevin Nicholson, businessman and former combat Marine, who will face off against Rebecca Kleefisch, who served eight years as lieutenant governor under former Governor Scott Walker.

In Wisconsin, gubernatorial candidates do not get to pick their running mates. The race for lieutenant governor happens in the Aug. 9 primary, and the winner gets placed on the general election ticket. So far, there are three Democrats and five Republicans on the ticket, with the deadline of June 1.

Wisconsin's House of Representatives District 8 primary is scheduled for Aug. 8.

Jeff Clark

In Memoriam

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

Kenneth Stephens	Br. 106	Montgomery, AL	Steven M. Henderson	Br. 11	Chicago, IL	J. Buck Jr.	Br. 6000	Long Island Mgd., NY
James Williams	Br. 106	Montgomery, AL	Linda Y. Jones-Brock	Br. 11	Chicago, IL	Frank W. Cantone	Br. 6000	Long Island Mgd., NY
Terence L. Caffey	Br. 35	Little Rock, AR	Theodore J. Tyma	Br. 11	Chicago, IL	Henry J. Tortora	Br. 562	Jamaica, NY
Christian G. Gibson	Br. 1902	Arizona Mgd.	Marvin R. White	Br. 11	Chicago, IL	Vincent M. Panchuk	Br. 36	New York, NY
Ronnie M. Bertschy	Br. 704	Tucson, AZ	John W. Cambra	Br. 2183	Melrose Park, IL	Raymond P. Baron	Br. 134	Syracuse, NY
Kevin Ramos	Br. 704	Tucson, AZ	David E. Daugherty	Br. 377	Evansville, IN	Leo L. Labrake	Br. 134	Syracuse, NY
Stephen T. Ivory	Br. 782	Bakersfield, CA	Edward A. Mcnickle	Br. 98	Muncie, IN	C. R. Wilcox	Br. 134	Syracuse, NY
Ernest V. Vasquez	Br. 2704	Brawley, CA	Jerrold A. Kronewitter	Br. 330	South Bend, IN	Samuel V. Paolozzi	Br. 375	Utica, NY
Juan D. Perez	Br. 52	Central California Coast	Michael A. Pavlides	Br. 753	Valparaiso, IN	Paul R. Brenner	Br. 1321	Rocky Mount, NC
Robert J. Miller	Br. 1100	Garden Grove, CA	Teddy A. Rogers	Br. 352	Central Iowa Mgd.	Dennis M. Williams	Br. 238	Canton, OH
William E. Jones	Br. 24	Los Angeles, CA	Galen H. White	Br. 104	Lawrence, KS	John A. Koch	Br. 43	Cincinnati, OH
Stephen R. Manchester	Br. 1291	Modesto, CA	William E. Rouse	Br. 201	Wichita, KS	Thomas J. O'Brien	Br. 43	Cincinnati, OH
Thomas M. Ryan	Br. 4149	Palm Springs, CA	Michelle R. Rogers	Br. 129	Baton Rouge, LA	Sherry E. Glenn	Br. 40	Cleveland, OH
Ernest E. Gardner	Br. 133	Sacramento, CA	Robert C. Anderson	Br. 92	Maine Mgd.	Arthur L. Murray	Br. 78	Columbus, OH
George W. Preston	Br. 70	San Diego, CA	David B. West	Br. 92	Maine Mgd.	Donella Crenshaw	Br. 100	Toledo, OH
Donald L. Darby	Br. 214	San Francisco, CA	James L. Jiggetts Sr.	Br. 176	Baltimore, MD	Mark R. Turner	Br. 1358	Tulsa, OK
Kathleen R. Mckenna	Br. 193	San Jose, CA	Louise B. Stewart	Br. 902	Salisbury, MD	Russell L. Wheeler	Br. 1358	Tulsa, OK
Jenoveva Becerra	Br. 2902	Tri-Valley, CA	Roger E. Bellerose	Br. 7	Lynn, MA	Leonard K. Galer	Br. 916	Emerald Empire, OR
Cory C. Cic	Br. 47	Denver, CO	Primo A. Lombardi Jr.	Br. 25	MA Northeast Mgd.	Ronald A. Carver	Br. 82	Portland, OR
Marvin J. Smith	Br. 47	Denver, CO	David E. Ducharme	Br. 12	Worcester, MA	Melvin L. Fessler	Br. 82	Portland, OR
James F. Thomas	Br. 47	Denver, CO	Marvin J. Wells	Br. 1	Detroit, MI	Marlo B. Foster	Br. 82	Portland, OR
Loretta D. Blackman	Br. 142	Washington, DC	Douglas F. Stephens	Br. 122	Lansing, MI	Destiny Johnson	Br. 82	Portland, OR
Phillip Elliott	Br. 142	Washington, DC	Norman P. Kiger	Br. 256	Mid-Michigan	Joseph E. Krohn	Br. 157	Philadelphia, PA
Keith Mims	Br. 142	Washington, DC	Maurice L. Savoye	Br. 9	Minneapolis, MN	Robert J. McCann	Br. 157	Philadelphia, PA
Lilly A. Russell	Br. 1091	Central Florida	Cornelius Brown	Br. 217	Jackson, MS	Alfred G. Bruno	Br. 84	Pittsburgh, PA
Frederick Stephens	Br. 1091	Central Florida	James S. Burks	Br. 763	Columbia, MO	Stephen S. Rice	Br. 84	Pittsburgh, PA
William L. Harrod	Br. 2008	Clearwater, FL	Joseph P. Regan	Br. 343	St. Louis, MO	Lewis J. Villa	Br. 84	Pittsburgh, PA
Herbert P. Allebaugh	Br. 2689	Spacecoast, FL	Harold E. Sapp	Br. 815	Billings, MT	Robert Herne	Br. 17	Scranton, PA
Robert B. Barwell	Br. 2689	Spacecoast, FL	Arnold H. Mortensen	Br. 2502	Las Vegas, NV	Aquaya J. Wright	Br. 509	York, PA
Bobbie L. Medlin	Br. 2689	Spacecoast, FL	Paul M. Wallace	Br. 44	New Hampshire Mgd.	Gabriel A. Rivera	Br. 826	Ponce, PR
Ray J. Plymale	Br. 2689	Spacecoast, FL	William L. Pastor	Br. 924	Freehold, NJ	James W. Bloss	Br. 4	Nashville, TN
Alan P. Sarge	Br. 2689	Spacecoast, FL	Vincent J. Colpaert	Br. 38	New Jersey Mgd.	Johnnie O. Rodriguez	Br. 421	San Antonio, TX
Herbert Wheeler	Br. 2689	Spacecoast, FL	Thomas C. Ditrani	Br. 38	New Jersey Mgd.	Eugene E. Bankhead	Br. 111	Salt Lake City, UT
Marilyn M. Ray	Br. 1071	South Florida	Myles K. Standish	Br. 38	New Jersey Mgd.	Douglas K. Hardy	Br. 111	Salt Lake City, UT
Christophe J. Crump	Br. 4040	Albany, GA	Joseph A. Tryba	Br. 380	Trenton, NJ	Robert A. Delelle	Br. 3520	Arlington, VA
Joseph C. Head	Br. 73	Atlanta, GA	John C. Wintermute	Br. 380	Trenton, NJ	Ray Edwards	Br. 3520	Arlington, VA
Ezekiel W. McConnell	Br. 73	Atlanta, GA	Paul Mack	Br. 1492	Westfield, NJ	Wilber B. Johnson	Br. 3520	Arlington, VA
Willie J. Sims	Br. 73	Atlanta, GA	Anthony Miskiel	Br. 1492	Westfield, NJ	Alfred D. Byrd	Br. 247	Tidewater VA
Donald Tabron	Br. 73	Atlanta, GA	Manuel J. Herrera	Br. 504	Albuquerque, NM	Loretta J. Caris	Br. 983	Antigo, WI
Clarence L. Leathers	Br. 73	Atlanta, GA	Roland J. Cannizzaro	Br. 3	Buffalo-Western NY	Kenneth W. Chivington	Br. 173	Oshkosh, WI
Bobby Ranson	Br. 73	Atlanta, GA	W. J. Karasek	Br. 3	Buffalo-Western NY			
Henry L. Stone	Br. 578	Savannah, GA	William C. Liddell	Br. 3	Buffalo-Western NY			
James R. Collins	Br. 11	Chicago, IL	Donald B. Loder	Br. 3	Buffalo-Western NY			
Samuel George	Br. 11	Chicago, IL	Jerome J. Peck	Br. 3	Buffalo-Western NY			

Anchorage, Alaska

I begin my transition from working to retirement and it's too early to understand the full effects of not going to work. But if what my fellow brother and sister retirees tell me, it's a great decision. As I'm sure all retirees had to adjust to an uncertain period of wondering will I be financially able to do this; time will soon tell. Some of you have gone out and gotten a part-time job to fill in the time. I still plan on continuing to be a retirement counselor for Region 2 and my branch. And I'll sell uniforms so I can stay in touch with the many letter carriers I've come to know over the years. I'll also review all of the documents that need to be current in retirement. Are your beneficiaries current on your life insurances? Will my survivors be able to know what benefits are due to them and how do they go about beginning the process? Where do they find this information, or who can they contact for help? Having all of this in one convenient spot provides peace of mind. I've had to help many navigate the process when a federal retiree passes away at a time when their mind is understandably on other issues. The help that the union can provide them is appreciated more than you can imagine.

So, if you have not or don't have everything in order for your survivors, I recommend the first thing is to obtain the pamphlet from the NALC titled "When a Retired Letter Carrier Dies..." Our branch has them and I provide them in every retirement class. The NALC Supply Department has them for free and they can be obtained by filling out the NALC Supply Order Form. It's the responsible thing to do for your loved ones.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

After reading Larry Cirelli's recent article in the *Garden State Letter Carrier* about delivering mail in the dark, it brought back many memories. The first half of my 36-year career, there was never an issue about late mail delivery. Many carriers started at either 6, 6:30 or 7 a.m., so even if they worked 10 hours, darkness would not be a problem. That's when the geniuses in the mail plant thought it would be a good idea to process the mail later. How about we change the carriers' starting time to 8, 8:30 and 9 a.m.? This way, customers can get their mail around dinner time or later—so much for customer service. I always took the stand that I would not deliver in the dark and that it was unsafe, and that reason was usually good enough.

Then I was told that darkness, in and of itself, is not unsafe, so I used every excuse there was. I cannot properly see when I am walking up or down steps; many streets did not have sidewalks, so walking in the street is unsafe; being unable to see dogs or other animals is unsafe. I understand that carriers want the overtime and have no problems delivering in the dark, but please make sure it is also important to be safe for you and your family.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

April 30 will mark my three-year retirement from the Post Office. My, how time flies. I've often said when we die, we just zoom into the future. Time takes on a different idea when it becomes available. Before retirement, I gave some thought to what I would try to accomplish in the final years of my life. Volunteer work, part-time (low stress) job or travel. The pandemic made some decisions for me, but I did fall into a couple of good "gigs." Here in Colorado, we have an all mail-in ballot voting system—every registered voter gets a ballot for every election. I never gave much thought to this operation until I worked on the other end of the process. I've done a few minor election cycles and the big one last November. Along with a person from the opposite party, we opened the collection boxes along a specified route for six weeks leading up to the election and "faced" each ballot to be processed. Feeling surprised every time we opened boxes—one took 30-45 minutes to empty the final two weeks of collection. Because of the contentiousness of this election, there were poll workers observing from both parties. It reminded me of doing postal collections! The number of people who voted in our county was amazing, the ease of voting was unparalleled. To ensure that our democracy survives, the single thing any person can do is vote. And, in Colorado, doing this from the comfort of our home, surrounded by all kinds of information sources, we are able to make thoughtful and educated decisions. The future is ours to take and the counties are looking for help, and love having retired letter carriers.

In unity,

Barb Larson, Branch 5996

Hartford, Connecticut

Cold weather and snow is upon us. We are getting late delivery sometimes after dark here in Waterbury. Please keep your porch curbside or cluster box mailboxes clear of snow and ice for the sake of your letter carriers' safety.

If you have an older car, there is a tendency to try to save money by not keeping your collision policy on your vehicle insurance. This is unwise. If you hit another vehicle without collision coverage, they may not pay the damages on the vehicle you hit. It is well worth the price of collision insurance to avoid this.

