

Volume 135/Number 5 May 2022

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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STAYING FOCUSED

Even as President Biden signs Postal Reform Act...

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Winning the legislative long game



**Fredric V.
Rolando**

How long? How about *seven Congresses, four postmaster generals and three U.S. presidents* long, over the course of a dozen-plus years. That's what it took to finally secure relief from the crushing retiree health pre-funding burden put in place in 2007, and to firmly protect the provision of six-day delivery in the governing statute of the U.S. Postal Service.

The immediate impact of the legislation's repeal of the pre-funding mandate, which accounted for more than 80 percent of USPS losses since 2007, will be to improve the Postal Service's bottom line by approximately \$4.5 billion annually, an important first step to restoring its financial stability. It took years of hard work by our staff, officers and activists to educate the public, the media and members of Congress of the need for relief from the pre-funding mandate. We eventually focused on simply repealing it via the USPS Fairness Act, which was unveiled during a lame-duck session of Congress in 2018. That bill is one of the main pillars of the reform signed into law last month.

The battle to protect six-day delivery was even more difficult and drawn out. On my very first day on the job as national president in July 2009, then-Postmaster General Jack Potter informed me that he would seek the elimination of Saturday delivery in response to the Great Recession. Starting in 2011, his successor, Patrick Donahoe, convinced the Obama administration to include this proposed service in its annual proposed budget. It would have been a catastrophic mistake, driving business out of the mail and exposing the Postal Service to demands to open mailboxes to private delivery companies on days when USPS did not deliver. Some 25,000 city carrier positions and 40,000 other full- and part-time postal jobs would have been lost. We fought back immediately to

I had the privilege of attending a White House ceremony on April 6 to witness President Joe Biden sign the Postal Service Reform Act into law, transforming H.R. 3076 into Public Law 117-108. NALC member Annette Taylor, who recently retired after delivering mail for 33 years, was given the honor of introducing President Biden at the event. Her selection honored all letter carriers and was meant to recognize the essential role that postal employees play in American life—as well as the *long* years of grassroots activism by NALC and the other postal unions that made the legislation possible. I was so proud of Annette and equally proud of all of you.

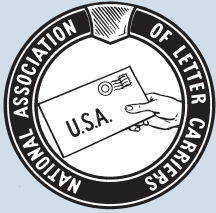
block the change and then—year after year—to ensure that the six-day delivery mandate was renewed in the annual appropriations process. We were just getting started at the grassroots level:

- In August 2010, we put the issue on the national map with a huge rally with the AFL-CIO on the grounds of Los Angeles City Hall. Some 5,000 delegates to the NALC's 67th Biennial Convention in Anaheim, wearing "5-Day is the Wrong Way" T-shirts, joined with thousands of workers from dozens of other unions to demand action to create jobs to battle the recession. Since then, the entire labor movement has been a staunch ally on the issue.
- In early 2011, we worked with allies in Washington to introduce a "sense of Congress" resolution in support of six-day delivery, which quickly gained a bipartisan majority—thanks to the activism of our members and supporters. Incredibly, we would repeat that feat in each of the next five Congresses.
- In March 2013, we held "USA for Six Day" rallies in more than 100 cities across the country to mobilize public opposition to a plan by PMG Donahoe to unilaterally end Saturday delivery service in August 2013, regardless of the policy mandate passed by Congress. The reckless and arrogant PMG had announced his plan in February. By April, he backed down in the face of opposition in both Congress and among the American people, which we helped to mobilize. But Donahoe never gave up on his goal of eliminating six-day delivery as part of a misguided plan to relentlessly downsize USPS instead of developing a growth strategy.

The arrival of Postmaster General Megan Brennan in 2015 provided a needed reprieve from the battles over Saturday delivery. She pragmatically shelved efforts to secure delivery service cuts and instead focused on consensus reforms. Soon, however, the main threat to Saturday delivery and postal jobs was coming from President Donald Trump, who appointed a White House task force on USPS. The task force's final report called for massive service cuts and for allowing USPS to reduce the frequency and quality of delivery services. Although Congress rejected its recommendations, the report helped stymie bipartisan efforts to enact consensus postal reforms in 2020 and led PMG Brennan to suggest that the agency might, once again, pursue the elimination of Saturday delivery.

The last chapter in this long struggle was made possible by the election of a bipartisan pro-letter carrier majority in the House and Senate—and of President Biden, a staunch friend and supporter of the Postal Service and its employees. The arrival of a new PMG and Board of Governors that embraced Saturday delivery as part of a larger growth strategy also was crucial. Working with Democratic and Republican leaders in Congress, we finally made postal reform a reality.

We did not waver. We continued to fight. *Together, we won the legislative long game.*



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A tale on two levels



**Philip
Dine**

This is a story of patriotism and persistence. It's also a story of a branch and bookends and brotherhood.

Back in 1943, Ernie Reda was a 17-year-old senior at Stadium High School in Tacoma, WA, his senior year looming before him. But something larger loomed as well, and soon Ernie—all of 5-foot-6 and 120 pounds—found himself at Normandy, glimpsing bodies of American GIs floating in the water, before engaging in World War II battles elsewhere in Europe and the South Pacific theater.

The Army had come calling a month before graduation, and though Ernie would go on to build a life full of highlights—a loving family, host of close

friends, successful career delivering mail and camaraderie he cherished in Tacoma Branch 130—he longed for the diploma he'd never received.

He talked about it occasionally with his family, but so much time had elapsed that it seemed unobtainable. His daughter, Cindy Anderson, tried; then her daughter, Heather, said she'd take over. "Good luck," Cindy told her. "It's harder than you think."

Heather's retort: "They haven't met me yet."

On a Thursday several months ago, Heather asked her grandfather whether he was busy the following Monday. He asked why, she said she had plans for him, he asked what plans. She responded, "You're going to graduate from high school."

As Cindy puts it, "He just let out a hoop and a holler."

The next day, a colonel arrived with an Army blanket, medals and a hat for Ernie, and the two spent three hours discussing WWII. "My dad was absolutely touched," Cindy said.

The graduation featured Ernie in cap and gown, military personnel, fellow carriers, and his proud family. Ernie sat, dignified—before rising, diploma held high, and exclaiming, "Finally!"

He'd survived 79 years after leaving school, and—just a month earlier—a bout with Covid.

"I'll tell you, Ernie wanted that diploma so bad, tried so hard to get it," fellow retiree Bob Muntz said. Bob, 93, would know. He began carrying mail in 1945 as a sub while still at Stadium High School and met Ernie when the latter began carrying mail in 1955. They were close friends.

"He was on top of the world when he got it," Bob said.

Just weeks later, though, Ernie fell. His health quickly declined, and he passed away in February.

Cindy remembers a post-graduation letter Ernie received from a girl about "how honored she was to be able to walk down the same hallways of that high school that my father walked down, and that she has a whole new perspective on life now. She wanted to give up, but now she knows she has to keep going on."

Another one was from a boy in California, who asked: "What made you so brave and want to go into war? I'm 17, and I can't imagine doing what you did."

Ernie replied, "We were not brave, and we weren't afraid. There was a cause, we went to fight for freedom and for our country, and we were proud to do it."

If this is a story of a graduation in a school, it's also about generations in a branch.

"The Post Office was a family," Cindy recalls. "The postal kids all grew up together. My father was always the one who organized the postal picnics. Most of us were born in the 1950s, and we're all in our 60s and 70s now, and we still talk about it."

Branch 130 President Buddy Matthias calls Ernie "a fixture around here. Ernie meant a lot to the members of our branch."

Buddy, president for 17 months, provides a bookend, arriving "with the very first group of CCAs hired. I was a little surprised that I was accepted as the branch president as quickly as I was," he says.

Dick Bussa has helped connect the generations while expanding the engagement of the tightknit group of retirees. After carrying mail for 46 years, he did retirement seminars for members before being named director of retirees.

"Ernie was what we would consider one of the elders of our branch," Dick said. "He showed up at all the events he could show up at—the retiree lunches, the meetings—and sat front and center. He attended our annual installation of officers dinner in January, escorted by Cindy, who had gotten to be well known among the members."

Cindy says the branch has been "amazing" through the recent ups and downs. "We are going to have Dad's celebration of life at the branch union hall," on his 98th birthday, May 21, she said. "That was the place he loved; that was his second home."

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News from Washington

President Biden signs Postal Reform Act into law

On April 6, President Biden signed the Postal Service Reform Act of 2022 (H.R. 3076) into law. The president's signature follows the bill's passage with large bipartisan majorities in the House in February and in the Senate in March.

Annette Taylor, an NALC member and retired letter carrier who delivered mail for 32 years after eight years in the Air Force, introduced President Biden at the signing ceremony. Taylor has served as the president, vice president and recording secretary of Annapolis, MD Branch 651. She is the current vice president of the Maryland/DC State Association of Letter Carriers.

"NALC is proud to have contributed to the efforts over the last 12 years that resulted in this bipartisan legislation that brings us together today," Taylor said. "This legislation will help position the USPS to provide the service that the American people deserve. Mr. President, the Postal Service is an essential facilitator of our democracy and our economy. We know there is more to do to secure its long-term viability, but today is a huge step forward. My union stands ready to assist you."

"With this bill," Biden said, "we're repealing the pre-funding mandate and setting the Postal Service on a more sustainable and stable financial footing. We're guaranteeing that the mail will continue to be delivered six days a week. And the bill increases transparency by requiring the Postal Service to develop an online public dashboard updated weekly with local and national service performance data. Today, we enshrine in law our recognition that the Postal Service is fundamental to our economy, to our democracy, to our health, and the very sense of who we are as a nation."



President Joe Biden signs H.R. 3076, the Postal Service Reform Act of 2022, in the State Dining Room of the White House on April 6.

NALC President Fredric Rolando said, "After 12 years of fighting for meaningful postal reform, NALC is gratified to see President Biden sign this bill into law. I would like to thank every NALC member who helped us get here. Your solidarity and activism were instrumental in this bill's path to becoming law.

"I would also like to commend the bipartisan work on this bill that was led by Chairwoman Carolyn Maloney (D-NY), Ranking Member James Comer (R-KY), Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH). This legislation will put the Postal Service in a better position to grow and adapt to the evolving needs of America's households and businesses.

"Today, we celebrate this historic victory for letter carriers, the Postal Service and all Americans who depend on our universal service," President Rolando added. "We look forward to continuing working with members of Congress and the Biden administration on reforms that will further strengthen the Postal

Service and improve the work and lives of our members."

Senate committee advances USPS BOG nominees

On April 6, the Senate Committee on Homeland Security and Government Affairs (HSGAC) voted to advance the nominations of Dan Tangherlini and Derek Kan to serve on the Postal Service Board of Governors (BOG). In November 2021, President Biden nominated Tangherlini and Kan to replace BOG members John Barger and Ron Bloom.



Tangherlini

Tangherlini, a Democratic nominee, currently serves as managing director of the Emerson Collective, a private philanthropic firm. Until 2017, he was president of SeamlessDocs Federal, a technology firm that

focuses on simplifying government forms and data collection. His previous

government roles include serving as the administrator of the General Services Administration under President Obama and as chief financial officer at the Department of Treasury from 2009 to 2013. From 2006 to 2009, he worked for the District of Columbia as city administrator and deputy mayor. He also served in the management of the Biden transition team with responsibility for the Postal Service's Agency Review Team.



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

The HSGAC vote comes after the committee held a hearing on March 31 to consider the nominees. In his opening statement at the hearing, Tangherlini focused on the importance of working with the BOG, USPS leaders and members of Congress to make the Postal Service financially stable while protecting and enhancing the universal service obligation that Americans rely on. Kan recognized the continued challenges that the Postal Service faces, and he referenced his experience in both the public and private sectors that he hoped to bring to the BOG.

“The United States Postal Service Board of Governors plays an essential role in the Postal Service's future,” Chairman Peters said in his open-

ing statement. “To be successful, the Board must have qualified leaders who can govern, conduct oversight of Postal Service management, and work with lawmakers to ensure our postal workforce has the right support to deliver for the American people each and every day.”

Ranking Member Portman said, “If you are confirmed, you will have an important role to make sure the Postal Service is able to successfully implement these plans and transition to a financially sustainable future. There is no doubt that the road ahead is challenging. Nevertheless, I believe that by thoughtfully engaging on these issues and working with stakeholders, committed leaders at the Postal Service can address the challenges and ensure a brighter future for the Postal Service for years to come.”

The nominees will be considered by the full Senate for a final vote.

House committee holds hearing on electrifying the Postal Service vehicle fleet

On April 5, the House Committee on Oversight and Reform held a hearing on the benefits and challenges of electrifying the Postal Service vehicle fleet.

Last year, the Postal Service signed a 10-year contract to order up to 165,000 Next Generation Delivery Vehicles (NGDV) from Wisconsin-based contractor Oshkosh Defense. The hearing followed the Postal Service's announcement that it had placed an order for 50,000 NGDVs. USPS originally announced that 10 percent of these vehicles would be electric. Following criticism from the Biden administration and some Democrats in Congress, on March 24 the Postal Service announced that it would increase the number of electric vehicles in that order to 20 percent.

The hearing featured five witnesses: Inspector General of USPS Tammy

Whitcomb; Executive Director of Next Generation Delivery Vehicle Victoria Stephen of USPS; Director for Policy at the Institute for Energy Research Kenny Stein; Acting Director of the Physical Infrastructure Team at the Government Accountability Office Jill Naamane; and Executive Director of the Zero Emission Transportation Association Joe Britton.

At the hearing, Democrats talked about combatting climate change, keeping up with private shippers and cost effectiveness as reasons to transition the Postal Service to electric vehicles. Republicans focused on the need to stabilize the Postal Service's finances before making this type of transition.

“Electric vehicles are the vehicles of the future. To continue purchasing gas-guzzling vehicles is not only bad for the environment—it's bad for the Postal Service, and bad for its customers,” Chairwoman Carolyn Maloney (D-NY) said in her opening statement.

Ranking Member James Comer (R-KY) said, “While Republicans are not against the Postal Service acquiring electric vehicles, we are against mandates that ignore the business needs and the financial situation of the Postal Service. Republicans believe the Postal Service must be self-funded. This means the Postal Service should pay for its own capital needs—like purchasing new vehicles.”

Stephen emphasized the need for new vehicles. “It is vital that we provide our carriers with appropriate vehicles to support this specific and robust delivery mission,” she said. “The urgent need to replace our vehicles is not in dispute. Many of our 190,000 delivery vehicles are inefficient, and they lack basic safety features and ergonomic features, including air conditioning, airbags, [and] anti-lock brakes.”

When Rep. Jamie Raskin (D-MD) asked Stephen if USPS preferred to completely electrify its fleet, she

News from Washington (continued)

replied, “If the funding was made available to us, we would absolutely adjust our plans. Our plans today reflect what we can afford within our own resources.”

While several witnesses cited the cost effectiveness of switching to electric vehicles, Stein called these claims “overly optimistic” and said that electric vehicles could “end up being a long-term financial drag on the Postal Service.”

Funding to help electrify the Postal Service vehicle fleet was included in the Build Back Better Act, which passed in the House in November 2021 but was ultimately blocked in the Senate.

White House releases FY 2023 budget proposal

The Biden administration released its Fiscal Year 2023 (FY 2023) budget proposal on April 4. The \$5.8 trillion budget proposal calls for \$1.6 trillion in discretionary spending, a 9 percent increase from FY 2022. This includes \$813 billion in defense spending and \$769 billion in domestic spending. Overall, the proposal aims to reduce the national deficit by \$10 trillion over a 10-year period.

Related to the Postal Service, the budget proposal calls for \$5 billion to support vote-by-mail efforts while expanding the Postal Service’s delivery capacity in underserved areas. This includes making ballots postage-free and reducing the cost of other election-related mail for jurisdictions and voters. Funding is also requested for charging infrastructure at post offices. Additionally, the budget calls for \$2.9 million for the Postal Service Office of Inspector General for ongoing operational expenses.

Also of note, the proposal requests \$119 billion for the Department of

Veterans Affairs, a 29 percent increase from FY 2022. This includes funding for veterans’ homeless programs, caregivers and health care systems. The proposal calls for \$14.6 billion for the Department of Labor, about the same amount as proposed in FY 2022. For the first time since 2014, the president’s budget proposal calls for increased funding of the National Labor Relations Board (NLRB), the independent agency of the federal government that enforces labor law in relation to collective bargaining and unfair labor practices. The proposal requests \$319 million for NLRB, a 16 percent increase from FY 2022.

The proposed budget increases are not large enough to fully offset the current high rate of inflation.

In stark contrast with the budgets proposed by the last administration, President Biden’s first formal budget is devoid of budget cuts affecting programs governing the retirement and health benefits of postal and federal employees.

Through an updated tax code that would affect corporations and the wealthiest Americans, the budget proposal estimates \$2.5 trillion in new tax revenue. One new proposed measure would place a minimum 20 percent tax on all income for individuals worth more than \$100 million. Of this estimated \$2.5 trillion in tax revenue, nearly \$1 trillion would go toward reducing the nation’s deficit.

The presidential budget proposal is released annually and reflects the priorities of the administration. Congress controls the budget and appropriations process, and presidential budget proposals often bear little resemblance to the budgets ultimately passed by lawmakers.

Senate confirms Ketanji Brown Jackson to Supreme Court

In a 53-47 vote, the Senate confirmed Judge Ketanji Brown Jackson to the U.S. Supreme Court on April 7. Jackson’s historic confirmation will make her the first Black woman to serve on the nation’s highest court. She will replace Justice Stephen Breyer, who is retiring this summer after serving 28 years on the Supreme Court.

All 48 Democrats, the two Independents—Sens. Bernie Sanders (VT) and Angus King (ME)—and three Republicans—Sens. Susan Collins (ME), Lisa Murkowski (AK) and Mitt Romney (UT)—voted to confirm Jackson.

Jackson is a graduate of Harvard University and Harvard Law School. Prior to Jackson’s Supreme Court nomination in February. Before 2022, President Biden nominated her to serve on the U.S. Court of Appeals for the D.C. Circuit, and she was confirmed with bipartisan support. In 2012, President Obama nominated Jackson to be a district court judge for the U.S. District for D.C. She was confirmed with bipartisan support in 2013. She also has served as the vice chairman of the U.S. Sentencing Commission. Jackson spent much of her career as a public defender, and she will be the first former public defender to serve on the Supreme Court. Jackson began her career serving as a law clerk to Justice Breyer.

“NALC congratulates Judge Ketanji Brown Jackson on her historic confirmation,” President Rolando said. “She brings exceptional qualifications and legal experience to her new role as a Supreme Court justice, and we commend her commitment to public service.” **PR**



STAYING FOCUSED

NALC continues work on its ongoing legislative priorities

In April, NALC members saw their hard work pay off when President Biden signed the Postal Service Reform Act (H.R. 3076) into law (see page 4). After 12 years of a tough fight for meaningful postal reform, this law finally eliminates the pre-funding mandate, secures six-day mail and package delivery, and better positions the Postal Service to provide Americans with the quality service they depend on. The bipartisan law, crafted and led by House Committee on Oversight and Reform (COR) Chairwoman Carolyn Maloney (D-NY), Ranking Member James Comer (R-KY), Senate Homeland Security and Governmental Affairs Committee (HSGAC) Chairman Gary Peters (D-MI) and Ranking

Member Rob Portman (R-OH), is a monumental win for letter carriers and everyone who relies on the Postal Service for affordable universal service.

“While we celebrate this victory and applaud every NALC member who lobbied his or her member of Congress to help win passage of H.R. 3076, our work is not finished,” NALC President Fredric Rolando said. “Let’s take the time to thank every member of Congress who supported this important legislation as we continue to pursue our other postal priorities. With the support and solidarity of NALC members, we will continue advocating for legislation that strengthens the Postal Service and improves the work and lives of letter carriers.”

Here is a look at what NALC continues to work on as our top legislative/reform priorities in Washington, DC.

Implementation of ‘Segal’ pension valuation method for CSRS

Many of NALC’s issues are legislative in nature, meaning that letter carriers must go straight to Congress to pursue action. However, in this case, NALC has asked the president for his help, as it relates to Civil Service Retirement System (CSRS) pensions.

In 2010, the Postal Regulatory Commission (PRC) issued a report calling for the use of private-sector accounting practices to accurately calculate the Postal Service’s CSRS liabilities and to fairly allocate CSRS liabilities between



STAYING FOCUSED

the postal and federal accounts within the Civil Service Retirement and Disability Fund, a trust fund managed by the Office of Personnel Management (OPM). The PRC found that the Postal Service was being forced to pay an unfair and disproportionate share of CSRS pension liabilities in the combined federal-postal pension fund. The Postal Accountability and Enhancement Act of 2006 (PAEA) gave the OPM the authority to correct these actuarial/accounting practices, which would add \$92 billion to the Postal Service's CSRS account and directed that the resulting surplus in the postal CSRS account be used to fund future retiree health benefits.

This change in practice can be accomplished by an executive order. Directing the OPM to implement the recommendations of the 2010 PRC report would save USPS several billion dollars in annual amortization payments for the CSRS and the Postal Service Retirement Health Benefits Funds.

To complement the Postal Service Reform Act (Public Law 117-108), NALC, along with the other unions and HSGAC Chairman Peters and COR Chairwoman Maloney, have asked the president to take executive action to correct the accounting and actuarial practices associated with CSRS.

Federal Retirement Fairness Act

As federal employees, it is a nice change of pace to play offense instead of defense. This is especially true as we look at the White House's Fiscal

Year 2023 budget proposals, which do not seek to undermine pay, health and retirement benefits, investments in the federal workforce, cost-of-living adjustments or our ability to bargain collectively—as was common with budgets in the previous administration.

Instead, with financial stabilization legislation in our rearview mirror, we can refocus our efforts to promote pocketbook issues.

The Federal Retirement Fairness Act (H.R. 4268) remains a top legislative priority for NALC. This bill was introduced by Reps. Derek Kilmer (D-WA) and Tom Cole (R-OK) in June 2021. It would allow certain federal employees the opportunity to make catch-up retirement contributions for time spent as temporary employees after Dec. 31, 1988, making such time creditable service under FERS.

Specifically, this bill would cover letter carriers who began their careers as non-career employees, such as casuals, transitional employees (TEs), or city carrier assistants (CCAs), making it easier to prepare and save for their retirement. The bill has bipartisan support in the House, with 22 Democratic co-sponsors and 13 Republican co-sponsors. No companion legislation has been introduced in the Senate.

“With many letter carriers having worked in non-career positions over the last 35 years, this bill would make a huge difference in their retirement planning,” President Rolando said. “NALC strongly supports this legislation and urges the House to pass it.”

Social Security Fairness Act

Another key legislative priority for NALC is the Social Security Fairness Act (H.R. 82/S. 1302). This bipartisan bill, introduced by Reps. Rodney Davis (R-IL) and Abigail Spanberger (D-VA) in the House and Sens. Sherrod Brown (D-OH) and Susan Collins (R-ME) in the Senate, would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) titles of the Social Security Act for months payable after December 2021.

The inclusion of the WEP and the GPO in Social Security law has resulted in benefits formulas that significantly disadvantage some categories of federal employees who have a government pension, resulting in decreased or eliminated Social Security benefits.

These two provisions were adopted by Congress in the late 1970s and early 1980s, respectively, to address the false perception that federal retirees were somehow “double dipping.” In fact, these provisions are grossly unfair.

For example, many retired letter carriers worked both for the Postal Service and for private-sector employers over their working years, paying into both the federal pension programs, CSRS or Federal Employees Retirement System (FERS) for their federal service, and into Social Security for their private-sector employment.

FERS retirees receive full benefits from both their federal pension plan and Social Security for their federal service since they paid into both systems while employed by the Postal Service. Although retired CSRS letter carriers naturally do not expect to re-

ceive Social Security benefits for their service for the Postal Service because they did not pay into the Social Security system during their tenure there, most are shocked to find out that their Social Security benefits for their private-sector work—or for the private-sector work of their spouses—are usually reduced by the WEP and GPO provisions in Social Security law.

Specifically, WEP affects CSRS employees by reducing their earned Social Security benefits. WEP also reduces the Social Security benefits of FERS employees who also receive a public pension from another job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit. Nearly 2 million Americans have been affected by WEP, and the number will continue to grow as more CSRS employees retire.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees if the job is not covered by Social Security. Normally, survivors and spouses of Social Security benefits qualify for spousal and survivor benefits based on the earnings and benefits of their spouses—unless they qualify for greater benefits based on their own Social Security earnings history. For CSRS letter carriers with little or no private-sector work experience, such spousal and survivor benefits from Social Security could be significant. However, the GPO typically eliminates most, if not all, of the otherwise payable spousal

and survivor benefits for retirees who receive a government annuity for non-Social Security work. Currently, the GPO reduces by two-thirds the benefit received by surviving spouses who also collect a government pension.

H.R. 82/S. 1302 would prospectively eliminate both WEP and GPO from the Social Security Act, something NALC has been working for decades to accomplish. The legislation has broad bipartisan support, with 196 Democratic co-sponsors and 72 Republican co-sponsors in the House as well as 33 Democratic co-sponsors, two Independent co-sponsors and four Republican co-sponsors in the Senate. Despite consistent bipartisan support for this legislation, efforts to pass it into law have been unsuccessful due to the high price tag—it would raise the Social Security benefits of millions of retired public employees.

“For far too long, many letter carriers have been disadvantaged by WEP and GPO provisions,” President Rolando said. “Employees deserve to receive the full retirement benefits that they have earned. NALC supports the legislation and urges Congress to pass it.”

For more information on NALC’s legislative priorities and actions, visit the Government Affairs section of nalc.org.

Building a Better America (formerly Build Back Better)

Since taking office 15 months ago, with the country facing a pandemic that put letter carriers and the Postal Service at the center of our economy, the administration has prioritized COVID-19 relief and recovery. Congress

was able to pass four relief bills aimed at helping Americans, businesses, schools, the health care industry and others struggling as lockdowns crippled our economy. Now, as we seem to be recovering from the crisis, investment in the nation’s infrastructure has become a major priority.

Investment in the nation’s postal infrastructure also has been elevated to a national issue, including the conversation over electric vehicles and energy efficiency. The Biden administration, along with Congress, has continued to propose providing \$6.9 billion in direct funding to help the Postal Service maximize electrification of its new vehicle fleet. While a deal has not been ironed out at this time, NALC will continue to actively engage Congress and the administration to secure this additional funding.

Biden’s agenda is an ambitious one when it comes to economic security and families. He is urging Congress to enact legislation that would guarantee paid sick and family leave, and to restore monthly child care tax credits that expired earlier this year. As always, NALC actively tracks and promotes any proposals that would bolster the standard of living of letter carriers and their families.

Hazard pay for letter carriers

Since the beginning of the pandemic in early 2020, Congress has passed several COVID-19 relief packages that have been signed into law. These packages have included varying assistance for the Postal Service and letter carriers, including paid sick and family medi-



STAYING FOCUSED

cal leave, stimulus checks, funding to stabilize pension plans, grants for USPS and more. However, hazard pay for letter carriers and other essential frontline workers was notably excluded from the final versions of these relief packages.

While Congress has been unsuccessful in addressing hazard pay for letter carriers in the COVID-19 relief packages, NALC has advocated and will continue to advocate for hazard pay for our members—now and in preparation for future events that would put our

members on the front lines of a public health emergency.

“Throughout the pandemic, letter carriers’ work has kept our nation connected,” President Rolando said. “We were disappointed that hazard pay for our members, who are essential front-line workers, was excluded from previous relief packages, but we haven’t given up. We will continue advocating for the compensation that our members deserve in any future reconciliation legislation.” **PR**

James Perryman of Tri-Valley Branch 2902 was accidentally reported to have contributed \$125 to the Letter Carrier Political Fund in 2021 in the February edition of *The Postal Record*. He actually contributed \$130.



Danielle Fake-Moorman



Stephen Stewart

Vice President Lew Drass to step down; two appointed to Headquarters staff

NALC Vice President Lew Drass has announced that he will step down from the office of vice president effective April 30.

A member of Huntsville, AL Branch 462, Drass first came to NALC Headquarters in December 2010 to serve as director of city delivery. He has served as vice president since March 2014.

Drass has agreed to remain with NALC as a staff assistant for a few months to ensure a smooth transition. President Fredric Rolando will soon appoint a new vice president to finish the term.

President Rolando announced the appointment of **Danielle Fake-Moorman** as assistant to the president for the Contract Administration Unit, effective June 11.

A member of Fort Collins, CO Branch 849 since she began her letter carrier career in 2005, Fake-Moorman was elected president of her branch

in 2008. She also has served on the NALC/USPS Joint Safety Task Force for the Colorado/Wyoming District, as well as an arbitration advocate, a backup Step B representative and as director of education and vice president for the Colorado State Association, which she currently serves as president. Fake-Moorman graduated from the NALC Leadership Academy in 2018.

Rolando also appointed **Stephen Stewart** as assistant to the president for city delivery. Stewart’s appointment will take effect on May 28.

A member of Chicago Branch 11, Stewart has carried the mail since 2000. He served as chief steward for his station and was named Branch 11 steward of the year in 2015. Stewart currently serves as branch auditor, Step A designee, backup Step B representative and arbitration advocate. He graduated from the NALC Leadership Academy in 2017. **PR**



Food drive is this month

Letter carriers are preparing for the big day—the Letter Carriers’ “Stamp Out Hunger”® Food Drive is Saturday, May 14.

One in 8 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. To fill that need, letter carriers collect food left out by postal patrons in the morning of the second Saturday of each May, a national event first held in 1993.

The timing is crucial: Food pantries can face shortages in spring and summer because holiday donations have been depleted. By summer, when most school meal programs are not available, the pressure on food banks grows even more.

