

Volume 135/Number 9

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The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NALC

72nd Biennial Convention

A UNION of ESSENTIAL WORKERS

Day-by-day coverage of the 72nd Biennial Convention

—PAGES 18-41

Chicago

NATIONAL ASSOCIATION OF LETTER CARRIERS USA

72ND BIENNIAL CONVENTION
CHICAGO, IL • AUGUST 8TH-12TH



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'A Union of Essential Workers' meets in Chicago



Fredric V. Rolando

As I said in my opening address to more than 5,000 delegates and guests to the 72nd Biennial Convention:

All NALC conventions are, by definition, special occasions. There is pure magic in the idea of men and women of all ages, races, religions, ethnicities and family backgrounds coming together from every corner of a gigantic country for a common cause. Our cause is a fierce solidarity that has blossomed and endured over 133 years. That we do so in the great city of Chicago—after some of the most challenging years in our country's history—makes it even more special.

And, for me, it was special for a variety of reasons. First, it was special because after four long years, during which we endured a deadly pandemic and gained the recognition of the American public as the country's most essential workers, we were finally able to gather in person. The joy of this simple fact was palpable and could not be hidden by the face masks we wore to minimize the threat of COVID-19 infections.

Over five days, we celebrated how our union and its members rose to the occasion during the pandemic. Letter carriers helped tens of millions of Americans work from home, shelter in place, and stay safe by delivering prescription drugs, household necessities and billions of e-commerce packages. We distributed relief checks from the Treasury and health bulletins from the Centers for Disease Control and Prevention. We made it possible for nearly half the country's 160 million voters to safely cast their ballots by mail in 2020 in the highest-turnout election in our lifetimes. And we have delivered—and continue to deliver every day—do-it-yourself COVID-19 test kits that have helped tens of millions of Americans monitor their health status and limit the further spread of the virus. All this work has been broadly recognized by the American public, as demonstrated in a poll that named the Postal Service America's most essential enterprise in 2020.

Inspired by this overwhelming public support, and in celebration of our contributions to American life during the once-in-a-century pandemic, we chose the theme of the Chicago convention—**A Union of Essential Workers**.

That theme also embraced the essential work delegates do for the union every day: such as the shop stewards who enforce our contract, the branch officers who give life and energy to our

branches; the health benefit and Mutual Benefit Association representatives who make those services real for our members; the food drive and Muscular Dystrophy Association coordinators who power our community service activities; the political and legislative activists who drive our legislative agenda; the Letter Carrier Political Fund contributors who amplify our advocacy; and the retired members whose experience, knowledge and commitment animate the NALC's essential spirit of solidarity.

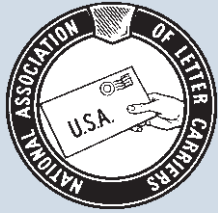
Second, the convention showed that a new generation of letter carriers is ready and able to take up the mantle of union leadership and activism. On the first day, I asked for a show of hands from all the first-time delegates. A large number of delegates raised their hands. Over the rest of the week, they showed up to work alongside more experienced delegates every day, from the early morning to the late afternoon, to focus on ways to improve the lives of our members. Over five general sessions, they debated dozens of National Agreement and general resolutions to advance that goal, and they discussed a variety of amendments to the *NALC Constitution* to make our union stronger. They also attended and vigorously participated in more than 30 workshops to arm themselves with the knowledge and skills to better serve our members.

Third, it was special because we finally got to properly celebrate the 50th anniversary of the Great Postal Strike of 1970, with a viewing of a new documentary called "The Revolt of the Good Guys" (now posted at youtube.com/ThePostalRecord) and a special exhibit called "The Week the Mail Stopped." That celebration was delayed by two years because of the pandemic, but it filled the convention hall with an overwhelming sense of gratitude for the strikers of 1970 and—I hope and trust—inspired the current generation of NALC activists to dedicate itself to improving the jobs of letter carriers who come behind us.

Finally, the Chicago convention was special to me because it was my last convention as NALC's president. I will not be a candidate for reelection as president this fall. I look forward to handing off the reins of leadership. You will decide who leads this great union next. I have no doubt that you will choose wisely—and I will be there for the next president to help in any way that I can. I will bid my farewells at the end of my term. In the meantime, we will continue over the next four months to represent letter carriers to the best of our ability and to make the coming leadership transition as smooth as possible.

For now, let me say what I said to the delegates at the end of the Chicago convention:

It's been an honor to serve as your president for 13 and a half years and to chair these last six conventions. Stay well. I love you.



National Association of Letter Carriers, AFL-CIO

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

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Convention vignettes



**Philip
Dine**

Every major gathering combines official events (see page 18) with an informal side. Here are some personal takes from the Chicago convention.

Dakota Oglesby, 7 years old, was all business as she made her way here, there and everywhere. She is, after all, an old hand at this after three conventions, starting with Los Angeles at age 1. “I’m trying to teach her right,” explained her mother, Torisha, a 24-year Chicago Branch 11 member (as is Dakota’s dad, Denon). “Unions are about being for each other,” she added, “and Dakota gets to see that firsthand.”

Oklahoma City Branch 458 President Ken Mayfield told me about

Johnnie Bell, 90, still delivering after 66 years and whose Navy stint gives him 70 years of federal service. A 2014 USPS publication called him, even then, the nation’s senior-most letter carrier. “I admire the heck out of him,” Ken told me. “Every time I bring new letter carriers to the union hall, I brag on Johnnie. Everybody in Oklahoma City loves him. He’s proud of his career and he’s always got a smile on his face.”

Sen. Dick Durbin’s speech offered a chance to reconnect with someone I covered for many years. The most significant story involved the single deadliest attack on U.S. forces in Iraq, with 16 Illinois National Guard troops perishing in 2003 when their helicopter went down. Those articles, bolstered by Sen. Durbin’s knowledge of the matter, revealed how the Pentagon provided inferior equipment to reserve units, prompting the military to change its practices.

Seattle Branch 79 provided a hospitality suite for delegates to relax after busy days while taking in the vistas of Chicago and Lake Michigan. Pioneering female presidents Jo Ann Pyle and BJ Hansen, who led the branch for a combined 24 of 26 years until 2020, lent a sense of history, while seven-year letter carrier Scott Anderson, a self-described “geography nerd,” informed inquisitive visitors about the origins and functions of any building visible in the hotel’s 30th-floor panoramic view.

President Rolando’s unique blend of traits—a self-effacing nature, one-of-a-kind sense of humor, razor-sharp ability to meet the moment, and the power this combination produces—was evident when he ad-libbed while announcing candidates for national office: “Damn, couldn’t even get nominated,” followed by a heartfelt “Thank you. That was nice,” when delegates, aware of what had just transpired, rose in prolonged applause. Come to think of it, those characteristics pretty much define his tenure at NALC’s helm.

Matty Rose’s depiction of his role in the 1970 postal strike was priceless. Two days into the walkout, the Hollywood, FL, postmaster called Matty to his office and called him “a long-haired hippie Communist,” prompting this reply: “You’re right about two of those things. I have long hair and I’m a hippie. But I’m not a Communist. I just returned from Vietnam.”

My admiration for the attentiveness of NALC convention delegates was reinforced when I encountered Rep. Hakeem Jeffries backstage after the New Yorker’s rousing speech. If his remarks resonated, he said, it was because “The crowd was great.” That reminded me, I noted, of the sentiment expressed earlier by United Mine Workers of America President Cecil Roberts, who related how legendary predecessor John L. Lewis, when asked from where he derived his power, replied simply: “I derive my power from the membership.”

Late Friday night, convention over, James Henry, newly elected as NALC’s vice president, sat with a small group that included his best friend, Christopher Hill, a retired Marine master gunnery sergeant whose 30 years of service included Afghanistan, Iraq, Kosovo and the former Soviet republic of Georgia. He’d traveled from Tampa at his own expense to witness the nomination of James, himself a 26-year Marine vet and former gunnery sergeant. “I can’t tell you what it means to me that he’s here,” James said, “but it doesn’t surprise me.” As a non-letter carrier, did Christopher enjoy the convention? “I loved it,” he said. “The camaraderie you guys have, it’s like the Marine Corps.”

Downpours in western Pennsylvania’s mountains and Ohio’s valleys slowed traffic to a crawl, getting me to Chicago at 2:30 a.m. Saturday. Fortunately, the first person I saw in the hotel lobby was Branch 11 President Mack Julion, who had a ticket for the WNBA champion Chicago Sky’s game Sunday. I thanked my lucky rain the next day, when a thrilling contest ended with an unexpected courtside chat with the Sky’s owner, Michael Alter, about how the women’s teamwork and passing mirrored the early NBA. An equally grueling drive back to Washington was offset by his email thanking *me* for *my* time. I told him that if the Sky have a playoff game in the nation’s capital, at least one local resident will be rooting for the visitors.

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News from Washington

Biden signs Inflation Reduction Act into law, NALC applauds vehicle funding

On Aug. 16, President Biden signed the Inflation Reduction Act (IRA) of 2022 into law. The president's signature comes after the sweeping climate and tax package passed in party-line votes in the Senate on Aug. 7 and in the House of Representatives on Aug. 12.

After months of stalled negotiations among Democratic senators, on July 27, Senate Majority Leader Chuck Schumer (D-NY) and Sen. Joe Manchin (D-WV) announced a deal on the IRA, which will invest \$437 billion in energy, climate and health care provisions, raise an estimated \$737 billion through an updated corporate tax code and reduce the national deficit by \$300 billion over the next decade.