If you are planning to move, such as retiring to Florida, etc., you should get in touch with a real estate agent in the state/region you plan to move to. You can take video tours of prospective condominiums and apartments you would lease or purchase there. Relatives of mine did this in the St. Petersburg and Dunedin, FL area with good results.

Thanks to Branch 86 for our retirees' yearly booklet calendar. It is nice to see the holidays and days off. I was a red day. Best wishes to retirees and letter carriers in the coming year. 2022—time flies.

Sincerely,

Ed Mulrenan, Branch 86

New Orleans, Louisiana

There are two subjects most Americans avoid: politics and race. It's refreshing to belong to an organization that address both subjects straightforwardly and on point.

Branch 124 Secretary Cheryl Davis wants to convey a message of utmost importance to retirees: Branch 124 has received many 50-year pins for our members, but we're having difficulty contacting some of you. If you think it's time for your 50-year pin, please contact the hall at 504-283-6252. If you know Ms. Davis like I know her, it would behoove you to comply...jes sayin'!

Politics has borne fruit for the Postal Service and your family. H.R. 3076, the Postal Service Reform Act, eliminates the mandate to pre-fund retiree health care benefits and preserves six-day delivery. Thanks to all carriers who after the last 10 years can now begin to see daylight at the end of tunnel.

Now to get the Board of Governors to replace Louis (No-Joy) DeJoy as PMG. Our work is just starting, folks.

At our last retirees meeting, barring any more lethal mutations of COVID, we'll resume our Seafood Boil in May and the Christmas party; watch this space for updates.

The February *Postal Record* is dedicated to contributors to the political fund, so our March issue will have to suffice as our Black History moment. Clarence Acox in 1964 introduced a resolution to having just one branch to represent all carriers. At that time, there existed two branches to represent—one for Black carriers and one for white carriers. We've come a long way since then, and more work yet remains to be done.

The Food Drive is tentatively scheduled to take place this year. We could use a few volunteers to assist in this year's effort. More information to come; stay tuned.

Stanley L. Taylor, Branch 124

Paterson, New Jersey

With the increasing of postal rates and the slowing of mail delivery, one has to wonder if these items are in the best interest of our Postal Service system, our nation and our customers. Will this attract more or fewer customers, or make the Postal Service money? We have started noticing in mailing checks for bill paying the usual saying, "Please mail in your payment five days prior to due date," now stating, "Please mail in your payment at least 7-10 days prior to the due date." Are we heading back to the days of slower mail delivery? If a letter carrier ever tries to delay in any way, shape or form, the mail delivery, there is a hefty price

to pay. Why aren't management decisions held to the same standard? Where are the visionaries who can grow our Postal Service, rather than cutting service? We can only hope that the future decision makers of our postal system include more ideas, rather than more customers looking elsewhere for a more cost-efficient and speedy service.

Joseph Murone, Branch 120

Tacoma, Washington

As one of our esteemed Branch 130 retirees recently found out, persistence sometimes pays off.

Way back in April 1943, then-Stadium High School junior Ernie Reda was drafted in the United State Army. The whole world was at war—graduation could wait!

Ernie stepped up to the challenge and joined the fight, hoping that the future would allow him and his fellow Americans to resume "normal" life after the fighting was over.

Finally, after more than a year and a half spent in France and elsewhere, Ernie headed for home. Sometime after that, he began carrying mail with the old U.S. Post Office Department. He joined Branch 130 on Feb. 11, 1955, and has been with us continuously for the past 67 years.

Having such a life-changing experience behind him, Ernie didn't forget that he had missed the experience of walking across the stage to receive his high school diploma. It became more and more important to him as the years marched by without him marching across that stage.

At the same time, as important as it was to him, it also became more and more important to those close to him. When his granddaughter Heather learned that the Washington state legislature had made it possible for Ernie and his fellow soldiers who had their education interrupted by the war to be recognized, she began to pursue the possibilities.

Finally, on Dec. 20, 2021, only some 77 years behind schedule, our union brother and former Private First Class Ernie J. Reda received something he had struggled for his entire adult life and became Graduate Ernie J. Reda.

Ernie died on Feb. 7, after we had planned this recognition in *The Postal Record*, but we still would like to recognize his achievement and longtime service with the branch.

Dick Bussa, Branch 130

Election Notices

Garden Grove, California

This is official notice that, pursuant to Article 5 of Branch 1100 bylaws, nominations for officers for the 2022-2025 term will be held at the regular branch meeting on Tuesday, June 14, at 7:30 p.m. at Branch 1100's Charlie Miller Meeting Hall, located at 13252 Garden Grove Blvd., Garden Grove.

All members in good standing must be present and/or signify, in writing, their willingness to accept the nomination, and may accept nomination for only one position.

At the time of nomination, candidates must certify that they have not applied for or served as a supervisor, either temporary or permanent, during the 24 months preceding nomination.

All elected offices are open for nomination and are for a term of three years. In addition, those elected for a position shall, by virtue of their position, be a compensated delegate to all state and national conventions during the term of office.

The election shall be conducted by secret mail ballot. Ballots must be returned by Monday, July 11, at 11:30 a.m. PDT to be counted. All others will be void.

Bonnie Doherty, Exec. Sec., Br. 1100

Hawaii

In accordance with Article 5 of the *NALC Constitution*, this is official notice to all members of the Hawaii State Association of Letter Carriers of nominations and elections of officers for the 2022-2025 term. All members in good standing are eligible to be nominated and elected.

Hawaii State Association officer positions include: president, vice president, secretary, treasurer, director of retirees, sergeant-at-arms and five trustees. Nominations and elections will be held during the state convention scheduled for May 29-30 at the Ala Moana Hotel by Mantra, located at 410 Atkinson Dr., Honolulu.

All candidates for office must be present at the time of their nomination or signify their willingness to accept if elected, in writing, to the state secretary. The letter must be received by the secretary on or before nomination day and should be sent to: Val Nakahara, P.O. Box 25854, Honolulu, HI 96825.

Val Nakahara, Sec., HSALC

Los Angeles, California

This is official notice to all Branch 24 members of nominations and elections for the following positions: president, executive vice president, vice president, recording secretary, financial secretary, treasurer, board of trustees (three positions), service relations (three positions), board of audit (three positions), sergeant-at-arms, Ill and Injured steward, health benefits representative and MBA-NSBA representative.

The term of office will be three years, from June 2022 to June 2025. Nominations will be held at 774 South Valencia, Los Angeles, during the regular branch meeting on May 7. Nominations will be a separate order of business. All regular members shall be eligible to hold any office or position in the branch except as provided under Article 5, Section 2 of the *NALC Constitution* (this section disqualifies any member who holds, accepts or applies for a 204B/supervisor in the past two years). Every regular member shall have the right to nominate a candidate(s). Those persons nominated must submit their written acceptance to the branch recording secretary.

The elections will be by secret ballot. Ballots will be mailed to the last-known address of every Branch 24 member (as of April 1, 2022). Ballots will be mailed on Friday, May 14. If there are two or more candidates for any office, the plurality of votes cast for such office shall be necessary to elect. There shall be no write-in votes for candidates not officially on the ballot. Any such write-in shall not be counted, but

will not invalidate the rest of the ballot. The ballots must be received no later than 9 a.m. on June 4. Adequate safeguards to ensure a fair election shall be provided, including:

- 1. Observers:** Candidates may act as observers. All candidates have the right to have an observer throughout each phase of the election, as outlined in the official NALC Regulations Governing Branch Election Procedures, Parts 11.8, 11.81, 11.82, 11.83, 11.84, 14.1 and 17.1.
- 2. Campaign ads:** All person(s) intending to place campaign ads in the May-June 2022 issues of the branch publication *Angel City Carrier (ACC)* must pay in full and submit their campaign ad to the ACC publisher, ready for print, no later than April 10. The cost of a one-page ad will be \$150. If candidates want ads placed in additional ACC issues, the deadline is the 10th of the prior month.
- 3. Address labels:** For those candidates who wish to mail campaign literature to Branch 24 members, address labels must be ordered in advance at the cost of \$100 per each full set. Labels must be paid in full to the financial secretary prior to literature being mailed.
- 4. Mailing of campaign literature:** prepared campaign literature must be brought to the union hall and presented to the election committee (the envelopes must be sealed with correct postage affixed) at 9 a.m. on May 9, May 10, May 12 and/or May 13, unless the candidate has made other advance arrangements with the election committee. Labels will be affixed by the candidates under the observation of the election committee, or by the election committee at no additional cost. After address labels are affixed, the election committee will be responsible for the mailing of all campaign literature.

Anita Guzik, Rec. Sec., Br. 24

Montana

This is the official notification that nominations and elections for three-year and two-year trustees for the Montana State Association of Letter Carriers (MTSALC) will be held during its annual convention, April 22-23, in Billings.

Nick Liston, Sec., MTSALC

Rochester, New Hampshire

This is official notification to all members of Branch 990 that nominations and elections were discussed for the upcoming state convention (June 3-5) at the Feb. 9 union meeting, to conclude with final elections at the March 9 meeting.

Mike Langelier, Sec., Br. 990

Tidewater Virginia

This is an official notification to all members of Branch 247. In accordance with Article 5 of the *NALC Constitution* and Article 5 of Branch 247 bylaws, the nominations for the office of vice president will take place on the floor at the regular branch meeting on April 5 at 7:30 p.m., located at 10866 Warwick Blvd., Newport News. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination. Nominees must be present at the meeting to be nominated, except in the case of an unforeseen emergency.

If there are two or more candidates, the election committee will mail out secret ballots to the members' last-known address on record with NALC Headquarters. The results will be announced at the May 3 regular Branch 247 meeting. Please notify NALC Headquarters of any change of address as soon as possible by contacting the NALC Membership Department at 202-393-4695.

Darren A. Barnes, Pres., Br. 247

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

George C. Baldwin Los Angeles, CA Br. 24

70-year pins

John S. Corbett Los Angeles, CA Br. 24
 Harold R. Evans Los Angeles, CA Br. 24
 Thomas B. Jepperson Los Angeles, CA Br. 24
 James O. McLelland Jr. Los Angeles, CA Br. 24
 Thurrell C. Russ Los Angeles, CA Br. 24
 Daniel C. Thomas Los Angeles, CA Br. 24
 Mary J. Williams Los Angeles, CA Br. 24
 Phillip F. Santangelo Northeastern NY Br. 358

65-year pins

Thomas Davis Jr. Los Angeles, CA Br. 24
 Roman A. Diaz Los Angeles, CA Br. 24
 James M. Fennell Los Angeles, CA Br. 24
 Pasquale V. Marquez Los Angeles, CA Br. 24
 Arthur A. Mastro Los Angeles, CA Br. 24
 Ernest A. McCullum Los Angeles, CA Br. 24
 Robert R. Milewski Los Angeles, CA Br. 24
 Rollin M. Singleton Los Angeles, CA Br. 24
 Billy L. Chism Denver, CO Br. 47
 David L. Lambert Denver, CO Br. 47
 Kenneth E. Roehm Denver, CO Br. 47
 Dale G. Welch Denver, CO Br. 47
 Robert C. Zwicker Melrose Park, IL Br. 2183
 Wayne A. Alexander Peoria, IL Br. 31
 Robert D. Laskowski Erie, PA Br. 284
 Gerard E. Zimmer Erie, PA Br. 284

60-year pins

Frank A. Swezey Greater E. Bay, CA Br. 1111
 Edward Frank II Los Angeles, CA Br. 24
 Reynaldo B. Martinez Los Angeles, CA Br. 24
 Malcolm J. Prejean Los Angeles, CA Br. 24
 Jan L. Vandenburg Los Angeles, CA Br. 24
 Joseph P. Mingram Stockton, CA Br. 213
 John E. Denton Denver, CO Br. 47
 Arthur W. East Denver, CO Br. 47
 Richard Gomez Denver, CO Br. 47
 Morris W. Leonard Denver, CO Br. 47
 Robert C. Zwicker Melrose Park, IL Br. 2183
 Robert H. Hellrigel Peoria, IL Br. 31
 Burdette F. Maske Peoria, IL Br. 31
 James D. Hoglund Rockford, IL Br. 245