The needs are particularly acute this year, because the same pandemic that led to the annual food drive’s cancellation the past two years for safety reasons also sparked economic dislocation among tens of millions of Americans.

Over the years, active and retired letter carriers, with the help of thousands of volunteers along with NALC’s national partners, have collected a total of 1.82 billion pounds of food. A feature of the food drive is that all the food collected is distributed locally to food banks and other entities that help feed people in the community.

“Letter carriers see the needs in their communities each day, and we respond each May by filling the shelves of local food pantries,” NALC President Fredric Rolando said. “Letter carriers across the country will, on May 14, once again collect donated food that residents leave by their mailboxes, to help families put food on their tables.”

Part of the success of our food drive is owed to our national partners: the U.S. Postal Service, the United Food and

Commercial Workers International Union, the National Rural Letter Carriers’ Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, the Kellogg Co. and CVS Health. These partners help in many ways, including sponsoring the specially marked donation bags that letter carriers distribute to customers, gathering volunteers and getting out the message about the food drive.

Getting the message out as the big day approaches

NALC Headquarters, branch food drive coordinators and volunteers are using various means of communication to publicize the food drive right up to May 14.

The digital communications team at Headquarters is busy flooding social media with news and reminders. Check out the food drive’s official social media accounts on Facebook at facebook.com/StampOutHunger and on Twitter at [@StampOutHunger](https://twitter.com/StampOutHunger). Use #StampOutHunger to find or send messages about the food drive on either platform.

NALC continues to make use of newspapers, television and radio to get the word out to the public about the food drive, with distribution of news releases as well as individual outreach to media outlets. In addition, branch food drive coordinators are busy with local promotional efforts.

Letter carriers who have questions about the food drive should contact their branch or regional food drive coordinator.

Please note that even though the 2022 Stamp Out Hunger Food Drive is just weeks away as this magazine goes to press, it is still subject to change or cancellation if necessary to protect the safety and health of those involved,

in light of the pandemic. As we know, the physical food drive, which was not held in 2020 or 2021 for that reason, was replaced in those years by the ongoing virtual donor drive.

With or without the in-person food drive next month, the donor drive will continue virtually. Even if letter carriers pick up food donations door-to-door this year as planned, the online donor drive is a great way to supplement those food donations. For more information about the virtual drive and how to get involved, including tools that make it easy, go to nalc.org/community-service/food-drive/2022-donor-drive.

After the big day

To measure and celebrate our success, we need to know how much food your branch collects from postal customers on May 14. Branch collection results are due to NALC Headquarters by June 1. The official results form can be found on the Food Drive Tool Kit page at nalc.org/food, in the “For Food Drive Coordinators” section. Along with your tally, please send us your photos. For tips on how to submit photos, go to the link above.

Letter carriers with questions about the food drive should contact their branch food coordinator. Food drive coordinators with questions may contact Christina Vela Davidson, assistant to the president for community services, at 202-662-2489 or at c davidson@nalc.org. **PR**

They formed a union; now comes the hard part



Activists in Staten Island, NY, call on big businesses to not stand in the way of workers who want to form unions.

The federal Bureau of Labor Statistics reported in January that only 10.3 percent of U.S. workers belonged to a union last year—and that just 6.1 percent of private-sector workers were unionized. This continues a steady decline since 1983, when 1 in every 5 workers was a union member, and a severe drop from the peak in union membership of 35 percent in 1954.

Yet, a Gallup poll last year found that 68 percent of Americans expressed approval of labor unions, the highest since 1965.

How is enthusiasm for unions high, but union membership so low?

Several factors have set the stage for the decline of union representation. Many manufacturing jobs, long the bedrock of unions, moved overseas, with international trade agreements promoted by both political parties making the process easier. State-level “right-to-work” laws weakened union power. And much of the labor movement had become complacent and didn’t recognize the struggle it was in, often wasting opportunities and resources that could have been used to organize workers. But a major challenge involves laws that fail to protect workers’ rights and court decisions that have weakened the law even more.

Consider the recent organizing drive at a Starbucks store in Buffalo, NY. In December, workers at the Elmwood Avenue store voted 19-8 to join the Starbucks Workers United union. A few more Starbucks stores have subsequently voted “yes,” and union drives are spreading to hundreds of Starbucks shops nationwide.

Their success is notable only because it was so unlikely—aside from a brief union effort that ended in failure in the 1980s when the company was in its infancy, the Elmwood Avenue store is the first of 9,000 U.S. Starbucks store

locations to unionize. For Starbucks employees and many other workers who want unions, it was the exception rather than the rule because organizing is so difficult. U.S. labor laws, most importantly the National Labor Relations Act of 1935, were designed to bring order to the process, not to make it any easier for workers to organize. The law created the National Labor Relations Board (NLRB) to regulate the process.

Nevertheless, the balance struck by the law worked fairly well until President Ronald Reagan fired 11,000 striking air traffic controllers in 1981. Inspired by his action, employers began using a full-court press not only to combat existing unions, but also to stop new organizing efforts. They relied on sympathetic judges and political appointees in government to back them up, even when their actions were on shaky legal ground.

The NLRB’s members are appointed by the president but serve staggered five-year terms, so openly anti-union members have managed to stay on, and sometimes retain control of the board, even in pro-labor administrations. In many cases, the NLRB must rely on courts to approve or enforce its decisions, potentially putting unions at the mercy of unsympathetic judges who give employers a wide berth.

Starbucks tried to stop the union effort in Buffalo by inundating workers with inaccurate anti-union messages and even by firing union activists, making up excuses for these terminations to avoid federal laws that, on paper at least, forbid retaliating against union supporters.

Against the odds, the workers in Buffalo defied the corporate campaign, but that was just the beginning—they still need a contract, and anti-union executives at Starbucks headquarters are

using additional devious tactics to delay negotiation, possibly until employee negotiators just give up or quit their jobs. For instance, Starbucks employees have accused the company of simply delaying meeting with union representatives for negotiations and of retaliating against union activists by reducing their hours on the job, possibly threatening their eligibility for full-time employee benefits; or by disciplining or even firing them for random offenses. Starbucks Workers United said that seven employees in Memphis—the entire team of organizers there—were fired after speaking to the media about their campaign. Starbucks has consistently denied the allegations, contending that its actions are normal business practices.

The employees have filed complaints with the NLRB, but resolving those complaints could take years and might result only in back pay for the workers, with no further incentive for the company to negotiate.

Workers at other mega-employers that have never had unions in their U.S. facilities before, such as Amazon, have launched organizing drives, with mixed results. In an historic victory, workers at an Amazon fulfillment center on Staten Island, NY, voted in March to unionize. Meanwhile, employees at Amazon's Bessemer, AL, plant voted against union representation last year, but the NLRB ruled that Amazon had improperly interfered with the election and ordered a new vote. That vote, which also occurred in March, again went against the union, but the NLRB is reviewing challenged ballots.

Labor law stacked against labor

It remains to be seen whether Starbucks and Amazon workers will suc-



cessfully negotiate contracts, but many workers hit a brick wall when they try to organize and win contracts. Cathy Creighton represented unions as an attorney for three decades, and she saw the reason for the disconnect firsthand.

“Why do we have support for unions...and we have such poor unionization rates? It really is because it’s intentional under the law,” she said.

Creighton now is director of Cornell University’s Industrial and Labor Relations Buffalo Co-Lab, at the heart of the Starbucks organizing drive.

“The law is antiquated; it has over the last 87 years been amended or interpreted in ways that are harmful to employees,” she said. “We’ve had no meaningful labor law reform that works towards workers’ rights in many decades.”

The 1981 air traffic controllers’ strike was illegal because, as is the case with most federal workers, the air traffic controllers were forbidden from striking—but President Reagan’s decision to fire them was a 180-degree turn from the actions of previous presidents. In the past, presidents who had faced work stoppages among federal employees chose not to take such drastic steps—including the Great Postal Strike of 1970. In that case, letter carriers won a huge victory: Congress granted postal



Top: Attached to a pole is a flyer calling on Starbucks to drop its anti-union stance.

Above: Staten Island Amazon Labor Union workers celebrate their election win on April 1.

They formed a union (continued)

employees collective-bargaining rights and raises, and none of the workers was fired for striking.

Reagan's choice to accept the disruption of air travel to destroy the air traffic controllers' union rather than negotiate sent a strong signal to the corporate world. Emboldened by Reagan's crushing of the controllers union and by rulings by pro-business judges and NLRB members, private employers used aggressive tactics to destroy their unions rather than negotiate. One of the first blows came in 1983, when copper mining firm Phelps Dodge faced a strike among its workers in Arizona, most represented by the United Steelworkers of America.

Following Reagan's lead, Phelps Dodge hired replacement workers—but unlike most “scabs,” who worked in place of striking workers until the strike was settled, these workers were “permanent replacements.” The strikers effectively had been fired, even though firing striking union workers in the private sector was illegal. The company arranged for a new union election and the new employees promptly decertified the unions. It was a loophole that other employers began to use in earnest.

“We created a new approach to labor,” Phelps Dodge President Richard Moolick bragged after the company's victory. “Suddenly people realized, hell, you can beat a union. Time was, big unions were considered invincible. We demonstrated that nobody was invincible.”

According to the Economic Policy Institute, a progressive think tank, employers face complaints of violating federal law in 41.5 percent of union election campaigns, with 1 out of 5 involving allegations that workers were illegally fired for union activity. The courts and the NLRB have let many get away with it, issuing rulings that have

chipped away at union rights and often ignored precedents.

Workers want unions

While the efforts to combat unions, often including their very existence, have led to declining membership, the stagnation of wages and benefits that resulted seem to have had the opposite effect on public opinion. Facing the bleak consequences of union declines—rising income gaps between the richest Americans and everyone else, eroding benefits, and more—workers want their unions back.

“We've had dramatic increases in income inequality,” Creighton said. “The middle class is much, much smaller and has much, much less wealth, and the income inequality is so dramatic. Now we're in a state where many young people, especially, are burdened with student loan debt and they're facing a lifetime of low-wage employment. Even though they're working, they'll be working poor with very few benefits.”

In desperation, some of these workers have simply quit their jobs recently as part of the “Great Resignation.” In February, 4.4 million Americans quit their jobs, and among those who found new jobs, their pay grew faster than for those who kept their jobs. Working at home made it easier—the expansion of remote working that began by necessity during the pandemic opened up opportunities for many workers to get new jobs without relocating. But it's a small, temporary fix because the surge in job creation won't last forever—mainly because much of the recent job growth simply reflects the return of people to jobs or industries that were hit hard by pandemic-related closures—and workers are still competing for the best jobs instead of striving



President Ronald Reagan's crushing of the air traffic controllers union in 1981 changed the way the federal government and private companies dealt with unions.



Union leaders, including the late AFL-CIO President Richard Trumka, joined members of Congress at a press conference with House Speaker Nancy Pelosi following House passage of the PRO Act.

to raise wages and benefits for all of them. The impulse to resign can work against union drives as well—frustrated workers may simply quit instead of staying to vote for a union.

But other workers, like those at Starbucks and Amazon, are staying put and starting union drives.

“I think people realize there’s no better plan,” Creighton said. Despite decades of efforts by anti-union forces to discredit unions and put up barriers to unionization, some workers, especially young ones, see unions as the only solution for getting a bigger piece of the pie.

They face an uphill battle because the deck is stacked against them. They must win a union election despite sometimes hostile tactics by their employer, possibly costing them their jobs. Then, as with the Starbucks employees, they must struggle again to win a contract. Unlike most public-sector unions such as NALC, which enjoys automatic mediation and binding arbitration if contract negotiations reach an impasse, private employers aren’t required to sign a contract, only to “bargain in good faith.” And many don’t live up to that requirement and aren’t held to it by the courts or the NLRB.

“That’s why, in over half of the times when someone actually does get a union, they don’t get a contract in the first year,” Creighton said, “and 36 percent don’t even have a contract in the second year—and then people just give up.”

A legislative solution: the PRO Act

Pro-worker members of Congress are trying to fix the problem with simple, yet fundamental, changes to the law through the Protecting the Right to Organize (PRO) Act (H.R. 482), introduced by Rep. Bobby Scott (D-VA). The bill, which the House passed in March

of 2021 by a vote of 225-206, would give workers truly fair elections and negotiations and close the loopholes in current law.

“The PRO Act would solve tons and tons of the problems” with labor law, Creighton said. “It would have a fair election. It would have first-contract arbitration. And it would have substantial actual penalties if the employer violates the law.”

The PRO Act is the successor to the Employee Free Choice Act (EFCA), a bill Congress considered in 2007 and again in 2009, but that received insufficient support from lawmakers and administrations of both political parties. EFCA would have certified a union if a majority of workers called for an election; the PRO Act requires an election regardless. Like the PRO Act, it would have streamlined organizing and required arbitration if contract negotiations broke down. Along with other protections for workers, the PRO Act expressly forbids employers from interfering in union elections and requires contract mediation and arbitration when contract negotiations break down. It authorizes the NLRB to assess monetary penalties when a worker is fired or harmed for lawful union activities, and it allows workers to sue employers if the NLRB doesn’t act. It allows unions to override “right-to-work” laws by negotiating fair-share fees on represented workers who don’t join the union.

The Senate has not acted on H.R. 482, and with the 60-vote threshold necessary to clear the filibuster, many think this Senate will not take a vote. Nevertheless, it’s worth trying, NALC President Fredric Rolando said.

“Strengthening the labor movement by convincing the Senate to pass the PRO Act continues to be one of NALC’s high legislative priorities,” Rolando said. **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.

A family affair in Iowa

Delivering mail is a family affair for the Penticos in Perry, IA. Six members of the Pentico family are letter carriers—combined, they have 153 years of service with the Post Office.

"My supervisor and I used to say, 'I really hope there isn't a family emergency.' It would have wiped out our city delivery side," Janelle Hall, former Perry postmaster, told USPS Link.

The tradition started in 1961 with **James Pentico**, who sorted mail in the mornings and delivered his route in the afternoons. He retired in 1992.

James's sons **Randy, Ricky, Ronnie** and **Richard** followed in his footsteps. "Their work ethic was and is unparal-

The current and former Pentico family letter carriers



leled," Hall said. "I think I could count on one hand the number of times any of them, combined, have called in sick."

"That's just the way I was raised," Ricky told USPS. "You get up and come to work every day."

Ronnie, Randy and Ricky have since retired, though Ronnie returned to work during the holidays, Hall said.

The three brothers look back on their postal connection fondly.

"It was my livelihood, and a good-paying job," Randy said.

Ronnie added: "It was a lot of hard work, but the benefits were good."

Ricky mentioned enjoying customer interaction. "I was able to meet people on my route and become well known in the community," he said.

The only Pentico brother still on the job is Richard; he and son **Michael**, who has five years of letter carrier experience, are keeping the family tradition alive and well.

USPS "has provided us with a good living," Richard said, adding jokingly, "The only [downside] is we haven't been able to take that family vacation."

Pennsylvania carrier's kindness caught on camera

After a snowstorm that dropped more than half a foot of snow on Saturday, March 12, **LeRon Britt**, a member of Johnston, PA Branch 451, shoveled a customer's stairs.

Customer Terri Halliday, a disabled military veteran who has had one leg amputated, said she



LeRon Britt shovels off Terri Halliday's steps.

was "extremely grateful" for LeRon's help. She heard her home alert system ding around noon that day, denoting outside movement.

"I began watching on my phone, and I saw a mail delivery truck," she told *The Tribune-Democrat*. "The next thing I know, I see him coming up my steps with a snow shovel."

Halliday had left the shovel near her door so that she could easily grab it to clear her deck, although she's unable to shovel the steps. Britt spent about five minutes removing the snow, all caught on security camera footage.

"I was extremely grateful," Halliday said. "He shoveled all the steps and cleared off my front deck. I was shocked but grateful."

The two hadn't interacted much before, aside from saying a quick hello once or twice when the patron was in her driveway in her power chair.

"You hear so many different stories out there that people don't care about other people, and then this happens to you," Halliday told the newspaper.

She soon met and thanked Britt as he replaced the shovel in its spot by her door. She later posted on Facebook a screen shot from video captured by her home security camera of Britt's act

The *New York Daily News* named Claude Boniello as one of the newspaper's 'Hometown Heroes.'

of kindness, which was quickly shared by hundreds of people.

Britt, a six-year carrier, has delivered to that part of Johnstown for several years and has become familiar with many on his route, though Halliday had moved in only recently.

It's not the first time Britt has shoveled walks for customers on his route, either.

"Anytime I can help, I help them," he said. "It's just something I feel is important. I feel I would want somebody to help me if I needed help."

Gutierrez said he loved seeing the same people on his mail route and watching children grow up and have children of their own. He enjoyed just saying "hi" to people or running into a customer at the grocery store or hair salon, he added.

The carrier said he's looking forward to spending more time with his six children and five grandchildren in retirement.

"And I want to fix up my trailer and go camping and go fishing and try and enjoy it as much as I can," he added.

New York carrier named 'Hometown Hero'

Claude Boniello of Flushing, NY Branch 294 was featured on March 21 as a weekly "Hometown Hero" in the *New York Daily News*, as someone who has "gone above and beyond in service to New York City and our communities."

The 38-year letter carrier delivers on a route in Queens with many older residents and is known for his excellent customer service, his friendly conversation and for being a steady presence for customers throughout the COVID-19 pandemic.

"He has shown himself to be an asset to the community," Denise Puleri, a friend and customer on his route, told the *Daily News*. "His patience with seniors is exceptional. They wait for him daily just to catch up with the latest."

DAILY NEWS

Hometown Heroes: Queens mailman Claude Boniello delivers caring with his post



Claude Boniello on his route in Bayside. (Jeff Bachner/for New York Daily News)

In early 2020, when the coronavirus was still a mystery and lockdowns were the norm in New York City, Boniello kept delivering his rounds. For some on his route, seeing him was the only human interaction they had all day.

"A lot of people at the time when it first started, they were in their houses and when they saw the mailman that possibly just sort of put a spark to them," he told the newspaper.

Boniello, who was born in Brooklyn and grew up in Queens, began working in an insurance company after college but soon realized that sitting at a desk was not the life for him.

He knew that he wanted to get a civil service job like his father, who worked for the city Department of Sanitation, to ensure steady employment and a comfortable retirement, he said, adding, "I joined the Postal Service in 1984, and that's where I am today."

He is known by his patrons for helping track down a package, letting them how to fill out a hold card if they're going out of town, or accommodating other small requests such as not putting mail through the door slot.



Family-focused California carrier celebrates his retirement

The last punch bunch has gained a new member.

Santa Barbara, CA Branch 290 member **Amelio Gutierrez** retired in late February after more than 35 years of delivering mail in Carpinteria. The carrier delivered on one route for more than a decade before taking over another route for more than 20 years.

Gutierrez hadn't planned to retire until 2025, when he turns 65, but decided to end his long career early to help take care of his family, including his adult daughter, who was recently diagnosed with ALS, he told *Coastal View News*.

"I wanted to spend more time with her," he told the newspaper.

Social media (continued)

Because of this dedication, Boniello was nominated for a Hometown Heroes award.

“Every morning getting up, I knew I was going to go and meet these people on a daily basis. They knew who I was, and we became friendly,” he said, adding that they’d tell him he was missed on his days off.

“I enjoy my job,” he said. “A lot of people hate their jobs and they say, ‘How are you still doing it?’ But it keeps me going.”

Puleri told the newspaper that she got to know Boniello gradually when her husband was alive.

“[My husband] was very sick for a long time and he would say, ‘Where’s

exceptional mail delivery but special delivery.”

Florida community thanks its carrier

In honor of Thank a Mail Carrier Day on Feb. 4, WKMG-TV/ClickOrlando documented a day in the life of **Dennis Winston**, a member of Central Florida Branch 1091, as a news crew tagged along his route.

“I walk 14 miles a day. Over 21,000 steps,” Winston, a 20-year letter carrier and Army veteran, told the CBS affiliate.

He said that he had never envisioned himself being a mailman, but he adds that this was because he didn’t know what the job entailed.

“I didn’t realize I was going to interact with so many people and become friends with people I’ve met,” he said. “It’s fantastic. Now I wouldn’t trade it.”

His customers sing his praises. “He works his fanny off and walks all the time, no matter the weather,” Lisa

Singleton said. “He always has a positive word, always a smile.”

Another patron said she’s gone above and beyond for her.

“He’s tall, so sometimes I’ll ask him to do a couple things for me,” Nina Vu said. “It’s very appreciated. I had Christmas lights that I couldn’t reach and he quickly got them down for me.”

He’s so beloved by residents that the Colonialtown community took to Facebook last year to give Winston a shout-out after customer Sara Jiminez

posted a photo of him on his birthday calling him the “best mailman in the whole world.”

The post soon received dozens of well wishes virtually and on the street as he delivered his route.

“Next thing I know, everybody’s walking down the street, ‘Happy birthday, Dennis.’ Some people driving by that I didn’t even know saying, ‘Hey, Dennis,’” he said. “I was cheeing ear-to-ear like a Cheshire cat. Very humbling.”

Winston told WKMG that it’s his customers who motivate him when the job gets demanding. “Just a kind word is enough for me,” he said.

New York carrier helps patron have a card-filled birthday

In March, Syracuse, NY Branch 134 member **Janet Metcalf** posted in the “Women of the Satchel” Facebook group about her customer, Kyle, who has Down Syndrome, and the carrier had a special request.

“He gets so excited when he gets any mail, which

is very infrequently,” she posted. “His birthday is March 17th. Could you please help me make his day extra special with lots of birthday cards?”

Many members of the group heeded the call and



Claude, he’s late, what happened?” He would look forward to seeing Claude every day and Claude would come in and talk for a little bit,” she said.

Neighbors respect the quiet caring and consistency of what he does, she added.

“It’s not just getting mail,” Boniello said. “It’s about human contact and communication. I know from my own personal experience how patient and caring he can be when I talk too much and he’s trying to keep his schedule. Our community not only gets



shared the post with their own friends, and soon Kyle was spending his birthday combing through well wishes from near and far.

“Thank you, thank you, thank you to all the wonderful carriers who sent cards (and other gifts) or shared Kyle’s story on other card-giving pages,” Metcalf later posted. “His birthday was on St. Patrick’s Day, but as of today, his card count was over

300 (without a single duplicate) from over 35 states, along with two from Canada.

“Kyle ran to the mailbox every day” and went through each birthday card, she said. “He and his family are so appreciative of your efforts. I always knew mail carriers were a special breed, and I’m overwhelmed by your thoughtfulness and generosity.” **PR**

Deadlines approaching for national convention

Delagate eligibility lists for the 72nd biennial national convention in Chicago this summer have been mailed to all branches. The lists must be completed and returned to Secretary-Treasurer Nicole Rhine’s office at NALC Headquarters no later than June 8 for branch representatives to be registered as delegates to the convention. The convention is set for Aug. 8-12.

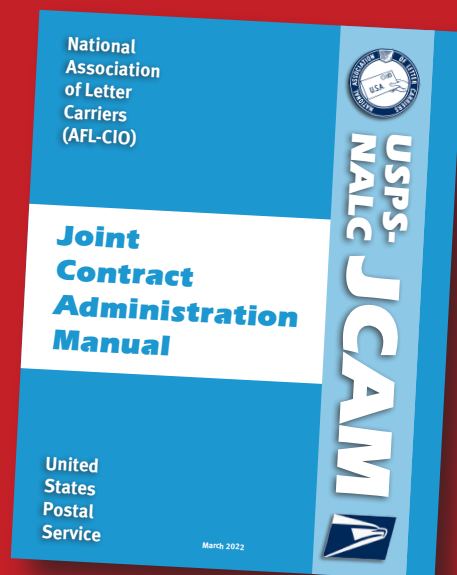
All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine’s office by June 8 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July’s *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 8 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 8 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine’s

office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 8 as well.

Go to nalc.org for more convention news. **PR**



March 2022 JCAM is now available

The March 2022 *JCAM* is now available on nalc.org. All previous versions of the *JCAM* should be replaced with the March 2022 version. The *JCAM* is in the printing process. A copy will be sent to each office where city letter carriers are employed. Additional copies will be made available for purchase from the NALC Store after printing is complete. **PR**



The uniform program—How does it work?



Over decades, the Postal Service has established a high level of confidence with the American public and has consistently been rated the most trusted federal agency. City letter carriers, in their familiar blue uniforms, are the public face of USPS. People recognize the USPS brand and feel at ease when they see their letter carrier wearing the familiar uniform.

Besides brand recognition, the city carrier uniform serves several other purposes. Uniforms provide immediate visual identification to the public, which makes the job safer when carriers are going down streets, up to houses, and into businesses. Uniforms provide protection from the elements while delivering mail outdoors for hours a day. In addition, uniforms project a neat and professional appearance that customers associate with the outstanding service provided by letter carriers.

Over the years, NALC has negotiated numerous contractual provisions related to uniforms. Since it is a requirement that eligible letter carriers wear postal uniforms, it was established that the Postal Service must provide eligible letter carriers with the resources to acquire them. Article 26 of the National Agreement states that all employees who are required to wear uniforms or work clothes shall be furnished uniforms or work clothes or shall be reimbursed for purchases of authorized items from licensed vendors. This commitment from the Postal Service is intended to keep letter carriers prepared for duty while relieving them of the financial burden that comes with acquiring durable and comfortable uniform items.

Understanding how the uniform program works can be confusing

for newly hired letter carriers. It is important to know when a new employee becomes eligible for his or her uniform allowance, how much that allowance will be and how it will be provided, and the ways in which uniforms can be purchased. The uniform program varies depending on the employee's status at the time he or she becomes eligible to receive a uniform allowance. Whether the employee is a city carrier assistant (CCA) or career employee can affect how the employee receives the allowance and how items are purchased.

CCAs are eligible to receive their uniform allowance upon completion of whichever of the following two comes first: either 90 workdays or 120 calendar days of employment. The date they become eligible becomes their uniform anniversary date. This anniversary date is maintained for the duration of their career, even after converting to career status, and becomes the date each year they receive their next uniform allowance.

Within 14 days of the eligibility date for receiving a uniform allowance, newly eligible employees should be provided with a letter of authorization—more commonly referred to as a voucher—from their local management, to purchase uniforms. Once the form is completed, they may take the letter of authorization to USPS-authorized vendors to purchase uniform items. Uniform allowances may be used only to buy items from authorized USPS vendors. A list of USPS authorized vendors can be found on the LiteBlue website at liteblue.usps.gov. Click on the “My HR” section and then the “Uniform Program” link. From this section, click on the “Licensed Uniform Vendors” link.

Effective May 21, 2022, the annual uniform allowance for all eligible letter carriers is \$499. After a CCA converts to career status, he or she will receive a one-time additional credit on the next uniform anniversary date. Effective May 21, this one-time additional credit is \$116.

Unfortunately, uniform prices are on the rise. Uniform manufacturers and vendors cite several reasons for higher prices, including increases in the cost of materials, labor, utilities and shipping.

As stated earlier, letter carriers receive a new uniform allowance each year on their anniversary date. Any unspent funds cannot be carried over from the previous year and will be forfeited if they are not used. If a CCA does not use the full allowance before his or her appointment ends, the remainder of the uniform allowance will carry over into the next appointment, but it must be spent before the next anniversary date. CCAs cannot purchase uniform items during their five-day break in service. Again, as a reminder, when a CCA converts to career status, their uniform anniversary date remains the same.

The one significant difference in the uniform program between CCAs and career status employees is the way in which uniform allowances are received and purchased. Career employees do not typically use the letter of authorization or voucher system used by CCAs.

Career employees are provided with a preloaded Visa debit card and simply provide the card number to the authorized vendor to pay for their uniform order. Upon conversion to career status, letter carriers will receive the preloaded debit card in the mail near their next uniform anniversary date.

In the event a CCA is converted to career status after his or her uniform

eligibility or anniversary date, and already has been issued a voucher, the CCA will still have the remainder of the one year of eligibility to use the uniform allowance voucher before receiving the purchasing card on the next anniversary date.

The uniform eligibility date for employees hired directly to career status is upon completion of the 90-day probationary period. As a reminder, career employees will receive the one-time additional credit to their uniform allowance for their first allotment received after becoming a career employee.

Be aware of backorders; vendors are not permitted to charge your allowance until the purchased items ship. Many items are in short supply as production slowed during the pandemic. It's important for both CCAs and career employees to remember to shop early to avoid forfeiting any unspent funds.

New city carriers who have questions about the uniform program, or who have met the eligibility requirements but have not received their letter of authorization or purchasing card to buy uniform items, should contact their NALC shop steward or a branch officer. For more information about uniform allowances and the purchasing process, visit the "New Member Resources" section of the NALC website at nalc.org/member-benefits/new-member-resources.

NALC will continue to address uniform issues using several avenues: the City Carrier Uniform Task force is exploring modified or alternative methods to supply city carriers with sufficient uniform items, the Uniform Control Committee considers all non-cost matter pertaining to the Uniform Allowance Program, and uniform allowances are addressed in collective bargaining. **PR**





Up in the air

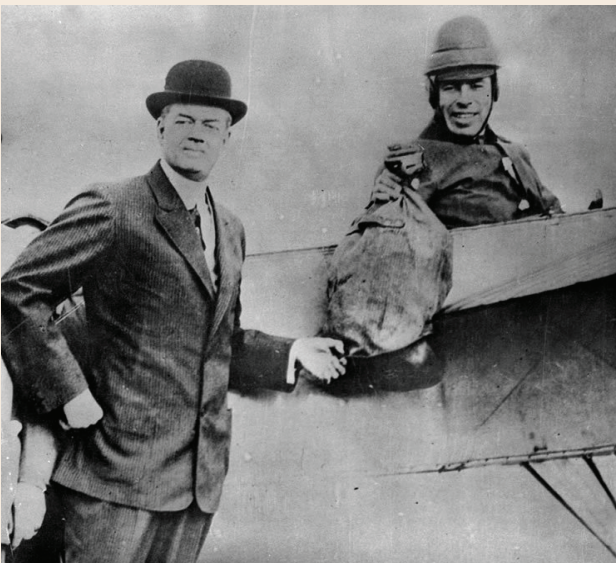
How WWI pilots built the nation's airmail network



Top: New York City Postmaster Thomas G. Patten hands off the mail to Lt. Torrey Webb as he prepares for the first airmail flight from New York on May 15, 1918.