In relation to the Postal Service, the IRA includes \$3 billion for the agency's vehicle fleet, with \$1.29 billion for purchasing zero-emission delivery vehicles and \$1.71 billion for installing the necessary infrastructure to support the vehicles at USPS facilities.

"NALC is pleased to see President Biden sign this bill into law, and we applaud the House and Senate on its passage," NALC President Fredric Rolando said. "The bill will provide funding for the Postal Service to maximize the number of electric vehicles in its new vehicle fleet, which is long overdue."

Before the Senate vote, dozens of amendments were introduced in a nearly 15-hour vote-a-rama, including several regarding funding for the Postal Service vehicle fleet.

Sen. James Lankford (R-OK) introduced an amendment that would require the Postal Service to conduct a publicly available cost-benefit analysis of the purchase of zero-emission vehicles compared to non-electric vehicles.

Sen. Bill Hagerty (R-TN) introduced three amendments that would strike the \$3 billion for the Postal Service and reallocate those funds to the Department of Homeland Security and other agencies to strengthen immigration enforcement and drug detection at the border.

An amendment was introduced by Sen. Joni Ernst (R-IA) that would require the Postal Service to sell non-political advertisements on its delivery vehicles, and Sen. John Kennedy (R-LA) introduced an amendment that would prohibit USPS from replacing vehicles with less than 100,000 miles on them.

Finally, Sen. Jeff Merkley (D-OR) introduced an amendment to increase the Postal Service vehicle funding to \$7.5 billion.

None of these amendments passed, and the original \$3 billion for zero-emission vehicles and the necessary infrastructure for the Postal Service remains.

Overall, the legislation will provide \$369 billion in funding for climate provisions, including investments in clean manufacturing and electric vehicles, as well as clean energy tax credits for consumers. It will lower the cost of prescription drugs for many Americans by allowing Medicare to negotiate with pharmaceutical companies for lower prices and extend Affordable Care Act premium subsidies to 2025.

The legislation will offset these investments through an updated corporate tax code that will provide an estimated \$737 billion in revenue. It will impose a 15 percent minimum tax on all corporations, raising an estimated \$222 billion, and provide \$80 billion for the IRS for additional staffing and technology to increase audits,

bringing in an estimated \$124 billion. To secure Sen. Kyrsten Sinema's (D-AZ) support, the provision that would have eliminated the "carried interest" tax loophole, a current workaround that allows wealthy fund managers to pay lower taxes than their staff, was removed from the final package.

The IRA is a scaled-down version of the original \$2.2 trillion Build Back Better Act, a key part of the Biden administration's agenda that passed in the House last year but ultimately stalled in the Senate. While the IRA includes funding for the Postal Service and provisions that will help letter carriers and their families, notably excluded from this package are paid family leave, child tax credits, and free early child care and community college.

House committee advances heat-stress protection for postal workers

On July 27, in a 27-19 party-line vote, the House Committee on Education and Labor advanced the Asuncion Valdivia Heat Illness and Fatality Prevention Act of 2021 (H.R. 2193). This bill would direct the Occupational Safety and Health Administration (OSHA) to issue an occupational safety and health standard to protect workers, including those at the Postal Service, from heat-related injuries and illnesses. It also would direct employers to provide heat-related training and hazard advisories to their employees.

NALC supports this legislation and has worked to have our priorities that protect letter carriers included in the bill. These provisions include fully paid required rest breaks; compelling OSHA to set up criteria for rest, water, shade and acclimatization; extending

the statute of limitations for whistleblowers to report heat-related issues from 30 days to 180 days; and extending the statute of limitations for OSHA to bring heat-related citations against employers from six months to four years.

OSHA has announced that it is in the process of drafting a heat-related regulation but has indicated that a final rule could take years. This legislation would require OSHA to act now on a heat-related rule.

“Workers in this country still have no legal protection against one of the oldest, most serious, and most common workplace hazards: excessive heat,” Committee Chairman Bobby Scott (D-VA) said. “This legislation will require OSHA to issue a heat standard on a much faster track than the normal OSHA regulatory process. Workers deserve no less, particularly as heat-related illnesses and deaths rise.”

At the markup, Democrats cited climate change and the recent extreme heat waves across the country as reasons for OSHA to establish a heat-related rule now. Republicans argued that the legislation aims to appease climate activists while undermining OSHA’s rulemaking process, and that with varying temperatures across the nation, a one-size-fits-all OSHA ruling would not be effective.

A House vote on the bill is expected in the coming months. There has been no action on the issue in the Senate.

NALC will update letter carriers on any future developments.

President Biden signs PACT Act into law

On Aug. 10, President Biden signed the Sergeant First Class Heath Robinson Honoring our Promise to Address

Comprehensive Toxics (PACT) Act of 2022 into law. This historic law is the first to ensure that veterans exposed to toxic exposure fumes from burn pits have access to care and benefits from the Department of Veterans Affairs (VA).

The bill will improve the presumptive process by streamlining access to health care benefits for veterans, regardless of their disability status, who served in areas that subjected them to toxic exposure. It will help an estimated 3.5 million veterans who served in Iraq and Afghanistan and were exposed to toxic smoke from burn pits, which included the burning of medical and human waste, jet fuel, chemicals, metal, plastics and more.

“We have many obligations but only one truly sacred obligation: to equip those we send into harm’s way and to care for them and their families when they come home,” Biden said before signing the bill. “This is the most significant law our nation has ever passed to help millions of veterans who were exposed to toxic substances during their military services.”

President Rolando applauded the action. “The Postal Service is one of the largest employers of veterans in the country,” he said. “This legislation will help many veteran letter carriers who have served our nation. We are pleased to see President Biden sign it into law, and we commend Congress on its passage.”

Veterans can file claims or apply for VA health care by visiting va.gov/pact.

Bill protecting vote-by-mail, election workers introduced in Senate

On July 20, Sen. Susan Collins (R-ME) and 11 bipartisan co-sponsors

introduced the Enhanced Election Security and Protection Act (S. 4574), which would increase penalties for crimes against election workers and enact the Postal Service Election Improvement Act.

The Postal Service Election Improvement Act would require the Postal Service to issue best practice guidance for election officials, designate advisors to ensure the proper handling of election mail and create standard election mail design and formatting. Additionally, it would require USPS to process election mail the Sunday before an election, postmark all ballot envelopes, allow for extended hours as needed for election purposes, and stop any changes that might impede service 90 days before a federal election.

NALC has been actively involved in ensuring that all election mail is handled appropriately. NALC, along with other postal unions and management organizations, is a member of the Postal Service’s Election Task Force, which was established in 2020. At the height of the pandemic, this task force worked to develop new protocols and processes to ensure the proper handling of all election mail. As a result, in the 2020 election, 99.89 percent of voters’ ballots were delivered to election officials within the postal guidance of seven days, and almost all of those were delivered much faster.

Outside of the Postal Service, the bill would reauthorize the Election Assistance Commission for another five years and require cybersecurity testing as part of its voting system testing and certification program. It also would increase the penalties for those who knowingly steal, damage or alter election records and make it illegal to tamper with voting systems.

News from Washington (continued)

NALC will update letter carriers on any future actions.

Take action on NALC priority legislation

While letter carriers have celebrated many victories during the 117th Congress, there is still work to be done. As the 117th Congress heads into its final months, it is important to make as much progress as possible on our priority legislation. Below is the status of three key pieces of legislation. NALC encourages all letter carriers to visit our Legislative Action Center at nalc-info.org/take-action and click the blue “Take Action” buttons to ask your members of Congress to support these bills.

Social Security Fairness Act (H.R. 82/S. 1302)

This bill would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) titles of the Social Security Act, which unfairly reduce or sometimes eliminate Social Security benefits for millions of workers, including letter carriers.

On July 15, H.R. 82 reached 290 cosponsors in the House of Representatives. Under current House rules, when a bill reaches 290 co-sponsors it can go to the House floor for a vote after 30 days if the committee of

jurisdiction does not act. It is unclear if the House Committee on Ways and Means, the committee of jurisdiction for H.R. 82, plans to take up the legislation or waive action, making it possible for this bill to come to the House floor at any time.

With 295 bipartisan co-sponsors in the House and 40 bipartisan co-sponsors in the Senate, it is important to move this legislation through before the end of the 117th Congress. NALC urges all letter carriers to contact their representatives and ask them to bring H.R. 82 to the House floor.

Federal Retirement Fairness Act (H.R. 4268)

H.R. 4268 would modify what is considered creditable federal civilian service under the Federal Employees Retirement System (FERS). It would allow federal employees, including Postal Service employees, who began their federal/postal service in non-career positions, such as casuals, transitional employees (TEs) or city carrier assistants (CCAs), to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making it creditable service under FERS, and for other purposes.

H.R. 4268 has 76 bipartisan co-sponsors in the House, and no action

has been taken in the Senate. While this legislation is unlikely to reach the House floor in the 117th Congress, it is important to gain support and co-sponsors. Please visit NALC’s Legislative Action Center and ask your representative to co-sponsor the Federal Retirement Fairness Act.

USPS Shipping Equity Act (H.R. 3287/S. 1663)

Current law prohibits the Postal Service from shipping alcoholic goods, making private shippers such as FedEx and UPS the only option for wineries, breweries and other producers to have goods delivered directly to customers. H.R. 3287/S. 1663 would allow the Postal Service to ship these beverages and would generate an estimated \$190 million annually in new revenue for the Postal Service.