George E. Serafin Bergen Co. Mgd., NJ Br. 425
 Bernard Stern Bergen Co. Mgd., NJ Br. 425
 Alexander P. Brousseau Albany, NY Br. 29
 William G. Beyer Buffalo-Western NY Br. 3
 Roy E. Booker Buffalo-Western NY Br. 3
 Albert J. Gates Buffalo-Western NY Br. 3
 Kenneth J. Greene Buffalo-Western NY Br. 3
 Eugene V. Kasprovicz Buffalo-Western NY Br. 3
 Edward C. Rogers Buffalo-Western NY Br. 3
 Charles J. Spiesman Buffalo-Western NY Br. 3
 James W. Sullivan Buffalo-Western NY Br. 3
 William F. Chandler Northeastern NY Br. 358
 A. L. Stillman Jr. Northeastern NY Br. 358
 Richard L. Concordia Rochester, NY Br. 210
 Edward B. Smith Syracuse, NY Br. 134
 Robert L. Fischer Fargo-W. Fargo, ND Br. 205
 Kenneth M. Densmore Plano, TX Br. 4065
 Lawrence R. Blythe Yakima, WA Br. 852
 Lawrence D. Cook Yakima, WA Br. 852
 Robert J. Stanton Yakima, WA Br. 852

55-year pins

Oswaldo S. Ayala Los Angeles, CA Br. 24
 James D. Bryant Los Angeles, CA Br. 24
 Grover M. Daily Los Angeles, CA Br. 24
 James O. Dandridge Los Angeles, CA Br. 24
 Braulio A. Duran Los Angeles, CA Br. 24
 Robert C. Nowicki Los Angeles, CA Br. 24
 Joe L. Orozco Los Angeles, CA Br. 24
 Sueyoshi Takeuchi Los Angeles, CA Br. 24
 William L. Barneski Denver, CO Br. 47
 Billy W. Childers Denver, CO Br. 47
 John F. Golt Denver, CO Br. 47
 Stephen M. Houle Denver, CO Br. 47
 Phillip L. Maese Denver, CO Br. 47
 William H. Collisi Melrose Park, IL Br. 2183
 Garland J. Gralow Melrose Park, IL Br. 2183
 Robert C. Zwicker Melrose Park, IL Br. 2183
 Berlyn R. Cook Peoria, IL Br. 31
 Harold C. Leroy Peoria, IL Br. 31
 Claude D. Milam Peoria, IL Br. 31
 Irwin L. Rousseau New Orleans, LA Br. 124
 James B. Gossard Sr. Hagerstown, MD Br. 443
 Roy K. Stone Hagerstown, MD Br. 443
 Peter J. Young Bergen Co. Mgd., NJ Br. 425
 Charles M. Cramer Albany, NY Br. 29
 Stanley F. Bednarz Buffalo-Western NY Br. 3

Daniel T. Cinski Buffalo-Western NY Br. 3
 Martin J. Coyne Buffalo-Western NY Br. 3
 Daniel O. Delano Buffalo-Western NY Br. 3
 Donald D. Gallivan Buffalo-Western NY Br. 3
 Weston P. Heimerle Jr. Buffalo-Western NY Br. 3
 James G. Kohler Buffalo-Western NY Br. 3
 Graham W. MacDonald Buffalo-Western NY Br. 3
 Thomas A. Marasco Buffalo-Western NY Br. 3
 Thomas H. May Buffalo-Western NY Br. 3
 George R. Meyers Buffalo-Western NY Br. 3
 Robert J. Ruhland Buffalo-Western NY Br. 3
 John R. Spampinato Buffalo-Western NY Br. 3
 Philip J. Sullivan Buffalo-Western NY Br. 3
 Richard A. Tracy Buffalo-Western NY Br. 3
 Robert E. Becker Jr. Northeastern NY Br. 358
 Richard E. Devine Northeastern NY Br. 358
 Kenneth Ellsworth Northeastern NY Br. 358
 Adrian S. Fitts Northeastern NY Br. 358
 Ronald R. Kexel Northeastern NY Br. 358
 Vincent J. Barone Rochester, NY Br. 210
 Richard L. Concordia Rochester, NY Br. 210
 Richard A. Ehrne Rochester, NY Br. 210
 Larry L. Fersaci Rochester, NY Br. 210
 Larry Hargraves Rochester, NY Br. 210
 Bruce E. Kaleta Rochester, NY Br. 210
 Donald M. Kozlowski Rochester, NY Br. 210
 Edward G. Levy Rochester, NY Br. 210
 Robert J. Pompa Rochester, NY Br. 210
 Gordon E. Windsor Rochester, NY Br. 210
 Bruce R. Yawman Rochester, NY Br. 210
 Thomas P. Azzolino Syracuse, NY Br. 134
 J. J. Boyle Syracuse, NY Br. 134
 Michael N. Krupka Syracuse, NY Br. 134
 David F. Lang Syracuse, NY Br. 134
 L. A. Montroy Syracuse, NY Br. 134
 A. J. Morgan Syracuse, NY Br. 134
 Anthony J. Nuzzi Syracuse, NY Br. 134
 Ronald J. Scott Syracuse, NY Br. 134
 David A. Laude Fargo-W. Fargo, ND Br. 205
 Raymond L. Bowen Erie, PA Br. 284
 Paul A. Bruschi Jr. Erie, PA Br. 284
 Lawrence L. Buffalari Erie, PA Br. 284
 William F. Hultgren Erie, PA Br. 284
 Francis J. Karle Erie, PA Br. 284
 Allan F. Miller Erie, PA Br. 284
 Thomas J. Sapienza Erie, PA Br. 284
 Edward A. Sementelli Erie, PA Br. 284

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

Guy A. Valerio	Erie, PA	Br. 284	James W. Williams	Los Angeles, CA	Br. 24	Warren G. Mortimer	Albany, NY	Br. 29
Robert D. Zollars	Erie, PA	Br. 284	John S. Hall	Denver, CO	Br. 47	Gary P. Kistner	Buffalo-Western NY	Br. 3
Bascomb A. Carpenter	Yakima, WA	Br. 852	Stanley A. Kaiser	Denver, CO	Br. 47	Richard A. Wentland	Buffalo-Western NY	Br. 3
Donald E. Werner	Green Bay, WI	Br. 619	Laszlo B. Kovacs	Denver, CO	Br. 47	Warren J. Bourdeau	Northeastern NY	Br. 358
50-year pins and gold cards			John F. Monroe Jr.	Denver, CO	Br. 47	George S. Carle	Northeastern NY	Br. 358
Charles R. Armstrong	Anchorage, AK	Br. 4319	James R. Smith	Denver, CO	Br. 47	Kevin Collins	Northeastern NY	Br. 358
Harland J. Grower	Anchorage, AK	Br. 4319	Raymond J. Steinbach	Denver, CO	Br. 47	Timothy E. Farley	Northeastern NY	Br. 358
Douglas C. Bateham	Jonesboro, AR	Br. 1131	John Henry L. Stilley	Denver, CO	Br. 47	Daniel A. Foster	Northeastern NY	Br. 358
Charles A. Cryoskie	Jonesboro, AR	Br. 1131	Robert H. Tarr	Denver, CO	Br. 47	David J. Graves	Northeastern NY	Br. 358
Morris O. Gooch	Jonesboro, AR	Br. 1131	Miguel A. Segarra	South Florida	Br. 1071	Thomas P. Hoodack	Northeastern NY	Br. 358
Carroll W. Gott	Jonesboro, AR	Br. 1131	Joseph M. Casalvieri	W. Coast, Florida	Br. 1477	Ronald P. Longo	Northeastern NY	Br. 358
Michael Horton	Jonesboro, AR	Br. 1131	Joe Foster Jr.	W. Coast, Florida	Br. 1477	Francis J. Nappi	Northeastern NY	Br. 358
William M. Peacock	Jonesboro, AR	Br. 1131	Albert R. Miller	W. Coast, Florida	Br. 1477	John D. Nicol	Northeastern NY	Br. 358
James W. Richardson	Jonesboro, AR	Br. 1131	Michael R. Miller	W. Coast, Florida	Br. 1477	Frederick J. Putkowski	Northeastern NY	Br. 358
Coy D. Stone	Jonesboro, AR	Br. 1131	Richard L. Renshaw	W. Coast, Florida	Br. 1477	Nicholas F. Bucciero	Rochester, NY	Br. 210
Melvin L. Wyatt	Jonesboro, AR	Br. 1131	David F. Walker	W. Coast, Florida	Br. 1477	Alan A. Jameson	Rochester, NY	Br. 210
Dana Ellingson	Greater E. Bay, CA	Br. 1111	John W. Cambra	Melrose Park, IL	Br. 2183	Jose A. Martinez	Rochester, NY	Br. 210
Shigeru Asato	Los Angeles, CA	Br. 24	Alexander M. Dandrea	Melrose Park, IL	Br. 2183	Sharon L. Phillips	Rochester, NY	Br. 210
Doile Banks Jr.	Los Angeles, CA	Br. 24	William A. Dicanio	Melrose Park, IL	Br. 2183	Donald J. Stephens	Rochester, NY	Br. 210
Octave Bernard, Jr.	Los Angeles, CA	Br. 24	Vincent Gnoffa	Melrose Park, IL	Br. 2183	Thomas J. Vaccaro	Rochester, NY	Br. 210
David Brown	Los Angeles, CA	Br. 24	Joseph M. Golonka	Melrose Park, IL	Br. 2183	Andrew J. Glasso	Syracuse, NY	Br. 134
Edward Felix	Los Angeles, CA	Br. 24	Edward M. Gracyas Jr.	Melrose Park, IL	Br. 2183	Kenneth R. Fishel	York, PA	Br. 509
Glen A. French	Los Angeles, CA	Br. 24	Waldo B. Pirok	Melrose Park, IL	Br. 2183	Francis C. Fogle	York, PA	Br. 509
Paula D. Gardner	Los Angeles, CA	Br. 24	Joseph R. Quattrochi	Melrose Park, IL	Br. 2183	William N. Garrison	York, PA	Br. 509
Ernest D. Mitchell	Los Angeles, CA	Br. 24	John J. Williams Jr.	New Orleans, LA	Br. 124	Walter E. Goshorn Jr.	York, PA	Br. 509
David A. Perez	Los Angeles, CA	Br. 24	Gerald R. Kramer	Detroit, MI	Br. 1	Terry L. Kiser	York, PA	Br. 509
Gilbert R. Rice	Los Angeles, CA	Br. 24	Frank R. Wright	Detroit, MI	Br. 1	D. E. Lefever	York, PA	Br. 509
Robert Rich	Los Angeles, CA	Br. 24	Francis W. Nardi	Ishpeming, MI	Br. 386	Gary L. Lloyd	York, PA	Br. 509
Duane J. Rickenbacker	Los Angeles, CA	Br. 24	Charles P. Smith	Ishpeming, MI	Br. 386	Edward R. Mora	York, PA	Br. 509
Joseph F. Rodriguez	Los Angeles, CA	Br. 24	Arthur J. Toney	St. Louis, MO	Br. 343	Dollee D. Ruth	York, PA	Br. 509
Francisco M. Serrano	Los Angeles, CA	Br. 24	George T. Adams	Camden, NJ Mgd.	Br. 540	Alfred Hall	Texarkana, TX	Br. 569
Manuel H. Torres	Los Angeles, CA	Br. 24	Manuel R. Alvarado	Las Cruces, NM	Br. 2905	James E. Moore	Texarkana, TX	Br. 569
Danny K. Wade	Los Angeles, CA	Br. 24	Jimmy V. Estrada	Las Cruces, NM	Br. 2905	W. W. Sawyers	Texarkana, TX	Br. 569
Larry C. Watson	Los Angeles, CA	Br. 24	Mike J. Guzman	Las Cruces, NM	Br. 2905	Kenneth R. Yowell	Texarkana, TX	Br. 569
Jimmy L. Wheaton	Los Angeles, CA	Br. 24	Arthur G. Holguin	Las Cruces, NM	Br. 2905	William H. Lyons	Yakima, WA	Br. 852
			Joseph R. Demarco	Albany, NY	Br. 29	Paul W. Michael	Yakima, WA	Br. 852

Scholarships available for Florida colleges

The Costas G. Lemonopoulos Scholarship Trust, established by the late West Coast Florida Branch 1477 member Costas G. Lemonopoulos, will award scholarships to children of NALC members attending public, four-year colleges or universities supported by the state of **Florida**, including St. Petersburg College (no private colleges, universities, or junior colleges).