Above: Some of the Army pilots who helped create the airmail network

Below: U.S. Postmaster General Frank Harris Hitchcock gives a mailsack to pilot Earle Ovington just before the first airmail flight in America on Sept. 23, 1911.



After Wilbur and Orville Wright achieved the first powered, sustained and controlled airplane flight in 1903, it wasn't long before people wondered how it could be put to use. One of the first answers was airmail. And that innovation would not only spur dramatic changes in mail delivery, it also would help spark the advent of commercial air travel.

U.S. Postmaster General Frank Harris Hitchcock, who had been fascinated by birds since college, saw the potential for airmail. In November 1910, Hitchcock approved a ship-to-shore airmail experiment, but bad weather canceled the first attempt, and a broken propeller ruined the second.

While Hitchcock's attempts weren't getting off the ground, the first official airmail flight was held in British India in 1911. There, a 1910 Humber-Sommer biplane—an early type of aircraft with two pairs of wings, one above the other—carried 6,500 letters 8.1 miles.

Still determined to see U.S. airmail take off, when Hitchcock learned of air trials to be held in Garden City, NY, he convinced

organizers to include an experimental mail component. The state's governor put out a call for pilots willing to deliver mail from Garden City to Mineola, NY, a trip of about 5.5 miles. Earle Ovington, a former assistant to inventor Thomas Edison and the first person to fly over Boston and other parts of New England, volunteered to deliver the mail. After hearing about the request, he had asked his wife, "Is this the first time it has ever been carried in America?" If Ovington was successful, it would be.

Ovington was sworn in as the first U.S. airmail pilot, then loaded a mail bag containing 640 letters and 1,280 postcards into his Bleriot Queen tractor-type monoplane's cockpit, tucking it between his legs. At 5:26 p.m., Ovington took off, balancing the sack on his knees so he could steer with his feet. It all began smoothly for the French-trained pilot, as he covered the distance to Mineola in six minutes, circled at 500 feet, took aim, tossed the bag over the side and hit the mark dead center. The delivery was less graceful, with the sack immediately bursting on impact, scattering letters and postcards. But the mail was rapidly retrieved and delivered by letter carriers.

Hitchcock authorized 31 more experimental flights in 16 states throughout 1911 and 1912, and the benefits became apparent. While fast trains could go from Washington, DC, to New York overnight, airplanes could do it

in the same day. In 1913, the Post Office started lobbying Congress to fund an airmail service.

Congress didn't act until 1916, earmarking \$50,000 for the service. Even with funding, the Post Office couldn't get very far because World War I had broken out in 1914 and the country's limited aviation industry was fully engaged. All airmail experiments were put on hold by the Post Office until pilots and planes could be freed up from the war effort.

In 1918, Congress added \$100,000 for the service, and the U.S. Army Signal Corps, seeing an opportunity for its student aviators to get training experience before sending them to Europe, lent its pilots and planes to the Post Office. Scheduled airmail service between New York and Washington began on May 15, 1918. Army airplanes were to take off at the same time from Washington's Polo Grounds and from Belmont Park, Long Island, each stopping in Philadelphia along the way.

Lt. George Boyle was to pilot the plane taking off from Washington that first flight, but he didn't fare too well. His Curtiss JN-4H "Jenny" wouldn't start, because it had an empty fuel tank. When he finally lifted off, he flew in the wrong direction and damaged his plane while landing in a freshly plowed field to ask a farmer for direc-



tions. Boyle brought the mail back to Washington in a truck. Two days later, Boyle became lost again and made an emergency landing at the Philadelphia Country Club after running out of fuel.

The Jenny was the Army's training plane, equipped with 90-horsepower Curtiss OX-5 V-8 engines. It could carry a pilot and mail up to about 6,000 feet at 60 mph. As the service improved, air routes spread across the Northeast, with an airmail stamp costing 24 cents.

By August of 1918, the Post Office took over, hiring civilian pilots and mechanics and buying six Standard JR-1B biplanes. More powerful and faster than the Jenny, the JR-1B could carry up to 180 pounds of mail. JR-1Bs, and other planes at the time, had few instruments, no radios, or other navigational aids. Pilots navigated by dead reckoning, which means using landmarks, rail lines, roads and even telephone lines to help guide them.

One postal pilot used a half-empty whiskey bottle as an altitude indicator,

Above: Lt. George Boyle prepares for the first airmail flight from Washington, DC, to New York on May 15, 1918, by having a map attached to his leg. Among the spectators for the flight was President Woodrow Wilson.

Below: Lt. Boyle flew this Curtiss JN-4H Jenny biplane for the first airmail flight, but had problems immediately when the plane's engine wouldn't start because there was no fuel in the tank.



Crashes, like this one, were common for early airmail pilots.



the tilt of the whiskey showing whether his wings were level or not. Another pilot, crossing the Allegheny Mountains, lit a long cigar when climbing above the cloud deck. With no instruments to tell him when he had crossed the mountains, he leisurely puffed the cigar until only two unburned inches remained. With this makeshift timer, he knew when it was safe to descend through the clouds to the landing field in Bellefonte, PA.

Difficult under ideal circumstances, ice and fog could make a pilot's job deadly.

Also crossing the Alleghenies, pilot Charles Lamborn took off from Cleveland for Bellefonte in August 1919. Flying through fog and rain, Lamborn climbed into clouds to pass over Snowshoe Mountain. Without visual reference, he became disoriented and his plane came out of the clouds at 400 feet, nose-down, smashing into the mountain. He was carried out from the wreckage but died before reaching a hospital.

By 1920, the Post Office and Navy Department had installed radio stations at 10 airfields along the New York to San Francisco route to provide weather information, and the Post Office established a transcontinental route from New York to San Francisco. Legs were established from New York to Cleveland, Cleveland to Chicago, Chicago to Omaha, and so on to San Francisco. Giant cement arrow markers were set up along the route to help the pilots navigate. To expedite the trip, mail was flown during the daytime and put on trains to the next airfield at night. The combination cut transcontinental

mail delivery from 90 hours by train to 72 hours.

Next up was flying the New York-San Francisco route continuously day and night. The first flight took off from San Francisco on Feb. 22, 1921. Things were proceeding well until Jack Knight, fresh from the hospital after a bad landing the week before, was finishing his leg from North Platte, NE, to Omaha's grass landing strip. He landed at 1:10 a.m. on Feb. 23 in blizzard conditions.

"Who's going to take her on from here?" Knight asked the field manager.

"Nobody," the field manager replied. The pilot for the next stage to Chicago had gotten caught in the weather and hadn't made it to the airfield.

"It's too damn bad to get halfway across the continent and have the flight fizzle out," he said. "I'm going to take this mail to Chicago."

Knight had never flown the Omaha-Chicago leg, even in daylight, the field manager said in protest.

"I know," he sighed. "But I can make it if they keep on lighting bonfires."

At 2 a.m., Knight took off on a compass course for Des Moines, IA, in his De Havilland DH-4 biplane. Using a flashlight, he studied a Rand McNally road map as his guide. There were no signal fires, because postal officials had assumed the flight had been canceled.

With deep snow preventing a landing at Des Moines, Knight pressed on to Iowa City, having to buzz the airfield to get the night watchman—the only person at the airfield—to light road flares for the pilot to see to land. Knight refueled and took off for Chica-



Pilot Jack Knight became famous for his late-night flight from North Platte, NE, to Chicago through a blizzard, which helped establish the transcontinental airmail network.

go. When the snow stopped, fog set in and Knight flew blind until daybreak, when the fog burned off, and he could see Lake Michigan. By now, news of Knight's trip had become known, and when he landed at Chicago's Checkerboard Field he was cheered by a throng of well-wishers.

Two more pilots flew the remaining legs to Hazelhurst Field on Long Island. The letters that had left San Francisco were in New York in 33 hours and 20 minutes.

With transcontinental airmail now possible, Congress set aside \$1.25 million to expand the service. In 1925, the Post Office contracted its airmail service to spur commercial aviation, and by 1927, the Post Office disbanded its own flight department, with private airmail carriers transporting all airmail. Those private carriers innovated and led the way to our modern air transportation system.

On May 23, 1926, a carrier called Western Air Express loaded two passengers on each of its regular airmail flights between Los Angeles and Salt Lake City. The passengers sat atop mail sacks for the seven-hour trip, ate a box lunch and were given tin cups to use in the absence of lavatories.

Aviation service expanded further when Postmaster General Walter Folger Brown, operating with enhanced powers under the Airmail Act of 1930, instigated airline mergers and awarded passenger and airmail routes to the industry's largest entities, such as American Airlines and United Airlines.

Airmail as a separate class of domestic mail officially ended on May 1, 1977, as most first-class letters were carried cross-country by air anyway, as they still are today. However, the Postal Service is now aiming to reduce its use

of air transportation. Under Postmaster General Louis DeJoy's 10-year plan released last year, USPS would change



service standards for First-Class Mail, adding a day or two to the standard. The change would allow USPS to transport approximately 39 percent of First-Class Mail by ground transportation, as a cost-saving measure.

But the modern postal network will always rely on air to move some part of the mail mix, and none of that would have been possible without the airmail pioneers. Airmail was perilous work—described by one pilot as “pretty much a suicide club.” Between 1918 and 1927, 35 Post Office pilots died from unpredictable weather, inexperience or unreliable equipment. Their sacrifice helped create the modern mail service we rely on today and played a key role in developing the U.S. aviation industry. **PR**

By the late 1920s, private companies had taken over many of the air mail routes and had even begun to take on passengers, spurring the development of air transportation. Pictured above, a woman hands over a parcel for airmail delivery by a Western Air Express Fokker F.10 monoplane, circa 1930.

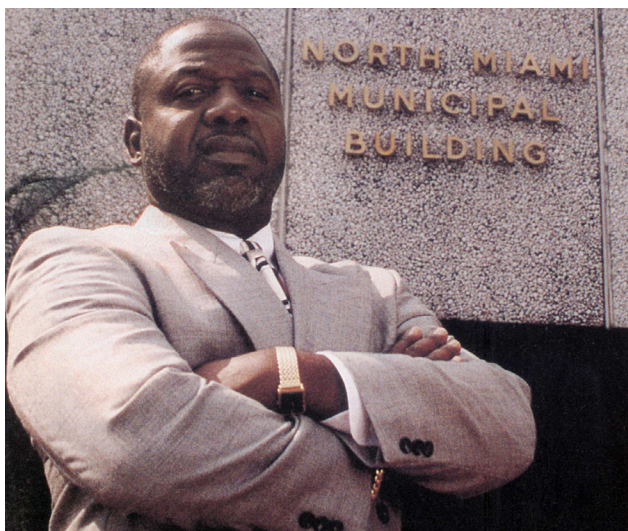
A street named

SOREY

“Life is so good when you’re doing positive things,” says **Arthur “Duke” Sorey Jr.**

The South Florida Branch 1071 member has served those in his community through many avenues, including in his years on the city council, and to honor his legacy, the city of North Miami named a street for him in February.

Following the birth of his first child, Arthur “Duke” III, Sorey left the Army after eight years of service, including a tour in Vietnam, to spend more time with his family. He and his wife of 49 years, **Doretha Sorey** (also a letter carrier and Branch 1071 member), settled in North Miami, FL, in 1978, and had two more children, Andre and Anitra.



Sorey was featured on the May 1998 cover of this magazine because of his city council role.

“I had a tough childhood and didn’t have a lot of involvement with my father,” he said. He vowed that he’d be a part of his kids’ lives.

He joined the Postal Service the following year and delivered mail for 37 years out of the same station, while also serving as a shop steward from the 1980s until his retirement in 2016. During his postal career, he helped out as

coordinator for the food drive and the Combined Federal Campaign, as well as doing fundraising for the Muscular Dystrophy Association.

“I was born to do this,” he said. “I always volunteered to do what was necessary to help. It was embedded in me.”

When his children were young, he began coaching—first T-ball, then eventually baseball with the National Little League Association, as well as football and soccer with the North Miami Parks and Recreation Department. For 12 years, “I was coaching year-round,” he said, and he was known to many as “Coach Duke.”

After attending clinics to learn about sports officiating, he began doing that as well for high school sports—including baseball, softball and volleyball, which he continues to this day.

Sorey wanted to provide youngsters with opportunities that he didn’t get as a child. So, when he got off work, he’d go straight to the park.

His wife told him, “You’re never home. You’re doing too much. You have to say ‘no’ to people.”

His response? “The people need me,” he said.

Sorey spent so much time at the park, he eventually became vice president, then president, of the Little League, and served on the North Miami Parks and Recreation Advisory Board.

“That was my first interaction with city hall,” Sorey said, explaining that the leagues weren’t getting enough money for uniforms and supplies, and fundraising wasn’t cutting it. Determined to change things, he went to city hall and told representatives, “You’re not doing enough for our [west] side of the city.”

During this time, he expanded his community involvement further by becoming a member of his homeowners association board, rising two years later to board president.



With Sorey’s extensive involvement in North Miami, people began to tell him, “You need to be an elected official.”

“I balked at it at first,” he said, but he ultimately decided to pursue a seat on the North Miami City Council for District 4 and won.

He served from 1995 to 1999, and he was the first Black elected official in the city of North Miami. Though he felt pressure because of that, “I was always happy to be doing what I was doing,” he said, adding that he simply wanted to be known as “somebody who got things done.”

Once elected, he gave up his homeowners association and Little League leadership, but offered help to those organizations whenever needed. He also started training parents as sports officials.

Through it all, he always delivered in his postal career. “There were a lot of [city council] meetings where I showed up in my postal uniform,” he said.

During Sorey’s four years as a city councilman, “I didn’t have enough time to get everything I wanted done,” the carrier said, but there were plenty of actions he was proud of.

When crime increased on the west side of the city, he helped to increase the plainclothes police presence

through a crime suppression unit aimed at stopping street and drug offenses. He also pushed to make a western city border using mostly foliage instead of a fence or wall. “It cut down on crime [and] made a huge difference,” he said.

The park where he spent a lot of time didn’t escape notice, either. When Sorey saw that tennis courts were unused, he worked to establish a tennis program. At his urging, the city also agreed to renovate the local pool, where he often took his children, along with neighborhood kids. To thank him, the water playground at the pool was named for him.

Sorey also pushed to get funding for a new computer lab at a community center to offer free computer classes, as well as access for children and adults who might not be able to afford a computer at home.

Even while doing this work on the city council, Sorey loved being a letter carrier. “Branch 1071 was my life. I’m a union member,” he said, adding, “a union is only as strong as its people.”

Top: A ceremony to officially name a portion of NW 128th Street in North Miami was held on Feb. 28.

Above: A reception followed at the pool that Sorey had lobbied for, and where the water playground is named for him.



Above: Sorey collects donations for the Muscular Dystrophy Association.

Indeed, South Florida Branch 1071 President **Jeannette Triana** describes Sorey as an “outstanding brother and advocate for the NALC.”

Delivering on the same route for 30 years helped Sorey see what types of services and programs his customers needed. “On my route, I was family,” he said. “I went to weddings, funerals, baby christenings. I was honored that these people cared about me.”

Outside of his career, the carrier says that parenting is one of his most important endeavors, and he tried to teach his now-grown kids through volunteerism. “You’re not here just for you,” he’d tell them. “You have to have compassion for people. We’re all human, but we’re not all alike. We’ve got to give back.

“I taught them about looking to make where you live a better place,” he added. “I know they were listening.”

Sorey’s children have taken that advice to heart in selecting their own careers. Duke III was appointed city manager for North Miami Beach, Andre is a supervisor for North Miami’s parks and recreation department, and Anitra is a neonatal intensive-care unit nurse. His two sons also coach sports in the city.

In 2013, Sorey was added to North Miami’s “citizens hall of fame” inside city hall for people in the community who gave above and beyond. And more recently, the carrier received a phone call from the office of Vice Mayor Alix Desulme, whom Sorey has known since the vice mayor was a child. Desulme’s assistant told Sorey that people frequently invoke his name for having opened up doors for people, adding, “You left city hall, but you have a ghost still there.” She told him that the city wanted to name a street



After campaigning for President Bill Clinton, Sorey (l) met him in South Florida.

after him and dedicate it during Black History Month.

Sorey was shocked at the number of people who attended the Feb. 28 event, including some he hadn’t seen in 30 years. “It was mind-blowing to me,” he said.

Duke III spoke at the ceremony, saying of his father, “I knew he loved us and that he cared, because he spent a lot of time with us.”

After the dedication of the North Miami street, a stretch of NW 128th Street between NW 10th Avenue and 11th Avenue, there was a reception at the pool that had been such a part of Sorey’s life—a full-circle moment that the carrier called “heartwarming.”

He has plenty of advice for other letter carriers who want to get involved in their communities. “I would say, you’ve got to have a desire to do good. And then help others do good. You’ve got to do it because you care—about your family and the community.”

He continued: “Give people respect and get to that middle ground about what needs to be done in the community.”

Sorey doesn’t plan to stop his community involvement anytime soon. He continues working on political campaigns, both local and national, and still frequently officiates high school sports.

Public service is “just something that’s in me,” he says. “I’m living my best life right now.” **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.

Quick thinking saves family during house fire

"It was the Monday before Christmas" in 2021, Pittsburg, KS Branch 695 member **Joseph Shidler** recalled, and he was making a delivery to a house on his route when an unusual odor attracted his attention.

"The smell of smoke was coming from the side of the house," the eight-year carrier said, so he decided to investigate. It was a good thing that he did—as he walked around to look, he immediately saw that a corner of the house was ablaze.

Though the fire was not particularly large at that time, "after looking at it, I could tell that it had [burned through] into the wall [of the house]," Shidler said. He quickly called 911. While on the phone with emergency operators, he also searched for a garden hose or other tool that he could use to extinguish the flames, but could not find anything.

After he realized that he could not put out the fire himself and that the flames were spreading, the carrier rushed up to the front door to warn the residents. "I started banging on the doors and windows," Shidler said, until two children came to the door. "They were not aware [of the fire] until they came outside."

Once the carrier told them about the fire, the kids ran back inside to warn

their parents. The whole family was then able to evacuate safely.

Police and firefighters arrived a short time later and put out the flames before the house sustained significant damage. The fire was eventually traced back to an extension cord from a strand of Christmas lights.

Shidler's prompt warning meant that the family was able to stay at their house for Christmas, and the Pittsburg Fire Department credited the carrier's quick actions with not only saving the home, but the residents' lives as well.

But Shidler said that he felt undecided as to how much praise he deserved. "Part of me felt like I did do something amazing—the other part feels like it was a small fire and I didn't really do anything," he said. "But it could have been a lot worse, I've been told."

Carriers' keen attention helps detect mail fraud

While USPS does have its own investigative agency, letter carriers are often on the front lines when it comes to detecting mail fraud involving their customers.

On Nov. 9, 2021, Central Florida Branch 1091 member **Jason Stephenson** was making his usual deliveries when, he recalls, "I happened to notice this lady's mail showing up at a different address."

The 21-year carrier knew that the woman lived a block away from the address on the mail and didn't think that she had moved, so he held onto the letter until he could deliver it to the correct address. After he brought it to the customer and told her about the situation, the woman confirmed that she had not moved.

A few days later, the customer told Stephenson that she had contacted the police—Stephenson's delivery had tipped her off to the fact that her identity had been stolen. "The lady who had done it had done [the customer's] tax

return and gotten her Social Security number," the carrier said.

The woman added that the letter he had brought her was a credit card bill taken out in her name that contained charges for \$6,500 in merchandise. Thanks to Stephenson's intuition, police were able to catch the perpetrator before she could inflict any more financial damage.

Stephenson was not the only one paying attention to fraudulent activity that month. Harrisburg, PA Branch 500 member **Christopher Lippy** became suspicious after two of his customers, a married couple, both placed temporary change-of-address forms within a short period.

"[I got one] for her first, and I thought maybe [it was for] Christmas," the 32-year carrier said. "Then I got one for him, and then I tipped them off."

Lippy went up to the door and told the couple about the temporary requests. Both customers denied placing the requests. The carrier explained that he also had noticed a significant drop-off in the amount of mail he was delivering to them, and suggested that they may have been the victims of mail fraud.

After an investigation, Lippy's hunch was proven correct—someone had placed the requests through an online form and had been collecting their forwarded mail. The customers thanked the carrier for his attentiveness, saying, "We are grateful Chris picked up on it early or even more damage would have been done." **PR**



Christopher Lippy



Shaun Jimenez

Neighborhood watch

Dec. 15, 2021, was an unusually windy day on Central Kansas Merged Branch 1122 member **Shaun Jimenez's** route, with wind speeds in the area reaching between 70 and 100 mph. That afternoon, "I was walking on my loop when I saw her out of the corner of my eye," the three-year carrier recalled. "Her" was one of his customers, Dolores Earnest, an elderly woman who lived by herself. Despite the weather, Earnest had gone out to retrieve the mail from her front porch. When she opened the door, however, it was forcibly pushed ajar by the wind, pulling her along with it. Earnest's hand was jerked so violently that the doorknob sliced into her palm, leaving a serious cut. Due to the injury and the strong winds, she was unable to return indoors. Jimenez saw her huddled on her porch and quickly realized that she was trapped out in the wind. Crossing the street, he went up to the house and helped Earnest back inside. Once she was safe, the carrier suggested calling an ambulance—"her hand was ripped pretty badly"—but Earnest wanted a friend to take her to the emergency room. While they waited for her friend to arrive, Jimenez kept her calm. "I was

just concerned for her," the carrier said. "I just wanted to put her at ease and make sure she knew that I wouldn't leave her until she had the help she needed." At the hospital, Earnest did end up receiving "a fair amount of stitches" for her injury, the carrier said, but fully recovered. Earnest visited the post office later to thank Jimenez for his assistance, saying, "He was definitely a hero to me on that day... He literally saved my life that day. I am a 91-year-old woman who could not have gotten up and inside my house by myself under the circumstances without his help." But Jimenez was modest about his role in the rescue: "I was just walking on my route. Anyone else would have done the same thing to help."

"I was doing overtime on another carrier's route" on Jan. 5, Central Iowa Merged Branch 352 member **Christopher Meyer** recalled, and he had just pulled up to a mailbox when he saw something that caught his attention. As he glanced over at the driveway next to the box, he noticed an elderly woman lying on the ground. The eight-year carrier could tell that she was struggling to stand up. To make matters worse, "it was

zero degrees out," Meyer said, and the woman was not wearing shoes. "Her boots were off—she had used those to try to push herself back up" to no avail, the carrier explained. Meyer quickly got out of his vehicle and walked over to the woman. Together, they were able to get her boots back on, and then the carrier got her on her feet and walked her home. She told Meyer that she had been lying on the ground for about 20 minutes before he had come to her rescue. Later, a video of the incident was posted on social media; the story was subsequently covered by the Des Moines CBS TV affiliate, KCCI Channel 8. Despite the attention, however, the carrier was modest about his actions. "I don't need praise—any other co-worker would have done the same," Meyer said. "If it was my mom or grandma [lying there], I'd want someone to stop and help them."

On Nov. 20, 2021, Parsons, KS Branch 477 **Scott Marlow** was delivering on his route when he saw fellow Branch 477 member and retiree **Arley Journot** come outside to pick up his mail. As the elderly man reached the box, however, "his eyes kind of fluttered, and he said he

started to feel dizzy," Marlow recalled. "He was going to collapse." The 26-year carrier immediately leaped into action—"I started to get out of the truck as he stumbled backwards"—and was able to reach Journot in time to prevent him from falling to the ground. As it turned out, the retired carrier's blood pressure had plummeted, resulting in his losing consciousness for a brief moment. Marlow said that he immediately recognized the symptoms, which is why he moved so quickly. "My mom has low blood pressure, and I know you're just going to black out," he said. Afterward, Marlow stayed with Journot until the retiree's son arrived to take his father to the hospital. Journot later said that he "was very thankful Scott was in the right place at the right time." But Marlow was modest about his role, insisting that "this isn't about me—it's about Arley." He explained that the reason Journot had experienced the medical emergency was that he had been outside all day building a wheelchair ramp for a community member. "[Journot] is so loved in our town, especially at the post office," Marlow added. "If there's a hero in this story, it's Arley, not me." **PR**

Eye on the elderly

In early January, Rochester, NY Branch 210 member **Michael Di Lella** noticed that the mail for one of his elderly customers had started accumulating in her mailbox. "She does everything via the mail," the 19-year carrier said, "so I found it very unusual that

[her mail] sat for a few days." Di Lella also was aware that the woman lived alone and had mobility issues, and he became concerned that something might have happened to her. The carrier knew that one of his other customers was a friend of the homeowner's

and had a key to her house, and he decided to alert that neighbor about the situation. The neighbor promptly went to the woman's home and found the woman on the floor. Di Lella was later told that his customer had fallen down the stairs and had been lying there

for several days, unable to get back to her feet. She was taken to the hospital, but has since recovered and moved into an assisted-living facility. While the neighbor credited Di Lella with saving the woman's life, the carrier described it as a part of the job, stating,

Eye on the elderly (continued)

“I didn’t think anything of it.” He added, “If something’s unusual, we’re there every day [to notice it]. I just mentioned it to the right person.”

St. Louis, MO Branch 343 member **Mark Williams** was quite familiar with one of his customers, Argie Tsifutis. “He lives by himself and waits every day for me to bring the mail,” the 32-year carrier said. So when a couple of days passed without a sign of Tsifutis, Williams became concerned. On Jan. 28, the carrier was worried enough to peer through a window. From that viewpoint, he could see the elderly man lying on the floor. “He looked like he was dead,” Williams recalled. The carrier immediately called 911, and then waited until paramedics brought Tsifutis out of the house on a stretcher. The customer was taken to the hospital, where he was treated for severe dehydration. After his recovery, Tsifutis called St. Louis Branch 343 President

John McLaughlin to relate the story and praise Williams for his role in the rescue. The customer explained that he had fallen out of bed trying to answer the phone. Tsifutis, who is 94 years old and partially paralyzed, also had accidentally knocked his phone off of the hook, leaving him unable to call for help. He had been there for two days without food or water before Williams spotted him. Indeed, the carrier was told by paramedics at the scene that Tsifutis most likely would not have survived another day. Williams said that he feels a lot of sympathy for his elderly customers, which motivates him to keep an eye on them. “When you’re in that situation, it’s terrifying—you’re probably panicking,” he added.

In January, New Hampshire Merged Branch 44 member **Kayla Berridge** got worried after a few days went by without any sign of one of her elderly customers. “She

gets a lot of mail—I’ll go up to her door and she’ll come out and talk to me,” the four-year carrier said. “It’s very unlike her to not pick up her mail.” Berridge knew that the woman lived with a tenant, but she could see packages piling up as well, and she became concerned that something might have happened. A blizzard had been forecast for the upcoming weekend, so Berridge resolved to contact someone before the storm hit. After another day passed without

the woman collecting her mail, the carrier decided to call for a welfare check. An hour later, her supervisor called Berridge to let her know that police had found her customer. As it turned out, the woman had gotten trapped underneath a bookshelf the same week that her tenant went on vacation. The woman, who had been lying on a tile floor for several days, was hospitalized for hypothermia and is still recovering. The Newmarket police department praised Berridge for her actions in a post on its Facebook page, stating, “It is this department’s belief that Kayla’s knowledge of the people on her route, as well as her attentiveness, saved the life of this resident.” But the carrier said that she was simply grateful she was able to help. “I’m glad that I took the time to notice—I just wish I [called] sooner,” she said. “If we just look out for each other, things like this won’t happen.” **PR**



Kayla Berridge

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

Legislative and political organizing



**Brian
Renfroe**

On April 6, President Biden signed the Postal Service Reform Act of 2022, making it law. This piece of legislation accomplished a few of our long-held legislative goals related to the long-term sustainability of the Postal Service. This was the culmination of years of hard work by NALC members to elect representatives who supported the reforms in the bill, to educate those representatives and eventually to make passing this important legislation a reality.

Our work isn't done. We have more legislative goals that we will continue to pursue. I believe that it is important to look back at how

we achieved the passage of this legislation to educate ourselves on how we can continue to improve our legislative and political efforts. In doing so, I thought of the structure that was put in place five years ago—as well as the 2006 constitutional amendment—that shifted the focus of NALC state associations to legislation. Our legislative and political network was extremely important in making this legislation a reality, and it will be important for the future of letter carriers.

“Legislative and political organizers (LPOs) help develop and implement plans specifically designed for the challenges within each state.”

In 2017, we created the position of legislative and political organizer (LPO) to assist state associations and branches. LPOs help develop and implement plans specifically designed for the challenges within each state. They provide training and information to NALC members, which helps advance our legislative and political agenda in each state.

The talented letter carriers who have served and currently serve as LPOs have been an important part of our legislative and political network. They have always been intended to serve as a resource for our state associations and branches. As always, our members have stepped up and used the LPOs to get

more activists involved in legislative and political issues than ever before.

Our current LPOs are as follows:

- **Marc Ashmon of Branch 2876, Linden, NJ**—Marc works with Regions 11, 12, 14 and 15.
- **John Beaumont of Branch 214, San Francisco, CA**—John works with Regions 1, 2 and 4 (Arizona and Colorado).
- **Brent Fjerestad of Branch 491, Sioux Falls, SD**—Brent works with Regions 5, 7 and 10.
- **Eileen Ford of Branch 4862, Roswell, GA**—Eileen works with Regions 9 and 13.
- **Anna Mudd of Branch 14, Louisville, KY**—Anna works with Regions 3, 4 (Arkansas and Oklahoma), 6 and 8.