The legislation has gained more co-sponsors in recent months. At press time, H.R. 3287 had 44 bipartisan co-sponsors in the House and S. 1663 had four co-sponsors in the Senate. While this legislation is unlikely to receive a vote in the 117th Congress, it is important to increase support and co-sponsors. NALC encourages letter carriers to contact their members of Congress and ask them to co-sponsor this bill. **PR**

Sixth contract COLA set at \$2,455

The sixth regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement was \$2,455 annually following the release of the July consumer price index. This increase was added to every step in Table 1 and Step O in Table 2, and

then applied proportionately to Steps A through N in Table 2. The increase has been applied to the pay chart on page 7. The increase was effective on Aug. 27, 2022.

The sixth COLA alone was at least a 3.8 percent pay increase for each step in the career pay schedules. The

five previous COLAs paid under the 2019-2023 National Agreement have resulted in total pay increases for each step in the career pay schedules of at least 6.2 percent. The result is at least a 10 percent increase so far during this contract from COLA increases alone. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Aug. 27, 2022 (July 2022 COLA)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

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

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

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

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

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

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

Table 1: City Carrier Schedule

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

																RSC Q (NALC)
Basic Annual Salaries																<i>MOST</i>
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	<i>PREV.</i>
City Carrier (Grade 2)	61,183	65,567	65,668	68,805	69,260	69,718	70,169	70,620	71,078	71,521	71,981	72,438	72,888	73,352	73,802	<i>STEP</i>
Carrier Technician**	62,468	66,944	67,047	70,250	70,714	71,182	71,643	72,103	72,571	73,023	73,493	73,959	74,419	74,892	75,352	458
Part-Time Flexible Employees - Hourly Basic Rates																460
City Carrier (Grade 2)	30.71	32.92	32.97	34.54	34.77	35.00	35.23	35.45	35.68	35.90	36.14	36.36	36.59	36.82	37.05	
Carrier Technician**	31.36	33.61	33.66	35.27	35.50	35.73	35.97	36.20	36.43	36.66	36.89	37.13	37.36	37.60	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	29.41	31.52	31.57	33.08	33.30	33.52	33.74	33.95	34.17	34.39	34.61	34.83	35.04	35.27	35.48	
Carrier Technician**	30.03	32.18	32.23	33.77	34.00	34.22	34.44	34.66	34.89	35.11	35.33	35.56	35.78	36.01	36.23	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		<i>YRS.</i>
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

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

																RSC Q7 (NALC)	
Basic Annual Salaries																<i>MOST</i>	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	<i>PREV.</i>
City Carrier (Grade 2)	45,391	47,418	49,448	51,477	53,508	55,535	57,567	59,598	61,626	63,655	65,686	67,713	69,746	71,773	73,802		
Carrier Technician**	46,344	48,414	50,486	52,558	54,632	56,701	58,776	60,850	62,920	64,992	67,065	69,135	71,211	73,280	75,352	<i>STEP</i>	
Part-Time Flexible Employees - Hourly Basic Rates																2,072	
City Carrier (Grade 2)	21.92***	22.79	23.80	24.82	25.84	26.86	27.88	28.90	29.92	30.94	31.96	32.97	33.99	35.01	36.03	37.05	
Carrier Technician**	22.38***	23.27	24.30	25.34	26.38	27.43	28.46	29.51	30.55	31.59	32.63	33.67	34.71	35.75	36.79	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.82	22.80	23.77	24.75	25.73	26.70	27.68	28.65	29.63	30.60	31.58	32.55	33.53	34.51	35.48		
Carrier Technician**	22.28	23.28	24.27	25.27	26.27	27.26	28.26	29.25	30.25	31.25	32.24	33.24	34.24	35.23	36.23		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		<i>YRS.</i>
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

** Carrier Technicians receive an additional 2.1%

***The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

Table 3: City Carrier Assistant Schedule

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

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

Hourly Rates

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

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

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

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.

Fastest man in Buffalo

Buffalo-Western New York Branch 3 member **Jesse Osiadlo** is now officially one of the fastest men in Buffalo.

On May 29, Osiadlo placed eighth in the Buffalo Marathon in his division of males aged 35-39, but was the fastest male marathon participant hailing from the city of Buffalo.

"Buffalo's fastest man is a USPS letter carrier, a union member and a steward," Branch 3 President **David Grosskopf Jr.** said, adding that it was an "incredible feat on endurance displayed by this man to top all his competitors locally. Great job, Jesse!"

When an Ohio ZIP Code and the date align

Excitement abounded for Gambier, OH 43022 on April 30 as the village, home to Kenyon College, celebrated a "date matches ZIP" day.

The once-in-a-century event was marked with games and giveaways, activities, food trucks and a parade.

Gambier Mayor Leeman Kessler issued a proclamation making the day official on the steps of the post office. The ceremony also included comments from local postal workers.

The residents of 43022 appreciate their post office as an integral part of town and student life, David Hoyt, a writer and news director for the college's Office of Communications, told USPS Link.



Gambier, OH, celebrates a date that matches its ZIP Code.

"During first-year orientation, every Kenyon student is assigned a P.O. box," Hoyt said, adding that many students "come to know and love the dedicated employees."

Kenyon alumni around the United States joined in on the fun, with satellite 43022 gatherings held in at least 10 other cities.

At the town's Independence Day festival in 2020, "Citizen of the Year" honors were bestowed upon the Gambier Post Office.

"In such a small village, the post office remains an important community hub," Hoyt said.

Mississippi neighborhood's 'celebrity mail carrier' retires

Patsy Larry of Vicksburg, MS Branch 94 retired in early July after 30 years with the Postal Service, including 22 in Vicksburg. As a letter carrier, Larry made a point of befriending her customers and treating

them with kindness and conscientiousness.

"Every day has been really mostly a good day. I've liked every route I've had. I've liked the people," she told *The Vicksburg Post*.

One customer told the *Post*, "She's doing her job, but she's also looking out for all of us and aware of everything and what's happening in our day-to-day celebrations and our trials."

Jack Burns, a manager of an apartment building on Larry's route, described her as "our favorite celebrity mail carrier."

He said, "She has a fabulous smile. And she has a wonderful sense of humor and a fabulous demeanor."

Burns added that the carrier understood the ins and outs of her job better than anyone and always managed to deliver the mail to the right person, even if a business was closed or someone had moved away.

Larry also appreciated USPS for what it's done for her. Regarding her father's death in early 2022, she told the *Post*, "[My co-workers] rallied around me and just made me feel normal when it really wasn't a normal time."

Patsy started her career as a letter carrier in Los Angeles, CA, and transferred to Mississippi when she moved



Patsy Larry

NALC

72ND Biennial Convention



SAVE OUR UNION

Elect Clean Sweep for National Office

Our union is facing a crisis. Participation is down across the country because carriers, particularly CCA's, are overworked and don't see the point of investing in a union that has invested so little in them. The Clean Sweep slate aims to increase local engagement by providing a national that carriers can believe in.

For the sake of our union, we must:

- ✓ Push for letter carriers' pay to be comparable to UPS drivers'
- ✓ Eliminate B-Teams and make the third step of the grievance procedure adversarial
- ✓ Ensure that every carrier receives the full COLA
- ✓ Eliminate the Windfall Protections Act (WEP)
- ✓ Eliminate the non-career CCA classification
- ✓ Shorten the time for all grievances to be arbitrated to two weeks after the appeal to arbitration
- ✓ Abolish Table 2, giving all carriers hired after 2013 an about \$6 per hour raise
- ✓ Add a "Letter Carrier Rights" article to the collective bargaining agreement that would abolish programs such as DOIS and PET and would prohibit supervisors and managers from raising their voices to letter carriers, criticizing carriers on the workroom floor, and establish other rights and procedures that would protect carriers from abusive supervisors
- ✓ Strictly enforce the contract's requirement that a normal work week consists of five eight-hour days
- ✓ Return to having management pay for 90% of carriers' health benefits premiums



Cleansweepnalc.com

Visit the Clean Sweep website to see the entire platform, or join the Clean Sweep 2022 Facebook group to talk with us directly.



Clean Sweep
2022 FB group

The Clean Sweep slate consists of David Noble for President, Maureen Valadie for EVP, Cie Sharp for Secretary Treasurer, Matt Webster (HBP), William Boone (MBA), Linda Mann (RET), Rolando Rodriguez (Tru), Kay Hall (Tru), Francisco Jose Cabrera (Tru).



Tim Rice

Social media (continued)

back to take care of her mother. She plans to go back to Los Angeles after retirement to visit some old friends, namely former customers.

After Los Angeles, Larry is toying with the idea of going on vacation to the Maldives, a nation of islands in the Indian Ocean. “The water is so beautiful. That would be amazing,” she said.

However, Larry’s customers said they will sorely miss her.

“I just can’t imagine downtown without her presence. I just love her. I respect her. I think she’s an incredible person,” Chris Porter, a business owner on Larry’s route, said.

Benevolent Florida carrier retires after three decades

Tim Rice, a member of Central Florida Branch 1091 and a second-generation letter carrier, hung up his mailbag in May after 34 years.

Rice was inspired at a young age to join the Postal Service—as a preteen, he used to have lunch with two of his father’s friends who were letter carriers. Rice has witnessed many changes within the Postal Service since 1988; for example, his city went from nine routes to 47. Rice’s route was on the north side of the city, and he could walk it in under five hours.