For an explanation of the rules governing the awards and instructions on how your son or daughter can compete, fill out and send the form at right by **June 1** to the Costas G. Lemonopoulos Scholarship Trust, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____ Check if renewal

Please send details on how I can compete for a scholarship award.

son retired

I am the _____ of active letter carrier _____

daughter deceased _____ (Name)

of Branch No. _____ City _____ State _____

My name is _____

My home address is _____

City _____ State _____ Zip _____

Signature of NALC parent member
(or spouse if deceased)

Signature of branch officer

NALC parent's Social Security No.

Title

Date

Branch Items

Albany, New York

The latest coronavirus surge driven by the Omicron variant has disrupted every facet of daily life. For nearly two years, letter carriers have been working day-in and day-out with the pandemic and all of the challenges it brings. Looking at the faces of my co-workers these past few months, I can see that we are all worn out. On top of the pandemic-related challenges, we now face a historic labor shortage. As a growing number of workers fall ill, it adds to the pressures that the Postal Service is having holding onto staff and filling vacancies, while greatly increasing the demands on the current staff to work many more hours and shifts. Everywhere you look, flights are cancelled, grocery store shelves sit empty, retail stores are reducing hours and days open, and alas, mail is not getting delivered.

I have worked for the USPS for a little more than 16 years and I have never witnessed anything like this. Full routes not leaving the office for days on end, sections of routes pulled down only to have to be re-cased the next day. I have noticed that management's stance on this undelivered mail is very clear: get the post and SPRSs delivered. As full routes sit in the office, management pivots the post, or worse, delivers it themselves. If your route doesn't get delivered, or you know of sections of routes that were not delivered the previous day, please get that information to your shop steward. We are compiling a report each day of any mail that is not being delivered. Management is also supposed to report mail not delivered, but we have found that is often not the case.

Norris Beswick, Branch 29

Boston, Massachusetts

As of Feb. 7, the Boston District has had more than 5,025 positive cases since the first case in March 2020. Cases have begun to show a decline in numbers since the holiday increases.

Congratulations to the seven CCA conversions in the last month. Welcome to becoming career employees. There are also 25 more conversions awaiting approval at the area level. Additional congratulations to our 17 recent retirees: Paul Justice of Medford, Paul Harkins of Quincy, Suk Sit of Brighton, Mark Ryan of Hyde Park, Dave McDonald of Auburndale, Alan Segal of IMC, Peter Myles of Malden, Patti Santagate of Brookline, John "Jack" Haley of Back Bay, James "Jim" Ivy of Hingham, Richard Farrell of Waban, Mike Davis of N. Weymouth, Robert Gallagher of Weston, Stephen "Steve" Loschiavo, John Mehos of Malden, Mark Logue of Wellesley Hills and Christopher "Chris" Keough of Braintree. Enjoy your well-deserved retirements.

Condolences to the families of deceased brothers Reynald Boisvert of Wellesley Hills, Robert "Bobby" Stanton of Malden and Dave "Razz" Murray of Back Bay. Rest in peace, our brothers.

Jerry McCarthy, Branch 34

Camden, New Jersey Merged

Safety. Is it a talking point, or is it an interactive process? Is your safety program only



Jamaica, NY Br. 562 honored members Michael Colasanti and Gaetano Tesoriero with 50-year gold cards. Pictured (l to r) are Region 15 National Business Agent Larry Cirelli, Colasanti, Tesoriero and Branch President Andrew Weiner.

management blowing smoke to make it look like they're actually doing something, or do they have a legitimate buy-in? Do managers really care about safety, or do they only use it as a weapon to bludgeon carriers when there has been an accident? I guess the answer all depends on what office you're in. There's a lot of lip service, and a lot of smoke blowing, going on in Camden. I can't remember the last time we had a new safety program, or any other type of safety campaign, in our facility.

I also can't remember the last time we weren't talking about postal reform. I am writing this article on the night the postal reform bill was overwhelmingly passed in the House of Representatives. This bipartisan legislation was a long time in the making, after many years spent educating our members, educating the public and educating Congress. The bill now goes to the Senate, where we expect it to be passed expeditiously. This bill has the support of our union and the APWU. I am hopeful that it will provide our employer the financial stability it needs to continue to provide this vital service to the nation, as well as continue to provide us with the quality of life we currently enjoy. The American people deserve a first-class postal service.

I also want to thank our branch's director of legislation, Kathy Dahlman. Kathy is also our state association's letter carrier congressional liaison for New Jersey's third congressional district. Kathy has worked long and hard for postal reform and we're all very proud of her.

Chuck Goushian, Branch 540

Charlotte, North Carolina

The members of Branch 545 would like to welcome and wish everyone a happy spring. We would like to recognize and congratulate our fellow members on their recent retirements. Jacqueline Sanders has been with the Postal Service for 32 years, and is our current branch secretary and local legislative representative, as well as a long-tenured steward. Linda Skunda has served the Postal Service for 34 years, and during that time she has been a union steward, a former branch vice president, scribe, a trustee and food drive coordinator. Also, Jessie Thompson has served this branch and the Postal Ser-

vice for 26 years. We all want to wish each one of you the best in the next chapter of your lives and we thank you again for your service and dedication to our branch and the Postal Service.

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

My wife's nephew went to the hospital for dialysis; his kidneys had failed. Once there, he discovered the room where he usually got treatment had been hastily converted into a room where COVID-19 patients were on ventilators. He waited in the emergency room for three hours while they tried to set up dialysis for him in a corner of the emergency room. The nurse told his wife that 95 percent of those COVID-19 patients on ventilators were unvaccinated and almost half would die anyway. Although the nephew was fully vaccinated and boosted, he died too because his treatment was delayed those three hours. I doubt if any of those unvaccinated COVID-19 patients had any idea what the consequence of their "choice" had been to that young man, his wife and children.

Now we have Omicron and it is ferociously infectious, and certain stubborn people are still choosing against vaccination. I've had people tell me, "Well it's not so bad, not like Delta, right?" That astounds me—almost a million dead, five million more with "long COVID" (how come antivaxers never mention long COVID? Or million-dollar hospital bills?) I want to tell antivaxers to get ready, their luck has run out, odds are pretty high they'll get Omicron. In fact, odds are we'll all get it. The difference is those who choose vaccination will probably get a mild case while those who choose unwisely will not. Mother Nature also makes choices about who will survive—that's called natural selection. She never chooses the dodo, the fool or the selfish; she always favors survival of the group over survival of the individual. Sooner or later, hospitals must make choices too about suddenly scarce resources. That's called triage. Why waste resources on those who willfully bring infirmity on themselves?

Mark Woodbury, Branch 2555

Emerald Coast, Florida

In writing this article, I am limited to 300 words. In this case, I wish I was allowed more, but I will do my best to stay within my limits.

Since mid-July, my office has been suffering with a staffing issue, 7-8 routes down daily, up to 13 routes at one time. Management would

call around seeking help to get the mail delivered with no luck from any of the sister offices. "Sorry, Charlie, no help for you today." Finally, we got a OIC into the office due to us not having a postmaster who made it his priority to get us the proper staffing that we needed. We all want to thank him for that.

Now that we are up to the level of CCAs that we should be, you would think everything would be just fine. When we could not get any help, we are now loaning the CCAs that we needed to other offices. To add insult to injury, we are loaning them to work in the rural carrier craft in an *all-rural* office. They are being sent to the rural office, which is a violation, but they are working them more than 11.5 hours per day. We are trying to keep the newly hired CCAs, but they are now starting to quit because of the treatment they are receiving in that office.

We are still having routes down daily, but we are loaning the CCAs out and forcing non-OTDL carriers to carry legs off their assignment due to the CCAs being loaned out. The union is filing grievances daily on these violations. I have addressed this issue with the management team, only to be told that they are only following instructions. You can't make this up.

Percy Smith, Jr., Branch 4559

Fargo-West Fargo, North Dakota

This past holiday season, management scheduled carriers in early to deliver a certain percent of parcels by 9 a.m. I have never been a proponent of coming in early to deliver packages, then coming back to case mail, prepare for the delivery day, then head back out. This double tracking led to non-OTDL carriers being forced on an almost daily basis. Carriers who started at their regular time did not have a single day that we had to come back to get any remaining packages, as the clerks had them all sorted by our leave time. Like last year, we had a lack of CCAs, with one shadowing the week before Christmas.

The route adjustments at Prairiewood have been in place for almost three weeks. Management had a certain number of routes prior to inspection that they wanted to eliminate, and that is what they did. They cut three and a half routes and decided to square off the remaining routes, meaning routes needing to be adjusted 15 minutes might have hours of different delivery area. Many of the new routes are very long. Hopefully, everyone is doing their new route like you are being inspected, meaning no shortcuts; do your job by the book. The book that both management and the union agreed to. It was a big mistake for management to choose the week of inspection data to make the adjustments. In the old joint process, I recall that would have been considered an "anomaly." It was certainly the lightest mail volume week in the dozen years I have been on my route.

Congratulations and best wishes to Karen Duncan and Lon Smedsrud on their recent retirement. Our thoughts are with the family and friends of Jim Tritchler and Kermit Jensen, who both recently passed away.

Brian Prisinzano, Branch 205

Fresno, California

What more does it take? As long as this COVID-19 virus has been affecting postal employees and our country, there have been people out there who insist it is a hoax. I know of many letter carriers that have been stricken, along with their family members. Five of my family members have contracted the virus. One took a month to get over it. Not before he lost a great deal of weight. A friend of the family actually died from it. Yet there they are, blaming government officials.

It's time for these non-believers to get with



Lynn Lynott was sworn in on Jan. 4 as the first woman president of Scranton, PA Br. 17. Pictured (l to r) are previous Branch President Walter Sanko, Lynott and Branch President Emeritus Tom Gavin.

the program. I live with one. She claims the vaccine and booster shot is just water. She is not alone. This pandemic is all over the world. I write about this because it has greatly affected our Postal Service and employees. What those on the right have failed to do to the survival of the Postal Service through Congress. They are succeeding by way of claiming false information. Just get the damn shots and wear masks. Goodness! It's like dealing with a bunch of rock-brained lifeforms. Modern medicine and precautions are limited when rock-brained lifeforms keep infecting those of us who do care for our lives, Postal Service and world.

Take care of yourselves, brothers and sisters. Taking care of ourselves together is being united as one.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

Jan. 6, 2022 was a significant date for our country and for Branch 630.

In Branch 630's election this fall, no one stepped up to stand for president or several other offices. So, on Jan. 6, Region 9 NBA Lynne Pendleton attended our meeting to install available officers and to deal with the unsustainable vacancies. She met with the executive board and then with the membership. Sister Pendleton raised the two options facing Branch 630—either a merger with another branch or a special election. Lynne emphasized that, going forward, decisions need to be made by vote of the branch membership. Discussing how this will take place, Lynne helped drive home that NALC is a democratically-run, membership-driven union.

For the U.S., Jan. 6 was the one-year anniversary of the right-wing white supremacist attack on the Capitol, where Congress was certifying the Electoral College vote for the victorious Biden-Harris presidential slate.

In the week or two after the violent Trump-inspired mob's assault, even leading congressional Republicans, including Senators McConnell, Graham and Cruz, as well as Republican House leaders, including McCarthy, clearly condemned the Jan. 6 insurrection and Trump's responsibility for it. Now, almost one year since the Biden Administration came to power, it appears that most national Republican leaders have eaten their earlier words and are kissing Trump's ring. And the Biden regime seems only to be keeping the seats warm for the right-wing fascists to come back "by hook or by crook."

NALC members have our vote. This should help NALC and other democratic organizations fight for elimination of the anti-democratic Senate filibuster (pointed out by President Rolando) and help defeat white supremacist-driven state voter suppression efforts aimed at taking the vote away from millions of our fellow citizens. For in our unity lies our strength!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

Hello all.