These five letter carriers have a wealth of experience and knowledge of everything that our members need to be successful legislative and political activists. Like most NALC representatives, they make sacrifices and work long hours.

I have the pleasure of overseeing this group, but Executive Assistant to the President Eddie Davidson handles the day-to-day coordination and communication with the LPOs. Eddie served as an LPO before moving into his current role a few years ago. He does a fantastic job making sure our LPOs have everything they need to serve our members.

We are fortunate to have members capable of doing this work at a high level. We are equally as fortunate to have leadership in our state associations and branches, as well as rank-and-file members, who take legislation and politics seriously and go to great lengths to be as active as we can. Our elected representatives, as well as those who hope to get elected, take notice and they don't forget. I have no doubt that the strength of our network and the hard work of all NALC members will deliver more legislative wins for us in the future.

If you've attended a state convention or regional training, you've likely seen your LPO teaching classes and educating members about legislative issues and the importance of the Letter Carrier Political Fund. They also provide information that you can use in your branch or state to do the same. The LPOs are there for you. They can help with anything related to legislation and politics. I encourage you to reach out to them through your national business agent's office.

Time flies



**Lew
Drass**

I decided to use my space this month to report on Step B of the Dispute Resolution Process (DRP) and my own experiences. The DRP replaced the old grievance procedure throughout the country more than 20 years ago. DRP first appeared in the 2001-2006 National Agreement after it was successfully tested in 19 postal districts beginning in 1998.

The original intent was for each Step B Dispute Resolution Team (DRT) to issue Step B decisions using the *Joint Contract Administration Manual* within 14 days of receiving grievances from Formal Step A of the DRP. The idea was that a Step B decision would give

the local parties direction on resolving future disputes involving the same situation. Then the local parties would resolve a higher percentage of their own grievances and reduce the number of Step B teams needed to issue timely decisions.

I had been serving as the president of a 275-member branch for eight years and an arbitration advocate for five years when DRP reached us in Alabama, so I had a good view of the old grievance procedure on both ends of the process. When you got to arbitration back then, you would often spend hours at the hearing just arguing about what the issues to be resolved were and which documents were part of the case file when it was appealed from the local level.

The biggest changes I noted were that DRP shortened the time frames for processing grievances, the issue statement(s) for each grievance are framed at the local level rather than at the point of arbitration, the file is built jointly at the local level, management was given the right to respond if, and only if, the union filed additions and corrections, and Step B decisions set precedent for an installation.

There were many NALC activists in my region who criticized DRP at the time. I was not one of them. I saw DRP as an opportunity to provide better representation to letter carriers, because this new grievance procedure required that both parties lay all of their cards on the table at the local level. That was appealing to me because my experience had taught me that we do not normally file grievances unless there is a contractual violation, so if all of the facts and evidence

are put into a case file, we will be successful most of the time.

I thought about this a lot while I was delivering my route each day. I finally decided to go on a mission to try to provide better representation to as many letter carriers as possible. I wrote a book about how to frame issues, convinced my postmaster to approve a leave slip for three months of LWOP, and ran for national business agent (NBA). I was not supposed to win that election, but I did. The margin was 33 votes over four states, earning me the nickname “Landslide Lew” on the Executive Council. I have been on that mission ever since.

“I saw the Dispute Resolution Process as an opportunity to provide better representation to letter carriers, because this new grievance procedure required that both parties lay all of their cards on the table at the local level.”

In 2003, the parties at the national level signed a document called “USPS-NALC Joint Statement of Expectations” (M-01492). This document set forth a commitment for promoting a set of honorable principles for grievance handlers from both parties, designed to promote and encourage settlement of disputes at the lowest possible step of the DRP.

Over the next several years, we had national joint meetings where we brought all of the Step B teams in for a few days each year to continue promoting the principles set forth in M-01492. The area/regional counterparts also made sure that annual joint training sessions were conducted at the local level in most places around the country to further reinforce these principles and ensure that any new players received joint DRP training.

Over time, we have gotten away from what I call the basic maintenance of the DRP as referenced above. This was at least partially, and possibly mostly, caused by the Postal Service’s financial situation. Now that postal reform has become law, USPS’s financial picture looks a whole lot brighter, so hopefully things will change on the DRP maintenance front.

(continued on next page)

Time flies (continued)

It has been true for many years that 75 percent of grievances that are appealed to Step B are resolved and 70 to 80 percent of the grievances impasse by the Step B teams are resolved before they reach an arbitrator. It follows that these facts should translate to more grievances resolved at the local level.

So where are we with that? We still have 58 full-time Step B teams that serve the 50 USPS districts around the country. The number of full-time teams has not changed in more than 15 years.

There currently are 3,680 cases pending a decision at Step B. Of those, 1,233 grievances have been at Step B awaiting a decision for more than 14 days. And then 2,751 of the 3,680 cases currently pending a decision at Step B and 1,017 of the 1,233 grievances that have been at Step B awaiting a decision for more than 14 days come from 20 of the 58 Step B teams. Another way to say it is that 75 percent of the grievances and 82 percent of the backlogged cases currently pending at Step B come from just over a third of the country.

I have been overseeing the Step B process since 2014. The number of cases pending at Step B nationally and where they come from has fluctuated, but what has not changed is the fact that the vast majority of grievances appealed to Step B that cause these backlogs come from a small area of the country. The problem in my view is two-fold:

1. When backlogs occur at Step B, USPS is unwilling to activate enough back-up Step B teams to eliminate the backlog.
2. USPS has been unable to convince local management to abide by previous Step B decisions issued for an installation.

Management changed the structure of its side of the Step B representative selection/reporting process back in 2017. It posted 78 full-time Step B representative jobs around the country. Those folks who are selected for these positions report to the USPS area as opposed to the USPS district. In theory, this should have resulted in these players having broader authority to make decisions.

Unfortunately, this has not happened thus far. Instead, management has moved more toward just not making decisions at Step B, and it just passes the buck because of No. 2 above.

The national parties agreed to the Memorandum of Understanding (MOU) Re: Article 15 – Dispute Resolution Procedure Task Force in the 2016-2019 National Agreement. That is a great MOU that was written to try to solve this whole puzzle. It was continued in the 2019-

2023 National Agreement and can be found on pages 206-207.

I was not successful in my efforts to implement this MOU during the life of the 2016-2019 National Agreement. I really thought we were getting somewhere by 2019. We held a national meeting and had plans to bring in all of the Step B teams and other things, but then my counterpart got sick and passed away. His name was Alan Moore. I did plenty of fighting with Alan, but he was the one person I worked with at Headquarters on management's side who had both the interest and the juice to make something happen. He was never really replaced, and then came the pandemic.

That is as far as I got with it. I still believe that the Article 15 – Dispute Resolution Procedure Task Force MOU is the key to solving the whole puzzle here. However, I will not be the one to see it through. I do not know if you have figured this out by now, but this is the last article I will write as vice president of NALC. I have decided to step down from my current position for personal reasons, effective April 30. I plan to stick around in the background for a while and help where I can.

I want to thank all of you out there who have voted for, supported and worked with me through the years in my branch, at the NBA office, at Headquarters and around the country, especially those of you who gave me a chance all those years ago when I ran the roads in Region 8 and begged you to give me a shot at serving as your NBA. That was one heck of a campaign and I had a great group of activists who helped me. Unfortunately, I have lost touch with most of them over the years, but I still remember and appreciate all of you who helped.

I also want to thank all of you out there who picked me up or dropped me off at the hotels and airports associated with attending NALC branch events, and/or listened to me speak, for your hospitality and fellowship. Same goes to those of you I have met at the conventions and training sessions over the years. I always appreciated all the Leeeeeew'n.

If the number of true friends you have is a measure of a person's worth, I can honestly say that NALC has made me a wealthy man.

I have really enjoyed serving all y'all, and in the end, I feel like I had some success with my mission to provide the best representation possible to letter carriers during my shelf life as a national officer with NALC. I wish my successor better luck than I had with solving the puzzle at Step B of the DRP. It is a tough nut.

In closing, I want to wish all of the mothers out there a happy Mother's Day!

Reciprocal Agreement/ obtaining a branch checking account



**Nicole
Rhine**

All branch officers need to be aware of the Reciprocal Agreement and how it works.

The Reciprocal Agreement applies to all members of the NALC, the National Rural Letter Carriers' Association (NRLCA), the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU). Each union's procedures are slightly different, so representatives should refer to the Reciprocal Agreement handbook.

The Reciprocal Agreement is important, as it provides a process that, if acted upon immediately, reduces the number of unintended dues withholding to two unions. For example, if a clerk who

belongs to the APWU transfers to the letter carrier craft and wishes to join the NALC and cancel dues withholding to the APWU, the member should complete the Form 1187 with the "Union Transfer" section by circling which union's dues they are requesting to be canceled.

Upon receipt of the notation on the Form 1187, the NALC Membership Department will notify the APWU that the member belongs to NALC and wishes to cancel dues withholding to APWU. In some cases, this can take two or more pay periods. The member may then make copies of paycheck stubs showing dues to both NALC and APWU to send to the Membership Department for review and possible reimbursement of the APWU double dues.

Keep in mind that the Reciprocal Agreement applies only when the member transfers crafts and is joining another union. If members transfer crafts but do not join another union, they must wait until the window period of their anniversary date per Section 925 of the *Employee and Labor Relations Manual* to cancel their NALC membership. City carrier assistants also may cancel within 10 days after starting another term of non-career employment.

An important point: A change in crafts does not automatically cancel dues withholding to another union, nor is membership automatically transferred from one union to another.

One other important point: Not every letter carrier moving into another postal craft should terminate his or her NALC membership. If an NALC member changes crafts but still wishes to retain enrollment in the NALC Health Benefit Plan, he or she must continue membership in NALC.

For more information, please see the Reciprocal Agreement handbook, which was mailed to every branch. The handbook may also be found on the NALC website on the secretary-treasurer's page. Click on the link to "NALC membership and dues."

Obtaining a branch checking account

Since the passage of the Patriot Act in 2001, opening a checking account can be a trying experience for NALC branches. Many branch officers have arrived at the bank only to find they have not taken along the necessary documentation banks are required to obtain from customers. The bank is required to identify an entity (non-individuals) and verify the entity's existence. Unfortunately, to verify the branch's existence, the bank may require multiple documents, resulting in redundancy of information.

The following is a list of items NALC branch officers should have with them when opening an account with a different bank:

- The name and address of the branch and the branch's IRS identification number (Employer Identification Number). If you have a Form 990 or 990-EZ, take it with you, as well as an invoice billed to the branch's address.
- NALC and its branches are tax-exempt 501(c)5 labor organizations, not a 501(c)3 as many people incorrectly assume. You should print out the IRS Determination Letter available on the website at nalc.org. (Click on the link on the secretary-treasurer's page titled "What to do if your Branch Lost Its Tax-Exempt Status.") Although not all banks ask for the same documentation, you should have the letter available and be aware that NALC's Group Exemption Number (GEN) is 0685.
- If the branch has bylaws, take a copy along, as well as a copy of the *NALC Constitution*. Also take the branch charter if it is available, or a photocopy.
- A resolution must be submitted to the bank to identify the individuals who are authorized to use the branch's bank account. The resolution should include the name, address and position of each person authorized to use the account.

A resolution is separate from the actual signature card that the bank should provide. Many banks will have a resolution ready, which, if the officers are not all present at the bank, you may take with you to have signed and then return to the bank.

New platforms to assist branches



Paul Barner

In the June 2021 edition of *The Postal Record*, I wrote about new and innovative platforms that NALC had developed, partly to address challenges posed by the COVID-19 pandemic. Since the writing of that article, NALC has created additional platforms to benefit the membership and assist branches and state associations. In this article, I plan to introduce you to some of these modernizations.

Throughout the year, branches and state associations routinely request membership rosters for one purpose or another. Many branches request membership rosters for election purposes that are modified by NALC to remove any member who

is classified in a permanent managerial position, thereby rendering them ineligible to nominate candidates or vote in an election. Customarily, branches and state associations have been required to submit a request signed by an officer of the branch or state association in order to receive membership rosters. Depending on the format being requested, a fee may also have been imposed.

While this method of requesting rosters is still available, NALC has automated the process to enable branches and state associations to access these rosters through the Members Only portal on the NALC website. Through the portal, branch and state association presidents and secretaries now have full access to view and download membership rosters, which will include the most up-to-date data NALC has in its membership database at the time. This access provides the capability for branches and state associations to select rosters of their entire membership and, for branches, the ability to select modified rosters for use to assist during the election process.

Another recent development involves the launching of a platform designed to automate the process used to submit proper notification to the national secretary-treasurer when members have reached one of the membership milestones identified in Article 2, Section 5 (a) of the *NALC Constitution* and are thereby entitled to recognition through the receipt of a lapel pin, lifetime membership gold card and lapel pin, or plaque. Article 2, Section 5 (a) of the *NALC Constitution* provides:

Sec. 5 (a). When receiving proper notification by the Branch Secretary that a member will complete twenty-five (25) years, or thirty (30) years, or thirty-five (35) years, or forty

(40) years, and forty-five (45) years of membership, the National Association of Letter Carriers shall provide a suitable lapel pin to such member. In the year when a member is to complete fifty (50) years membership in this Association, and by proper request having been directed by the Branch Secretary to the National Secretary-Treasurer, a member shall be given a Life Membership Card of gold which shall entitle him/her to all privileges of membership in the National Association of Letter Carriers without payment of dues, per capita tax, or special assessments from the date of issue of such Life Membership Card; provided, however, that a Life Member shall not be exempt from the requirements of premium payments to the Mutual Benefit Association or the Health Benefit Plan. Life Members shall also be issued a suitable lapel pin. The Life Membership Card and the lapel pin shall be issued by the National Association through the office of the National President.

(b). In the year when a member is to complete fifty-five (55) years, sixty (60) years and sixty-five (65) years and when receiving proper notification by the Branch Secretary, the National Association of Letter Carriers shall provide a suitable lapel pin to such member.

(c). In the year when a member is to complete seventy (70) and seventy-five (75) years and when receiving proper notification by the Branch Secretary, the National Association of Letter Carriers shall provide a suitable plaque for such member.

(d). For purposes of this Article 2, Section 5, membership in the National Alliance of Postal Employees prior to January 1, 1969 shall be treated as equivalent to membership in the National Association of Letter Carriers. Article 2, Section 5 shall also apply to any members who were denied NALC membership after January 1, 1969 and joined the National Alliance of Postal Employees.

Branch presidents and secretaries can access the platform through the Members Only portal on the NALC website. The platform was designed to identify members who, by NALC records, qualify for certain membership recognition. Branches should also consult their membership records, as those may provide additional information that is not available through the Headquarters membership database.

As an added feature, the platform not only identifies the current membership milestone recognition that a member is entitled to receive, but also any past recognitions that have not yet been awarded. This allows branches an easy way to get caught up on membership milestone recognitions, as addressed in Article 2, Section 5 (a) of the *NALC Constitution*.

NALC hopes that these new innovations assist in serving our members, and will continue to look for additional tools that will be helpful to that end.

Spring City Delivery updates



Christopher Jackson

Along with April showers and May flowers, this spring brings updates from the Postal Service on a few initiatives that concluded or paused over the winter. Recently, USPS informed me that it has resumed testing of two previous programs. In this month's article, I'll be discussing these programs along with some Mobile Delivery Device (MDD/MDD-TR) software updates.

eBike testing

In my September article for *The Postal Record*, I described a new USPS project involving the testing of electric bicycles (eBikes) on existing city bicycle routes. In

partnership with Coaster Cycles, USPS began testing two different models (four total eBikes) in August of 2021 in two locations in Florida. Testing of three eBikes in St. Petersburg ended in November, and testing on the one remaining eBike in Miami Beach ended in December.

In March, USPS notified me of its intention to resume eBike testing and data collection in the Miami Beach Station. This site will be testing four 480-Freighter model eBikes. The test resumed the week of April 1 and is expected to continue for approximately six months.

MDD timekeeping test

In my May 2021 column for *The Postal Record*, I reported that USPS was in the planning stages of an enhancement to the MDD, which might replace the traditional method of timekeeping using the electronic badge reader (EBR). This enhancement came in response to a report from the Office of the Inspector General (OIG) dated December 2020. According to the OIG, the company that built the EBR used by Postal Service employees to input time clock entries went out of business in August of 2018. The OIG found that while the Postal Service continued to update the Time and Attendance Collection System (TACS), it was not pursuing initiatives to update the physical time-collection devices.

Over the past year, I have provided information related to tests being conducted by the Postal Service on the MDD with the goal of replacing the EBR. Testing of the MDD timekeeping application began Aug. 30, 2021, in two delivery units in Memphis, TN. After some initial challenges, carriers were able to navigate the menus and respond to the prompts without much difficulty. This initial test concluded in November.

In March of this year, the Postal Service notified me that testing of the MDD timekeeping application would resume on March 26. USPS updated the list of pilot test locations and provided tentative national implementation dates for the program. USPS anticipated that the revised pilot testing would continue for two pay periods, after which time the office would revert to EBR timekeeping until the district/area is scheduled for actual implementation based on the national schedule. USPS explained that the national implementation, or "rollout," will take place in nine phases and is expected to conclude in May of 2023.

MDD Software Version 7.53

In a separate March notification, USPS detailed a recent software update to the MDD Version 7.53 that contains an enhancement to the timekeeping feature being tested above. This enhancement created a drop-down list for route selection that will now be available during the login process and when a carrier changes routes after login. As the carrier begins to type the route number, the routes matching the entry display to narrow down the selection list. The more characters entered, the smaller the list of routes being displayed, which will make selection easier. USPS hopes that the update will assist carriers to enter correct route information when they do not have assigned routes.

Version 7.53 also includes a new option called "Business/Residential Address Validation." USPS explained that some addresses in its Address Management System (AMS) are flagged as businesses when they are really a multi-unit facility, like colleges dorms, nursing homes, etc. Because of how multiunit residences are flagged in AMS, residents of multiunit facilities have been prevented from being eligible to order COVID-19 test kits. Version 7.53 adds a new workflow to the MDD that allows carriers to provide feedback as to whether an address is for a business or a residence. When the carrier approaches the mailbox of the business/residential address and breaks the geofence, the MDD prompts a question and reminds the carrier to provide address validation. Carriers are able to cancel the request and respond later if they are not ready. USPS hopes that the update will resolve the issue for those customers wishing to order COVID-19 tests in multiunit facilities.

There is much to consider and evaluate with these initiatives. I will be sure to update the membership on any effects these initiatives may have on city carriers, and to provide more information as it becomes available. Be sure to read my article each month and visit nalc.org for all of the latest updates.

OSHA heat safety



**Manuel L.
Peralta Jr.**

Many of you have followed the bouncing ball on the subject of heat safety through my earlier columns. On Feb. 28, 2019, the Occupational Safety and Health Review Commission (OSHRC) issued a decision in which it vacated a citation previously issued by the Occupational Safety and Health Administration (OSHA) to a roofing business. The citation was issued based on OSHA's belief that the company had violated the "general duty clause" of the law that created OSHA.

The OSHRC decision has prompted the Biden administration to propose the establishment of a rule specific to "heat injury and illness prevention in outdoor and indoor work settings." This will take a long time and will not help us through the next few years if it in fact does become a rule. Do not, however, give up on doing all that we can within our sphere of influence.

Why did the OSHRC vacate the citation?

A closer look at the OSHRC decision provides as follows:

...The Secretary alleges that Sturgill violated § 1926.21(b)(2) because it failed to adequately instruct its employees on the recognition and avoidance of "risk factors related to the development of heat related illnesses." The judge agreed and affirmed the violation. On review, Sturgill argues not only that it instructed each of its employees in the recognition and avoidance of unsafe heat conditions but that the Secretary failed to provide evidence that a "reasonably prudent employer" would have given different instructions under the same circumstances. For the following reasons, we vacate this item.

If an employer "rebutts the allegation of a training violation 'by showing that it has provided the type of training at issue, the burden shifts to the Secretary to show some deficiency in the training provided.'" N & N Contractors, Inc., 18 BNA OSHC 2121, 2126 27 (No. 96 0606, 2000) (quoting Am. Sterilizer Co., 18 BNA OSHC 1082, 1086 (No. 91 2494, 1997)), aff'd, 255 F.3d 122 (4th Cir. 2001). To prove that an employer's instructions are insufficient to satisfy § 1926.21(b)(2), the Secretary must "establish that the cited employer failed to provide the instructions that a reasonably prudent employer would have given in the same circumstances." Compass Envtl., Inc., 23 BNA OSHC 1132, 1134 (No. 06 1036,

2010), aff'd, 663 F.3d 1164, 1168 (10th Cir. 2011) (internal citation omitted). Further, "[an employer's] obligation to train is dependent upon the specific conditions [at the worksite], whether those conditions create a hazard, and whether the employer or its industry has recognized the hazard." Id. (quoting W.G. Fairfield Co., 19 BNA OSHC 1233, 1236 (No. 99 0344, 2000), aff'd, 285 F.3d 499 (6th Cir. 2002)).

The above explanation of the reasons for vacating the citation should be used by our grievance handlers as a beginning point to guide them on what needs to be investigated and argued.

From the above, we should focus on the following:

- USPS is required to provide training when the circumstances are appropriate. Keeping an eye on the weather and National Weather Service alerts will let you know when a heat wave is coming.
- If NALC is investigating a training failure, our burden is to show that the training was not conducted or that the employer "falsely claimed" that specific employees were trained when we can prove that they were not.

Over the last decade, we have experienced the heat-related deaths of three NALC members: John Watzlawick of Independence, MO; Peggy Frank of Woodland Hills, CA; and Dalvir Bassi of San Jose, CA. We have watched OSHA investigate these deaths and many heat-related injuries, watched USPS challenge those citations and then watched those challenges evaporate before the OSHRC.

In this process, USPS has developed and improved its heat-safety training, but the key question is whether or not the training was given to each and every employee before each employee was put in harm's way. The USPS heat-safety training material is available in the Hero Training course (see my June 2020 column).

Management's instructions, as shared with NALC in 2019 and 2020, were that every single city letter carrier in the country, as well as every person who supervises our craft, would be required to undergo the training.

As safety activists, you should focus on whether or not the weather trend is alerting us to require the training. Management committed that it would require the training annually by April 1 of each year. If you are reading this column and your office has not conducted the training, then we need to step up, bring it to management's attention and, if necessary, reach out to your branch officers or the national business agent to address at the area or district level.

Keep an eye on each other.

Disability retirement



Dan Toth

In this article, I will discuss disability retirement for Federal Employees Retirement System (FERS) employees. While Civil Service Retirement System (CSRS) employees also have the option of disability retirement, they likely are eligible for greater benefits with an immediate annuity.

There are several requirements for FERS disability retirement. You must be in a position covered by FERS with at least 18 months of creditable service and become disabled. The following criteria must be documented:

- A deficiency in service with respect to performance, attendance or conduct, or, in the absence of any actual service deficiency, a showing that the medical condition is incompatible with either useful service or retention in the position;
- A medical condition that is defined as a health impairment resulting from disease or injury, including psychiatric conditions;
- A relationship between the service deficiency and the medical condition such that the medical condition has caused the service deficiency;
- The duration of the medical condition, both past and expected, and a showing that the condition, in all probability, will continue for at least one year from the date the application for disability retirement has been filed;
- The inability of the employing agency to reasonably accommodate the employee's medical condition;
- The agency's consideration of the employee for reassignment to any vacant position within the employing agency and commuting area, at the same grade or pay level, for which the employee is qualified.

FERS disability retirement can be applied for within one year of separation, and generally commences immediately following your last time in a pay status. One component of FERS disability is that you must also apply for Social Security disability. There is no obligation to be approved for Social Security disability in order to be accepted for FERS disability. In fact, it is not uncommon to be accepted for FERS disability and denied Social Security disability. This is because Social Security disability requirements are more restrictive.

To establish your claim, the Office of Professional Management (OPM) will consider the documentary evidence from you, the Postal Service and your physician. This includes Standard Form 3112, Documentation in Support of Disability Retirement and SF 3107, Application for Immediate Retirement. To request a disability retirement application, call the Human Resources Shared Service Center at 877-477-3273

(TTY 866-260-7507). In accordance with *CSRS FERS Handbook* Chapter 1, Subpart 1C3.1, the Postal Service must ensure that all records and supporting documentation will be received by OPM no later than 30 days after the date on which the employee files the application with the Postal Service.

OPM's review process can take months and sometimes takes longer than a year. For most applicants, this also means many months of no pay or annuity. So be sure to submit an application as soon as you determine that it is appropriate for you to do so. If you decide to withdraw your application, you must notify OPM in writing of the withdrawal request. The request to withdraw can be accepted if it is received by OPM before your application is approved or before you have been separated from the Postal Service, whichever comes later.

The computation of a FERS disability annuity is complicated. If you are age 62 or older at retirement or meet the age and service requirements for immediate voluntary retirement, you receive your earned annuity based on the general FERS annuity computation. Otherwise, for the first 12 months, the disability annuitant receives 60 percent of the high-3 average salary, minus 100 percent of his or her Social Security benefit. After the first 12 months, the annuitant receives 40 percent of the high-3 average salary, minus 60 percent of his or her Social Security benefit.

At age 62, the annuity is recomputed to an amount that essentially represents the annuity the individual would have received if he or she had continued working until the day before his or her 62nd birthday and then retired under FERS non-disability provisions. The high-3 average salary will be increased by all FERS cost-of-living increases paid during the time you received a disability annuity.

FERS disability annuitants under age 60 are deemed restored to earning capacity if earnings for any calendar year equal or exceed 80 percent of the current salary rate of the position they retired from. After age 60, there is no limit on earnings.

Cost-of-living adjustments are not payable for the first 12 months if under age 62, and the annuity was computed using 60 percent of the high-3 average salary. After the first 12 months, or after age 62, cost-of-living adjustments are payable.

Receipt of disability benefits from OPM and total or partial disability benefits from the Office of Workers' Compensation Programs (OWCP) at the same time is considered a dual benefit and is prohibited. The annuitant can elect to receive whatever benefit is more advantageous. However, receiving an OWCP schedule award and OPM benefits at the same time is not prohibited.

Disability retirement can be complicated and exacerbate a stressful time in life. Please reach out to the NALC Retirement Department if you have any questions. We can be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to noon or 2 p.m. to 4 p.m. ET, or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. ET and asking for the Retirement Department.

The Mutual Benefit Association 2021 financial report



**James W.
"Jim" Yates**

Each year, the Mutual Benefit Association (MBA) publishes figures that reflect its financial health. This is in accordance with MBA's General Law 9, Section 3, which requires that after the annual valuation by the association's actuaries, financial information must be published in the letter carriers' magazine, *The Postal Record*.

The report below demonstrates that MBA continues to be a strong financial institution. This strength allows us to provide quality products at affordable rates. Comparisons were made of

MBA's financial condition between its prior two years of performance, ending Dec. 31, 2021, and Dec. 31, 2020.

United States Letter Carriers Mutual Benefit Association (MBA)

The Life Insurance Association of
and for the National Association
of Letter Carriers
100 Indiana Ave. NW, Suite 510
Washington, DC 20001-2144

Board of Trustees

Lawrence D. Brown Jr., chairman
Sandy Laemmel
Mack I. Julion

202-638-4318, 8 a.m.-3:30 p.m. (Eastern)
800-424-5184, 8 a.m.-3:30 p.m. (Eastern), Tuesday and Thursday

BALANCE SHEET*

	Dec. 31, 2021	Dec. 31, 2020
Assets		
Cash	3,903,877	1,703,806
Short Term	0	0
Investments		
Stocks	26,598,244	26,243,068
Bonds - amortized value	240,853,913	231,353,409
Policy loans	2,308,138	2,612,157
Accrued investment income	2,579,366	2,558,604
Security Lending	0	(89,517)
Misc. including unearned premium and EDP equipment	62,873	124,737
Total assets	276,306,411	264,506,264
Liabilities and Reserves		
Liabilities		
Unpaid claims	646,637	543,481
Deposit - type contracts	2,658,996	2,923,102
General expenses due and accrued	298,224	367,695
Taxes due and accrued	0	0
Unearned income	178,758	167,557
Escrow and suspense	127,756	103,099
Experience refund provision	429,844	439,091
Securities Lending Collateral	0	0
Other - FAS 106 medical plan	4,123,314	4,000,582
Reserves		
For the benefit and protection of policyholders	219,985,611	211,601,122
For dividends to policyholders	383,174	704,421
Required securities valuation	8,558,187	9,243,737
Total Liabilities and Reserves	237,390,501	230,093,887
Fund Balance (Surplus)		
Allocated for contingencies	350,000	350,000
Unassigned	38,565,910	34,062,378
Total Fund Balance (Surplus)	38,915,910	34,412,378
Total Liabilities, Reserves and Fund Balance	276,306,411	254,550,393
Surplus Ratio	16.39%	14.96%
Ratio with AVR and IMR	20.75%	19.77%
Allocated for contingencies	350,000	350,000

*Per NAIC statutory accounting rules

INCOME STATEMENT*

	Dec. 31, 2021	Dec. 31, 2020
Operations		
Premiums earned	13,179,824	11,591,494
+Investment income	10,239,976	9,833,375
+SCILC considerations	287,649	2,776,562
-Increase in reserves	8,384,489	6,861,970
+Miscellaneous Income	7,377	11,451
-Experience refund provision + Misc. Inc.	429,412	439,091
=Provision for benefits and expense	14,900,925	16,911,821
Incurred benefits		
Deaths	1,871,821	1,694,307
Maturities	0	0
Waiver of premium, life/annuities	17,806	27,411
Hospital indemnity	98,404	65,698
Disability income	561,187	598,008
NSBA	0	0
Cash surrenders, life	7,558,217	9,555,985
Annuity benefits	995,430	2,963,627
Scilc contract Payments	1,831,974	2,020,752
Interest on deposit contracts	112,397	121,184
-Total incurred benefits	13,047,236	17,046,972
-Dividends to policyholders	354,796	682,902
-General expenses	3,379,678	3,635,183
-Taxes	121,700	118,128
=Net income from operations	\$(2,002,485)	\$(4,571,364)
+Realized capital gains/losses	3,627,056	2,726,990
=Net income	\$1,624,571	\$(1,844,374)
Other Surplus Gains (Losses)		
+Unrealized capital gains/losses	1,872,819	986,458
+AVR change	998,468	(357,904)
Change in valuations basis	0	0
+NAA change	40,889	52,394
Miscellaneous (FAS 106 & EDP)	(33,217)	(325,338)
=Change in fund balance (surplus)	\$4,503,530	(1,488,764)

*Per NAIC statutory accounting rules

Programs to help address diagnoses



Stephanie Stewart

Over the last couple of years, conversations on topics regarding health issues, health risk and disease have been forefront in our nation. Since the onset of the COVID-19 pandemic, many have also faced new challenges related to underlying health illnesses. During the pandemic, many have struggled to manage their conditions or improve their health outcomes.