“My wife used to tell me I walked like my butt was on fire,” he told *The Orange Observer*. Rice’s house was on the route, so he ate lunch every day with his wife of 37 years, Sandy.

Rice’s customers loved him, and they showed it—Rice remembers Mrs. Kannon always leaving out a 32-ounce glass of ice water under the lid of her grill. He remembers another resident always waiting to greet him with a glass of cold water.

The affection went both ways. Rice

took care of his customers—one time, he saw a man trying to get a lawnmower to start, and Rice brought him an extra one from his own home.

“People that knew me, they would donate those things to me, and I could give to people—bikes, lawnmowers, ceiling fans,” he told the newspaper. “And it was helping people. I saw kids out there with no bicycles, and people would give me bikes and I’d delivered them to their parents.”

The children on the route always waited for him to deliver the mail: “They called me Rubber Band Man,” he said. “If I didn’t have mail for them, I would give them a rubber band. You didn’t want to disappoint them. I watched them from 2, 3 years of age, and I watched them grow up and graduate and get married and have kids.”

Rice decided to retire once the heat became too much. He tried to say his goodbyes in person. “When I posted [my message] on Nextdoor, I got like 600 messages,” he said. His last day of work was Friday, April 29, and his co-workers threw him a party.

Rice’s goals for retirement include flying in a plane and taking a ride on a boat, both for the first time. He and his wife want to see whales and glaciers in Alaska. He also wants to spend time with his three grandsons, who live 15 minutes away. However, Rice plans to always stay in touch with his co-workers and customers.

A celebrated retirement for longtime Wyoming carrier

After 38 years, **Mike Moss** of River-ton, WY Branch 5923 retired on May 26. “Mailman Mike,” as he’s known on his route, will be missed by his customers.

Moss knows everyone on his route; he even takes time to kick a ball

around with the children.

Moss told County 10, a local web-based media outlet, that he would miss his customers and the kids, but that he is happy to leave behind the winter commute from Red Canyon, a commute he has been dealing with for 22 years.

“No plan is the best plan,” Moss said about his retirement.

He thanked his customers and the community for their kindness over the years—“I appreciate all the love,” Moss said.



Mike Moss

Virginia community marks retirement of ‘Santa Paws’

Northern Virginia Branch 3520 member **Scott Arnold** retired in late June after 40 years, and it’s clear that he will be missed by his customers.

“He always stops, and never drives by,” Racquel Collins-Milinkovich, a resident, told WUSA-TV, the CBS affiliate in Washington, DC. “It’s not a wave for him but it’s a ‘Hey, how’s your day?’” Regarding the pandemic, Collins-Milinkovich added, “He really brought the community together when we were in this strange period of isolation. To see his smiling face every day greeting you and your dogs felt like some sense of normalcy.”

THE RENFROE BARNER TEAM



Brian Renfroe
President



Paul Barner
Executive Vice
President



Nicole Rhine
Secretary-Treasurer

The Renfroe-Barner Team has the experience, skills, and judgement to build on NALC's long record of success over the next four years.

While we have shown great success as a union in the most challenging situations, our resolve to protect our members is stronger than ever. Our top priority will be defending and improving the pay, benefits and rights we demand at the bargaining table for all NALC members. We will not stop there.

The Renfroe-Barner Team will work tirelessly to sustain and grow our success in collective bargaining.

To achieve this goal, NALC must have capable and tested leaders to perform in these arenas and to handle the complicated challenges that arise. They must have the capacity to advance our interests with postal management and enforce the collective bargaining agreement while engaging strategically with the media, members of Congress, the White House and our brothers and sisters in the labor movement to maintain broad public support for letter carriers.

The Renfroe-Barner Team possesses this capacity and has proven track records of dedicated and effective service to our union and its active and retired members.



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Dir. of Life Insurance



Dan Toth
Dir. of Retired Members



Lawrence D. Brown Jr.
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Stephanie Stewart
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**Elected by acclamation/consent at the 2022 NALC Convention*



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Social media (continued)



Scott Arnold

Arnold knew the names of every resident on his route of 30 years, but he also had a special spot in his heart for the dogs—not only did he learn their names as well, but he decided that dogs deserve holiday packages just as much as humans. Toward that end, Arnold made a stocking with a bow on it for each dog on his route and called himself “Santa Paws.” For his final Christmas as a letter carrier, Arnold made 300 stockings. (See story in the January *Postal Record*.)

In 2020, Arnold’s son died at age 37. “The outpouring of affection and support just blew me away,” he said. To deal with the loss, Arnold focused on his work as a letter carrier. “Even in his own losses, connecting to the community always put him in a better headspace,” Collins-Milinkovich said.

Arnold decided to retire because of the oppressive heat and because he wanted to spend more time with his grandchildren.

He sent a letter to everyone in his community to say goodbye, and residents celebrated his retirement with balloons and signs in their yards. “It’s been a privilege and a pleasure to be your carrier all these years and to come to know you,” Arnold wrote. “You’ve accepted me, and I’ve accepted you. Like I say, it’s family to me and it kills me to leave.”

Beloved Massachusetts carrier retires

Dick Dassatti, a member of Pittsfield, MA Branch 286, retired in late June after 38 years as a letter carrier. The carrier can’t seem to take a stroll downtown without running into three or four friends.

Dassatti has worked a variety of fascinating jobs—before joining the Postal Service, he maintained baseball fields and did some summer work at the North Adams Parks and Recreation Commission. He also worked at Help Line, a crisis intervention hot line; at the color shop for Arnold Print Works; and as a flock supervisor, raising thousands of chickens at Arbor Acres at Mount Hope Farm. Dassatti also hitchhiked his way around the United States and western Canada. Finally, a friend suggested that he apply for the Postal Service, so he took the test and got the job.

“I was very grateful to have this job,” Dassatti told *The Berkshire Eagle*. “During that 36-year period I was able to be a part of 300 to 400 families in that neighborhood on a daily basis. The route allowed me to be exposed to part of the business community, elderly housing tenants, college students, professors and both retired and working families.”

Regarding his union leadership role as a shop steward, a position he served



Dick Dassatti



Kalani Han

in until 2014, Dassatti said, “Mutual respect was the key. There’s always going to be conflict—if someone was hurt by it, you try to make it right.”

Dassatti plans to spend retirement growing wild berries and tending both to other gardening chores and to his friendships. Of the job, he said, “In a way, it’s heartbreaking to leave it.”

Illinois letter carrier spreads joy through his clothing

Kalani Han, a member of Chicago, IL Branch 11, has already gained recognition along his route for his polished look, which his customers described as “quaint” and “dapper.”

Han started as a letter carrier in November, and from the very first day, he donned a particular look: a signature pressed and creased Postal Service shirt, tuxedo stripe pants, an Italian silk necktie, an eight-point hat and a mid-century A. Hirsch watch. He also carries a crisp handkerchief, has a pointed solo mustache and styles his hair in a pompadour. Han told Block Club Chicago that he views his look as “quaint,” “Americana” and “[exuding] a level of friendliness.”

Before deciding to enter the Postal Service, Han planned to attend the Fashion Institute of Technology, but instead he now channels his love for style into his job as a letter carrier.

Han’s inspiration comes from the uniforms of mid-century letter carriers, which were described as “breathable but itchy.” He said that wearing this uniform reminds him of his father, who served in the military. “Now we’re both serving our country in different ways,” Han noted.

Han said that his older customers appreciate his uniform more than others. “It’s a happy memory of their

Elect Kenneth R. Gibbs Jr. for

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childhood, which is a pretty powerful thing,” he said. “There’s this nostalgia around it that’s very charming. That feeling of the mailman coming around, and everybody knows your name and says hello. With the pandemic, the political and social atmosphere, kindness is always important.”

“It’s the first job I feel proud to be a part of,” Han said. “It’s very rewarding. Something as simple as the way you dress can make somebody’s day.”

Ohio letter carrier earns Million Mile Award

In July, Dayton, OH Branch 182 member **Richard Miller** received a Million Mile Award, a milestone that marked a million miles of accident-free driving for the carrier throughout his career.

Miller delivered mail for 32 years in Dayton and has done so for the past nine years in Greenville.

“To be able to concentrate for that well and that long is quite an accomplishment,” Bill Judge, the postmaster of 45 years, told the *Daily Advocate*.

A modest Miller said that “it’s not so much concentration, as it is being fortunate. I’ve been very blessed to be 32 years accident-free and very nervous for the past two years.” The closer

Miller got to the million-mile mark, the more anxious he became.

Tabitha Fourman noted that on the day he reached a million miles, Miller was “paranoid about everything he did.”

Miller’s achievement was commemorated with a jacket and a plaque. He and his colleagues also got to enjoy a red, white and blue cake on which was written, “Congratulations Rich Miller for delivering a million smiles in a million miles.”

Pennsylvania carrier retires to follow bodybuilding dreams

In July, **Mark Zmitravich** of New Castle, PA Branch 22 retired after 42 years of service. Zmitravich told the *Courier Express* that he was lucky to have his dream job, one that allowed him to get to know people and to exercise, all while getting paid for it.