As of this writing, the moment we've been working towards looks to be on the verge of completion. Postal Service reform was just passed by the House of Representatives and was supported by our area representative. With broad bipartisan support, hopefully by the time this reaches you, the Senate will have passed the bill and President Biden will have signed it into law, finally repealing the pre-funding mandate and ending the financially crippling mandate that has burdened the Postal Service since 2006. My hope with the bill's passage is that NALC will be in a much stronger bargaining position when it comes to contract negotiations next year with the Postal Service's suddenly much-improved financial position.

In other congressional news, unfortunately there has not been a whole lot of movement regarding the Retirement Fairness Act. A way to help create some momentum for this bill, which would allow for previous temporary employees to buy back their time, would be to call, email or write your elected congressperson. Nobody from our surrounding regions has cosponsored this bill yet and it would be immensely helpful going forward if we could put some pressure on our public officials to support the passage of this bill.

Before signing off, I would like to thank everybody for the tireless work done over the past two years. In the past two years the amount of chaos and danger we have been faced with has unbelievable. From numerous schedule changes to worries about bringing sickness home, the pressure we have been under has been immense. I am truly proud of the work our office continues to do every day and wanted to recognize everybody's contributions on the two-year mark since the pandemic took hold in our country.

In solidarity—

Jeremy Kessel, Branch 443

Branch Items

Jackson, Michigan

I got elected to be the new safety captain of the Jackson post. It was kinda like my day to volunteer without raising my hand! I really don't mind. I believe everyone needs to do their part. My part is to do things a little bit differently for safety talks. We also must realize as a safety captain, you need to follow your own words. Believe me, people are watching every move you make and some want to catch you breaking a rule. Remember, safety captains are here to spread the word of being *safe*, not to be a tattletale or above your colleagues. You are here to assist and understand the big picture.

I learned from teaching that there are a few things you must do to keep your audience engaged. First, don't just read a piece of paper; you can't keep anyone interested by reading information that is written by management.

Second, people remember action or props, something that will stick in their memory. For example, if I come out with a hat with big eyes on it and I want to explain to my colleagues that they must keep their eyes on the area they are walking at, they might think about the hat with eyes and remember to watch their step.

The third rule of thumb is tell them, show them and involve them. I start each "skit" by telling my colleagues what we are talking about that day. I then use a prop and show them in a fun way what I'm talking about. This could be by using music instruments, hats, outfits or singing. Then I involve my colleagues and even supervisors. I am very fortunate that I get good participation from Jackson.

So, to wrap it up in a positive way, make an impression that your colleagues might remember.

Mark Raczkowski, Branch 232

Kansas City, Missouri

This late into the New Year, I felt peace and love among all humankind would already be taken as a resolution. So, I shot for something a little bit closer to doability—become a little better at my profession, which is a city letter carrier in the National Association of Letter Carriers (NALC) Branch 30, Kansas City, MO. I've reacquainted myself of my responsibilities according to the *Handbook M-41*, because over the last few weeks leading up to Our Season, I started "streamlining" the process to assure I didn't get caught up in the gloom of night and disappoint those who pay my salary, although our customers were well aware of the potential delays in parcel receipt due to COVID-19 backlogs at the nation's shipping ports. Service is our last name, right?

According to the local powers-that-be, the intrepid carriers of Independence performed well with the "early bird" (6-9 a.m.) parcel delivery window during Our Season. Yet, the things you do in Our Season can lead to bad habits, which in turn may lead to poor service. Our group of baptized-under-fire newbie CCAs outperformed expectations in my view, and it was impressive how the more senior CCAs played a significant part in their success. Now it is time to educate them all on what being a NALC member entails. So, I'm calling on all "seasoned" carriers to step

up with me. With all that is going on, it is time stop criticizing and begin to educate. You can't do better when you don't know better.

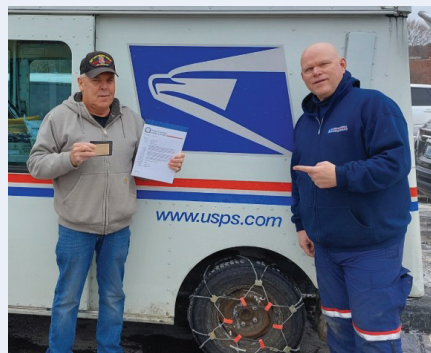
Last year revealed kinks in the solidarity armor, with unit representation regressing. In 2022, NALC stands at a precipice, whereby we either take control of our future or be taken for a ride. Hold on.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers of the satchel. *Webster's Dictionary* defines a "paper tiger" as a person or group that has the appearance of strength or power but is actually weak or ineffectual. Branch elections are like a track relay team in a baton exchange. It is a handoff from one steward or officer to another who continues the mission. Sometimes a shop steward or branch president is elected based on popularity with no experience. It is incumbent that the branch provide some type of training to bring the president or steward up to speed to know when to enforce the collective-bargaining agreement. Retirees are a reliable source of information.

If this does not happen, then that branch will create a paper tiger. Branches that have these



Pawtucket, RI Branch 55 President Jim Langlois (r) presented a 50-year gold card to branch member Joseph Buss.

paper tigers have a responsibility to provide representation to their constituents. If they are unwilling to do this, they could open themselves up to legal actions for failing to provide representation. Stewards or presidents who inform their members that they do not have the time to investigate or process a grievance because "they are too busy carrying mail" should look inwards into their inner self and decide as to whether they should keep their friendship with their supervisor or represent the grievant. It is a fork in the road decision.

In other words, if all you want to do is strut around the workroom floor with the title, then hand over the title to someone who cares and is willing to become a "tiger with teeth," and a bite when they catch management in a contract violation. After all, a steward or branch president in this great state should not be seen as being in management's pocket, but as a leader leading by example and enforcing the contract.

Tony Rodriguez, Branch 419

Louisville, Kentucky

Happy New Year! I hope everyone made it into 2022 safely. On another note, I also hope you've been able to dodge COVID-19. If your station is anything like mine, it's being passed around. Drink a lot of fluids, vitamins, wash your hands and wear your mask. Nothing's worse than coming to work sick, then having to deal with customers looking for their missed packages and mail.

With the different variants of COVID-19 popping up weekly, we're struggling to have enough carriers to carry the mail. Of course, due to the holidays, most carriers spent time with their families. We've come to learn that even if you've been vaccinated and boosted you can still contract COVID-19. Thus, the shortage we're seeing here in Louisville, KY. On top of the CDC giving the number of days you quarantine, and the work nurse saying, "no, you have to wait 14 days."

In closing, just stay safe. Please keep your Kentucky family in your thoughts and prayers. Some families are still recovering from the tornado that hit in December.

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

The last several years, I have had the great pleasure and privilege serving as the Branch 9 Scribe. But, as they say, to everything there is a season. The time has come to pass the torch. Starting next month, Scott Bultena from St. Louis Park Station will step in to write our branch articles in *The Postal Record*. I am certain you will enjoy his perspective and look forward to hear what he has to say.

All these years I have been afforded the freedom to speak my mind, offer insight and celebrate the accomplishments of those who came before us. I am humbled by the kind words so many have expressed. It has been an incredible honor which I will cherish forever. Each month, I have waited for inspiration to strike before putting ink to paper. Without fail, the topic has fallen into my lap, through a conversation, an experience or a situation that came along. At that point, the story wrote itself. My favorites have been the analogies, because we have so many shared life experiences that can be related to our work as letter carriers. I firmly believe at our core we are more alike than different, better off together than apart and have an unbeatable strength when we stand shoulder to shoulder for our cause.

Our rich history is extraordinary, with challenges overcome and victories celebrated. Today we are experiencing trials and tribulations that can seem insurmountable. We must keep the faith and know that together we will prevail; together we will come out of this stronger than ever. Together, a limitless future is there for the taking. We need only to work toward a collective goal of success and prosperity for all. Remember always, we are Branch 9 strong, because in solidarity there is strength.

JoAnn Gilbaugh, Branch 9

Monterey, California

Happy St Patrick's Day, one and all. March marks an important time in NALC history. Brave men and women from New York Branch 36 had enough and decided to take their fight to the streets. On March 17, 1970, they did just that. The strike spread throughout the country and the lives of letter carriers were forever changed. Their sacrifices should never be forgotten.

I for one am thankful for those carriers across the country who walked off their jobs, knowing it was against the law to strike, but willing to take the chance. They decided that united, they could bargain, and they did just that. President Nixon signed the Postal Reorganization Act on Aug. 12, 1970 and collective bargaining for letter carriers began. Thank you, thank you, thank you!

If you enjoy your salary and benefits, thank NALC. Without them we'd all be casuals. I remember leaving Aerospace in 1973 because I got a \$1 an hour raise becoming a letter carrier. My job allowed me to take care of my kids and secure my future.

If you haven't signed up for the Letter Carrier Political Fund, contact your union or go to the NALC website to sign up. The job you save may be your own.

Make sure you protect your route. Don't skip breaks or lunches to get finished. Follow the rules, and if you aren't sure about what you're being asked to do, talk to your steward. Help the beginners so they learn the right way to having a successful career.

Think you have a grievance? Talk to your steward, it's their job to file for you and enforce the contract.

Stay safe and have fun.
United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

Jim Eagen is a retired member of New Jersey Merged Branch 38. Jim carried mail and served as president of Westwood Branch 2032 before it merged with Ridgewood Branch 991, which eventually merged with Branch 38. Jim was the president of Branch 2032 during the Great Postal Strike of 1970. He recalls that two postal inspectors came to his house during the strike to issue a subpoena for him to appear in court as a leader of the strike. Imagine the impact that had on Jim, his wife and their five children. Never forget the contribution Jim and many like him made to our union and our future. Jim noted that the inspectors were very sympathetic because they supported the strikers, knowing full well that they would eventually profit from whatever gains the carriers were able to obtain.

Jim is also a veteran, serving his country in the U.S. military. He served his community as a volunteer fire fighter in his hometown of Westwood. He also served his fellow carriers and NALC brothers and sisters for many years as director of retirees and health benefit representative for Branch 38.

I recently had the pleasure of visiting with Jim shortly before his 95th birthday. I was joined

by Executive Vice President Dan Szucs, Corresponding Secretary Christine Strasser and Full-Time Area Representative and Health Benefit



New Jersey Merged Br. 38 honored member Jim Eagen with a 65-year pin. Pictured (l to r) are Branch Full-Time Area Representative and Health Benefit Representative Pete Bednarz, Branch Executive Vice President Dan Szucs, Branch President Michael J. O'Neill, Branch Corresponding Secretary Christine Strasser and (seated) Eagen.

Representative Pete Bednarz to wish Jim a happy birthday and to present to him a lapel pin in recognition of 65 years of membership in NALC. We had a wonderful visit and enjoyed hearing stories from the old days in the post office. I join all of the officers and members of Branch 38 in wishing Jim a happy birthday and look forward to many more years of his support and participation in Branch 38.

Michael J. O'Neill, Branch 38

New Orleans, Louisiana

Greetings. The new year has just began and people are scurrying about to do the things that they set out to do. Carriers diligently carry out their duties in moving the mail and parcels. Whether regular or CCA, we do well to remember ADR: availability, dependability and reliability. Any employer wants his employee to be prompt, available, and reliable, also dependable. If you acquire ADR, it will take you well on your journey of attaining of what should be your ultimate goal—retirement! Safe travels, my friends, and may each and every one of you reach a happy retirement.

We do all we can to ensure we protect our livelihood. Continue making monthly union meetings, being actively engaged, commenting and questioning. We still have to deal with Omicron. Continue to mask up, social distance and wash hands. Protect yourself at all times. Remember, safety first. As you go about your work, you want to go home safely. You carriers serve the public very well—the most reliable workers in federal civilian service. Kudos! Keep up the good work. Continue doing these things and practicing ADR, you will be well on your way to a well-deserved retirement. Remember to give to LCPF. Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Only a few years to go and I can retire. Through the years, I've had times when I worked long hours and a time when I was getting eight hours every day (that didn't last long). What's funny is one of our branch presidents kept saying "The OT is gonna disappear" (RIP, Skip Christman). Never in my career have I seen so many people get off the OT list just to work more OT! We have a contract and it clearly says you must work all yeses 12 hours before even using a no. In our office, they don't, and we have to grieve it over and over again.