Although many people are resilient and have been able to adapt, others may feel overwhelmed and struggle to cope with the unknown. Understandably, a diagnosis that includes the word “disease” or indicates a serious health problem may be hard to accept and leave one with fear and uncertainty.

According to the Centers for Disease Control and Prevention, 6 in 10 adults

in the United States have a chronic disease, and 4 in 10 adults have two or more diseases.

Whatever situation you find yourself in, whether you receive a new diagnosis or have an existing condition that you feel has been intensified due to life events, we want to help. You are not powerless or alone with the Health Benefit Plan on your side.

I would like to share a few programs that we offer that I believe can help each member focus on risk factors and take control of his or her life.

If you have a chronic health condition, Your Health First is a coaching telephonic or online program that is available at no extra cost to you.

Connect with a dedicated health advocate—an individual with nurse training, a health educator or a behavioral health specialist—or access the 24/7 online support that offers articles and podcasts on hundreds of health topics to help you better understand your condition and make more informed treatment decisions.

Health advocates focus on your unique health needs, preferences and goals. Your Health First coaching includes health and wellness coaching, treatment decision support and lifestyle management coaching.

It is a free, confidential resource to help you with conditions such as:

- Asthma
- Heart disease
- Coronary artery disease/peripheral arterial disease
- Congestive heart failure
- Osteoarthritis
- Type I and Type II diabetes
- Lower back pain
- Chronic obstructive pulmonary disease (COPD)
- Metabolic syndrome
- Behavioral concerns: depression, anxiety, bipolar disorder

Another great part of this program is that you can earn \$50 in health savings rewards as a High Option member, or \$30 as a Consumer Driven or Value Option member once you achieve your health goals.

To talk to a health advocate, High Option members can call 877-220-6252. Consumer Driven or Value Option members can call 855-511-1893. You also can visit nalchbp.org for information and self-help resources.

Another great program I would like to highlight is Accordant Health Management. Through this program, we offer assistance to those with complex chronic medical conditions such as:

- Amyotrophic lateral sclerosis (ALS)
- Crohn’s disease
- Cystic fibrosis
- Dermatomyositis
- Hemophilia
- Hereditary angioedema
- Human immunodeficiency virus (HIV)
- Multiple sclerosis (MS)
- Parkinson’s disease
- Rheumatoid arthritis
- Seizure disorders (epilepsy)
- Sickle cell disease
- Ulcerative colitis

We believe that you should find the help you need to manage your condition at no extra cost to you. Join the program and connect with a nurse to learn more. Contact Accordant Health Management programs at 844-923-0805 for more information.

Another major life event that some may encounter is a diabetes mellitus diagnosis. Unfortunately, this is also considered a disease and could affect your health long-term. Upon receiving this diagnosis, you may feel many emotions, or feel at a loss at how to handle the new path on your journey.

Again, we are here to help. The Transform Care Diabetes Program is available and free to all members diagnosed with Type I or Type II diabetes.

This program helps deliver better overall care and lower costs for members with diabetes. Your enrollment in this program includes a connected glucometer, unlimited test strips and lancets, medication therapy counseling from a pharmacist, two annual diabetes screenings at a CVS MinuteClinic® and a suite of digital resources through the CVS mobile app, all at no cost. Please call CVS Caremark® at 800-933-6252 for more information.

As a reminder, don’t forget to complete your health risk assessment for 2022 and earn incentives upon completion. Although it may seem like an insignificant task or not worth your time, this questionnaire can be used to evaluate your overall health, lifestyle choices and identify risk essential to your well-being.

Please don’t procrastinate; take another step toward a healthier you.

Contract Administration Unit

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

Holiday schedules

Article 11 of the NALC–USPS National Agreement provides the contractual language governing holidays observed by letter carriers. At times, it can be confusing as to when holidays are observed, who is supposed to work when it is necessary to staff postal operations on holidays or designated holidays, or the rules regarding the posting of holiday schedules. To protect your rights regarding these issues, it is important for letter carriers to understand how all of this is supposed to work.

Article 11, Section 5 identifies when a holiday is observed if it falls on a non-workday. If a holiday falls on a Sunday, the following Monday is observed as the holiday. When the holiday falls on a Saturday, the preceding Friday becomes the holiday. When a holiday falls on a weekday, the actual day of the holiday is what is observed. When a full-time regular (FTR), full-time flexible (FTF) or part-time regular (PTR) carrier's scheduled non-workday (non-scheduled day) falls on the day observed as a holiday, their scheduled workday preceding the holiday becomes that carrier's designated holiday.

For example, the new Juneteenth National Independence Day holiday falls on Sunday, June 19, this year. Therefore, Monday, June 20, will be the day the holiday is observed. The designated holiday will be Saturday, June 18, for any employee whose scheduled non-workday happens to fall on June 20. Thanksgiving falls on Thursday, Nov. 24, this year. Since Thursday is a normal workday, the holiday is observed on that same day. However, if a letter carrier's scheduled non-workday is Nov. 24, then their designated holiday will become Wednesday, Nov. 23.

“The National Agreement, as well as the *Joint Contract Administration Manual*, also lays out a ‘pecking order’ for scheduling employees to work on holidays and designated holidays.”

Holiday scheduling is governed by the provisions of Article 11, Section 6 of the National Agreement and any applicable local memorandum of understanding (LMOU) provisions. Article 11 requires that management determine the number and category of employees needed for holiday work.

Article 11, Section 6. Holiday Schedule

A. The Employer will determine the number and categories of employees needed for holiday work and a schedule shall be posted as of the Tuesday preceding the service week in which the holiday falls.

The National Agreement, as well as the *USPS-NALC Joint Contract Administration Manual (JCAM)*, also lays out a “pecking order” for scheduling employees to work on holidays and designated holidays. However, the method of scheduling may vary locally as Article 30, Section B permits the local parties to negotiate a different pecking order in their LMOU if they so choose. Absent LMOU provisions, the *JCAM* provides the following pecking order for holiday assignments:

1. All part-time flexible employees to the maximum extent possible, even if the payment of overtime is required.
2. All full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have volunteered to work on their holiday or their designated holiday—by seniority.
3. City carrier assistant employees.
4. All full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have volunteered to work on their non-scheduled day—by seniority.
5. Full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have not volunteered on what would otherwise be their non-scheduled day—by inverse seniority.
6. Full-time regular, full-time flexible and part-time regular employees who possess the necessary skills and have not volunteered on what would otherwise be their holiday or designated holiday—by inverse seniority.

Last year, NALC and USPS settled a national-level dispute regarding whether the holiday schedule pecking order is applicable to the assignment of personnel to complete parcel select delivery during testing of Sunday parcel delivery (which includes Monday holidays). The settlement (M-01937 in NALC's Materials Reference System) states in pertinent part:

The Employer determines the number and categories of employees needed for holiday work. In instances where there are eight or more hours of work available, the normal holiday pecking order is used to schedule employees to work on a holiday.

In instances where the holiday pecking order applies and a parcel delivery hub and spoke model is utilized, employees of the installation where the carriers report and from where

delivery originates on the holiday or designated holiday will be scheduled pursuant to the holiday pecking order, and existing local memorandum of understanding (LMOU) provisions regarding the holiday pecking order in that installation will apply. This does not preclude the scheduling of CCAs from other Post Offices consistent with existing contractual provisions.

This agreement does not alter existing local memorandum of understanding provisions regarding the holiday pecking order or holiday scheduling in any installation.

Article 11, Section 6 also requires that management post a holiday schedule as of the Tuesday preceding the week in which the holiday falls. Since USPS workweeks run from Saturday to Friday, for the Juneteenth example provided earlier, the holiday schedule must be posted by Tuesday, June 14. For the Thanksgiving example, the holiday schedule must be posted by Tuesday, Nov. 15.

What if the holiday schedule is not posted as of the Tuesday preceding the week in which the holiday falls? *The Employee and Labor Relations Manual (ELM)*, Section 434.53c(1) states:

c. A holiday scheduling premium equal to 50 percent of the amount paid in 434.53a is paid to eligible employees for time actually worked on a holiday or on the employee's designated holiday (except Christmas) when the holiday schedule is not posted in accordance with national agreements, as follows:

1. If the schedule is not posted as of Tuesday preceding the service week in which the holiday falls, a full-time regular bargaining unit employee who is required to work on his or her holiday or designated holiday, or who volunteers to work on that day, receives holiday scheduling premium for each hour of work, not to exceed 8 hours. This premium is in addition to both holiday leave pay and holiday-worked pay.

ELM Section 434.53a says that eligible employees who are required to work on their holiday or designated holiday are paid their basic hourly straight time rate for each hour worked up to eight hours. Therefore, if the holiday schedule is not posted as of the Tuesday preceding the week in which the holiday falls, affected FTR letter carriers who are required, or who volunteer, to work on their holiday or designated holiday receive a holiday scheduling premium in the amount of 50 percent of their basic hourly straight time rate for each hour they work on that day, up to eight hours. Any hours worked in excess of eight hours on an employee's holiday or designated holiday are paid at the applicable overtime rate.

The default holiday schedule pecking order described earlier, in the absence of an applicable LMOU pecking order, must be followed regardless of whether or not full-time employees are on the Overtime Desired List (ODL) or Work Assignment List. It is easy to misunderstand the relationship between the holiday scheduling provisions of Article 11 and the overtime scheduling provisions of Article 8. It is important to make a clear distinction between the two separate phases of scheduling holiday work: 1) the advance scheduling of employees needed for holiday work; and 2) the assignment of overtime work on an actual holiday or designated holiday among employees who were properly scheduled.

Much of what is often incorrectly considered "overtime" worked by full-time employees on their holidays or designated holidays is technically not overtime. Rather, it is "holiday worked pay" or "holiday scheduling premium." For the purpose of the overtime provisions outlined in Article 8, the only work that is contractually considered to be overtime for full-time employees working on their holiday or designated holiday is work beyond eight hours in a day. (See *ELM* 434.53(a).)

Non-ODL letter carriers working on a holiday or designated holiday are considered to be working on their scheduled day (Mittenthal C-06775, page 13). Thus, they may be required to work overtime only under the provisions of Article 8, Section 5.C.2.d as modified by the "letter carrier paragraph" found in the *JCAM*. Non-ODL letter carriers working on their non-scheduled day can be required to work beyond eight hours only after the ODL has been exhausted, as required by Article 8, Section 5.G. Similarly, since letter carriers on the Work Assignment List working on a holiday or designated holiday are considered to be working on their scheduled day, they should be assigned overtime on their own assignments as required by the USPS-NALC Work Assignment Letter of Intent (found on pages 172-174 of the National Agreement). By contrast, if letter carriers on the Work Assignment List are working on their non-scheduled day, the provisions of the work assignment agreement do not apply.

There are times when management does not follow the rules outlined above. If this happens, you should contact your steward or an NALC branch officer so that they can investigate the situation.

Final alerts for 2022 annual food drive



Assistant to the President for Community Services
Christina Vela Davidson

Final arrangements are in progress as coordinators dot their i's and cross their t's for the 2022 Letter Carriers' Stamp Out Hunger® Food Drive on Saturday, May 14. Over the past 29 national food and donor drives, letter carriers have collected 1.82 billion pounds of food, assisted by countless volunteers who help collect and distribute the bags of non-perishable food items customers leave next to their mailboxes on Food Drive Day. The food is distributed to local food pantries and food banks within the same communities where it was collected.

By now, all food drive reminder postcards should be in post offices and ready for delivery to every address in the country. Branch food drive coordinators are encouraged to connect with fellow employees to ensure that everything is set and ready to go. Local food drive coordinators can contact their regional leaders for help leading up to—and on—Food Drive Day. You can find the list of regional representatives, as well as other resources, in the Food Drive Tool Kit at nalc.org/food. To help further spread the word, the Postal Service will again distribute special Stamp Out Hunger buttons that letter carriers and other postal employees can wear in the days leading up to the drive.

Afterward, branch food drive coordinators should return the official results form (found under the “Community Service” section of the website) to NALC Headquarters as soon as possible, but in all cases to arrive at NALC no later than the June 9 deadline for publication in *The Postal Record*. Photos, video clips and news media items from the food drive should be forwarded to Headquarters as soon as possible. We'd like to get photos, videos and news clips from the day of the food drive, but also of coordinators and employees getting ready for the drive. It will help us tremendously if you include a message with your photos that tells us your branch name and number, as well as the name of the city where your photos were taken. If possible, please also include the names of the people in the photo.

If you are interviewed by local news media in your city—TV, radio or newspaper—or if your local stations or newspapers run stories about the food drive beforehand or afterward, please send an email to food-drivesocial@nalc.org or social@nalc.org and let us

know the name of the news outlet and the approximate date and time the story ran. You also can send links to such stories to those email addresses.

As we all know, we never know what tomorrow will bring and we never know if we will be in need—that is one reason why we help others and why the NALC does the Stamp Out Hunger Food Drive. Reaching out your hand and giving food is a small gesture, but will guarantee that someone in need will be provided a meal.

As I said before, visit nalc.org/community-service/food-drive/food-drive-toolkit for last-minute ideas to help make this year's food drive a success. There, you'll also find a plethora of resources, plus links to the coordinators' manual, support documents, graphics, videos and answers to frequently asked questions. I thank everyone for their hard work and wish each of you a successful drive.

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners

Say no to paper claim forms



Assistant to the President
for Workers' Compensation
Kevin Card

Over the last decade, the Office of Workers' Compensation Programs (OWCP) has fundamentally changed the way that injury claims are filed and processed. By 2012, all federal agencies, including USPS, were required to have employees file claims electronically via the ECOMP web portal. While most federal agencies complied within the time allowed, USPS did not fully enable ECOMP claim filing until the spring of 2020.

Due to the pandemic, the proper rollout of the ECOMP claim filing process did not get the attention it needed, and most USPS employees continued to file claims by requesting paper claim forms from their supervisor. At that time, USPS would complete its portion of the paper claim form, which would then be sent to an OWCP Case Create office in Jacksonville, FL.

When the Case Create office received the completed form, a file number would be issued, and the injured worker would receive a letter acknowledging the claim.

That changed in September 2020, when OWCP shut down the Case Create office. From that point forward, OWCP expected that all claims would be filed via the ECOMP web portal and that the paper forms would never be used again. However, due to the late entry into ECOMP claim filing, USPS continued, and continues, to accept paper claim forms from injured workers.

Approximately 75 percent of all claims filed by USPS employees are still via paper claim forms, and that's a big problem.

This is because each paper claim form must then be entered into ECOMP by the district Occupational Health office. The recent postal reorganization shifted many new personnel into Occupational Health offices, and many employees are still learning how to do their jobs. By filling out a paper form, you are adding more work to an already overworked employee. It's like adding more deliveries to an already overburdened route being carried by a new employee.

So how can we fix this? The obvious place to start is by educating ourselves and our fellow workers on the basics of ECOMP claim filing. Letter carriers who are injured at work have the right to file a claim for their injuries, without any interference.

Injuries must be reported to your supervisor, but your supervisor does not have the right to tell you

whether or not you can file a claim or what claim form to file. Federal law protects the injured worker from such interference.

Any supervisor responsible for making reports in connection with an injury who willfully fails, neglects or refuses to do so; induces, compels or directs an injured employee to forego filing a claim; or willfully retains any notice, report or paper required in connection with an injury may be subject to a fine of not more than \$500 or one year in prison, or both.

With ECOMP, you do not have to ask your supervisor for an OWCP claim form. With ECOMP, you do not risk the claim form being lost or poorly transcribed. With ECOMP, you can monitor the claim's processing to ensure it is being properly handled.

“Approximately 75 percent of all claims filed by USPS employees are still via paper claim forms, and that's a big problem.”

Take the first step in getting to know how ECOMP works by accessing the ECOMP home page at ecomp.dol.gov. On the upper right-hand corner of the page, click on the word “Help” to access claimant user guide videos. In less than a half hour, you can learn how to register, file claim forms and access claim file documents.

With the basic knowledge provided in the ECOMP videos, you can register and file a claim in ECOMP in a half hour or less—it's that easy. Once you've watched the videos, go ahead and register in ECOMP, even if you are not filing a claim. That way you can be ready should you ever have to file a claim, and you can share your newfound knowledge with your co-workers. You can even familiarize yourself with how filing a claim is done by going through the steps in filing a claim and stopping before submitting the form.

If you do not have a smartphone or a personal computer and cannot file a claim in ECOMP, contact your shop steward or union office. Every branch should recruit a shop steward or tech-savvy letter carrier who can master the ECOMP claim-filing process and assist fellow carriers in registering and filing a claim.

If you must file a paper claim, fill out the form completely and get a copy of the completed form before you give it to your supervisor. Then notify your shop steward or a branch officer that you have filed a claim and provide the name of the supervisor to whom you handed the form.

Monthly CSRS annuity payments for letter carriers who retire on Aug. 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 Aug. 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 : \$67,501			CC Grade 2 / High-3 Average ¹ : \$68,918		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,039	\$181	\$1,858	\$2,082	\$186	\$1,896
21	2,152	193	1,959	2,197	197	2,000
22	2,264	204	2,060	2,312	209	2,103
23	2,377	215	2,161	2,426	220	2,206
24	2,489	226	2,263	2,541	232	2,310
25	2,602	238	2,364	2,656	243	2,413
26	2,714	249	2,465	2,771	255	2,516
27	2,827	260	2,566	2,886	266	2,620
28	2,939	271	2,668	3,001	278	2,723
29	3,052	283	2,769	3,116	289	2,827
30	3,164	294	2,870	3,231	301	2,930
31	3,277	305	2,971	3,345	312	3,033
32	3,389	316	3,073	3,460	324	3,137
33	3,502	328	3,174	3,575	335	3,240
34	3,614	339	3,275	3,690	346	3,343
35	3,727	350	3,376	3,805	358	3,447
36	3,839	361	3,478	3,920	369	3,550
37	3,952	373	3,579	4,035	381	3,654
38	4,064	384	3,680	4,149	392	3,757
39	4,177	395	3,781	4,264	404	3,860
40	4,289	406	3,883	4,379	415	3,964
41	4,402	418	3,984	4,494	427	4,067
41+11 months & over ⁵	4,500	428	4,073	4,595	437	4,158

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Aug. 1, 2019, and July 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 Aug. 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 Aug. 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 : \$67,501			CC Grade 2 / High-3 Average ¹ : \$68,918		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,125	\$113	\$1,013	\$1,149	\$115	\$1,034
21	1,181	118	1,063	1,206	121	1,085
22	1,238	124	1,114	1,263	126	1,137
23	1,294	129	1,164	1,321	132	1,189
24	1,350	135	1,215	1,378	138	1,241
25	1,406	141	1,266	1,436	144	1,292
26	1,463	146	1,316	1,493	149	1,344
27	1,519	152	1,367	1,551	155	1,396
28	1,575	158	1,418	1,608	161	1,447
29	1,631	163	1,468	1,666	167	1,499
30	1,688	169	1,519	1,723	172	1,551
31	1,744	174	1,569	1,780	178	1,602
32	1,800	180	1,620	1,838	184	1,654
33	1,856	186	1,671	1,895	190	1,706
34	1,913	191	1,721	1,953	195	1,757
35	1,969	197	1,772	2,010	201	1,809
36	2,025	203	1,823	2,068	207	1,861
37	2,081	208	1,873	2,125	212	1,912
38	2,138	214	1,924	2,182	218	1,964
39	2,194	219	1,974	2,240	224	2,016
40	2,250	225	2,025	2,297	230	2,068
Each additional year ⁵	56.25	5.63	50.63	57.43	5.74	51.69

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Aug. 1, 2019, and July 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.

MDA spring updates



Christina Vela Davidson



March was quite the month for NALC/Muscular Dystrophy Association (MDA) fundraising, thanks to your efforts. Brothers and sisters, you raised a total of \$50,311.72 in March; \$42,470 came in from the following top 10 branches:

NALC branch	Total donations
1. Br. 38	\$20,150.00
2. Br. 84	\$5,297.00
3. Br. 74	\$3,649.00
4. Br. 574	\$3,000.00
5. Br. 1690	\$2,586.52
6. Br. 3520	\$2,500.00
7. Br. 80	\$1,720.00
8. Br. 53	\$1,250.00
9. Br. 404	\$1,188.96
10. Br. 210	\$1,130.00

a few minutes to connect with them and to let them know what you need. The more our branches are connected with MDA, the better we can #DeliverTheCure in 2022!

Thanks for *all* that you do!

NALC/MDA virtual campaigns

The following are websites for current and upcoming NALC/MDA events:

- Branch online virtual fundraising registration: mda.donordrive.com/event/nalc2022
- Tough Mudder 5K (Oct. 15): mda.donordrive.com/participant/ToughMudder
- NALC/MDA gift bags (\$100 each): mda.donordrive.com/participant/NALCMDAGiftbags

Always input your branch number to receive appropriate credit.

Convention project

The picture below is a sneak peek of the MDA project that will be held at the national convention



on Monday, Aug. 8, from 7 p.m. to 10 p.m. So have your dance moves, smiles and Hawaiian apparel ready to go. There will be only

1,500 tickets for sale, so be on the lookout to be the first to purchase your ticket(s). Thanks again for all your hard work, brothers and sisters!

What's next?

We are committed to making sure that every NALC branch is registered on the MDA/NALC website. MDA has created a page for most branches, so please check to make sure that your branch is registered and that we have the correct contact information for the MDA coordinator at your branch. Look for your branch's dedicated page at the following web address: mda.donordrive.com/event/nalc2022. Let us know if you would like our help with personalizing your page, adding contact information or providing support for your event. You can reach us at nalc@mdausa.org or 312-392-1100.


MDA mailing address


When sending in checks, please be sure to use the MDA Donation Allocation Card (see right) and address your mail to MDA's new address: Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354.

Also, please send a copy of the form and donation to NALC Headquarters.

MDA outreach

MDA is making a huge effort to reach out to as many branches as possible over the next couple months. You or your fellow branch members might hear from a representative of MDA, checking in to say hello and thank you, and to make sure you have support in 2022 and future campaigns! Please be sure to take





Muscular Dystrophy Association

NALC MDA Donation Allocation Form

NALC Branch Number _____

State Association _____

Auxiliary _____

MDA District/City _____

MDA Contact/Staff _____

MDA Event Name/Event Type _____

MDA Event Date _____ Donation Amount _____

Donor Name _____

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

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

California

We finally got postal reform over the finish line! H.R. 3076 passed the Senate by a vote of 79-19, and President Biden signed it into law. And it was a strong bipartisan vote, which bodes well for our future as letter carriers in a fiscally sound United States Postal Service.

Don't rest on your oars, though. One of the reasons our legislation finally passed is that our allies chaired the committees with jurisdiction over us. Take that away, and what do you have? You have a situation where we can't get anything passed and signed into law. Before this vote, the last favorable legislation enacted into law, that I'm aware of, was Congress passing and President Obama signing a law making sick leave count toward retirement for employees under the Federal Employees Retirement System. That was back in 2010, folks! And guess which party controlled both houses of Congress and the presidency that year.

Look at the names of the senators who voted "no" on H.R. 3076. No surprises. There's Wisconsin Sen. Ron Johnson, who stated previously that the USPS should declare bankruptcy and that all of us should pay thousands more toward our pensions with no benefit in return. Florida Sen. Rick Scott, in charge of making Republicans the majority in the Senate, did everything he could to keep the floor vote from happening in the first place. Sens. John Cornyn and Ted Cruz, the dynamic duo *not* from Texas, evidently don't want rural Texans receiving mail in a timely manner. And if Republicans take the Senate, all of the aforementioned gentlemen will be in positions to hurt us.

None of the aforementioned senators are your friends. Do you understand that? If they controlled the Senate, postal reform would not have seen the light of day. Remember that in November.

Eric Ellis

Florida

From Feb. 28 through March 4, three FSALC officers went to Tallahassee 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. Joanne Cannon, chairperson of District 2, Frank Marinacci, chairperson of District 4, and I spent the week working with other union brothers and sisters to protect the rights of working men and women.

While our efforts weren't successful on all issues, we prevailed in stopping a bill designed to break public-sector unions. This bill would ban automatic paycheck deductions, require that unions prove they represented 50 percent or more of the bargaining unit, require that employees re-authorize dues deductions yearly, and require that membership forms contain language discouraging employees from joining. We were also successful in defeating a bill to preempt local governments from raising wages above the state minimum for contractors and sub-contractors providing public service.

We've recently had successful training sessions as follows: District 1 on Feb. 27 at the Fort Lauderdale union hall, District 2 on March 6 at the Tampa Letter Carriers Hall, District 3 on March 13 at the Melbourne union hall and District 4 on March 27 at the Daytona Teachers Union Hall. District 5's session is scheduled for April 10 at the Tallahassee Letter Carriers Hall.

After two years' absence, thankfully the NALC will once again be conducting the annual Letter Carriers' Food Drive. Our state president, Al Friedman, is working with our local branch presidents, local food banks, and local, state and national sponsors to ensure a successful food drive. We hope to continue having Florida branches being among the most successful in tonnage collected on Food Drive Day, not for our own sakes, but for the food banks that have come to rely on our yearly efforts.

O.D. Elliott

Kentucky

Bluegrass State letter carriers celebrated postal reform passing with our brothers and sisters across all the states and territories we serve. If you enjoyed that positive feedback that NALC delivered, we can use you in the present. We have AFL-CIO Central Labor Councils that need delegates. Political parties at all levels need members who can participate and spread the truth about our union, and the delivery of U.S. Mail. We can always use new volunteers and letter carrier congressional liaisons.

There is room in our branches and state association for those not afraid of the political process. After watching the daily negativity that dominates all media, you can make a positive difference and fight back.

There was a time not long ago when the K-I-M region letter carriers walked and knocked doors (out of uniform and on a Sunday afternoon, while

off the clock). It was to elect Michigan Sen. Gary Peters, who became chair of the Senate Homeland Security and Government Affairs Committee. He brought H.R. 3076 to the Senate floor for a vote. So, you, too, can do something positive. Both U.S. Mail and the U.S. Constitution are well more than 200 years old. Mail was delivered before we were a country!

So join in with NALC by contacting any officer. We accept any dues-paying members in our union who wants to participate. Please call me to get more involved. You can help save the country and be a positive force for our union. There are more legislative battles ahead.

Bob McNulty

Texas

We did it! Everyone's hard work got us to this point. Postal reform passed both the House and the Senate, and with the stroke of a pen, President Biden signed it into law. What a bittersweet moment for letter carriers, postal workers, and all postal union members. You should be proud of this achievement.

Brief history lesson for those hired on after 2006: In December of 2006, Congress, in a lame-duck session, passed the Postal Accountability and Enhancement Act that has plagued us ever since. This is where the pre-funding mandate comes from, as well as the three-day waiting period to use Continuation of Pay for work-related injuries.

The Postal Reform Act relieves us of the pre-funding burden and opens new opportunities. Also, it solidifies six-day mail delivery into law. NALC was a big part of getting this piece of legislation over the finish line.

Thank you to all the letter carrier congressional liaisons, Texas State Association of Letter Carriers board members, Legislative and Political Organizer Brent Fjerestad, and everyone who made calls, sent emails, wrote letters and visited their representatives to get postal reform passed.

One mission accomplished—now on to another. There are several issues we can address, but one is H.R. 82, the Social Security Fairness Act. From congress.gov:

- This bill would eliminate the government pension offset, which in various instances reduces Social Security survivor's benefits for spouses, widows, and widowers who also receive government pensions of their own.
- The bill also eliminates the windfall elimination provision, which in some instances reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes.

Remember those who served and gave the ultimate sacrifice on this Memorial Day. God bless us all.

Carlos Rodriguez Jr.



At its state convention in February, the Kentucky State Association of Letter Carriers welcomed House Committee on Oversight and Reform Ranking Member James Comer (KY-1) to discuss H.R. 3076. Pictured (l to r) are Rep. Comer, Kentucky State President Bob McNulty, Region 6 Regional Administrative Assistant Ronnie Roush (in background) and Region 6 National Business Agent David Mudd.

Retiree Reports

Anchorage, Alaska

Well, I've almost hit the half-a-year mark in retirement, and I'm starting to get used to it. I still find myself getting involved in local postal delivery issues I read online with mis-delivery of mail and parcels. This stems from the lack of skilled management in the Alaska District.