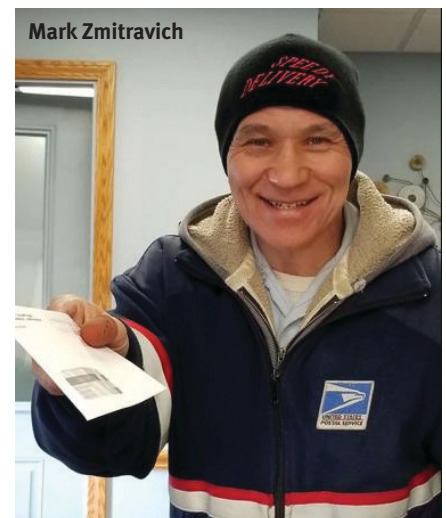
Despite feeling this way now, Zmitravich didn’t plan to become a letter carrier. However, from the age of 6 until his high school graduation, he delivered newspapers for the *Courier Express*. Zmitravich attributes his career to Carl Divins, who chose to hire him at the post office less than a month after he graduated from college. He marveled, “I touched six decades all the way through my postal career.” He calculated that he walked around the world at least three times over the course of his career.

Zmitravich decided it was time to retire when he started having issues with his ankle. He injured it in 1979 during a volleyball game, and figured that it has started acting up again. Zmitravich

also added that he wanted to spend more time doing what he loves, explaining, “You don’t know how much time you have left.”

During his retirement, Zmitravich plans to spend more time on bodybuilding. He’s been lifting weights since he was 12 years old, and in 2008, he experienced one of his proudest moments. In the ’70s, Zmitravich had watched in awe as bodybuilders competed in the Mr. Olympia contest, which is, according to him, “the biggest contest you can compete in professional-wise.” In 2008, he competed in it himself and won second place.

Zmitravich views retirement as bittersweet. “When you wake up every morning, and you put a blue shirt on, and blue pants, whatever, and then my shoes, and do that for 42 years, the same thing, and to stop it just like that... it’s done, and it’s hard for me, because it’s been there for me my whole career.” **PR**



Richard Miller receives his award and a jacket.



Returning to work following military service

As employees of the Postal Service, letter carriers have the right to voluntarily serve in the armed forces while still maintaining their USPS employment. Situations in which an employee serves on active duty in the military include members of the reserve or National Guard components as well as those who chose to voluntarily enlist. Regardless of the reason an employee is absent from the Postal Service to serve on active duty, the return-to-work regulations are the same in each circumstance. The rules regarding military leave and the time limits for an employee to return to work are found in *Handbook EL-312*, Employment and Placement.

The first step to protecting an employee's right to return to work is to notify the Postal Service of the absence for military service. The rules governing this requirement are found in Section 771.5 of *Handbook EL-312*, which states:

771.5 Advance Notification of Entering the Uniformed Services

To ensure entitlement to reemployment and benefits, employees must give their immediate supervisor reasonable notice of the impending absence from work because of service in the uniformed services. The advance notice can be given by the employee orally, in writing, or:

a) Notification can also be made orally or in writing by the employee's military command. This situation may arise if military necessity prevents the employee from giving notification.

b) No advanced notice is required if it is precluded by military necessity, or it is otherwise impossible or unreasonable to give notice.

If an employee is unable to give the required notice due to an exception covered under Part b of this section,

they should document the reasons and keep it for their records. This could protect the employee in case the Postal Service attempts to deny the leave or the letter carrier's return to work.

Once an employee has finished their commitment to the military and been released from active duty, the amount of time they have to return to work at the Postal Service depends on how long they were absent. The longer an employee is absent for military service, the longer they have before they must return to work. The rules explaining these time limits are found in Section 773 of *Handbook EL-312*, which states:

a. **Service of 1 to 30 days.** The employee must report by the beginning of the first regular scheduled day of work following 8 hours after return home from the military service. If an employee's return to work within this time frame is unreasonable or impossible, and he or she is not at fault for the delay, the employee must return to work as soon as possible.

b. **Service of 31 to 180 days.** A written request for return to duty must be submitted no later than 14 days after the employee's completion of the military service. If submission of written request for return to duty is impossible or unreasonable through no fault of the employee, it must be submitted as quickly as possible.

c. **Service of 181 or more days.** A written request for return to duty must be made within 90 days from the date of discharge.

Note: Individuals who fail to request return to duty in writing within the above specified time frames do not forfeit their rights automatically. However, they are subject to discipline because of unexcused absences.

d. **Service-connected hospital-**

ization or convalescence. Members of the uniformed services, who are hospitalized or convalescing because of a service-connected disability incurred during active service, are required to return to work once recovered. They are to report or apply in accordance with their length of service as stated in a, b, and c above. The normal recovery period may not exceed 2 years. However, the 2-year period will be extended in order to accommodate circumstances that prevented the returnee from reasonably reporting or applying. This extension will be of minimum duration to reasonably resolve the difficulty beyond the returnee's control.

Although the rules regarding military leave and an employee's right to return to work are included in the *Handbook EL-312*, which is a Postal Service publication, these rights are guaranteed by law under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). Employees who believe the rights afforded to them under USERRA have been denied have two options.

Join the NALC Veterans Group

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

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

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

First, letter carriers who are on military leave are still employees of the Postal Service and are covered by the collective-bargaining agreement. This gives them the ability to file a grievance if the military leave or their return to work were denied.

Second, veterans may file a claim with the U.S. Department of Labor's (DOL) Veterans' Employment and Training Service (VETS). Information about VETS and how to file a claim are available on the DOL website at dol.gov/agencies/vets. Letter carriers should keep in mind that

claims filed with VETS are outside of the grievance procedure and NALC does not represent employees in this forum.

To avoid any issues with military leave and returning to work following a period of active duty, letter carriers should review the Handbook EL-312 and the NALC *Veterans Guide*, which offers a detailed explanation of the rights enjoyed by military veterans. The guide is available in electronic format on the NALC website at nalc.org/news/nalc-updates/body/Veterans-Guide-Final.pdf. A hardcopy version of the guide is

provided to members of the NALC Veterans Group upon joining. For more information about the group and how to sign up, visit nalc.org/veterans.

Letter carriers with questions about veterans' rights should speak to their shop steward or local branch officer. They may also contact the national business agent (NBA) who represents their region. Contact information for the 15 NBA regions is available on the NALC website at nalc.org/union-administration/nalc-regions or on page 2 of this magazine.

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Don Lyerly
Region 9 National Business Agent

We the People of Region 9, choose...

DON LYERLY for NBA

- Senior RAA in Region 9 (six years in office)
- 28 years as a Letter Carrier
- Arbitration Advocate (76% win rate)
- Primary NALC Step B rep. (100% final exam)
- Branch President (& many other local positions)
- Steward and Formal A rep. since 1996
- Leadership Academy Class 7
- College degree in Business Management/HRM
- Paralegal dual-degree studies

Just scan the QR code below with your smartphone's camera to learn more about Don and his vision for the region!



"Knowledge is power. Knowledge shared is power multiplied."

Region 9 "Bill of Rights": We the members have the right to elect an NBA who will *fight* for our contractual rights and a better environment on the workroom floor. Our NBA has oversight of the entire grievance/arbitration process for four states. We want an *effective* grievance procedure that eliminates repetitive issues and holds management accountable for violations. We want an NBA who is *certified* as a Step B representative giving advice to the Step B teams. We want an NBA with a *winning* record at arbitration coaching advocates and deciding how cases should be presented to an arbitrator. We want an NBA who has spent over two decades training hundreds of stewards and multiplying contractual knowledge throughout the Region. Don is the best choice for NBA because he has knowledge, skills, and experience in *every single aspect* of the job. Don is the only candidate who has been a Regional Administrative Assistant in the NBA office, and he has had the opportunity to work with two different NBAs. He has studied the successes and the mistakes of the past administrations and he knows how to run the NBA office fairly and effectively. Don has committed to the Region 9 members that he would turn down any opportunities to be promoted to NALC Headquarters—Region 9 needs him and he will remain devoted exclusively to Region 9's membership for as long as you will allow him. When you get your ballot in the mail...

***** VOTE DON LYERLY for NATIONAL BUSINESS AGENT for a better future in Region 9! *****

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Ballots for NALC national and regional elections to be mailed

The National Election Committee, appointed at the Chicago National Convention to conduct the election of national officers for NALC, met on Aug. 17 to set the rules and procedures for the contested national and regional elections, as laid out in the *NALC Constitution*. It also set Aug. 29 as the date for the random drawing to determine the order of the names as they will appear on the ballot for each office.

Candidates for vice president, assistant secretary-treasurer, director of city delivery, director of safety and health, and 13 of the 15 national business agent (NBA) positions were unopposed and elected by consent at the Chicago convention. Two candidates were nominated from the floor for each of the following positions: president, secretary-treasurer, director of life insurance, director of health benefits, director of retired members, and NBAs for Regions 1 and 9. Three candidates were nominated from the floor for the position of executive vice president. Six candidates were nominated from the floor for three national trustee positions.

The election will be conducted by mail ballot in accordance with the *NALC Constitution*. The Election Committee has retained the services of Survey and Ballot Systems of Eden Prairie, MN, to tabulate the ballots. The committee has also retained Mosaic, a print communications company located in Cheverly, MD, to prepare and mail the ballots.

The committee is reviewing all nominating forms and will create the ballot for mailing. Official election instructions will be included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person must be a regular member of NALC and in

good standing as of June 1, 2022. NBAs will be elected by the members in their respective regions.

Beginning on Sept. 19 and continuing until completion, components of the election mailing will be printed. Starting on Sept. 26 and continuing through Sept. 30, ballots will be prepared, inserted into envelopes and mailed.