We haven't hired a CCA who stayed in a long time. One quit and never even carried a city route, our stupidvisors put him on a rural route and drove him to the point of no return. (We have about 30 routes in our office and four RDs; we would have 10 routes open and the rural had one or two open—CCA stands for city carrier assistant, not RDA!) He texted one of the bosses and said "I'm tired, I'm gonna take a few days off" then came to his senses and said buh-bye, I quit.

Another had a great attitude and looked like she was gonna work out, but again, management decided after her first day of carrying a route herself to send her to another office, and sent her out with no instructions on where to go, and proceeded to follow her on the street! The tools we had she couldn't use (load truck), so she called her trainer and said that she was gonna quit.

Insanity's definition is doing the same thing over and over and expecting a different result each time. They will never learn from their mistakes.

Joel Stimmler, Branch 542

Northeast Florida

Thankfully, as of this article, the U.S. House of Representatives has finally passed H.R. 3076, and next Friday, Feb. 18, the Senate will vote on S. 1720. Here in Florida, only nine house members voted against. This bipartisan bill finally came to a vote after more than 14 years of persistence. Thanks to all members and their families who took the actual time to contact their congressional representatives and senators. I would also like to thank the Florida AFL-CIO and its affiliates who made calls and sent messages in a show of support to us.

Branch 53 is affiliated with the AFL-CIO North Florida Central Labor Council. We attend monthly meetings and assist other affiliates with informational picketing, elections, phone banking etc. When we need assistance, they are there for us, and this is what happened in this instance. One thing the state does is have various affiliates go to Tallahassee to visit with legislators on issues affecting labor and working families. One thing to remember: many state legislators have their sights on national positions, so successful decisions from the state can be brought with them to Washington. Dealing with politics is not a satisfying thing, but it sure is needed in this day and age. Let's get involved!

Locally, we are doing training on the first Thursday of every month for stewards and members interested. The training is being done

Branch Items

in person or on Zoom, which works very well for those with an hour's drive to the union hall. If interested in attending, call the union office for access.

Bob Henning, Branch 53

Northeastern New York

Branch 358 would like to thank all NALC members and others who helped make Derek Murphy's 21st birthday a very memorable one. Derek was diagnosed with Duchenne Muscular Dystrophy at two years old. The Murphy family became involved with Branch 358 in fundraising events a short period of time after his diagnosis. Derek is the nephew of branch officer Mike Curran, who has led Branch 358 in fundraising drives.

The events have included walkathons, annual MDA golf outings, poker walks, and satchel drives. The Murphy family has been instrumental in helping Branch 358 lead NALC in fundraising for our branch category for MDA for many years.

Derek received 316 birthday cards from 34 states, and Switzerland. Besides letter carriers, he received cards from professional figures, including Ron Guidry, Bonnie Blair, Scott Hamilton and Mario Lemieux, and had a Zoom call with members of the New York Giants, who sent him an autographed football.

Our branch would like to thank Mike Curran, Bill Ganey, Rabbit Riley, Ed Walsh, Bill Pulver and Christina Davidson, who worked diligently to make Derek's birthday a special one.

Frank P. Maresca, Branch 358

Oklahoma City, Oklahoma

It has been noted that many millions of Americans would join a union if they could. We should give them that opportunity. NALC has long been at the forefront of the labor movement. It is one of the most respected unions in the labor movement. We need to spread our good news to others in the workforce so they might enjoy the many perks of unionism.

The reason for our popularity—we value the knowledge and intellect of those among us who have been around for a long time. We honor and keep our retired members involved in our union. If we are to grow the labor movement, we must teach other unions the values of what it means to have a great retiree force. Our retirees don't just head out to the beach or trail around on the road when they retire. They remain active and committed to making sure our active members have the same chance that we had when we were active.

We are in a time when workers are being valued as they haven't been in a long time. We, as unionists, need to take advantage of the craving for membership in a union by finding ways to welcome those who want to be in a union. In that endeavor our retirees can help with that.

In Oklahoma, we have formed a retiree group that reaches out to retired union members and works to protect all our benefits. The Oklahoma Retirees Association has already started to make a difference. When we work together, we can and do make a difference. And as Ralph

Waldo Emerson noted, "Making a difference in the life of another person is the single most satisfying aspect of one's life!"

Bob Bearden, Branch 458

Petersburg, Virginia

Every year in December, 29-year veteran city letter carrier Roslyn Polite organizes a holiday toy drive at the main post office in Petersburg, VA. She began working with the CARES



Petersburg, VA Br. 326 members led a toy drive last Christmas.

organization in 2006 to provide donated toys and monetary support to children and families in need.

The Crisis Assistance Response Emergency Shelter, known in the community as CARES, has been serving the cities of Chesterfield, Colonial Heights, Dinwiddie, Hopewell, Petersburg and Prince George since 1983. The agency has two programs: an emergency shelter for women and children and a services and food center, which is open to the community. They are both located within blocks from the Petersburg Main Post Office and run in conjunction with local church group Open Door Ministries. City letter carrier Polite, a transplant from New York, states that "you never know what people are going through," and this shows letter carriers care about their local community. She hopes to pass on the tradition of giving to the local community long after she retires from the post office. This year, Branch 326 members voted to donate an additional \$150 check to the charity for their efforts throughout the year. The toy drive, pictured above on Dec. 18 outside of the Petersburg Post Office, helps bring the holidays to underprivileged community members year after year thanks to the efforts of city letter carriers like Roslyn Polite.

Cara Neri, Branch 326

Philadelphia, Pennsylvania

On Jan. 18, 2022, Keystone Branch 157 suffered a devastating loss. Our beloved administrative assistant, coworker, friend, and most importantly our family member, Denise Dodaro, passed away suddenly. She was just 55 years of age.

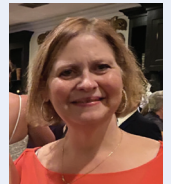
Denise was hired by then-Branch President Tim O'Malley in 1994 when she was 28 years old. For 27 years, she dedicated herself to the

needs of every letter carrier who walked through our doors. Denise was "union" through and through and our members loved her for it.

When a letter carrier came to the branch with their children, Denise would take the kids aside, give them coloring books and candy, and entertain them while their parent discussed business with an officer of the branch. She loved children.

Whenever we hosted events, such as our branch scholarship luncheon, our 50-year gold card celebration or our children's Christmas party, Denise poured her heart and soul into these events. She loved being around letter carrier's and their families. This was when she was at her happiest.

In her short lifetime, she never met a stranger. Everyone had a story, worthy of hearing, and she wanted to hear it. Denise had a caring heart and a generous spirit, accompanied by a beautiful smile and a contagious laugh.



Denise Dodaro

I would like to thank Tim Mulvenna and Bill Schneider for watching the union hall while her good friends, Marge McCann and Joyce Rodgers, helped the Dodaro family give Denise the most beautiful funeral service she deserved.

For all of you, who had the good fortune of knowing her, she would wish all of you, the calm you desire, the strength you need and the peace you deserve.

God bless.

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

By the time you are reading this, hopefully H.R.3076 will have been signed into law. It may not be perfect, but it's far less damaging than the Postal Accountability and Enhancement Act of 2006 and the pre-funding associated with it. While the legislation would unfortunately continue keeping mail transportation grounded, it also allows for the providing of non-postal services (and hopefully adaptive innovation). This *should* give the Service the ability to operate into the near future and far beyond. At the end of the day, I care about two things: operating past my retirement date and the Social Security supplement. H.R. 3076 solves the only one in question, at least for now.

Switching from macro to something a little more micro, there is something that needs addressed for "younger" employees. A route that is *evaluated* as an "8-hour route" can range anywhere from 7:45 to 8:15. No matter what management tries to convince you of, *your route is not a static 8 hours every day*. It is dictated by *the volume for that day*. The route takes as long as it takes to complete...safely. Say, for instance, your evaluated flat base in DOIS is 265 and you have 400 flats for that service day. With flats roughly estimated at 115 pieces per 15 minutes, you're already around 17 minutes over. If your evaluated parcel base is 35 and you have 50, every parcel over base is 90 seconds totaling another 22 minutes over. Already, the route is showing 39 minutes over your evaluated time. Add to that accountable mail and/or trays of

DPS over average and you're approaching a full hour of overtime on an evaluated 8-hour route.

Congress may do its part, but it is just as crucial that you learn yours to prevent job reversion, excessing and years of grueling self-inflicted conditions.

John Conger II, Branch 84

Portland, Oregon

Usually when you are vital to your office, it implies that you are a tremendously important and valued person to have at work, but not at the post office. Nobody wants to be vital at the post office because it means something entirely different. It means that you are on a list that you shouldn't be on, and people somewhere are watching you because you are doing a bad job, according to them and their numbers.

I was recently called "vital" by my manager. (Again, not a compliment.) I have been saying for years that I will have "Bad Office Time" on my headstone, but apparently, I will have to add "Terrible Loading Time" as well. I'm going to need a bigger headstone.

As a steward, I have helped my fellow carriers to get off the vital list, but this time, it was me. I was reminded that it's more important to management to look good on paper than it is to actually move efficiently through the flow chart and through the day. Sometimes you can't have both.

Well friends, do you know what makes us vital? In the true sense of the word, showing up every day and delivering excellent service to our customers makes us each vitally important to this company and to the American public. Thank you for all you do. Please remember to look out for each other and help the new folks to understand that what management says doesn't always make sense.

Suzanne Miller, Branch 82

Providence, Rhode Island

As of early February, it's still much of the same in the greater Providence area. Seemingly short-staffed due to COVID, many carriers are still being forced to work overtime and their non-scheduled days off in an attempt to keep up with mail delivery. Not to mention the snow and ice storms we experienced didn't exactly help. If only the Postal Service could retain CCAs—maybe that would help.

The flavor of the month from management has been making sure we scan each package at its delivery point or as close to it as possible. Sorry if I don't exactly have full faith in the GPS technology used on the scanners when I scan a package at someone's mail receptacle and the scanner tells me I'm some number of feet from the delivery point, but that's neither here nor there I suppose.

Previous branch meetings were canceled due to COVID-19 but hopefully, we can get back together soon. Even though the COVID-19 related MOUs were extended through April 8, I remain optimistic we're headed for more normal times. Until next time, be safe and be well, my postal family.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Fun fact: The melody to the ABC song and Twinkle Twinkle, Little Star are the same. Try it. I'll wait (pause). See? Everything is relative. Yesterday's cartoons when Daffy Duck gets a bump on the head and you watch it grow, then pound it back with a hammer was funny. If that happened today, it would be a trip to the emergency room and a lawsuit. Same applies to Tic-Tac-Toe. There is no strategy. The only way to beat your opponent is to catch them off guard or napping.

We all measure time differently. Mariners and sea-faring folks measure time using a sextant and a compass. Groundhogs measure time using their shadows. A boxer getting pummeled in the ring listens mercifully for that 3-minute bell to ring. Supervisors measure time with a pencil and a clipboard.

Letter carriers measure time in seasons. Here in the Midwest, we have two seasons: long Johns and shorts. We go directly from our shorts to winter gear with very little time in between. Meanwhile, our brothers and sisters in southern climates may never see a pair of pants, let alone hats, gloves or a parka, their entire career.

Same goes with postal slang. As uniform as the USPS tries to be, different parts of the country have their own postal slang. Do you call it a bump, pivot, swing or a drop-off? Do you call "in" sick or call "out?" Depends on where you work.

Credit owed is credit due. Our supervisor came around to every carrier Christmas Eve day and thanked us and appreciated our hard work. Classy. Our CCAs and PTFs were invaluable work horses this season. Understaffed, we all made it happen.

What's the takeaway from this meandering article? Don't sweat the small stuff.

Chris Paige, Branch 436

Roanoke, Virginia

In accordance with Article 3 of the bylaws of Branch 524, this is an official notice to all

members of Branch 524. The monthly Branch 524 business meetings of Tuesday, Aug. 9, and Tuesday, Oct. 11, are now scheduled for Tuesday, Aug. 16, and Tuesday, Oct. 18. The time of the meetings remains at 7 p.m. The Branch 524 meetings are held at the union hall, located at 1015 Georgia Ave. NE, Roanoke.