In nearly 40 years of being involved with mail delivery, the last 20 years or so I witnessed some of the most incompetent people selected to be in management. It began when our current district manager got his position. I could see the change right away. Customer service was no longer a priority because the only thing he cared about was making the numbers look good.

He selected a postmaster to run the city of Anchorage who had no business ever being in that position. Of all the postmasters I worked for, she was by far the worst and most incompetent. She was way over her head, and over the years, it caught up with her. She could only threaten her managers and supervisors to lie and fake the numbers for her so much.

Now, it's not to say there weren't supervisors and managers that I worked with who were very decent and fair managers, because there absolutely were. But because they were intelligent and worked fairly with the union, that was a threat to the idiots in upper management. They didn't last long, as some went back to craft, where they had representation from the union, something they didn't have as managers or supervisors.

In the upcoming months, I'll share stories I encountered as a union activist dealing with management. I'm so thankful for the NALC and the professional carriers who get the mail delivered.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Remembering Cliff Lake, by Executive Vice President Al Valverde:

Cliff Lake started at USPS in 1960 and retired in 1997. He spent his entire career in the Ber-

genfield Post Office. He was a shop steward for many years and branch treasurer for Branch 3540, and continued in that same role when we merged with Branch 425.

He also made time to be president of the Bergen County District Association of Letter Carriers. He attended the yearly congressional visits to Washington, DC, and went to many conventions, seminars and rap sessions.

Cliff was a mentor to many carriers (me especially) and gave me all of his knowledge of the NALC. As an officer, he always followed the contract to the letter, which always gave NALC great results.

He came to work with a smile on his face and all of his customers loved him. He always had a great story to tell and was very active in his church.

He was a class act and will be missed by all.

Dennis Spoto, Branch 425

Centennial, Colorado

Once a year, letter carriers have a very unusual day. They collect food along with outgoing mail, making the job particularly challenging. I remember some carriers would use annual leave to get out of picking up cans of food. In my office, I spent about a month gearing up for the second Saturday in May and trying to make it as smooth as possible for those willing to go through such an extraordinary day. Collecting equipment, procuring a food bank, and hoping for good weather. Some years were easy, some were exhausting, and some left me questioning why I'm doing this to myself.

One year, we had delivered bags beforehand, so we were bound to get triple the amount of food normally collected. That morning started out with pouring rain that continued all day. Being the coordinator, I learned I needed to take the day off just to help other carriers. There were a couple of routes that just got slammed, so when my route was done, I got the dock secured with helpers and went out to assist a carrier who was on his first day on his own. We got back at

8:30 and he was beaming ear to ear, because he survived what was a very unusual day.

The last year I did it, we used two food banks and found out two weeks before that the larger one had no way to pick up the food. There is an organization called Move for Hunger that will pick up food and deliver it to food banks through truck drivers donating their time and vehicle. I called it my food drive miracle.

I hope Stamp Out Hunger can resume. There are some desperate food banks in need of donations and customers needing to clear their pantry!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

At one time, when a new employee entered the United States Postal Service for employment, it would be a career move without ever thinking of looking for another job or career.

Is that the same today? Ask your average letter carrier if this is the occupation that he/she would like to be in for a career of 30 years, and you may be surprised at what answer you may receive.

We all know that an occupation as a letter carrier is not an easy one: dealing with a labor-intensive occupation in outside weather elements, etc. What surprises this writer is that although times change, the atmosphere in many post offices is not to assist a letter carrier to excel in his occupation in doing better, but to expect unusually high demands in delivering more mail.

Management or high officials within our Postal Service should concentrate on what it will take for employees to stay and make this a career, rather than concentrating on how to damage one's career. Most adults can tell if a supervisor, manager or postmaster has an intention of assisting their employees or actually hurting them in making careers more difficult to maintain with each passing day.

Joseph Murone, Branch 120

In Memoriam

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

Robert J. Savastano	Br. 1902	Arizona Mgd.
Paul F. Sweeney	Br. 1902	Arizona Mgd.
Rudolph E. Mavis	Br. 576	Phoenix, AZ
Heather Ward	Br. 6156	Sun City, AZ
Michael T. Sullivan	Br. 3706	Benton, AR
Amy E. Harton	Br. 3730	Warren, AR
Connie H. White	Br. 782	Bakersfield, CA
Albino M. Carrillo	Br. 1100	Garden Grove, CA
Taneya K. Williams	Br. 1100	Garden Grove, CA
Howard Jay	Br. 1111	Greater E. Bay, CA
Louis V. Washington Jr.	Br. 1111	Greater E. Bay, CA
Louis R. Flores	Br. 1310	Monterey, CA
Ignacio P. Parino	Br. 133	Sacramento, CA
Jesus G. Contreras	Br. 411	San Bernardino, CA
Michael G. Harding	Br. 193	San Jose, CA
Dennison J. Parolini	Br. 1742	Turlock, CA
J. M. Kacey	Br. 19	New Haven, CT
Lewis K. Wroten	Br. 906	Southern Delaware
Robert G. Mutchler	Br. 142	Washington, DC
John P. Scott	Br. 142	Washington, DC
Linda M. Crawford	Br. 1091	Central Florida

Vernon C. Fedderson	Br. 1091	Central Florida
Dallas C. Howell	Br. 1091	Central Florida
Darrell D. Pursell	Br. 1091	Central Florida
Louis B. Shader	Br. 1091	Central Florida
Robert F. Cavalluzzi	Br. 53	Northeast Florida
Owen R. Hillier	Br. 53	Northeast Florida
James E. Joyce	Br. 53	Northeast Florida
William A. Key	Br. 53	Northeast Florida
Kent R. Rawski	Br. 53	Northeast Florida
Robert F. Spence	Br. 53	Northeast Florida
James W. Thomason	Br. 53	Northeast Florida
Willie R. Trotter	Br. 53	Northeast Florida
Peggy R. Tull	Br. 53	Northeast Florida
David G. Marshall	Br. 1071	South Florida
Jack L. Watkins	Br. 1071	South Florida
Joseph C. Head	Br. 73	Atlanta, GA
Alton H. Jordan	Br. 73	Atlanta, GA
Pozie Redmond Jr.	Br. 73	Atlanta, GA
Robert Smith	Br. 73	Atlanta, GA
Norman M. Roescher	Br. 2225	Decatur, GA
Bobby R. Crawford	Br. 2809	Thomaston, GA

William J. Lewis	Br. 998	Valdosta, GA
Clarence J. Sasaki	Br. 860	Honolulu, HI
Raymond T. Bartosik	Br. 11	Chicago, IL
Wanda Killingsworth-Hill	Br. 11	Chicago, IL
Marvin G. Lloyd	Br. 11	Chicago, IL
Phillip C. Sauleiko	Br. 11	Chicago, IL
George Turner Jr.	Br. 11	Chicago, IL
Robert D. Hughes	Br. 317	Decatur, IL
James R. Isome	Br. 317	Decatur, IL
Clarence E. Leigh	Br. 317	Decatur, IL
Byron V. Westerfield	Br. 317	Decatur, IL
Jacob L. Erdman	Br. 88	Galesburg, IL
Richard A. Wells	Br. 318	Moline, IL
Burdette F. Maske	Br. 31	Peoria, IL
Garry N. Forde	Br. 245	Rockford, IL
Donald A. Hilliard	Br. 4016	S. Suburban Mgd., IL
David H. Johnson	Br. 3429	Belmond, IA
Danny D. Sease	Br. 352	Central Iowa Mgd.
Hiram J. Putney	Br. 805	Charles City, IA
Robert E. Blain	Br. 1412	Garden City, KS
James A. Cox	Br. 5521	Shawnee Mission, KS

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

Fred L. Davis	Br. 201	Wichita, KS	Ray S. Langdon	Br. 1069	Roswell, NM	William J. Fuchs	Br. 84	Pittsburgh, PA
Ralph W. Albaugh	Br. 361	Lexington, KY	Vernon P. James	Br. 3	Buffalo-Western NY	Charlie A. Hamilton Jr.	Br. 84	Pittsburgh, PA
Lewis W. Gibson	Br. 361	Lexington, KY	John R. Spampinato	Br. 3	Buffalo-Western NY	M. J. Puglisi	Br. 84	Pittsburgh, PA
Robert C. Mann	Br. 361	Lexington, KY	Donald F. Wahl	Br. 3	Buffalo-Western NY	John A. Simeone	Br. 84	Pittsburgh, PA
Arthur N. McClanahan Jr.	Br. 361	Lexington, KY	James L. Crawford	Br. 357	Long Island City, NY	Thomas J. Walsh	Br. 84	Pittsburgh, PA
Allen W. Richards	Br. 361	Lexington, KY	Gregory J. Medoro	Br. 357	Long Island City, NY	Leonard R. McCoy	Br. 725	Southeast PA Mgd.
Walter R. Robinson	Br. 361	Lexington, KY	William T. Collins	Br. 6000	Long Island Mgd., NY	F. G. Richards	Br. 725	Southeast PA Mgd.
Wallace A. Joseph	Br. 124	New Orleans, LA	Gerald F. Fitzgibbon	Br. 6000	Long Island Mgd., NY	James F. Francis	Br. 50	Williamsport, PA
Charles M. Howe Jr.	Br. 92	Maine Mgd.	Frederick J. Bub	Br. 36	New York, NY	Donald L. Koons	Br. 50	Williamsport, PA
William P. Blueford	Br. 176	Baltimore, MD	Pedro J. Lanzar	Br. 36	New York, NY	Arthur S. Richardson	Br. 55	Pawtucket, RI
Jessie L. Boyd	Br. 176	Baltimore, MD	Ralph J. Levy	Br. 36	New York, NY	Paul T. Willet	Br. 55	Pawtucket, RI
Charles P. McConville	Br. 176	Baltimore, MD	Leo R. Marchand	Br. 210	Rochester, NY	Vincenzo B. Dipippo	Br. 15	Providence, RI
George Webbert Jr.	Br. 176	Baltimore, MD	Paul G. St. Amand	Br. 134	Syracuse, NY	Jorge L. Sosa Lopez II	Br. 15	Providence, RI
Steven B. Byrd Sr.	Br. 6545	Upper Marlboro, MD	Konstantin Voultisios	Br. 134	Syracuse, NY	Hal E. Sherrod Jr.	Br. 419	Knoxville, TN
Alfred J. Connell	Br. 34	Boston, MA	Charles H. McLawhom	Br. 1044	Kinston, NC	Carl N. Snyder	Br. 419	Knoxville, TN
James J. Rooney	Br. 34	Boston, MA	Fred W. Brown	Br. 459	Raleigh, NC	Johntra Haley	Br. 27	Memphis, TN
Dennis B. Dansereau	Br. 18	Southeast MA Mgd.	Fred W. Smith	Br. 461	Winston-Salem, NC	Glen B. Pittman	Br. 950	Abilene, TX
Gordon R. Maccabee	Br. 12	Worcester, MA	Edward A. Faehr	Br. 43	Cincinnati, OH	Thomas E. Allen	Br. 132	Dallas, TX
Mark A. Brown	Br. 1	Detroit, MI	Clarence O. Fath	Br. 43	Cincinnati, OH	Gerald J. Kudronowicz	Br. 132	Dallas, TX
William P. Sullivan	Br. 3126	Royal Oak, MI	Chester J. Aleck	Br. 40	Cleveland, OH	Desmond L. Person	Br. 132	Dallas, TX
William B. Allen	Br. 4374	South Macomb, MI	Donald E. Barksdale	Br. 40	Cleveland, OH	David Archuleta	Br. 505	El Paso, TX
John C. Criswell	Br. 4374	South Macomb, MI	Timothy Croskey	Br. 40	Cleveland, OH	Amado D. Padilla	Br. 505	El Paso, TX
Thomas R. Miller	Br. 4374	South Macomb, MI	Francis A. Deluca	Br. 40	Cleveland, OH	James M. Fletcher	Br. 283	Houston, TX
Mary V. Barton	Br. 2184	Western Wayne Co., MI	Robert F. Hlava	Br. 40	Cleveland, OH	Daniel A. Montalvo	Br. 421	San Antonio, TX
Jerome D. Bona	Br. 9	Minneapolis, MN	Richard F. Mitchell	Br. 40	Cleveland, OH	Norman L. Wright	Br. 595	Danville, VA
Gordon L. Hannah	Br. 9	Minneapolis, MN	Charles Robinson Jr.	Br. 40	Cleveland, OH	Ernie J. Reda	Br. 130	Tacoma, WA
Arthur H. Kujawa	Br. 9	Minneapolis, MN	Kenneth F. Szymanski	Br. 40	Cleveland, OH	Robert D. Nowlin	Br. 852	Yakima, WA
Robert E. Yost	Br. 9	Minneapolis, MN	Fabrice A. Djenini	Br. 78	Columbus, OH	Mary A. D. Amato	Br. 983	Antigo, WI
Nicholas J. Letizia	Br. 343	St. Louis, MO	Joseph C. Bauer	Br. 182	Dayton, OH	James L. Conway	Br. 822	Appleton, WI
Robert C. Conner	Br. 366	Southwest Missouri	Ronald J. Conyers	Br. 182	Dayton, OH	Jeanette B. Brehmer	Br. 4811	Brookfield, WI
Chester A. Peluso	Br. 1836	Scottsbluff, NE	Frank A. Young III	Br. 182	Dayton, OH	Kerri D. Lippert	Br. 574	Kenosha, WI
S. L. Decasien	Br. 903	Cape Atlantic, NJ	Charles W. Austin	Br. 4195	Mentor, OH	Thomas E. Massey	Br. 507	Madison, WI
Robert M. Dilley	Br. 38	New Jersey Mgd.	Teresa D. Parks	Br. 1358	Tulsa, OK	Robert H. Cargile Jr.	Br. 2	Milwaukee, WI
John E. Straniero	Br. 38	New Jersey Mgd.	Connor J. Peck	Br. 1358	Tulsa, OK	Ralph D. Hoffman	Br. 2	Milwaukee, WI
George Terembes	Br. 38	New Jersey Mgd.	Ronald L. Matio	Br. 500	Harrisburg, PA			
Joe B. Clements	Br. 1069	Roswell, NM	Washington Webb	Br. 157	Philadelphia, PA			

From the Trustees

May at Nalcrest finds the migration of our snowbirds complete and, for a few months, there is a little slowdown in community activity.

But, slowdown doesn't mean shutdown. Far from it. As a matter of fact, we held a "farewell" picnic in April to wish safe travels and a wonderful summer to this group.

For those remaining, Central Florida Health will be at Nalcrest to administer COVID-19 vaccinations and booster shots, including the fourth.

We also always look forward to celebrating Memorial Day and all of the memories that day brings. The nature of Memorial Day touches us all, and the large number of veterans at Nalcrest adds to the depth of the feelings we experience.

Getting back to the subject of travel, with the changing pandemic scene, many people are looking forward to a long-awaited vacation.

For those venturing to Florida, a side trip to Nalcrest should get consideration—especially for those letter carriers who are reaching the point of retirement.

Often, moving to a different climate is part of retirement planning and, for many, Nalcrest might be just what you are looking for. So many letter carriers who make the visit and take a tour are pleasantly surprised at how much Nalcrest has to offer in providing a retirement lifestyle they are looking toward.



Above and right: Nalcrest welcomed Central Florida Health Care to administer COVID-19 vaccinations and booster shots to residents.



A simple call to the Nalcrest office will get you the chance to schedule a visit—863-696-1121 will do the trick.

Looking forward to seeing you; be well.

Tom Young

Apply to live at Nalcrest

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

Nalcrest Update

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mack Julion

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern

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

Philip Musto	Greater E. Bay, CA	Br. 111
Benedict Vallejo	San Diego, CA	Br. 70
Charles T. Mansor	Philadelphia, PA	Br. 157
Larnie F. Shields	Philadelphia, PA	Br. 157

70-year pins

John C. Fries	Central California	Br. 231
Raul C. Ramalho	San Diego, CA	Br. 70
Charles L. Fields	Chicago, IL	Br. 11
Edward J. Matushek Jr.	Chicago, IL	Br. 11
Edward Rudgley Jr.	Chicago, IL	Br. 11
Robert W. Springstroh	Downers Grove, IL	Br. 1870
Jerry M. Epperson Sr.	Louisville, KY	Br. 14
Donald E. Morehead	St. Paul, MN	Br. 28
Anthony P. Listro	Bergen Co. Mgd., NJ	Br. 425
Anthony J. Caccioppoli	New Jersey Mgd.	Br. 38
Dave H. Mackinson Jr.	New Jersey Mgd.	Br. 38
Robert Pettipaw	New Jersey Mgd.	Br. 38
Patrick T. Totaro	New Jersey Mgd.	Br. 38
Charles H. Lee	Philadelphia, PA	Br. 157
Augustine J. Nace	Philadelphia, PA	Br. 157
William Gallagher	Eau Claire, WI	Br. 728
Don B. Gregis	Eau Claire, WI	Br. 728

65-year pins

Harvey M. Bullion	Mobile, AL	Br. 469
Franklin A. Colangelo	San Diego, CA	Br. 70
Robert J. Mccutcheon	Stockton, CA	Br. 213
James P. Cannon	Chicago, IL	Br. 11
Charles E. Goss	Chicago, IL	Br. 11
Herman L. Moore	Chicago, IL	Br. 11
Albert H. Prayor	Chicago, IL	Br. 11
Edward R. Schmidt	Chicago, IL	Br. 11
Andrew C. Tapas	Chicago, IL	Br. 11
Luis A. Torres	Chicago, IL	Br. 11
Harlan D. Evans	Central IA Mgd.	Br. 352
Robert C. Herold	Central IA Mgd.	Br. 352
Phillip D. Munoz	Central IA Mgd.	Br. 352
Harry S. Thomas	Central IA Mgd.	Br. 352
Jack F. Dawson	Louisville, KY	Br. 14
Mack Flood	Baltimore, MD	Br. 176
Thomas J. Moskos	Baltimore, MD	Br. 176
Lawrence L. Bissell	Lansing, MI	Br. 122
Richard V. Dawson	Lansing, MI	Br. 122
Kendall B. Parker	Lansing, MI	Br. 122
Gary A. Van-Vleet	Lansing, MI	Br. 122
Bruce L. Parminter	Muskegon, MI	Br. 13
Roland T. Dorner	St. Paul, MN	Br. 28
John W. Eineke	St. Paul, MN	Br. 28
Thomas E. Ethier	St. Paul, MN	Br. 28
Raymond F. Johnson	St. Paul, MN	Br. 28
Gerald A. Lundeen	St. Paul, MN	Br. 28
Roger L. McClure	St. Paul, MN	Br. 28
William J. Moynagh	St. Paul, MN	Br. 28
Earl J. Olson	St. Paul, MN	Br. 28

Marvin R. Rahn	St. Paul, MN	Br. 28
Francis A. Talbot	St. Joseph, MO	Br. 195
Charles E. Menke	Bergen Co. Mgd., NJ	Br. 425
Wm M. Brown	Albany, NY	Br. 29
Thomas J. Cowhig	Staten Island, NY	Br. 99
Francis X. Huiet	Dayton, OH	Br. 182
Jack R. Kincade	Dayton, OH	Br. 182
Robert W. Longnecker	Dayton, OH	Br. 182
James E. Nurrenbrock	Dayton, OH	Br. 182
Albert W. Shock	Dayton, OH	Br. 182
Lester E. Thwaits	Dayton, OH	Br. 182
Carl G. Moran	Newark, OH	Br. 281
Lawrence R. Callahan	Eugene, OR	Br. 916
Paul A. Gackenbach Jr.	Allentown, PA	Br. 274
William D. Higgins	Providence, RI	Br. 15
Anthony Moroni	Providence, RI	Br. 15
Pasquale A. Ursillo	Providence, RI	Br. 15
Mario D. Vicario	Providence, RI	Br. 15
Anthony C. Ponte	Newport, RI	Br. 57
Leonard D. Hatch	Bellingham, WA	Br. 450
Vernon P. Normand	Eau Claire, WI	Br. 728
Walter J. Kohnke	Milwaukee, WI	Br. 2

60-year pins

Clois R. Dansby	Central California	Br. 231
James E. Espinosa	Central California	Br. 231
Abel M. Estrada	Central California	Br. 231
John C. Fries	Central California	Br. 231
Logan L. Howard	Central California	Br. 231
Gregory A. Sands	San Diego, CA	Br. 70
Albert A. Bottini	Stockton, CA	Br. 213
Stanley R. Jasinski	Hartford, CT	Br. 86
Harrison H. Barrett Jr.	Norwalk, CT	Br. 147
Frederick E. Blore Jr.	Norwalk, CT	Br. 147
William J. Mills	Norwalk, CT	Br. 147
James E. Porter	Norwalk, CT	Br. 147
Arthur E. Scott Jr.	Norwalk, CT	Br. 147
Edward Williams	Norwalk, CT	Br. 147
Joe D. Whitright	Spacecoast FL	Br. 2689
Jene A. McKissack	Mobile, AL	Br. 469
Herbert B. Neal	Mobile, AL	Br. 469
William B. Norris	Mobile, AL	Br. 469
Lee E. Portis	Mobile, AL	Br. 469
Eugene Williams	Mobile, AL	Br. 469
Kingley S. Andrews	Aurora, IL	Br. 219
Kenneth E. Madden	Aurora, IL	Br. 219
Lyle A. Massee	Aurora, IL	Br. 219
Robert J. Banaszynski	Chicago, IL	Br. 11
Alfred Broadway Jr.	Chicago, IL	Br. 11
Lafayette R. Caldwell	Chicago, IL	Br. 11
Richard W. Czarnik	Chicago, IL	Br. 11
Eugene H. Dobrzeniecki	Chicago, IL	Br. 11
Leo Edwards	Chicago, IL	Br. 11
Charley E. Estes	Chicago, IL	Br. 11
Willie L. Eubanks	Chicago, IL	Br. 11
Louis R. Foster Jr.	Chicago, IL	Br. 11
Raymond P. Head	Chicago, IL	Br. 11
Peter J. Junius	Chicago, IL	Br. 11

Charles Keturosky	Chicago, IL	Br. 11
Robert T. Lavery	Chicago, IL	Br. 11
Howard R. McClain	Chicago, IL	Br. 11
James L. McCoy	Chicago, IL	Br. 11
Ruben S. Munoz	Chicago, IL	Br. 11
Roger L. Oldfield	Chicago, IL	Br. 11
Clarence E. Pietrzak	Chicago, IL	Br. 11
Fred J. Pratscher	Chicago, IL	Br. 11
John H. Rothbauer	Chicago, IL	Br. 11
John P. Sowa	Chicago, IL	Br. 11
Sam A. Sparacino	Chicago, IL	Br. 11
Ronald G. Stelter	Chicago, IL	Br. 11
Thomas Vance	Chicago, IL	Br. 11
Robert P. Weis	Chicago, IL	Br. 11
Howard D. Whatmore	Chicago, IL	Br. 11
Norbert H. White	Chicago, IL	Br. 11
Leonard E. Wolski	Chicago, IL	Br. 11
Eugene G. Zenz	Chicago, IL	Br. 11
Thomas A. Schuh	Springfield, IL	Br. 80
John E. Donahue	Dubuque, IA	Br. 257
William G. Duvall	Central IA Mgd.	Br. 352
John F. Munoz	Central IA Mgd.	Br. 352
James A. Pentico	Central IA Mgd.	Br. 352
Dwight A. Sage	Central IA Mgd.	Br. 352
Harold W. Seufferer	Central IA Mgd.	Br. 352
George E. Landis	Shawnee Mission, KS	Br. 5521
John L. Hunter	Louisville, KY	Br. 14
Joseph D. Ray	Louisville, KY	Br. 14
Robert E. Atkins	Maine Mgd.	Br. 92
Joseph R. Coulombe	Maine Mgd.	Br. 92
Robert L. Smith	Maine Mgd.	Br. 92
Kenneth E. Towne	Maine Mgd.	Br. 92
Marion C. Bozman	Baltimore, MD	Br. 176
Gerald E. Bryant	Baltimore, MD	Br. 176
Ralph J. Cavaliere	Baltimore, MD	Br. 176
Raymond D. Centofanti	Baltimore, MD	Br. 176
Fenton S. Finkbiner	Baltimore, MD	Br. 176
Robert W. Fraley	Baltimore, MD	Br. 176
Marland D. Hartzell	Baltimore, MD	Br. 176
Matthias Hieatzman Jr.	Baltimore, MD	Br. 176
Valentine E. Kowalewski	Baltimore, MD	Br. 176
Robert C. Ray	Baltimore, MD	Br. 176
Joseph V. Roberts	Baltimore, MD	Br. 176
Theodore J. Sadowski Jr.	Baltimore, MD	Br. 176
Cecil C. Stevenson	Baltimore, MD	Br. 176
Douglas H. Waldman	Baltimore, MD	Br. 176
Eugene M. Gemboorys	Worcester, MA	Br. 12
Joseph J. Filko	Lansing, MI	Br. 122
James R. Hein	Lansing, MI	Br. 122
Randall Seifers Jr.	Muskegon, MI	Br. 13
Loren M. Doffing	St. Paul, MN	Br. 28
Vernon O. Grimsrud	St. Paul, MN	Br. 28
Wallace R. Riedel	St. Paul, MN	Br. 28
Frederick H. Simpkins	Camden, NJ Mgd.	Br. 540
James P. Delgado	Albuquerque, NM	Br. 504
William Wakuluk Jr.	Long Island City, NY	Br. 357
Bruce R. Yawman	Rochester, NY	Br. 210
Jerrold G. Anthony	Canton, OH	Br. 238
Henry Armstead Jr.	Canton, OH	Br. 238