Any active or retired member who does not receive a ballot by Oct. 7 is instructed that he or she must notify his or her branch officers. Those branches are instructed to immediately contact the NALC Membership Department to request a duplicate, replacement ballot.

The deadline for branch officers to contact the Membership Department is 4 p.m. Eastern time on Oct. 11. Only a branch officer can request a duplicate ballot.

Ballots must be received by 5 p.m. Eastern time on Friday, Oct. 21, to be counted. The counting of ballots will begin the following day.

The following is a list of the candidates in the order that they were nominated for each office. As indicated above, the order that the names will appear on the ballot will be determined on Aug. 29.

President

—Brian L. Renfroe, Hattiesburg, MS Br. 938
—David Noble, Washington, DC Br. 142

Executive Vice President

—Paul Barner, Roswell, GA Br. 4862
—Maureen Valadie, Central Florida Br. 1091
—Kenneth R. Gibbs Jr., South Florida Br. 1071

Secretary-Treasurer

—Nicole Rhine, Lincoln, NE Br. 8
—Cie Sharp, Long Island Mgd., NY Br. 6000

Director of Retired Members

—Linda Kellam Mann, Minneapolis, MN Br. 9
—Daniel Toth, Lorain, OH Br. 583

Director of Life Insurance

—James W. Yates, Long Island Mgd., NY Br. 6000
—William E. Boone, Greater East Bay, CA Br. 1111

Director, Health Benefit Plan

—Matthew Webster, Cleveland, OH Br. 40
—Stephanie Stewart, Central Iowa Mgd. Br. 352

National Trustees (three positions)

—Lawrence D. Brown Jr., Los Angeles, CA Br. 24
—Francisco Jose Cabrera, Greater East Bay, CA Br. 1111
—Sandra D. Laemmel, Detroit, MI Br. 1
—Charles P. Heege, New York, NY Br. 36
—Dorothy Kay Hall, Wenatchee, WA Br. 1350
—Rolando Rodriguez, Indianapolis, IN Br. 39

Region 1 NBA

—Markeisha Lewis, Garden Grove, CA Br. 1100
—Calvin Brookins, Van Nuys, CA Br. 2462

Region 9 NBA

—Cliff Edwin Davidson Jr., Durham, NC Br. 382
—Don Lyerly, West Coast Florida Br. 1477

The Election Committee, as appointed by President Fredric Rolando, is made up of Paul Roznowski, Royal Oak, MI Br. 3126 (chairman); Christa Abraham, Minneapolis, MN Br. 9; Eric Lomax, Jamaica, NY Br. 562; Rod Holub, Manhattan, KS Br. 1018; Delano Wilson, Silver Spring, MD Br. 2611; Antonia Shields, Birmingham, AL Br. 530; Ethel Ford, Houston, TX Br. 283; Tom Dlugolenski, Syracuse, NY Br. 134; Jeannette Triana, South Florida Br. 1071; Brian Wiggins, Seattle, WA Br. 79; and Andy Weiner, Jamaica, NY Br. 562. **PR**

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2022.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2022.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2023. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2023.

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

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

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

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

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

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

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

Terms of awards

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

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

- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2022-23 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No.

Signature of branch officer

Printed name of branch officer

Title Date

This form must be returned no later than December 31, 2022, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.



A UNION of ESSENTIAL WORKERS



Gathered together for the first time since the 2018 convention, delegates to the 72nd Biennial Convention in Chicago mourned their brothers and sisters lost to the pandemic that caused the cancellation of the 2020 convention, celebrated their role as essential workers during the pandemic, and vowed to fight for the rights of all working people now and in the future.

In a city brimming with labor history, guest speakers called on all letter carriers to renew their union activism for the benefit of letter carriers and all workers, by such means as organizing letter carriers and supporting strikes by other unions. Speakers electrified the delegates with stories of the steadfast determination of their brothers and sisters at other unions and the success they achieved when they stuck together in solidarity with each other and with all workers.

The delegates doubled down on NALC's determination to defend democracy as we did in the 2020 election by working with USPS to ensure that all ballots are delivered on time. And they pledged to support, in this fall's election and beyond, candidates who back a strong democracy. They also demonstrated how a healthy democracy functions: The delegates debated and voted on several resolutions and amendments to the *NALC Constitution*. They also nominated—and, in uncontested races, elected—candidates for national office and for the position of national business agent, beginning the process of handing the union to new leadership as President Fredric Rolando, presiding over his sixth convention, plans to retire at the end of his term in December.

The following pages contain day-by-day accounts of the business conducted during the NALC's 72nd Biennial Convention.



FACE TO FACE



Secretary-Treasurer
Nicole Rhine



Mayor Lori
Lightfoot



Region 3 NBA
Michael Caref

The 72nd Biennial Convention of the National Association of Letter Carriers kicked off on Monday, Aug. 8—two years later than expected—and not in Honolulu, but rather in Chicago. In his keynote address, NALC President Fredric Rolando walked the 4,300-plus delegates through the unprecedented circumstances of the last four years that resulted in the cancellation of the 2020 convention, and

outlined the present and future challenges that loom for letter carriers.

“I will remember these years for the turmoil we faced as a country,” he said. “Through it all, the NALC rose to the

occasion to serve our members and to preserve our unity.”

While the challenges that NALC faces are daunting, Rolando said that his faith in letter carriers is undiminished.

“This is what the past four years have taught us: When we stay united and strong, NALC can achieve its goals no matter how difficult the circumstances,” he said. “Remember that, brothers and sisters, as we focus on the next two years and the future of our union.”

CONVENTION CONVENES

Shortly after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention in Chicago’s McCormick Place to order.

Otis Bowden of Chicago Branch 11 was next on stage to deliver a rousing rendition of “The Star-Spangled Banner.” Branch 11 Executive Vice President Elise Foster led delegates in reciting the Pledge of Allegiance. The Rev. C.J. Hawking of Arise Chicago gave the invocation.

Secretary-Treasurer Rhine asked delegates to observe a moment of silence in remembrance of members who have died since the 2018 convention.

She then called to the stage Chicago Branch 11 President and NALC National Trustee Mack I. Julión, who welcomed delegates to the city. Julión then introduced Chicago Mayor Lori Lightfoot,

who made brief welcoming remarks.

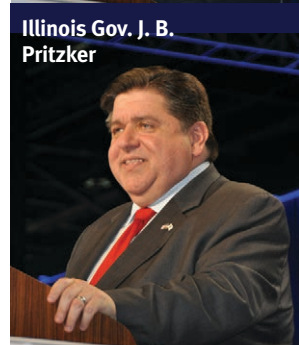
Later in the session, President Rolando introduced Illinois Gov. J. B. Pritzker, who heaped praise on letter carriers.

Rhine introduced the retired national officers and national business agents (NBAs) in attendance at this year’s convention and asked Michael Caref, NBA for Region 3 (which includes Chicago), to come to the microphone to introduce his fellow NBAs and to acknowledge the union’s regional administrative assistants (RAAs), regional office assistants (ROAs), regional grievance assistants (RGAs), legislative and political organizers (LPOs), regional workers’ compensation assistants (RWCAAs) and NALC Headquarters letter carrier staff.

Returning to the lectern, Rhine introduced NALC’s resident national officers before calling President Rolando to the microphone.



Branch 11 President
Mack I. Julión



Illinois Gov. J. B.
Pritzker

CHALLENGES AND VICTORIES

Rolando began by thanking the delegates for abiding by the protocols to protect them from COVID-19, recognizing Honolulu Branch 860 for the work it did to prepare for the ultimately canceled 2020 convention, and reflecting on NALC and the labor movement's history in and around Chicago.

He then reminded delegates about the challenges that the 2018 convention in Detroit had confronted, including collective bargaining for a new contract and dealing with legislative gridlock in Congress. "Despite the dire challenges facing the country, we racked up several major victories," Rolando said.

In the last four years, Rolando said, NALC has:

- negotiated and ratified a 44-month contract with the Postal Service that included better pay and benefits for CCAs and the automatic conversion to career status after no more than 24 months; three general wage increases; seven cost-of-living adjustments; a new top Step P for the career pay scale; protections against contracting out and layoffs; and a series of MOUs to address route adjustments, workplace culture and more.
- resisted efforts by the Trump administration to privatize the Postal Service and repeal collective-bargaining rights.
- worked to elect pro-letter carrier majorities in both houses of Congress and a friend in the White House.
- helped calm public fear about vote-by-mail as letter carriers delivered nearly all of the 2020 ballots on time, even as the percentage of ballots cast rose by 25 percentage points from 2016.
- fought to secure supplies of personal protective equipment, develop new safe-work protocols, restructure workplaces and work schedules to accommodate social distancing, and negotiate a variety of COVID-19 leave policies.
- convinced the Postal Regulatory Commission to adopt a more favorable price cap to improve USPS's financial condition.
- pushed for the passage and enactment of postal reform legislation that included repeal of the pre-funding of retiree health benefits mandate and made the requirement of six-day mail delivery permanent.

"All these victories were made possible by the incredible solidarity, unity and strength of the NALC membership—and by the work of thousands of activists at

all levels of our union," Rolando said to thunderous applause. "We should all take pride in this progress."

LOOKING AHEAD

Letter carriers cannot rest on their laurels, Rolando said, because they face ongoing challenges, including the 2022 midterm elections and the 2023 round of collective bargaining. NALC's president encouraged delegates to attend the many workshops being held before and after the general sessions on Monday through Thursday, to be informed about those and other subjects and to get involved.