Jack M. Green, Sec., Branch 524

Rockville, Maryland

In my last scribe article, I wrote about the amazing job that Charles Clark, our vice president, did concerning a huge stack of pre-arbitration settlements where he won more than \$40,000 for our members.

I wrote about the \$12,000 he won for the carriers with bid assignments at the Pike Annex due to management violating the spirit and intent of M-01915. Management refused to socially distance the carriers there. He won \$6,000 payable to our branch due to management violating the Rockville union time and information policies. We now have more than 1,000 settlements on these issues with payments in excess of \$500,000.

I talked about untimely pay adjustments and the carriers getting an additional lump sum of \$150 when they were not paid within 28 calendar days. Chuck Clark won an additional 250 percent for the non-ODLs for Article 8, Section 5G violations. I forgot to write about the huge wins concerning inequitable distribution of overtime. Six ODLs won a total of 160 hours of overtime. This amounted to \$7,680. This should give management an incentive to comply with the overtime rules in our contract. *If not, we know what to do.*

At our union meeting in January, we passed a resolution calling for PMG Louis DeJoy to be fired. Some of our reasons were that DeJoy, a longtime logistics contractor with the Postal Service, has pursued policies of deliberately delaying the mail, removing large number of mail sorting machines and mail collection boxes, reducing retail post office hours and encouraging attempts to interfere with mail voting during the

COLA: Cost-of-living adjustment

- ▶ Following the release of the January consumer price index (CPI), the fifth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$1,331 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.
- ▶ The 2023 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), which are based on the CPI's increase between the third

quarter of 2021 and third quarter of 2022, is **2.9 percent** and will be finalized with the publication of the September 2022 CPI in October 2022.

- ▶ The 2023 projected COLA under the Federal Employees' Compensation Act (FECA) is **0.9 percent** following the release of the January CPI. This COLA is based on the change in the CPI between December 2021 and December 2022.

Visit nalc.org for the latest updates.

Branch Items

2020 elections. Many of DeJoy's policies are included in the 10-year plan he has proposed for the Postal Service, which promises further destruction of the Service. To see the entire resolution, visit our website at nalc3825.com.

In the struggle—

Kenneth Lerch, Branch 3825

Royal Oak, Michigan

Congratulations to retired Branch 3126 member William Sullivan. Bill received the esteemed honor from NALC President Fred Rolan-



Royal Oak, MI Br. 3126 honored member William Sullivan with a 70-year plaque.

do for 70 years of membership in the National Association of Letter Carriers. Brother Sullivan began his letter carrier career in 1951 at the age of 18 as a summertime replacement in Hazel Park. He distinctly remembers his postmaster telling him at the time: "Don't get any illusions of grandeur; this won't be a permanent job." His wage in 1951 was around \$1.50 an hour, which was considered decent pay at that time.

Bill worked beyond that summer until he was drafted into the Army during the Korean War in 1953. He served his country until 1955, spending much of his Army career in Italy. He returned to civilian life and immediately resumed his career as a letter carrier in Hazel Park, the town that he grew up in.

Happily married to his wife Becky since 1973, it was a pleasure for him to serve the patrons that he grew up with. Becky, a retired elementary school teacher and later a principal, joyfully recounts the days when Brother Sullivan would deliver mail to her school: "I would be outside with the kids and Bill would walk by and whistle at me. The kids would ask why the mailman was whistling at me. I just laughed. Those memories are great."

Bill retired in 1992 after 41 years serving his country as both a veteran and letter carrier. The Sullivans now reside near Myrtle Beach, SC. Bill has remained a member of Branch 3126 since his first day carrying mail in the summer of 1951. The officers and members thank you and salute

you for your seven decades of membership and service. You are a true inspiration to us all.

In solidarity—

Paul Roznowski, Branch 3126

St. Louis, Missouri

Thanks to the efforts of President Biden's administration, the middle class is finally being afforded some much-needed respect. For decades, the minimum wage has languished, and the buying power of the lower and middle class has fallen further and further behind.

As the number of U.S. states and cities raise their minimum wages following decades of grassroots organizing to secure a \$15 minimum wage, the Biden administration has directed federal agencies to pay government employees at least \$15 an hour.

The U.S. Office of Personnel Management (OPM) issued new guidance to the heads of all executive departments and agencies instructing them to implement the new wage by Jan. 30. Nearly 700,000 federal workers were expected to receive a raise because of the new policy.

OPM Director Kiran Ahuja stated that "as the largest employer in the country, how the federal government treats its workforce has real impact. Raising pay rates across the federal government to a minimum of \$15 per hour reflects our appreciation for the federal workforce and our values as a nation."

Everett Kelley, president of the American Federation of Government Employees, representing 700,000 federal workers, called President Biden's move "one of the most significant actions to date."

"For the tens of thousands of workers who will start seeing more money in their paychecks each week, this is a transformational policy choice that will improve their everyday lives," Kelley said in a statement.

"Setting a new \$15 per hour wage floor for federal workers will encourage employers across the country who are currently paying poverty wages to compete for labor and start paying fairer rates, lifting the wages of American workers across the country," Kelley said.

This is a policy the Biden administration vowed to implement from the get-go. Hopefully, this is just the beginning.

Tom Schulte, Branch 343

St. Paul, Minnesota

It's March and peak is finally over, or at least that's what management will tell you. Forced OT and pivots have rained down on St. Paul for what feels like six months now. I'm sure this rings true with many of you all over the country, and I'm sure you're all just as tired and frustrated.

In the last month, branch meetings have been moved to Zoom as our state's COVID-19 numbers soar, unfortunately depriving us all of the great camaraderie of our in-person meetings. It seems like lately we hear more bad news than good. What can carriers do, though? We don't personally hire the new carriers who will fix the staffing shortage and we don't have some magic cure to bring down our devastating

COVID-19 numbers. We can only show up every day and get the job done like we have for generations.

With all this going on, it can be tough to face each new day at the office, but therein lies the great opportunity. Taken as a big picture, it can be overwhelming, but when we search for the bright spots of each day, no matter how small, we can carry on. They're there too, even if they're hard to see sometimes, it can be something as simple as helping another carrier do something they couldn't do alone, teaching a brand new CCA their rights or giving them tips on how to carry a new route. All of these small bright spots build on each other and bring about true solidarity and that's what keeps us strong. When different generations of carriers stand up for each other, we build lasting bridges that span the gaps between us. We can make each other stronger and build an even better union. Solidarity forever!

Kaylee Valerius, Branch 28

San Antonio, Texas

Hello from the frozen tundra of San Antonio! Well, it was only 23 degrees one day last week. Letter carriers around here don't typically have to deal with temperatures that low, so my hat's off to them.

This week, the House overwhelmingly passed the Postal Reform Act of 2022 (H.R. 3076), sending it to the Senate, where it is expected to also pass. This is a success story for the Postal Service and therefore also for letter carriers, and it highlights the effect we have when we become active politically. Even if all we do is contribute \$5 per pay period to LCPF, it helps tremendously when our representatives in Congress know it's in their interests to support letter carrier issues.

In Branch 421, Homer Hernandez has been working feverishly to mobilize letter carriers and gained support for letter carriers from the San Antonio Police Officers Association, who recently named him an honorary member for his efforts to defeat a proposition that was intended to attack collective-bargaining rights for police officers. We're all in this together, and Brother Hernandez is a great example of how to do it.

Congratulations to Kathy Ruffo, who was elected as the new Branch 421 recording secretary. Now get to work, Kathy!

Stewards have been doing great work on grievances, and although management has been pushing back quite a bit, the stewards aren't having it. It's great to see, and it helps to

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.

inspire confidence in the union and the stewards themselves.

Soon we'll begin having in-person meetings in our new hall. Construction is all but finished and the place is fantastic. Heading in the right direction is always a great place to be. Looking forward to more good news!

Fraternally—

Jim Ruetze, Branch 421

Seattle, Washington

When you arrive at your case and glance at the haphazard condition of your work station, you can tell today's going to be hell. Your route, no doubt, had been divvied up. Yours was one of the sacrificial lambs slaughtered for the sake of the numbers. Some of it was delivered, some of the assigned carriers hadn't even enough time to do their own route, much less four swings off of yours, and some of it you're pretty sure didn't even leave the station. The sum total of these "somes" was that much of the route was doled out and returned in the same state it left in.

So who, what, where, when, why and how? The responsibility for this mayhem has as many culprits as it has questions. The route got split up and it now looks like what my mom used to call "spit up." Unfortunately for the carrier, it looks as if some maelstrom, or mail storm, had vomited. Welcome to work. Congratulations, you're a victim of heuristics. Simply put, heuristics is an oversimplification of a complex problem that uses time constraints as an excuse to skewer the worker. When you're staring at what looks like a mess, it's hard to know where to start. You're behind a boulder to begin with. You could be Usain Bolt and it wouldn't do you any good.

Then up trots the clipboard bearer of bad news, who turns a blind eye to the catastrophic conditions, and reads out an assessment of today's assignment; it has you carrying an hour's worth of "undertime." So you get your own house in order, and most likely you'll be taking that "undertime" mail for a ride. Sadly, "the dumpee" has become the "dumper," as the "hurrier" I go, the "behinder" I get.

Don Nokes, Branch 79

South Jersey, New Jersey

What is going on with this company? We are in desperate need of people to come to work during this COVID-19 period, but the South Jersey district refuses to get our people back to work in a timely manner. What is even worse, is they refuse to pay our people administrative leave while they patiently wait for the OHNA to clear them to return to duty. The carriers have documentation from their physician to return to work, but they are not being let back because the nurse hasn't officially cleared them to return!

If this isn't the most backward system going, then I don't know what is. Can you believe a company like this is being run by the most incompetent people alive? There was a time when management made it hard for you not to

return by refusing to pay you if you didn't get back when your doctor cleared you. Today, they are taking a different approach by saying only the nurse can clear you. Doesn't matter that our carriers are being forced to work excessive



Two former presidents of Southwest Missouri Br. 366 awarded another former branch president, Gale Wade, with a 50-year gold card. Pictured (l to r) are Randy Graham, Wade and Kevin Beck.

overtime, which leads to a domino effect in that the newer carriers are resigning because of the abuse of hours they are working. They realize they can go to Amazon and get more money with less abuse.

Something needs to give with how we run this company before we have no workforce to speak of. Senior carriers are retiring in droves because they have had enough of this nonsense. We just passed postal reform, but all I can say is we better figure out how to fix the staffing problems or postal reform will be for naught. This company is sinking because nobody wants to work for us. We finally get relief, but I hope it's not too late.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Are you union or management? Are you good or evil? You get the picture. I'm so tired of all the wishy-washy people. When situations become their most stressful and volatile, the only thing that matters is are you a part of the problem or are you a part of the solution?

This month marks the two-year point that we became COVID-19-indoctrinated. I'm proud of the way NALC and USPS dove headfirst and came up with solutions that enabled us to work as safely as possible. We dwarfed our competitors with respect to this. This is a clear example of being solution based.

Now (two years later), with the onset of the other variants, we find ourselves in the same predicament in our branch. In the initial onset, my office and others were coming to work with mail everywhere and routes not going out for days. Finally, my office is just coming back to the point where our PM does not have to case and/or carry routes. But now, the offices that went through it before are coming around and other offices are suffering the same fate we endured.

Westchester and Tri-County deserve our moral support now. Westchester has people from the L'Enfant Plaza and any other management

person they can find in that office to "fix it." Routes are not going out and chaos ensues.

Tri-County has similar circumstances, but they walk into work and management tells them to do another route (piece) first to the point where it violates their Article 41-1-C-4 rights to do their bid assignment.

In both offices, management has acted like supreme pricks and without regard for our decency or voice.

We filed grievances, we had meetings to fix the problems. Everyone bitches and complains. But without solutions...

#TheFightNeverEnds

#ImagineTheseTimesWithoutAUnion

Eric Jackson, Branch 725

Springfield, Ohio

My friend died today.

My friend was always ready to give a helping hand to anyone. He'd help with planting arborvitae, painting, building gazebos. Didn't matter. For fun, we'd play foosball, trivia games, or go bowling.

My friend loved his family, the Cincinnati Bengals and cooking, in that order.