Honor Roll

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

John P. Moates	Mobile, AL	Br. 469	Edward O. Muhles	Baltimore, MD	Br. 176	Donald L. Kriegbaum	Dayton, OH	Br. 182
Richard P. Naylor	Mobile, AL	Br. 469	Earl O. Newman	Baltimore, MD	Br. 176	Kenneth G. Lauver	Dayton, OH	Br. 182
P. A. Parmer	Mobile, AL	Br. 469	P. M. Nolan	Baltimore, MD	Br. 176	Suzanne K. Letner	Dayton, OH	Br. 182
Nashid A. Rushdan	Mobile, AL	Br. 469	Thomas W. Russum	Baltimore, MD	Br. 176	Kenneth E. Mann	Dayton, OH	Br. 182
David G. Peresko	Little Rock, AR	Br. 35	David L. Schemm	Baltimore, MD	Br. 176	Daniel A. McKenzie	Dayton, OH	Br. 182
Charles R. Lewis	Greater E. Bay, CA	Br. 1111	Michael R. Smith	Baltimore, MD	Br. 176	Bruce E. McRoberts	Dayton, OH	Br. 182
Priscilla D. Bauer	Garden Grove, CA	Br. 1100	Joseph P. Servideo	Worcester, MA	Br. 12	Daryl L. Pegg	Dayton, OH	Br. 182
James R. Beal	Garden Grove, CA	Br. 1100	Paul D. Wooldridge	Worcester, MA	Br. 12	William M. Turner	Dayton, OH	Br. 182
James W. Bullard	Garden Grove, CA	Br. 1100	Tamara J. Carlson	St. Paul, MN	Br. 28	Jeffrey W. Vanhook	Dayton, OH	Br. 182
Judith A. Bush	Garden Grove, CA	Br. 1100	Michael J. Hartigan	St. Paul, MN	Br. 28	Robert R. Vogelmann	Dayton, OH	Br. 182
James P. Evanskey	Garden Grove, CA	Br. 1100	Clayton F. Jolly	St. Paul, MN	Br. 28	James D. Wetzel	Dayton, OH	Br. 182
Robert K. Ford	Garden Grove, CA	Br. 1100	Thomas H. Klotz	St. Paul, MN	Br. 28	William F. Wetzel III	Dayton, OH	Br. 182
Angel R. Garcia Jr.	Garden Grove, CA	Br. 1100	Eugene D. Lindstrom	St. Paul, MN	Br. 28	James R. Hawke	Newark, OH	Br. 281
Michael D. La Chance	Garden Grove, CA	Br. 1100	Daniel C. Nienaber	St. Paul, MN	Br. 28	Eric E. Leek	Newark, OH	Br. 281
Leonard L. Lawing	Garden Grove, CA	Br. 1100	R. Schubert	St. Paul, MN	Br. 28	David A. Priest	Newark, OH	Br. 281
Donald S. Mogus	Garden Grove, CA	Br. 1100	Theodore P. Strauch	St. Paul, MN	Br. 28	Timothy A. Tharp	Newark, OH	Br. 281
Richard Orona Jr.	Garden Grove, CA	Br. 1100	John V. McCarthy	Butte, MT	Br. 621	Richard L. Charboneau	Eugene, OR	Br. 916
Essie M. Simons	Pasadena, CA	Br. 2200	John P. Sullivan	Butte, MT	Br. 621	Larry L. Worley	Eugene, OR	Br. 916
Charles A. Ziemann	Pasadena, CA	Br. 2200	Larry E. Taylor	Butte, MT	Br. 621	Paul J. Miklesavage	Allentown, PA	Br. 274
Dennis W. Bowers	Stockton, CA	Br. 213	Michael G. Clarke	Westfield, NJ	Br. 1492	T. C. Miller	Allentown, PA	Br. 274
James C. Crutcher	Stockton, CA	Br. 213	Frank L. Wanca	Westfield, NJ	Br. 1492	Glenn A. Barford	Philadelphia, PA	Br. 157
James W. Deselle	Stockton, CA	Br. 213	Robert Robinson	Albany, NY	Br. 29	James J. Breslin	Philadelphia, PA	Br. 157
Jack G. Deselle	Stockton, CA	Br. 213	G. Sbrigato	Brooklyn, NY	Br. 41	Thomas A. Chiarini	Philadelphia, PA	Br. 157
Jerry O. Johnson	Stockton, CA	Br. 213	Peter J. Petrella	Buffalo-Western NY	Br. 3	Domenic J. Crociante Jr.	Philadelphia, PA	Br. 157
Robert Mejia	Stockton, CA	Br. 213	Joseph J. Aquart	Hudson Valley Mgd., NY	Br. 137	John J. Cucinotta	Philadelphia, PA	Br. 157
Ronald J. Lamb	Turlock, CA	Br. 1742	A. L. Cordani	Hudson Valley Mgd., NY	Br. 137	Rick L. Dennis	Philadelphia, PA	Br. 157
Steven F. Olson	Turlock, CA	Br. 1742	Anthony R. Henriques	Hudson Valley Mgd., NY	Br. 137	Peter D. Dicocco	Philadelphia, PA	Br. 157
Jack A. Edie	South Florida	Br. 1071	Wilbur G. Robinson	Hudson Valley Mgd., NY	Br. 137	Joseph Flood	Philadelphia, PA	Br. 157
Scott H. Brian	Pocatello, ID	Br. 927	Alfred F. Cobiainchi	Jamaica, NY	Br. 562	George Garland	Philadelphia, PA	Br. 157
John L. Knudson	Pocatello, ID	Br. 927	John W. Stone	Jamaica, NY	Br. 562	Robert J. Giles	Philadelphia, PA	Br. 157
Charles T. Smith	Pocatello, ID	Br. 927	Anthony R. Frisa	Long Island Mgd., NY	Br. 6000	John J. Greaves	Philadelphia, PA	Br. 157
Robert F. Tolman	Pocatello, ID	Br. 927	William J. Hanson	Long Island Mgd., NY	Br. 6000	Linwood Greenwood	Philadelphia, PA	Br. 157
David D. Cooper	Aurora, IL	Br. 219	William J. O'Rourke	Long Island Mgd., NY	Br. 6000	Herbert J. Guyton	Philadelphia, PA	Br. 157
Richard C. Darfler	Aurora, IL	Br. 219	Thomas E. Engel	Rochester, NY	Br. 210	Henry Harris	Philadelphia, PA	Br. 157
Gerald P. Garncaz	Aurora, IL	Br. 219	Frank J. Mangiavellano	Rochester, NY	Br. 210	Richard D. Hawkins	Philadelphia, PA	Br. 157
Carl J. Sagmeister	Aurora, IL	Br. 219	S. F. Aiello	Staten Island, NY	Br. 99	Joseph W. Henderson Jr.	Philadelphia, PA	Br. 157
Paul J. Binetti	Chicago, IL	Br. 11	Paul T. Alexander	Staten Island, NY	Br. 99	Robert J. Jankiewicz	Philadelphia, PA	Br. 157
William E. Carter	Chicago, IL	Br. 11	Thomas Amelio	Staten Island, NY	Br. 99	Wendell E. Kennedy	Philadelphia, PA	Br. 157
Everett Fisher	Chicago, IL	Br. 11	Gabriel F. Amoroso	Staten Island, NY	Br. 99	James J. Martorano Jr.	Philadelphia, PA	Br. 157
Anthony W. Incaudo	Chicago, IL	Br. 11	Steven Bianco	Staten Island, NY	Br. 99	Joseph B. Murphy	Philadelphia, PA	Br. 157
John W. Jones	Chicago, IL	Br. 11	R. Black	Staten Island, NY	Br. 99	Richard J. O'Donnell	Philadelphia, PA	Br. 157
Richard E. Kube	Chicago, IL	Br. 11	Angelo Calato	Staten Island, NY	Br. 99	Edward A. Omara	Philadelphia, PA	Br. 157
Major Lacy Jr.	Chicago, IL	Br. 11	Andrew G. Carrara	Staten Island, NY	Br. 99	Roscoe A. Parrish	Philadelphia, PA	Br. 157
Amos Nelson	Chicago, IL	Br. 11	A. J. Ciaramella	Staten Island, NY	Br. 99	John E. Pomrink	Philadelphia, PA	Br. 157
Bruce M. Bottorff	Jeffersonville, IN	Br. 553	Thomas W. Creegan	Staten Island, NY	Br. 99	Frank T. Ponzio	Philadelphia, PA	Br. 157
Roger N. Bottorff	Jeffersonville, IN	Br. 553	A. J. Curatolo	Staten Island, NY	Br. 99	Joseph P. Powell Sr.	Philadelphia, PA	Br. 157
Richard L. Clark	Jeffersonville, IN	Br. 553	Anthony Dibernardo	Staten Island, NY	Br. 99	Peter P. Prete Jr.	Philadelphia, PA	Br. 157
Ernest R. Fischer	Jeffersonville, IN	Br. 553	M. F. Fardella	Staten Island, NY	Br. 99	Charles R. Ragin	Philadelphia, PA	Br. 157
Donald E. McDonough	Jeffersonville, IN	Br. 553	Richard J. Garofalo	Staten Island, NY	Br. 99	Ervin W. Ransom	Philadelphia, PA	Br. 157
Michael L. Morgan	Jeffersonville, IN	Br. 553	Robert R. Gunther	Staten Island, NY	Br. 99	Louis A. Ricciardelli	Philadelphia, PA	Br. 157
Damon J. Moses	Jeffersonville, IN	Br. 553	James G. Hansen	Staten Island, NY	Br. 99	Dominic N. Rispo	Philadelphia, PA	Br. 157
Sherman J. Patterson	Jeffersonville, IN	Br. 553	R. G. Kemper	Staten Island, NY	Br. 99	Lloyd W. Saba	Philadelphia, PA	Br. 157
Thomas E. Stemler	Jeffersonville, IN	Br. 553	Walter Kowal	Staten Island, NY	Br. 99	Joseph L. Sangiorgio	Philadelphia, PA	Br. 157
John R. Weber	Jeffersonville, IN	Br. 553	Salvatore F. Mazza	Staten Island, NY	Br. 99	Henry J. Schmitt	Philadelphia, PA	Br. 157
Raymond A. Whitehead	Jeffersonville, IN	Br. 553	Ronald A. Miller	Staten Island, NY	Br. 99	Thomas P. Smith	Philadelphia, PA	Br. 157
Donald B. Dodd	Boone, IA	Br. 611	Charles A. Minucci	Staten Island, NY	Br. 99	Paul J. Spross	Philadelphia, PA	Br. 157
Marvin J. Weiler Jr.	Central IA Mgd.	Br. 352	F. E. Rich	Staten Island, NY	Br. 99	Roger A. Stumpo	Philadelphia, PA	Br. 157
Ronald E. Porter	Shawnee Mission, KS	Br. 5521	Ralph J. Romano	Staten Island, NY	Br. 99	Laurence L. Sullivan	Philadelphia, PA	Br. 157
Ronnie G. Poe	Wichita, KS	Br. 201	John N. Rosata	Staten Island, NY	Br. 99	Frank H. Thomer	Philadelphia, PA	Br. 157
Robert W. Hack	Louisville, KY	Br. 14	Thomas J. Somma	Staten Island, NY	Br. 99	Robert W. Botelho	Providence, RI	Br. 15
Thomas A. Hart	Louisville, KY	Br. 14	Vincent J. Somma	Staten Island, NY	Br. 99	Bradford E. McCaffrey	Providence, RI	Br. 15
Donald E. Head	Louisville, KY	Br. 14	Michael E. Spiotta	Staten Island, NY	Br. 99	Joseph R. McMahon	Providence, RI	Br. 15
Huron G. Little	Louisville, KY	Br. 14	Scott D. Thomas	Staten Island, NY	Br. 99	Joseph S. Pianka	Providence, RI	Br. 15
Harry A. Palmer Jr.	Louisville, KY	Br. 14	Joseph P. Tufano	Staten Island, NY	Br. 99	Mark W. Rechter	Providence, RI	Br. 15
James B. Shawler III	Louisville, KY	Br. 14	Vito S. Vivona	Staten Island, NY	Br. 99	John S. Trebisacci Jr.	Providence, RI	Br. 15
Wayne L. Caplan	Baltimore, MD	Br. 176	Ronald O. Cyr	Utica, NY	Br. 375	Earl M. Hibbs Jr.	Dallas, TX	Br. 132
Grant E. Deaver	Baltimore, MD	Br. 176	C. M. Grande	Utica, NY	Br. 375	John Erramospe	Price, UT	Br. 2171
Patrick A. Deaver	Baltimore, MD	Br. 176	Vincent Lapaglia	Utica, NY	Br. 375	Roger D. Deshaw	Spokane, WA	Br. 442
Arthur F. Houseman	Baltimore, MD	Br. 176	Joseph A. Tartaglia	Utica, NY	Br. 375	Kenneth W. Boigenzahn	Eau Claire, WI	Br. 728
Jerome Jones	Baltimore, MD	Br. 176	Edward M. Washburn	Utica, NY	Br. 375	Gerald J. Trainor	Eau Claire, WI	Br. 728
John A. Jones	Baltimore, MD	Br. 176	Gary R. Rood	Akron, OH	Br. 148	Corinne A. Grapatin	Milwaukee, WI	Br. 2
Lana E. Markey-Graves	Baltimore, MD	Br. 176	Ronald P. Cox	Canton, OH	Br. 238	Gerald J. Infalt	Milwaukee, WI	Br. 2
Henry W. Marshall Jr.	Baltimore, MD	Br. 176	Stephen F. Svik	Canton, OH	Br. 238	Robert J. Kaczmarek	Milwaukee, WI	Br. 2
Charles Miller	Baltimore, MD	Br. 176	Paul G. Keen	Dayton, OH	Br. 182	Ronald G. Laliberte	Superior, WI	Br. 337
Peter C. Miller	Baltimore, MD	Br. 176	James A. Kempton	Dayton, OH	Br. 182	Richard H. Rasmussen	Superior, WI	Br. 337
Joseph G. Montgomery	Baltimore, MD	Br. 176	D. G. Kraus	Dayton, OH	Br. 182	Dennis D. Brillowski	Stevens Point, WI	Br. 381



Making deposits for military service

As planning for retirement is on the minds of many of our members, we're reprinting this article, last published in November 2021, about how to make deposits toward retirement for time spent in military service.

The law that permits certain veterans to make deposits for prior military service for time to count toward Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirement (eligibility and amount of annuity) requires the employee to completely pay the full amount of the deposit prior to separation for retirement. However, the law provides an exception: If a veteran did not make deposit prior to separation due to administrative error by the employing agency, the former employee may have the opportunity to make or complete a military deposit after separation.

This column begins with a general introduction to making a deposit for military service, follows with discussion of the Postal Service's obligation to provide accurate and complete counseling regarding deposits for military service, and ends with a review of the exception to the general rule that military deposits must be completed prior to separation.

Under CSRS and FERS, an individual's "years of service" is a determining factor to establish eligibility to retire and to calculate the amount of the retirement pension. Generally, years of service is computed for a retiring employee by measuring the elapsed time between the start date of career service and the date of separation for retirement.

Military veterans can, in most cases, increase their years of service by making a deposit for their time in the military. Many veterans will find this advantageous because doing so may enable them to retire earlier and receive a higher pension. The amount of the deposit depends on which retirement system a veteran is in, how much they earned in the military and when the deposit is made.

The Office of Personnel Management (OPM) is the federal agency that has authority over CSRS and FERS retirement matters. OPM regulations require that deposits for military service be paid in full prior to the date of retirement. The deposit must be made to the employing agency (in our case, the Postal Service). The amount of the deposit is 7 percent of basic military pay under CSRS, or 3 percent of basic military pay under FERS. If deposit is made more than two or three years after beginning career employment at the Postal Service, interest is charged.

OPM regulates federal employers, including the Postal Service, when it comes to retirement matters. OPM provides the following guidance in a Benefits Administration Letter dated Jan. 27, 2017:

- *Each federal employing agency... must have the capacity to counsel, calculate, collect and to post all payments related to employees' deposits for military service...*
- *Agencies are required to provide accurate and complete counseling to all employees who seek to make post-1956 military deposit; this includes counseling as to the effect of paying or not paying the deposit(s) as well as the proper calculation of the deposit(s).*
- *Agencies are responsible for including accurate information about the accrual of interest on military deposits and to accurately determine and apply the Interest Accrual Date in any given request to make deposit for a period of military service.*
- *In general, an (agency) administrative error occurs when in response to an employee's inquiry, the employing agency provides material misinformation concerning the deposit and the consequences of not making the deposit prior to separation... In addition, if an employee, at the time of election, affirmatively asks for information regarding the amount of the military deposit or the consequences of failing to make a deposit, the gov-*

ernment commits administrative error if its response either misrepresents the dollar amounts in question, or is so indirect, inaccurate, or incomplete as to confuse the employee as to the amount of the deposit or the effect of any failure to make the deposit on the annuity recalculation.

It is clear from the above that the Postal Service is required to provide accurate and complete counseling regarding making deposit for military service to any employee requesting such counseling. There have, however, been instances where the Postal Service provided inaccurate and incomplete advice about making deposit for military time.

If a veteran does not make deposit for military service prior to retirement because of a Postal Service administrative error or incorrect advice, he or she can write to OPM and request belated deposit. OPM will investigate and make a decision allowing or disallowing the request. Adverse decisions by OPM on such a request can be appealed to the Merit Systems Protection Board.

Veterans can access the above-quoted OPM Benefits Administration Letter at opm.gov/retirement-services/publications-forms/benefits-administration-letters/2017/17-101.pdf.

Alternatively, you may contact the NALC Retirement Department at 202-393-4695 or 800-424-4695 (Monday, Wednesday or Thursday) to request a mailed copy.

To begin the military deposit process, contact the Human Resources Shared Services Center (HRSSC) at 877-477-3273, Option 5, or TTD/TTY at 866-260-7507.

Join the NALC Veterans Group

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

Branch Items

Albany, New York

City carrier assistants, this article is for you. CCAs earn annual leave based on the number of hours they work each pay period. If you're working 40 hours or more a week, you can earn a total of 13 days a year. Thirteen days a year is pretty good, but did you know in the newest collective-bargaining agreement, you can "hack" your annual leave balance? You can earn up to six additional days a year, depending on the size of your office.

CCAs have six days a year that are considered holidays for them: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas. Almost every CCA reading this has worked or will work on those holidays, but here's the catch—if you work on your holiday, then you can elect to have your annual leave balance credited in lieu of receiving holiday pay. All you have to do is fill out a PS Form 3971 (leave slip), check the box that says "Holiday A/L exchange" and submit it to your supervisor. I suggest you do it once you find out that you are scheduled to work on your holiday or the day after the holiday. And just like that, you're earning extra annual leave!

Knowledge is power, my friends, and the beauty of belonging to NALC is that we are constantly trying to educate the membership. If you don't know your rights...then you don't have any!

Norris Beswick, Branch 29

Camden, New Jersey Merged

Branch 540 held our first retiree brunch since the before times. We honored retirees from three of what I call graduating classes (2020, 2021 and 2022). We reserved the room for an extra hour to ensure that all of our honorees had their well-deserved opportunity to share their thoughts and feelings with all in attendance. This is always a very joyous occasion, and for me, quite invigorating.

This event reminds us of the sacrifices made, and risks taken, by the brave letter carriers during the Great Postal Strike. They risked being fired and being thrown in jail in order to fight for a living wage and a quality of life we all still currently enjoy. This event also reminds us of our need to continue the fight today. Even after our recent victory with postal reform, our fight is not over.

We were glad to have NALC Director of City Delivery Chris Jackson in attendance. Region 12 NBA Brian Thompson and RAAs Leo Zachwieja and Steve Wiley also attended. We were especially honored to have U.S. Rep. Andy Kim from New Jersey's 3rd Congressional District stop in and address our gathering. The big stars of the show were our retirees. Unfortunately, space limitations keep me from naming all honorees here, so I will have to continue the list our honorees in next month's article.

From the graduating class of 2020: Thomas Wallace, Aida Figueroa, Jeffrey A. Simpler, Robert Cromwell, James F. Elcess, Orlando Pettigrew, Clifford Still, John Theckston, Donald Kennedy, Calvin Watkins and Bryan Barr.

Our new lifetime gold card members: Bruno Wdzieczkowski, George Adams and Henry Sills (posthumously).

Fifty-five year membership pins: Edward Chrzanowski, Eugene Davis, James A. Everett, George "Butch" Gordon, Robert Mazz and David Williams.

Sixty-year members: Fred Simpkins and Walter Wydra.

Chuck Goushian, Branch 540



Camden, NJ Merged Br. 540 honored its retirees at a brunch. Pictured (l to r) are NALC Director of City Delivery Chris Jackson, Branch 540 President Chuck Goushian, Rep. Andy Kim (NJ-3rd) and Region 12 NBA Brian Thompson.

Charlotte, North Carolina

Branch 545 would like to thank everyone who participated in the food drive this year. We thank you all for your efforts and for your support, because without the carriers, it would not be possible to help so many people who are in need. We would also like to take this time to wish all the mothers in our branch and around the country a happy Mother's Day. We all know the sacrifices that you ladies make to provide for your families, and it does not go unnoticed. We know the long hours that every one of you put in, then go home and find the energy and strength to take care of your families. Again, we thank you for all that you do and want to acknowledge every mother as the hero that you are.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

Cumberland, Maryland

Higher level? What exactly does it mean and how does it affect carriers? Many times, a carrier will get talked down to because the supervisor is higher level—therefore, they feel empowered to do so. Higher level is a pay grade

that results in a higher-level position. Keep in mind that the position is a higher-level pay grade and it doesn't mean that the supervisor is now a higher-level individual. That's the beginning of many problems. The position of power seems to go to their heads. Now, all at once, higher-level means that supervisors know the contract better than anyone else now. They will decide when the National Agreement is a burden or if it is in the way of conducting business that suits their agenda. They will decide what the contractual language really means and what it is saying. I've never seen a 204-b or any supervisor at training learning the provisions of the National Agreement.

That's why it's so important for carriers to educate themselves on the basics of their rights, simply because management will take advantage of you every time, whether it's intentional or deliberate. Higher level doesn't make them smarter, and it does not make them a higher-level individual.

Respectfully—

Paul Kirby, Branch 638

East Lansing, Michigan

In the old days, the only reason I'd turn the TV on in the morning before going to work was to find out what weather I'd be dealing with that day. We've so much more to worry about now. These days, you turn on (or not) the news to see what new evil has popped up in the world while you slept, whether it be disease (a new COVID-19 variant) or war (Ukraine). I sometimes wonder which of the four horsemen will appear next? Only half kidding about that. Next is supposed to be death/famine, and since Ukraine is known as the breadbasket of Asia, I suppose that makes sense. As much as conservatives like to talk about the "end times," I'm surprised they aren't talking much about why their buddy Trump is linked up so closely with war criminal Putin. Looks like they once again picked the wrong side in the battle of good versus evil.

Speaking of bad guys, we probably shouldn't be deceived, because DeJoy made a few slight motions toward reasonableness like backing postal reform and advocating for a few more electric postal vehicles. He still wants 75 percent of the new vehicles to be gasmobiles. Not only do they look bad, they perform worse—only getting 12 miles per gallon! And only 8 mpg if you turn on the air conditioning. The EPA says they're woefully inadequate and delivery vehicles of that class should have a bare minimum of 16 to 20 mpg. USPS's response is to say that it can limit air conditioning use by carriers! Take that, carriers from Southern states! It's not likely that DeJoy had a real change of heart. And should we really trust him going forward just because he may have delivered a few Republican votes for postal reform? I don't think all should be forgiven.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

I have always believed in trust and honesty in working with people. Since I have been working for the Postal Service, I have found that

some people believe in these words, but lately I am finding out that a lot don't understand the meaning. I find myself, along with other officers of the branch, attending labor-management meeting addressing issues that should be of a concern for management, only to fall on deaf ears. We would spend hours hearing that they are going to do better, only to walk away to seeing that *nothing* has changed, which leads us to believe that their word is not their bond.

Too often, the union will attempt to bargain in "good faith," only to be disappointed. Not only am I experiencing this problem, other branches are as well. Recently, I attended a Committee of Presidents meeting where it was clear that the same issues of management not complying with the contract are happening nationwide. I am hearing how officers of other branches are attempting explain the contract or *JCAM* to them, only to be told that they don't do it that way. The last time I checked, the *JCAM* was a non-negotiable agreement. It is clear and to the point.

Our only recourse is to file grievances, labor charges or to contact our congressional representative. We should not have to fight management about a simple thing of a PS Form 3996 to request overtime because we cannot complete our tour in eight hours. Carriers are being intimidated and have been threatened with losing their jobs; we must stand up as a union and let them know that enough is enough. "Together we stand; divided we fall."

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

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Recently, the Postal Reform Act bill was signed by the president. A lot of time and effort has gone into making this happen. We have had a lot of local members who have helped in different ways, but a special thank-you and congratulations goes to Rachel Freehauf for all the time and effort she has given over the years to assist in making this happen.

The route adjustments, or more like it, route realignment, is over two months into the changes here at Prairiewood. Many routes are still overburdened, some coming close to one to 1.5 hours over. Management at district and above are puzzled why we are so far over in hours since they "cut out 35 hours" from the office. Well, where do they think those hours went? That time to case, deliver and maintain the eliminated routes does not just disappear. It was just moved to other carriers, creating some very long days. During inspection week, we were also given actual time doing p.m. duties. Management is now insisting we are only allowed "10-minute max" p.m. office time, not the actual time it takes. As we know, most routes take a lot longer to clean up, so where did that time from inspections go? This one-sided process by management just shows that a joint process is always better. We did get word that upper management has finally decided to look at about a dozen routes and hopefully readjust them, possibly adding a route back.

As the annual leave calendar is filling up, please review our local policies regarding turn-backs or adjustments you might need to make

in the future. If you are unsure what the rules are, ask a union official for clarification.

Congratulations to Duane Egeberg on reach-



Fargo-West Fargo, ND Br. 205 honored Duane Egeberg with a 65-year pin. Pictured (l to r) are former Branch President Rick Olek, Egeberg and former Branch President Dennis Zimdars.

ing the milestone of earning his 65-year pin.

Brian Prisinzano, Branch 205

Fresno, California

Postal management does not walk on water. They never have, and never will. Yet, some of them think they do. Short and stubby, slobbering impossible instructions. Orders that violate our National Agreement and laws. This does not provide a hostility-free work environment, which they are required to do. If you object to their methods, you are told to get out or they will phone the police. Translated: Shut your face; I do what I want. Letter carriers are not race horses that need to be whipped to go faster. I know for a fact that many of these people were lazy as letter carriers. Of course there are the office suckbutts. They enjoy helping abusive management. That just turns my stomach.

So how do you stop this? First of all, employees must be united as one. Speak up for yourself and your co-workers. I have never heard anybody in management laugh, or brag about how they treat the workers good. On the other hand, I have heard abusive supervisors laugh and brag about how bad they treat letter carriers. Those people should be fired. Then their victims can cheer in happiness. The key is supporting each other. That is the way it is intended. Do not let management violate laws. Whistleblower laws are there for a reason.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

This has been a good week for our union. First came the signing of the Postal Reform Act by President Biden, the culmination of more than a dozen years of organizing and struggling against the postal privatizers on Wall Street and

their political stooges in both major parties. Effective bipartisan work with Congress members on both sides of the aisle by NALC, APWU and the other postal unions, with the support of other AFL-CIO unions, as well as our partners in the Grand Alliance to save the Public Postal Service such as the NAACP, Social Security Works and many others, was key. President Rolando has clearly laid out the highlights of the PRA, including six-day postal delivery established in the law, and financial remedies, including debt forgiveness and elimination of pre-funding of retiree health benefits 50 or 75 years in the future. The PRA places the Post Office on a much firmer foundation going forward.

Second was the Senate vote to confirm Ketanji Brown Jackson as the next justice of the U.S. Supreme Court. While the elevation of this fine jurist will not rectify the reactionary, white supremacist 6-to-3 court majority, after 233 years, the U.S. Supreme Court will have its first Afro-American woman justice. Some Republican senators on the Judiciary Committee tried to intimidate or provoke Judge Jackson and treated her in a shameful manner. Judge Jackson, however, not only turned out to have an outstanding record as a jurist, but conducted herself with such dignity and poise that she won three Republican senators' votes, breaking with the toxic environment. President Rolando signed a letter from labor leaders endorsing her. And her elevation should help all NALC members fight for equality for all.

Let's remember: In our unity lies our strength!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

I would like to formally congratulate Diane Dom on her retirement this past month. Thank you for your years of service and dedication. I hope you have a long, rewarding retirement!

With retirement on the mind, and with several new CCAs having just started, I would be remiss if I didn't mention a retirement plan specifically for CCAs. The plan is offered by NALC and allows for CCAs to put tax-deferred money into an IRA account directly from their paycheck. This plan is able to be rolled into their TSP upon conversion to career, which will give you a head start in building your retirement nest egg. If any CCAs have questions about this plan, please seek me out and I would be happy to show you more information regarding it.

As you receive this, the NALC Stamp Out Hunger Food Drive should be rapidly approaching. While we have not had the food drive in the past two years due to the pandemic, I am ecstatic to see this event return. While the workload can be daunting for the day, all of the food we pick up and carry back to the office stays in the area. Unfortunately, hunger is a massive problem in our area and our one day of work can help support our local food banks for the summer. I hope that we are able to see a substantial amount of donations from the community, and the only way we can ensure that is to inform our customers about the event.

In solidarity—

Jeremy Kessel, Branch 443

Branch Items

Jackson, Michigan

I have been around unions all my life, as my father was a teacher during the times when teachers' salary and benefits were no better than a high school kid's summer job. The USPS carrier union has a similar history. I have always backed unions and what they do for a collective group. I do question, however, why unions back non-members.

I do not agree with some things a union stands for; however, the positives outweigh the negatives 100 to 1. One thing that boggles my mind is those who opt out of a union still reap the benefits of a member who pays dues and continuously has to go to the table during negotiations. I'm all about choice, but shouldn't independents bargain their own contracts? I also laugh at members who threaten to leave the union because of the most tedious reasons. I have witnessed numerous times how our contract has saved carriers from discipline actions and from losing their job!

In Jackson Post, all I can say is our union reps do a great job. They protect our members and non-members with professionalism, wisdom and, yes, sometimes with toughness. I am proud to be a member of the USPS carrier union. Keep doing what you do, Deb, Josh, Dan, Becky, Aaron, Marty, Kahlid and union members—a big *thank-you* and hug!

Mark Raczkowski, Branch 232

Knoxville, Tennessee

Hello, sisters and brothers of the satchel. Congratulations to all brothers and sisters who attended the Region 8 Training Assembly in Tunica, MS, last month. You have received your shield! Go forward and excel. Kudos to NBA Steve Lassan and his instructor staff. Great classes. Use this training to pass this information on to all of your brothers and sisters. Talk with timid carriers, talk with the loose cannon carrier, and talk with the non-member. Heck, talk with all of them, but remember that you must become a good listener as well. Communication is the key to all human interactions. Remember to emphasize the importance of everyone acting as a united group and encourage diligence in reporting an issue.

Which gets one to wonder as to the reason that some carriers do not come forward. Fear, guilt, shame, ignorance and cynicism seem to pop up on the radar. We should all study these factors as carriers and in our personal life. Then there is the supervisor/manager who carriers must work for. Sorry, but there is no union contract that specifies that a boss must be likeable.

Finally, to quote an unknown Indian official, "For one who has conquered his mind, a mind is best of friends, but for one who has failed to do so, a mind is the greatest enemy." Let's get our heads together and stay on the same sheet. Stay safe out there.

Tony Rodriguez, Branch 419

Louisville, Kentucky

Well, we're still battling to wear a mask or not, although the Post Office has put out that we are still required to wear mask per policy. And as most carriers push the issue on this, the number of COVID-19 cases are surprisingly



Norristown, PA Branch 542 Customer Connect Coordinator Carl Bates was honored for securing more than \$5 million in Customer Connect leads. Pictured (l to r) are Region 12 RAA Steve Wiley, Bates, District Customer Connect Coordinator James O'Malley, former Branch President John Locke and Branch President Frank Pavgozas.

going down in Louisville.

Just like most of you, Louisville is feeling the pain of not being able to hire enough CCAs. Full-time carriers are getting tired and fed up and quitting also, which is creating more room to convert CCAs. They're converting as fast as four months. Then just when we thought things couldn't get worse, the flavor of the month is attendance. Be prepared for your attendance review/discipline. It's gotten to the point where carriers are tired and just call off for one day, and they receive an express letter stating to return to work with documentation the next day. To think off all the violations the Post Office is already violating, then add this!

To squeeze some activities in for MDA, our branch members had a pool for NCAA March Madness. This year we look forward to our retirees' dinner in April. We've missed their smiling faces and are ready to celebrate them.

With more COVID-19 tests going out, all we can hope is that the Post Office will be able to hire more bodies, and we'll be able cut back on various violations. Stay optimistic and stay safe. Remember—knowledge is power!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

As I write this article, Minneapolis teachers are on strike. About 30,000 students are affected by this decision to strike. Teachers love their students, so the decision to strike was by no means easy to make. Back in 1970, letter carriers made the same decision to strike, and like the teachers, letter carriers love their customers, so it was not an easy decision to make. As we look back in hindsight, we are grateful for the men and women who made a stand and fought for better wages, benefits and working conditions that we all enjoy today. Years from

now, there will be teachers who look back at this strike in admiration of those who fought for better wages, more adequate staffing, and resources for students' mental health.

We stand in solidarity with the Minneapolis teachers! NALC is an AFL-CIO member for a reason. Unions are stronger when we work together for justice. We support the Minneapolis teachers in words and in our actions. The Branch 9 executive board unanimously approved a \$500 donation to the teacher strike fund. Some of our members walked the line with the teachers. The teachers are so grateful to see other unions standing in solidarity with them.