"We're also going to begin to address some longer-term challenges—those that the NALC's present and future leaders are sure to face far beyond the next two years," he said.

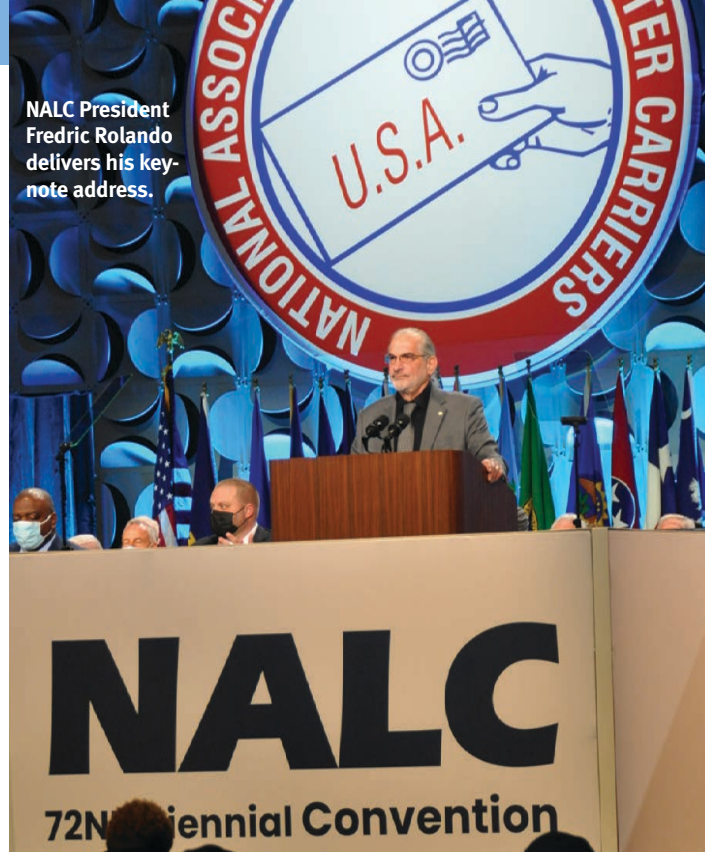
First, Rolando discussed Postmaster General Louis DeJoy's 10-year strategic Delivering for America (DFA) plan. "[The DFA plan] combines a massive reorganization of the managerial structure of the Postal Service with proposed legislative and administrative actions, and a strategy to fundamentally restructure the operations of the Postal Service," Rolando said. "It features ambitious goals to both invest in the Postal Service's networks and dramatically increase the agency's revenues by growing its competitive product streams."

While commending DeJoy for embracing six-day delivery and adding capacity rather than downsizing, President Rolando criticized the service standard changes, and called upon DeJoy to embrace letter carriers as partners.

"Our union must be involved up front as partners in this transformation—not just be informed and tolerated. Not consulted after key decisions are made," Rolando said. He added that if letter carriers are not at the table, "It will not work."

He also said that any transformation of the Postal Service won't succeed unless it solves its chronic staffing problems. And, he added, this will continue to guide NALC in its approach to collective bargaining.

NALC President Fredric Rolando delivers his keynote address.



"Even if we're filing grievances to compensate letter carriers for work-hour limits and other Article 8 violations of the National Agreement, we also are engaging management to address staffing issues with additional career conversions and the direct hiring of career employees rather than non-career employees," he said.

While the City Delivery and Workplace Improvement Task Force's pilot programs to improve the new employee experience are showing promise, Rolando vowed that the union would continue to push for an all-career workforce with competitive starting wages.

TAMING AMAZON

The rise of Amazon was the second long-term challenge Rolando broached. Because the Postal Service's finances now are closely tied to package delivery, it's much more driven by market forces and the competition: UPS, FedEx and Amazon, with the latter expected to become the nation's largest package delivery company this year.

For letter carriers, the focus is on Amazon's workforce. "We support the unionization of Amazon workers—both to help these suffering workers and of course to curb Amazon's market power," Rolando said.

While much attention has been paid to the organizing efforts for Amazon's

warehouse employees, organizing Amazon's delivery drivers will be much more difficult, he said.

"Rather than employing delivery drivers directly, Amazon contracts with a handful of delivery companies at each of their Amazon facilities," Rolando said. "These small companies, known as delivery service providers (or DSPs), then hire drivers themselves. So this means a union would need to organize anywhere between five to 15 DSPs at each facility—while also hiding these efforts from Amazon, which can and will just cancel contracts with DSPs with little warning."

Rolando told delegates that NALC is working with more than a dozen other U.S. unions to organize these workers and with the AFL-CIO and international labor partners to come up with successful strategies to engage the company going forward.

CRISIS OF DEMOCRACY

Turning to his third long-term challenge, Rolando explained how the will of the powerful few is diminishing the power of the many, connecting the dots between the filibuster's effect in the Senate with the Supreme Court's decisions removing limits on political spending and gutting the Voting Rights Act of 1965.

"Very powerful economic interests are both making it harder for working-class people to vote and drowning out their voices in the media," he said.

The assault on the Capitol on Jan. 6, 2021, and the continued belief by 40 percent of Americans that the 2020 presidential election was stolen, despite all evidence to the contrary, is now fueling a wave of voter suppression efforts in many states, Rolando said. This comes despite the 2020 election's successes with voter turnout soaring to the highest level in more than 100 years, thanks largely to vote-by-mail.

"The legacy of the 2020 elections should be the remarkable everyday heroism of postal workers who made this surge in mail-in voting possible, not the attack on the Capitol," Rolando said.

He then called on delegates to return home at the end of the week and ask their friends and family to vote for democracy in the upcoming midterm elections.

"By voting, we can begin the arduous work of restoring confidence in our public institutions—and send a message that we won't let democracy fail on our watch," he said.

'ESSENTIAL'

Rolando finished his speech by recognizing how letter carriers have delivered for the American public during the pandemic—helping people to work from home and stay safe; distributing relief checks, health bulletins, and COVID-19 tests; and delivering and collecting vote-by-mail ballots.

"Letter carriers have always known how essential we are to the political, social and economic well-being of our country—long before COVID-19 struck," Rolando said. "But now the rest of the country has taken notice, too."

He recognized the delegates for all the well-recognized and lesser-noticed tasks they do for the success of their branches and NALC as a whole, from the shop stewards to the food drive coordinators, and the active carriers to the retirees.

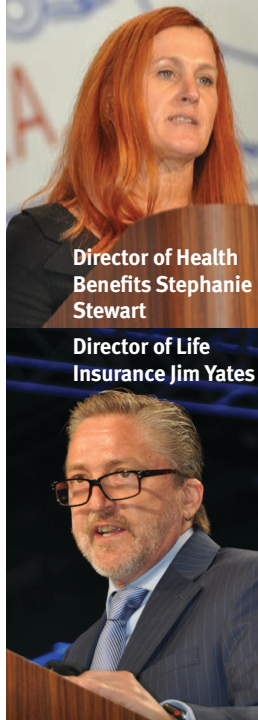
"Today we are together a union of essential workers," he said.

BACK TO BUSINESS

Following Rolando's remarks, the chairman of the Credentials Committee, Delano Wilson of Silver Spring, MD Branch 2611, called the committee to the floor to deliver a preliminary report. Wilson said that 4,273 delegates representing 554 branches were present.

Rolando then called Dan Tegreeny, chairman of the Rules Committee, to the podium. Tegreeny introduced the committee members: Renee Eberhardt, Casper, WY Br. 1681; Joe Henschen, West Coast Florida Br. 1477; Walter Sanko, Scranton, PA Br. 17; and Troy Scott, Baton Rouge, LA Br. 129. After the committee read its report, the convention voted to approve the rules.

The president then called Andrew Weiner of Jamaica, NY Br. 562, election commissioner and chairman of the Board of Tellers, to the floor. He introduced the members of the board: Dave Barbuzzi, Massachusetts Northeast Merged Br. 25; Barry Bode, Jonesboro, AR Br. 1131;



Director of Health Benefits Stephanie Stewart

Director of Life Insurance Jim Yates

James Brown, Nashville, TN Br. 4; Gary Butts, Tulsa, OK Br. 1358; Keith Deason, Wichita Falls, TX Br. 1227; Daniel Estep, Toledo, OH Br. 100; Tom Filipone, Philadelphia, PA Br. 157; Robert Fuentes, Chicago, IL Br. 11; Wayne Green Jr., Winston-Salem, NC Br. 461; Corey Grotte, Eau Claire, WI Br. 728; Mike Harazmus, Western Massachusetts Br. 46; Keith Hooks, Washington, DC Br. 142; Shauna Houghton, New Hampshire Merged Br. 44; Chris Hubble, West Coast Florida Br. 1477; Yvette Kinard, New York, NY Br. 36; Eric Lomax, Jamaica, NY Br. 562; Jemmayen Macaraeg, Van Nuys, CA Br. 2462; Guillermo McPherson, Austin, TX Br. 181; Marie Montana, Albuquerque, NM Br. 504; Lori Ann Mottolo, Wil-

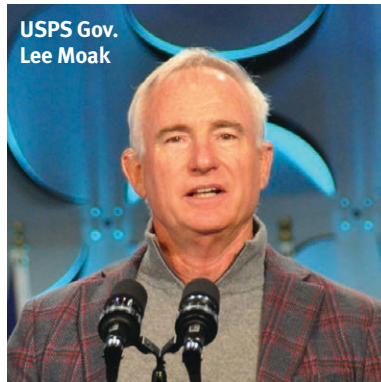
loughby, OH Br. 3688; Mark Myers, Seattle, WA Br. 79; Karen Nance, Washington, DC Br. 142; Edwin Oliveras, South Florida Br. 1071; Joe Otero, New Jersey Merged Br. 38; Bryan Pate, Champaign, IL Br. 671; Francisco Pecunia-Vega, Fayetteville, NC Br. 1128; Salvadore Rodriguez, El Paso, TX Br. 505; Jerri Stockberger, Lafayette, IN Br. 466; Michael Stockman, Fort Wayne, IN Br. 116; Ted Thompson, Cincinnati, OH Br. 43; Richard Thurman, St. Louis, MO Br. 343; Chuck Walls, Omaha, NE Br. 5; Christina Williams, New Jersey Merged Br. 38; and Rick Zerenner, Trenton, NJ Br. 380.