My friend and I, along with four others, met on Jan. 1 for dinner.

Four of us contracted COVID-19. Three of us had our vaccinations and suffered for about a week.

My friend was not vaccinated.

My friend developed a fever for 13 days that the doctors could not break.

My friend then went on oxygen for 10 days, developed double pneumonia, and died of a blood clot in the lungs on Feb. 1.

Thirty-two days for my friend to go from being in my life to only being a memory.

The doctors tried for an hour to keep my friend alive.

My friend leaves behind a wife, three loving children, and a grandchild. His one-year-old grandson will never know the joy he brought to everyone he met.

My friend missed the Bengals playing in the Super Bowl.

We all have someone who will miss us if we're gone. Someone who loves us unconditionally. A wife, husband, children, parents, or just a best friend who needs us in their lives. Friends and family make life worth living.

I won't argue if COVID-19, or double pneumonia or the blood clot killed my friend.

My friend is dead. It all started with COVID-19. COVID-19 is real. Please get vaccinated for those who love you.

I miss my friend.

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15 p.m. Meeting at 6:30. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

Toledo, Ohio

Despite our best efforts, the backlog of grievances continues to grow. Our Formal A representatives continue to struggle to get

Branch Items

released. Management appears to have absolutely no plan for handling the backlog. At some point, something has to be done. It's not fair to any grievant to have to wait months, if not years for a decision.

Staffing issues continue, with new hires approaching the job as a temporary thing. The Postal Service needs to raise the starting pay, return to interviewing applicants and conducting background checks. Hire applicants who are seeking a career instead of just taking a job for a few weeks. Being a letter carrier can be a fulfilling career with good benefits and a rewarding future.

With the increase in vaccinations for COVID-19 and the drop in the Delta variant, we had returned to monthly meetings per Health Department guidelines.

In December, we held a small limited gathering for Christmas, catered by "Chef" Andy. Then the Omicron variant popped up. We now have returned to remote meetings. We hopefully look forward to returning again to a somewhat normal world.

Ray Bricker, Branch 100

Tri-Valley, California

In his February *Postal Record* column, President Fred Rolando wrote in part, "...Sadly, as we go to press, much of the country is bitterly divided and fearful about the future of our democracy. A recent poll by National Public Radio found that 64 percent of Americans believe 'our democracy is in crisis and at risk of failing.' Some 60 percent of Americans polled by Pew Research said they are 'dissatisfied with how democracy is working in the U.S.'...A survey by CBS found that a shocking 36 percent of Americans believe political violence 'is sometimes justified,' up from just 13 percent in 1995. These polls, taken one year after the attack on the U.S. Capitol on Jan. 6, 2021, reveal a deep pessimism and bitter partisan division in our country..."

Apologies to President Rolando, but I have to say, no shit, Sherlock. Although I vote Democrat, I do so for mainly selfish reasons having to do with my economic well-being. I don't agree with many things Democrats do and I am really sick of the "wokeness" currently infecting the



Western Wayne County MI Br.2184 President Walt McGregory (l) and Branch 2184 Executive Vice President Jackie McGregory (r) presented a 50-year gold card to retired member John Meleski.

party. Democrats spouting politically toxic ideas about defunding the police will not win any new friends for the party and makes them appear to be buffoons.

On the flip side, the Republican party has more than their fair share of buffoons. Every morning I pass an angry looking man driving a giant dually truck with a flag stretching from cab to tailgate declaring in bold letters that "TRUMP WON." Sadly, he is not alone in this wacko belief and more than a few NALC members believe it as well. Speaking of buffoons, I am most fearful that Trump will return to the White House next term. Hopefully, I am wrong. If not, God help us all!

Ray Hill, Branch 2902

Western Wayne County, Michigan

The harshness of a Michigan winter season has challenged Branch 2184's active members during the past few months, and as always they have met the challenge. As is the case elsewhere, our members have been additionally burdened by staffing shortages caused by postal management's consistent inability to hire and retain new letter carriers. This has been compounded in many of our stations by local management's consistent inability to plan, to schedule, and to realistically assess workload.

As it is unlikely that the Postal Service's badly outdated hiring and workload planning practices will change in the near future, the outlook is unfortunately for more of the same. Thus, it will be up to Branch 2184's letter carriers as well as those throughout the United States to continue doing what they have always done, which is deliver for America. They will succeed not because of the Postal Service's inept and failed leadership, but rather in spite of it.

By contrast, letter carriers are the public manifestation of the Postal Service. Without letter carriers, there is no Postal Service to begin with. They are the very definition of essential employees for the USPS as well as for this nation. The sad reality is that we live and work in an often backwards world, where the true backbone and leadership of an organization is not found at the top, but instead it exists within. So it is, and so it will remain.

Joe Golonka, Branch 2184

How to submit items

Branches may submit items for publication in *The Postal Record* by standard mail or by e-mail. **But please note the important information below.** Due to production requirements, items that do not comply with the styles specified cannot be published. Call *The Postal Record* office at **202-662-2851** if you have questions.

Who can submit: Branch presidents must send *The Postal Record* a letter designating authorized scribes, especially if the branch scribe has changed. If items will be submitted by e-mail, the president also must list the e-mail address(es) that will be used.

Deadline: The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the April issue, the deadline is Thursday, March 10.

Items received after the deadline will be held for the next issue.

Word limit: The *NALC Constitution* (Article 9, Section 1.b) limits items to **300 words**. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

To submit items by mail: Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11" paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); where it comes from; the person sending it; and how to contact the sender.

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city

and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at 202-662-2851.

Photos: Branches may submit in-focus, professionally processed photos or e-mail digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC's social media accounts.

Auxiliary Update



Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



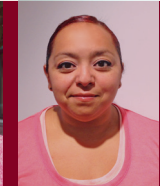
Cythensis Lang
President



Cynthia Martinez
Vice President



Pam Fore
Treasurer



Linda Davis
Asst. Secretary

From the Secretary

Hello members. I hope everyone has recovered from their holiday excitement and is ready for the new year.

For the 2021 membership year, we had 74 auxiliaries report in from 31 states with a total membership of 492. This is great since COVID-19 has stopped a lot of auxiliaries from meeting.

The 2022 registration packets were mailed out on Jan. 5, so if you have not received your packets, please contact Secretary Crystal Bragg. When you receive your packet, please review all your information to make sure it is correct. Even one number or letter off could make a big difference when I try to contact you. 50-year members, if you have not been contacted by your local auxiliary to get your current information, please contact Secretary Crystal Bragg with your current contact information. Even though you're 50-year members, we still want to keep in touch with you. Secretaries/presidents, please make your phone calls or send letters to contact your members to get them back.

Let's build our membership for 2022!

Everyone have a safe and healthy 2022.

Crystal Bragg

NALCA Fourth Quarter Financial Report

The following report shows financial transactions from Oct. 1 through Dec. 31, 2021.

Balance 10/1/20	\$8,540.63
Deposits	940.00
Total	\$9,480.63
Expenditures	
Tax - 941	404.30
Balance 12/31/20	\$9,076.33

Submitted by Pamela Fore, Treasurer

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The Auxiliary will have a Country Store at the national convention in Chicago. Send all items to:

Crystal Bragg
834 Westland Drive
Mt. Zion, IL 62549

These items should arrive by Aug. 1 or you can bring them to the convention.

Nalcrest Update



From the Trustees

As seasons change and holidays come and go, the residents of Nalcrest have become accustomed to seeing some wonderfully colorful decorations around the community. The staff at Nalcrest makes it a point to keep everyone in a cheerful and friendly community spirit. In December, the bright and cheery Christmas, Hanukkah, Kwanzaa and New Year decorations brightened everyone's spirit despite their having to deal with a national pandemic.

Currently, there are Valentine's Day decorations scattered about the town square that also were intended to lift the spirits of our residents.

Nalcrest residents do their part to maintain a spirit of togetherness as well. There are 500 units at Nalcrest. Some of the residents have been living at Nalcrest for quite a long time, some as long as 20 years! Others have been residents for a far shorter period of time, but all of them tend to look out for each other. That kind of attitude is what makes our community such a unique place.

Over the years, Nalcrest residents have seen many things change, but the one thing that has always stayed the same is that wonderful attitude of looking out for each other. If you are thinking about the wonderful opportunity that Nalcrest offers you to be able to retire in such a wonderful place, make sure you plan early. The cost is very affordable, and all that goes with it is worth every cent. Where else can you sit on your patio and watch wild turkeys graze in the grass, or watch eagles and hawks flying from

limb to limb right in front of you? Where else can you golf, fish, play softball, bocci, tennis and pickle ball at no cost to you? Add this to the wonderful spirit of our Nalcrest residents, and you can see why there is a list of over 200 union sisters and brothers waiting to get in! Plan early!

Don Southern

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern

Mutual Exchanges

FL: Miami (7/15) to Peachtree City or Fayetteville, GA, or surrounding areas. Twenty bidding offices. Plenty of OT. Great weather, close to beaches and parks. Jorge, 954-439-3474 or jbesu357@yahoo.com.

FL: Miami Beach (11/84) to Tampa or surrounding areas. A lot of OT. Nice routes, all beaches. Hal, 754-423-1582 or smartmailman@yahoo.com.

FL: Naples (3/21) to Keatland, IN or surrounding areas. Great weather and close to many beaches. Regular

carriers only. Windy, 419-270-0342 or windmills2@netzero.net.

FL: New Port Richey (10/19) to Hillsboro, IL or surrounding areas. Regular carriers only. Transferring for family reasons. Please contact ASAP, no later than May 2022. Rebecca, 817-823-2681 or rebeccabujack@hotmail.com.

FL: Pompano (6/15) to Dulles or Fort Worth area, TX. Large office with lots of OT. Minutes to beaches and attractions of South Florida. Simone, 954-398-2290 or simlewis93@gmail.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.

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.

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) to scottblondin@yahoo.com.

WA: Seattle (10/12) to Florida, Texas, New Mexico, Arizona or Nevada. I will consider other locations. Scott, 206-659-2900 or bluenextgreen@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., March's deadline is for the April 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: 1441718

Nevayah Zermeno



Missing Since: Dec 18, 2021
Missing From: North Las Vegas, NV
DOB: May 22, 2014
Age Now: 7
Sex: Female
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 4'0"
Weight: 50 lbs

Extra Photo



Both photos shown are of Nevayah. She was last seen on December 18, 2021. Nevayah may be in the company of an adult male and female. CAUTION: If located do not approach the child or companions, use caution and immediately contact law enforcement.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

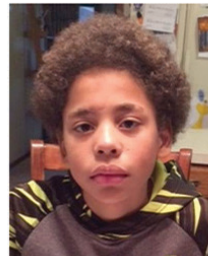
1-800-843-5678 (1-800-THE-LOST®)
North Las Vegas Police Department (Nevada) 1-702-633-9111

MISSING

HELP BRING ME HOME

NCMEC: 1439389

Quentin Fowler



Missing Since: Dec 25, 2021
Missing From: Wichita, KS
DOB: May 18, 2007
Age Now: 14
Sex: Male
Race: Black
Hair Color: Brown
Eye Color: Brown
Height: 5'6"
Weight: 150 lbs

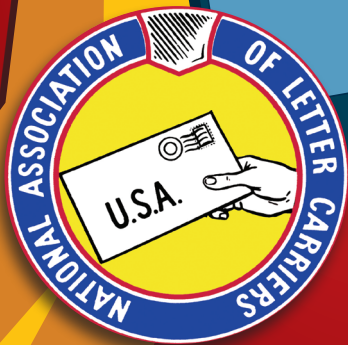
Quentin was last seen on December 25, 2021. He is biracial. Quentin is American Indian and Black.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Wichita Police Department (Kansas) 1-316-263-6011



social media

Join the conversation!

Follow NALC HQ's social media accounts to get the latest letter carrier news and updates straight from the source. Follow our pages; interact with us by liking, commenting and sharing content and encourage others to do the same. For suggestions and photo/video submissions, please use social@nalc.org.



@*nalc.national*



@*NALC_National*



@*lettercarriers*

LinkedIn

*National
Association of
Letter Carriers
(NALC)*

YouTube

@*ThePostalRecord*



NALC Member App
(iTunes, Google Play)

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**