I would like to extend a special thank-you to Tyler Vasseur, who made a motion at a GMM meeting that Branch 9 stand in solidarity with the Minneapolis teachers. I also would like to thank Melia Derrick, our director of retirees, for making the motion to financially support the teachers' strike fund. Actions like this make me proud that I am a member of NALC.

In solidarity—

Scott Bultena, Branch 9

New Orleans, Louisiana

It pleases me much to pen this letter to you guys, my fellow letter carriers. It has been a historic event this month with the confirmation of the first Black woman to the Supreme Court. Her confirmation was bipartisan. She had 50 Democrats and three Republicans vote for her confirmation. The tally was 53-47. As I ponder the firsts in this country's astute history, I noticed first Black woman vice president; first male second. It was also significant that, after a decade, postal reform is a reality, with President Joe Biden signing the legislation into law.

With that being said, I expect the Postal Service to go on and do bigger and better things! How about postal banking? A new fleet of union-made electric vehicles to usher in energy efficient motor vehicles. They are unshackled and can be more competitive with UPS, FedEx and the like. Perhaps we can get the service back to when I was a carrier, or even better! Sky's the limit! I'm betting on USPS and the men and women working to make it better.

With this administration, working men and women really do have a chance to become middle class. It has proven to be pro-union. Keeping his promises that he campaigned on coming to fruition. Keep up the good work, Prez!

We have a lot to look forward to, ladies and gentlemen. There are things in the works coming down the pipeline's beneficial to all working men and women. Keep the faith! Hold your head up high and face the future with confidence. When you go to the bargaining table, it shouldn't be too much of a problem. Remember to attend meetings, participate and support those working hard for you. Give to LCPF. Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Ya know when a team is not playing well, what's the first thing you look at? You look at the coach. Does the coach know how to mo-

tivate the players? Is the coach teaching them correctly and giving them the tools to get better? And most of all, do the players respect the coach? To have a good team, you need all of that, plus more. It's sad when players from the team are trading themselves off this coach's team! The coach doesn't go by the player's contract but thinks they are doing a great job. Let me tell ya what our fans think of ya, and it ain't good. (Fill in your choice words here.)

This GM has to be demoted to custodian so they can see what a mess they've created and clean it up themselves. Do what you are making your team do...work long hours carrying mail and packages through all kinds of weather, and when they get tired because of said workloads you try to bench them, in turn putting a heavier load on the team. You pull carriers from another team and have them try to win this losing battle and don't let them finish their own game, which gets their fans upset. And when we get new teammates, you treat them like they've been doing this for years and give them a workload that you and all of your assistant coaches couldn't do themselves. And what happens? They quit because the pay doesn't equal the long weeks and days.

We are in a full-blown, four-alarm work emergency. I hear a lot of teammates say that they used to enjoy coming to work. Not so much anymore.... They are counting the days until retirement, I myself being one of them.

Joel Stimmler, Branch 542

Northeast Florida

Thankfully, with the help of Florida's letter carriers and the state-affiliated AFL-CIO union activists, we were able to stop the union-busting legislation from reaching the floor for a vote. Thanks to everyone who answered the call to contact state legislators to stop this effort. Florida has become a state where its governor decides he wants something done, then his yes-persons bow down and ensure it will happen. Numerous lawsuits have been filed against his actions and hopefully the courts will side with what the people want and not because he wants it.

Branch 53 conducts training on the first Thursday of each month. Stewards and members can either attend in person or via Zoom. This has increased attendance, mainly because those offices more than 50 miles away can save time by having Zoom available. We encourage our members to attend and hear the many topics covered. See the local newsletter for details or call the office.

Food Drive Coordinator Lonnie Guillory has been preparing for this year's drive, and in addition, he has been helping local food bank Farm Share with regular distributions of food to those in need. Thank you for your work. Let's hope for a successful 2022 food drive.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

Now that postal reform has passed, and the onerous pre-funding is gone, the Postal Service can get about resuming its place in the

world as the most efficient delivery service ever devised and go about giving its workforce the tools it needs to make the Service once again productive. Through the past 16 years of the pre-funding debacle, the Service has suffered and declined even while the delivery of mail continued to be highly effective and efficient. This is when the Service needs to start truly addressing the CCA situation.

From information I have learned from various sources, the Service only retains between 30 and 40 percent of new hires after three to 60 months, which makes hiring CCAs an expensive process due to the lack of retention. The Service needs to go back to making temporary employees career after no more than 90 days if not immediately upon entering the Service. Right now, due to the attrition of CCAs shortly after they are trained, it cannot be in any way cost-effective.

From talking to those who see them come to their stations and then within a couple of months or less see them disappear, I am told they are often treated by their supervisors more like pack mules rather than hardworking human beings who are struggling with a burden not necessarily of their making. We need to find a way to retain them. When I joined as a temporary employee a long time ago, carriers were being retained at better than 90 percent. And sure, we were worked hard, but for the most part were treated like the Post Office cared enough to want us to stay around for a while.

The Postal Service needs to find a way to make the CCAs want to stay.

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

The Philadelphia Council AFL-CIO is comprised of more than 100 local labor unions representing close to 200,000 working men and women in the public sector, private industry and the building and construction trades. The mission of the council is to bring social and economic justice to working people by giving them a voice on the jobs, in politics and in the community.

Delegates representing every affiliate, including representatives from Branch 157, meet monthly to share information and to direct the work of the council. The delegates elect the council's three executive officers and 35 vice presidents from among the ranks to carry out the functions of the council, including political endorsements, legislative decisions and solidarity actions. Delegates and executive board members represent the leadership of Philadelphia's organized labor movement.

In 2010, the members gave permission for Branch 157 to join the Philadelphia Council. Since that time, the branch has made many friends from across the spectrum of laborers. They have supported letter carriers in every way possible, from letter-writing campaigns to loaning us loudspeakers and collapsible stages for planned events. The council has collaborated with us, assisted us, never saying "no" to our requests for help. I cannot thank them enough for all they do for us.

In turn, we are there to support them as well. I cannot remember the number of rallies I have

attended for AFCME, IATSE and PFT, and the list goes on and on.

If you happen to read this article and your branch is not a part of your local AFL-CIO, I highly recommend you join. Remember, there is strength in numbers. Branch 157 has 3,200 members. But, when we sit at the table with our partners at the Philadelphia Council, our voice, our actions are formidable.

God bless.

Joe Rodgers, Branch 157

Portland, Oregon

Greetings. Here is a snapshot of Portland. It has been just a few weeks since we were given the green light to take off our masks in the office. This week will mark our first general membership meeting at which we will again serve dinner prior to the meeting. That feels like a huge milestone. We are all hoping that we keep moving forward beyond COVID-19.

We have CCAs converting in as few as six months. It's crazy! They've mostly all been in survival mode since the beginning, and now they get the opportunity to slow down a bit and learn to become good and proper letter carriers. We should all do our part to help out in their learning process. They may have questions about navigating health insurance and life insurance, not to mention how to use a red book or keep up on general route maintenance. They will all need a few regulars to depend on.

Hopefully, the other CCAs will see that life really does get better after conversion, and it's worth sticking around for.

We are expecting overnight snow—that's pretty unusual for this time of year. But spring has definitely sprung, and it feels great. For the first time in two years, we will again be able to participate in the Starlight Parade. It's beginning to feel like things are maybe getting back to normal.

Best wishes from the City of Roses—

Suzanne Miller, Branch 82

Providence, Rhode Island

For the first time in what seems like ages, we finally seem to have stabilized as far as forcing off the OTDL is concerned. It has been a long couple of years since COVID-19 first started plaguing our workforce and this country, making for some long days over that period. We went from forcing off the list for what seemed nearly every day to carriers on the OTDL not be-

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.

Branch Items

ing able to get any overtime for the last couple of weeks. I say this as we are about to head into prime time; maybe it will be a moot point soon.

Management's flavor of the month has been "scanning." Scan this, scan that. I always find it interesting that they continuously add little things here and there but it never seems to amount to the big picture. The "load truck" feature has been the most recent thing to be emphasized. If you're not familiar, it requires every carrier to scan each package before loading it into your truck to keep account of who has which parcels. The idea is reasonable, but it's just one more thing we're expected to soak up into our eight-hour workday. Also scanning packages at the correct location is the other big talking point right now, and rightly so. I just find it amusing when I scan a package at the delivery point and the scanner tells me I'm not close to the delivery point—waiting for that to be an issue one day.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Been a little quiet in this neck of the woods. So, this will be more or less a generic article. Generic not because of a lack of material, content or ideas, but generic because I join my co-workers struggling with a work-life balance working in the current labor shortage that's gripping the country.

Most of our days are long or longer. We find ourselves reverting back to our post-embryonic selves. Eat, sleep and spit up. Not surprisingly, sick calls are on the rise as we pack both a lunch and supper. Carriers are tired and cranky, the office is understaffed, and we work at the 4-Mile station. Our district wrote us off as perpetually delinquent. Nothing goes our way and whatever ails the 4-Mile station, you better believe it's on us. We are the poster child for the phrase, "You just can't make this up."

So what do we do? We drag ourselves into work every morning and just plain out get the job done, despite condescending service talks from our station manager. We just can't get it right. Ever. From my perch I see carriers punching in day in and day out, looking like house plants as they go about their business. Tired as we all may be, we move the mail. We move the mail until it's all gone and go back for more. Ridiculous number of hours. More hours than the Christmas season. Overtime and penalty are not being held back. We just need bodies. Newer carriers might want to fatten up their TSP accounts with all this fresh money on your checks. Drawing an analogy here: What did the fish say when he swam into a wall? Dam.

Chris Paige, Branch 436

Rockville, Maryland

On March 8, the Senate passed H.R. 3076 (the Postal Service Reform Act of 2022) by a vote of 79-19. The House had already passed this legislation on Feb. 8. The bill was signed by President Biden on April 6 and now it is law. This type of postal legislation only passes every 20 years. This is huge news! Some key provisions are that this bill would eliminate the mandate

that the Postal Service pay approximately \$5.5 billion per year to pre-fund future retiree health benefits, something that no other institution, public or private, is required to do. This has been financially killing the Postal Service since 2006, which has led to many Republicans in Congress calling for the USPS to be privatized. The bill also codifies six-day mail delivery into federal law. This postal legislation also maximizes the integration of future postal annuitants



Northeastern New York Branch 358 members visited Washington, DC, for a lobbying trip. Pictured (l to r) are Chris Jackson, Rabbit Riley, Rep. Elise Stefanik (NY-21st), Bill Cook and Billy Ganey.

into Medicare. The union's saved the Postal Service \$5.5 billion every year with the passage of this bill. The postal workers should be rewarded handsomely at contract time for our efforts!

I want to thank everyone who signed petitions and called their senators and congresspeople to urge passage of this monumental postal legislation. I truly appreciate Fred Rolando and his entire team, along with Mark Diamondstein (the president of the APWU) and the other postal unions for getting the Postal Service Reform Act passed.

On April 7, the Senate confirmed Ketanji Brown Jackson for the Supreme Court 53-47. It took 233 years for the Supreme Court to have its first Afro-American woman! We should all celebrate this historic moment. During the confirmation hearings, the Republicans exposed themselves as racist, shameful idiots. The confirmation of Ketanji Brown Jackson is a victory for all poor and working people in America.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

The latest drama in the St. Louis area is the theft of mail from collection boxes, NBCBUS and apartment boxes in one of the most affluent neighborhoods in the county. Finger-pointing is directed toward someone who has access to arrow keys and not at someone who is deliberately breaking into boxes and stealing the contents.

Postal police have gone on record by pointing the finger as not having sufficient personal to investigate the thefts. Postal management has refused to comment to the press as to who

might be responsible. How hard would it be to investigate who failed to return an arrow key?

This issue needn't require postal inspectors, postal police, FBI or CIA. It's a simple inquiry. Who failed to return an arrow key? Local management has encouraged the public not to deposit mail in collection boxes and rather drop their outgoing mail at the post office. Is this just another ploy to remove collection boxes from the street? Sounds awful suspicious.

When I delivered mail, the arrow key was sacrosanct. You signed for it in the morning, you were responsible for it during your tour, and you returned it every night without fail. If anyone accidentally took home an arrow key, they got a call to bring that key back immediately. Are new hires made aware of the importance of securing and protecting arrow keys?

Aside from the carrier, who is responsible for the security of the arrow keys? The p.m. accountable clerk, the evening supervisor, the postmaster? All the above. Yet no one has taken responsibility.

This is one of the most embarrassing stories to reach the public. If the Postal Service can't guarantee the security of the mail, why would the public trust us with their business? Stay tuned.

Tom Schulte, Branch 343

St. Paul, Minnesota

Winter is finally, albeit slowly, coming to an end here in St. Paul, and much like our flowers, carrier conversions have been springing up everywhere! In our branch, there were 28 CCAs converted to full-time carriers in the middle of March. It didn't go completely smoothly, and really, what ever does when upper management is involved? After it was all said and done, we have 28 new career carriers who will be able to take full advantage of all the benefits we've fought for and won over the last 50-plus years.

One of the other big highlights of the past month was that NALC regional training returned to in-person classes. This year was the first time I was able to attend the basic steward training, and it was a fantastic experience. Being able to meet and hear the stories of members from across the Midwest was an eye-opening experience; it really proved that no matter where we're from, we're never alone in our fight for an even better future for all carriers. My class had folks from every stage of their careers. There were carriers who have been with the union for more than 20 years sitting side by side with new CCAs, all working and learning together. The thing we all had in common was our desire to grow and strengthen our union. The two days we spent together learning our rights and the ins and outs of crafting grievances gave us a strong foundation to build on.

Finally, I'd like to thank all the folks involved in the Letter Carrier Political Fund, both in our branch and across the nation, for working so hard to get the postal reform bill passed. Solidarity forever!

Kaylee Valerius, Branch 28

Salt Lake City, Utah

Greetings from the shrinking lake of salt, and the high desert of Utah. We had record-setting warm weather at the end of March, which left many of us a bit confused as to what happened to spring. But spring returned in April, to a collective sigh of relief, as we weren't quite ready for the problems associated with the summer heat. Every year, at least one station has air-conditioning failure, and then there are the dreaded dog days of summer (July 3 through Aug. 11, according to the Farmers' Almanac).

The masks have come off, and we now see what our co-workers really look like, at least those who haven't grown beards in the last two years. And while the Postal Reform Act has not been fully explained, we believe it is a good thing, and we look forward to hearing about how it will be implemented.

We have been planning our many warm-weather events: the food drive, Steward College, summer picnic, retirees' dinner, steak fry, national convention, AFL-CIO convention, rap session and such. And we are looking forward to starting to come back together as a branch, similar to the pre-COVID-19 days, though at times we wonder if it will ever be the same again. Zoom will be a part of our meetings indefinitely going forward, which is a good thing for the portion of our membership that always had long commutes to get to the union hall, and for those who continue to work late, as our staffing remains inadequate in certain offices. For as long as I can remember, proper staffing eliminated about 80 percent of the grievances. Perhaps management could raise the starting wage in the next contract to fix this problem. Yeah, right...

Michael Wahlquist, Branch 111

Seattle, Washington

Bad management needs to go so that we can keep some of the new workers we have hired. Honestly, there should be a litmus test for these specious space cadets as soon as they give their first stand-up, arms akimbo like Mussolini, and say something idiotic, like: "This is the way it's going to be from now on!" Show them the door. "Thanks for coming in, comrade. Don't call us, we'll call you." Then frog-march them out. We've had enough bad management at the USPS for decades now. We've had our fill of fearmongers with their hate speech, intimidating the new hires, singling out senior carriers for "special treatment" and creating their own set of rules to where they violate the contract *carte blanche*. It's time we raised expectations for those who carry a clipboard. There are plenty of expectations placed on letter carriers; why not burden management with a few?

How can you tell a good manager from one of these run-of-the-mill, feckless despots who are all awash across our workroom floors, you might ask? Well, we all know how management loves their stats. They're so in bed with their numbers they want to marry them and have their babies. How do we purge our organization of this plethora of poor performers? This is how you sort the wheat from the chaff. You use the numbers. You track the number of grievances

they engender. Then you promote and demote according to their grievance performance. Three strikes—you're out! First grievance gets chalked up to ignorance or stupidity or both. Fine, now they should know better. But they could, under pressure, slip up and underperform again. Strike two. After the third grievance that creates a repeat contractual violation, they should be gone. Stat that!

Don Nokes, Branch 79

South Jersey, New Jersey

Is everyone ready for the next-generation route evaluation and adjustment process? I say a flat-out no! I say this not because I am not in favor of it, but rather because of the new-generation carrier we are now working with. It's a shame the newer carriers weren't around for all the other type of joint processes we were involved with in the past, so they could have a better understanding of why we are getting involved in one now. I like that we are using the new technology to get a reading on what we do each day, but until we really train our new carriers on how to do their route the same way each day, I fear this will ultimately create routes that aren't properly in adjustment. If we as officers and stewards start educating our newer carriers on how to be consistent on their routes each day, this system could really become something a lot more accurate than the old way, where management teams were sent in to find ways to eliminate routes, not make them eight hours, as the manuals state they should.

I do like the premise that we no longer will need managers out on the street following and intimidating our members while they try to do their job. Carriers need to understand and start doing their jobs professionally each and every day, and get rid of the mindset that they need to cut corners to get back to the office. All this does and will do is create a wrong picture of your route, and when they start to run the numbers, your route will not get a true evaluation. I think this new method could work if management will allow us proper input in making decisions going forward. Stay tuned!

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

This month reminds me of the childhood game, "Mother, May I?" Remember when you would ask the host a question before you were allowed to move forward to the finish line? It also reminds me that management is coming out to play.

We all know when the weather gets nice, they appear like little roaches scurrying away when the lights come on. One problem is that when they do hit the street, they tend to find ways to fire us (oh, just the carriers they don't like). Safety appears to be the new vehicle. But in their haste to get us, they place our brethren on emergency placement unjustly.

Some of our offices are still suffering from staffing issues, so what do they do? They emergency place and try to fire carriers. We grieve the cases, and the carriers get full back pay because of the evil intent some supervisors/postmasters operate under. "Let them suffer and miss some bills." But some of our carriers have been working so hard that they welcome this "vacation." And who suffers? The other carriers, *not* management! #BigDummies

Please be aware. It's been a long journey coming out of this pandemic. But now we move into the pandumbic (postal management games). Just remember your value. You are strong, resilient, smart and dependable. And you happen to be the best in the *world* at what you do.

Let's protect our pandemic babies. We have carriers whose whole career has been during these two years. They worked at a time of desperation. The company was just trying to survive. But now the correction phase is coming. They must be indoctrinated into being more professional carriers. We all welcome a time when they will come to work regularly and not drive with earbuds, etc.

#WeAreProudCarriers #UnitedWeStandDividedWe... #NeverStopFightingForEachOther!

Eric Jackson, Branch 725

COLA: Cost-of-living adjustment

- ▶ Following the release of the March consumer price index (CPI), the sixth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$1,061 annually**. This COLA is based on the change in the CPI from the base index month to July 2022, with the previous 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 **5.5 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 **3.4 percent** following the release of the March 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

Springfield, Ohio

Remember the climate survey? Back in November, things were so toxic in Springfield that President DeWell, along with the NALC national business agent and the postal labor rep, agreed that a climate survey needed to be done ASAP.

The climate survey was to assess how carriers think about the decisions, policies and actions of management, especially the postmaster and the attendance control officer (ACO). A toxic work environment is a major cause of worker-related stress, and creates a greater potential for violence in the workplace.

Accordingly, the climate survey was “fast-tracked” by the district manager, and the climate survey was conducted between December and mid-January.

It’s been four months and there is nothing from our POOM or district manager. If the climate survey said positive things about management, we would have heard about it by now. Complete silence indicates that the survey was universal in its condemnation of the Springfield work environment created and maintained by our postmaster.

One would think that at a minimum, the POOM would have talked to the Springfield letter carriers to let them know that someone was listening. But no, not a single word. Oh, they did manage to promote the ACO to a postmaster position! Screw up and move up—the unofficial slogan of postal management.

At this rate, our incompetent postmaster will only be removed when he is promoted to POOM or district manager. Screw up and move up.

President DeWell and Steward Rob Green continue to file grievances for all violations of the contract. Help them by doing what you are ordered to do, then file a grievance.

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

Branch 100 lost a dedicated brother with the passing of John “J.B.” Boellner. He served this branch in many ways. As a congressional liaison, he used his vast knowledge of politics—he knew every person holding every office and they knew him—to honorably represent the membership. As a close friend of Rep. Marcy Kaptur, he made her a good friend of Branch 100. He was chairman of our political committee and provided, through his knowing everyone, guidance to our political endorsements. He also served as branch treasurer before me and guided me through the transition.

I roomed with J.B. at many conventions, training sessions and legislative conferences. He was a cantankerous talker, in a good way. If he had an opinion about something, you were going to hear about it. Just as with politics, he knew every officer in every union in Northwest Ohio, and they knew him. His opinions will be missed.

We will not miss the antics of our acting postmaster, should he find himself in that revolving door at the Main Office. By way of an email, he notified the union that he was suspending Article 15 indefinitely. Like they chant at sporting events, “You can’t do that!” After the wasted week involving a shakeout of the backlog of grievances, those cases have left the building. We sent 828 grievances up to the B Team, and 99.9 percent of them had no meeting with management or their contentions. We have another 300 held pending arbitration.

It was all hands on deck the past several weeks at the union hall. I doubt that any branch, no matter how big, could have done the job our people did. It was a phenomenal accomplishment by some truly dedicated people.

Ray Bricker, Branch 100

Tri-Valley, California

Apologies for the following trip down memory lane. When I became a steward in North Hollywood in 1990, Branch 2902 was at war with management. The battles waged between President Jon Gaunce and tyrannical Postmaster Dale Herbert were legendary. PM Herbert and his managers were not simply rude and unprofessional to letter carriers, they were evil. Not “Oh, they looked at me sideways” evil, I am talking *evil!*

In late 1992, I was called into PM Herbert’s office and notified I was being placed on a 16.7 Emergency Suspension for “illegal activity.” I was not told what this illegal activity was, but found out later that day that PM Herbert claimed he had received an anonymous call stating I was selling drugs from my LLV while delivering my route. We called bullshit on that alleged phone call, but had no way to prove it. PM Herbert called me at home that night and left me a voicemail telling me to return to work the next day. I was paid for the day but grew a second pair of eyes in the back of my head.

Our battles with PM Herbert escalated, and the work climate became so bad that an intervention meeting was scheduled. Manny Peralta was an RAA for NBA Tom Young at the time and represented NALC at the meeting. William “Bill” Bowling was a Pacific Area labor specialist representing USPS. While introducing Bill Bowling to the attendees of the intervention, Manny looked at PM Herbert and said of Mr. Bowling, “Bill is someone from management that we as a union can trust, knowing we don’t have to always be looking over his shoulder to ensure he is doing the right thing.” PM Herbert cringed at Manny’s comment and shrunk in his seat. Ah, memories!

Ray Hill, Branch 2902

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 June issue, the deadline is Tuesday, May 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

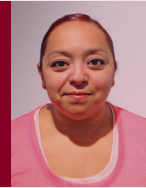
News and updates from the officers



Cythensis Lang
President



Cynthia Martinez
Vice President



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

From the Secretary

I'm very excited to be involved in planning my first convention. With all of the COVID-19 restrictions, it's been interesting in planning events.

What we do know:

(1) We will have a Country Store. Any items you would like to donate will need to be sent to me by Aug. 1. Please price your items before you send them.

(2) Convention registration fees will be paid

at the door. Registration is \$35. An optional luncheon activity fee will also be paid at the door. Cost has yet to be determined.

(3) We need an approximate head count of members who are planning to attend the convention as well as the luncheon. Therefore, please complete the form below and mail it to me. If you have any luncheon suggestions, please note that on the form as well. The deadline is June 1. This information will help us plan a safe convention for you. Thank you.

Crystal Bragg

NALCA First Quarter Financial Report

The following report shows financial transactions from Jan. 1 through March 31, 2022.

Balance 1/1/21	\$9,076.33
Deposits	4,400.00
Total	\$13,476.33

Expenditures	
Bond insurance	339.00
F-940 for 2021	156.30
Mileage	26.32
Postage and supplies	265.60
CPA	130.00

Total disbursements	\$917.22
Balance 3/31/22	\$12,559.11

Submitted by Pamela Fore, Treasurer

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NALC Member App

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



NALCA 72nd biennial convention in Chicago

Aug. 8-12, 2022

Name _____ Auxiliary# _____

Contact # () _____

I plan on attending the convention and I am ***interested*** / ***not interested*** (circle one) in attending a luncheon.

Luncheon suggestions: _____

Return form by mail to:

NALC Auxiliary
Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.

Mutual Exchanges

CO: Littleton (8/14) to Columbia, SC or surrounding areas. Seeking mutual exchange. Nice area of Colorado; short distance from Denver or mountains. Five bidding offices available. Patrick, 720-327-5029 (text) or freefam2007@gmail.com.

FL: Jacksonville (11/16) to Daytona Beach or surrounding areas. Sixteen bidding offices, a large metro office with OT and close to beaches. John, 904-806-1841 (call) or jxholling@gmail.com.

FL: Miami (7/15) to Peachtree City or Fayetteville, GA, or surrounding areas. Twenty-five bidding offices. Plenty of OT. Great weather, close to beaches and parks. Jorge, 954-439-3474 or jbesu357@yahoo.com.

FL: Pembroke Pines (7/15) to Duluth, Lawrenceville or Winder, GA, or surrounding areas. Five bidding offices with OT. Great weather. Family reasons. Marsha, 954-548-6220 (text) or gw2success@gmail.com.

FL: Pompano (6/15) to Dallas or Fort Worth area, TX. Large office with lots of OT. Minutes to beaches and attractions of South Florida. S. Lewis, 954-398-2290 or simplewis93@gmail.com.

GA: Marietta (2/98) to Peachtree City, Fayetteville, GA, or surrounding areas. Regular carriers only. Large office with lots of overtime, if wanted. North Georgia,

30 minutes from downtown. Great routes. K'Abel, 615-403-5818 (text or call) or pboss40@yahoo.com.

IL: Chicago (9/94) to Brentwood, Murfreesboro, Columbia, TN, or nearby areas. 90/10 percent single-family/business route. Nineteen-route station. Strong local union; laid-back, friendly atmosphere. Anthony, 312-316-7846 or anthonyquinn53@yahoo.com.

IL: Chicago (9/93) to Las Vegas, NV, or surrounding areas, or any of the following states: TX, FL, GA. Regular carriers only. Large office with lots of overtime, if wanted. North Side of Chicago. Fifteen minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or reenae2@hotmail.com.

MN: St. Paul (7/03) to Punta Gorda, Cape Coral or Fort Myers, FL or surrounding areas. Large office with lots of OT, if wanted. Tim, 612-267-1143 or dtkillam13@gmail.com.

NV: Las Vegas (8/00) to Spokane, Spokane Valley or Northeast WA. No state income tax. Keep all or most of your seniority. Fourteen bidding stations, lots of OT. Mike, 702-499-5577 or mzahm1701@cox.net.

TX: Dallas (3/11) to Richardson, Allen, McKinney, Frisco, Melissa, Anna or Plano, TX. Derrick, 817-913-2633 or dtitan2018@yahoo.com.

Election Notices

Charlotte, North Carolina

This is official notice to all members of Branch 545 that nominations for the following offices will open at the regular June meeting of Branch 545: president, vice president, recording secretary, treasurer, assistant secretary-treasurer, health benefits representative/MBA representative, sergeant-at-arms, scribe and five trustees-at-large. Nominations will close at the regular July meeting of Branch 545 upon motion and second. Both meetings will take place on the third Tuesday of the month (June 21 and July 19, respectively) at the Ramses Temple, located at 4919 Beatties Ford Road, Charlotte.

Following the close of nomination, the election shall be held by mail-in ballot. The term of election shall be three years.

Sylvin Stevens, Pres., Br. 545

Ponce, Puerto Rico

This is official notification of nominations and elections for Branch 826 for three-year terms for all branch officer positions. Nomination and elections will be held at the Branch 826 union hall in Ponce on June 12. All members in good standing are invited to participate in the nomination and election process.

Efrain Colombani, Pres., Br. 826

Yonkers, New York

To all members in good standing of Branch 387: We are conducting a vote at the June 14 general meeting regarding Article 2, Section 2 of our bylaws. The branch wants to repeal 2.2 to reduce your union dues by \$2 a pay period. The increase is no longer needed because we have reduced our rental expenses considerably. The meeting will be held at VFW Post 375, 10 Huber Place, Yonkers.

Anthony Giobbe, Rec. Sec., Br. 387

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., May's deadline is for the June 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: 1438219

Oakley Carlson



Missing Since: Feb 10, 2021
Missing From: Oakville, WA
DOB: Dec 6, 2016
Age Now: 5
Sex: Female
Race: White
Hair Color: Brown
Eye Color: Brown
Height: 3'0"
Weight: 50 lbs

Oakley was last seen on February 10, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST*)
Grays Harbor Sheriff's Office (Washington) 1-360-533-8765

MISSING

HELP BRING ME HOME

NCMEC: 1446522

Tyqwon Washington



Missing Since: Mar 26, 2022
Missing From: Severn, MD
DOB: Jul 20, 2012
Age Now: 9
Sex: Male
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 4'9"
Weight: 126 lbs

Tyqwon was last seen on March 26, 2022. The child may be in the local area or may have traveled to Baltimore, MD.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST*)
Anne Arundel County Police Department (Maryland) (410) 222-8610



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



**National
Association of
Letter Carriers
(NALC)**



@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**