The convention then heard a video greeting from President Joe Biden. "Each of you who carry the mail from home to home and business to business are essential to our economy, our democracy and our national identity," Biden told the delegates. "As president, I've got your back—I promise you."

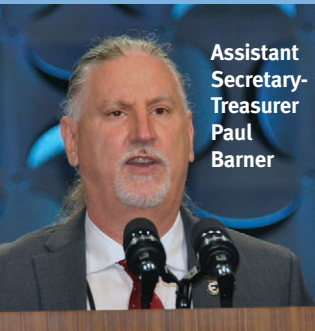
The convention turned to resolutions, with Director of Health Benefits Stephanie Stewart presenting several before the body paused so Rolando could introduce Lee Moak, a member of the USPS Board

of Governors (BOG), who addressed the convention. Moak is the first former union president to serve on the BOG—he was president of the Air Line Pilots Association from 2011 to 2014.

Moak praised letter carriers for getting their jobs done despite deteriorat-



USPS Gov. Lee Moak



Assistant Secretary-Treasurer Paul Barner

ing conditions and equipment, a situation he is working to turn around. “I don’t know how you did it,” he said. “Without you, the letter carriers, we would have turned the lights out.”

Despite the difficult conditions, “you still accomplish the mission. Imagine what you could do with all the proper support,” he said. Moak said that the BOG is striving to improve facilities and vehicles, as well as safety, security and workforce issues, a task that will be easier without the burden of pre-funding of retiree health care following the passage of the Postal Service Reform Act this year.

The delegates then debated more resolutions, with Director of Life Insurance Jim Yates presenting a few. The body also passed a motion to adopt proposed resolutions that were approved by the Executive Council, with the caveat that if anyone wants to discuss one, they can.

After further announcements by Executive Vice President Brian Renfroe and Assistant Secretary-Treasurer Paul Barner, the president introduced the chairman of the Committee on the President’s Biennial Report, Alvin Matsumura of Honolulu, HI Br. 860, who introduced the committee members: Janell Harris, Grand Forks, ND Br. 517; Louise Jordan, San Antonio, TX Br. 421; Sylvin Stevens, Charlotte, NC Br. 545; and Andy Tuttle, Lawrence, KS Br. 104. The delegates voted to accept the report.

President Rolando then delivered a presentation honoring fallen letter carriers,

and he explained the City Carrier Memorial at NALC Headquarters.

The president next called on delegates to celebrate the 50th anniversary of the Great Postal Strike of 1970, including watching a trailer for the film “The Revolt of the Good Guys.”

“The 1970 strike was nothing less than a rebirth of the National Association of Letter Carriers,” Rolando said. He then called on delegates who were active letter carriers when the strike occurred to stand and be recognized. The delegates gave them a resounding ovation and a Letter Carrier Cheer.

Several speakers throughout the day spoke about the pivotal labor history that occurred in Chicago, from the Pullman Strike to the Haymarket Massacre. Speaking in detail about that history was Dr. Robert Bruno, director of the Labor Studies Program and a professor of labor and employment at the University of Illinois-Chicago, who connected labor history to what carriers do today.

“If you don’t think what you do matters, a generation from now, America will be different because of what you did in the 2020 election,” he said. “America will be different because of what you do when you come out of this convention. Generations beyond you will come to understand how history was changed.”

He continued: “There is no other institution here in America, or anywhere else, that is more equipped, more built for and more capable of creating this world of beauty, opportunity and equality for all than the American labor movement.”

After that, President Rolando recognized the first-place winners of the publication awards for 2020 and 2022:

- Best Website: Duluth, MN Br. 114—

2020; Garden Grove, CA Br. 1100—2022.

- Best Cartoon or Photo: William Stinson, Royal Oak, MI Br. 3126—2020; Neal Couey, Santa Barbara, CA Br. 290—2022.

• Best News or Feature Story: Julie McCormick, Greater East Bay, CA Br. 1111 and John T. Dick, Royal Oak, MI Br. 3126 (tie)—2020; Dick Bussa, Tacoma, WA Br. 130—2022.

• Promoting Unionism: Bill Rayson, South Florida Br. 1071 and Beki Serwach, South Macomb, MI Br. 4374 (tie)—2020; Matt Pierce, Portland, OR Br. 82—2022.

• Best Editorial or Column: Javier Rodriguez, South Florida Br. 1071 and John McLaughlin, St. Louis, MO Br. 343 (tie)—2020; Tim Ihssen, Tacoma, WA Br. 130—2022.

• General Excellence among Small Branch Publications: Royal Oak, MI Br. 3126—2020; Tacoma, WA Br. 130—2022.

• General Excellence among Large Branch or State Association Publications: Garden Grove, CA Br. 1100 and Louis, MO Br. 343 (tie)—2020; Garden Grove, CA Br. 1100—2022.

Following some closing business, the session adjourned at 3:09.



Executive Vice President Brian Renfroe



Dr. Robert Bruno



NALC AUXILIARY

MONDAY, AUG. 8

Madam President Cythensis Lang called to order our 59th Biennial Convention. Rick Baird was appointed sergeant-at-arms. All members recited the Pledge of Allegiance and the collect.

Secretary Crystal Bragg gave the thought of the day. She also presented every member with a penny, since we are in the land of Lincoln. She gave the credentials report, and we had a quorum. We played human bingo to get to know our members and we had four winners.

We had three bylaws changes, which we accepted with additions and corrections.

The meeting was recessed until 10 a.m. on Aug. 9.

—Submitted by Linda Davis, NALCA Assistant Secretary





STANDING TOGETHER

On the second day of the 72nd annual NALC convention, letter carriers stood together for the common good. Working as one, the delegates

demonstrated the power of unity and the strength of a union whose members hail from every corner of the nation.

They stood together as they carried out the democratic process of their union, discussing and voting on resolutions and amendments to make NALC even stronger, and even more representative.

They stood for American

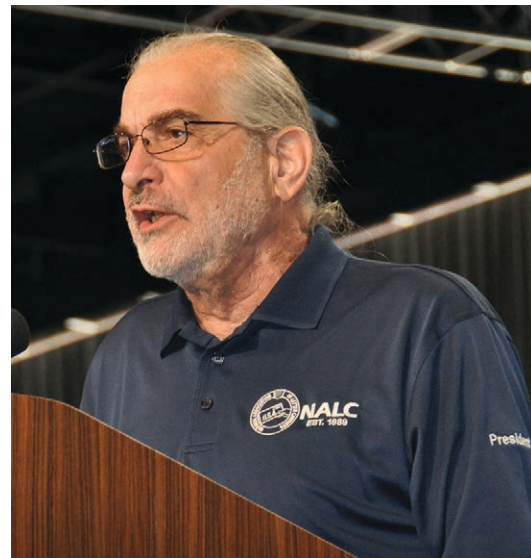
democracy, renewing their commitment to supporting access to the ballot for all citizens, especially voting by mail.

And they stood in solidarity with their union brothers and sisters as United Mine Workers President Cecil Roberts brought them frequently to their feet to proclaim their support for striking miners in Alabama.

When we stand together, Roberts told the delegates, workers can accomplish what seems impossible. “The American labor movement is one,” he said, “and we are everywhere.”

BUSINESS RESUMES

Tuesday’s session of the NALC convention was called to order with a video from the 2000 convention in Chicago of the late Percy McRae of New York, NY Branch 36 singing the National Anthem. The Pledge of Allegiance was led by Anthony Bultinck, a member of Moline, IL Branch 292 and president of the Illinois State Association. Rabbi Rena Singer of



Temple Shalom in Chicago delivered the invocation.

President Rolando brought Executive Vice President Brian Renfroe to the stage to introduce the Greetings to the Auxiliary

Top: The crowd erupts in applause for UMW President Cecil Roberts.

Above: President Fredric Rolando
Left: Delegates discuss resolutions and amendments.





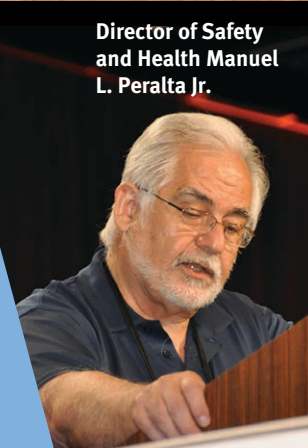
National Trustees Sandra D. Laemmel, Chairman Lawrence D. Brown Jr. and Mack I. Julion

Committee, which was then released to go to the Auxiliary Convention, located elsewhere in McCormick Place. The members of the committee are Elisabeth Goodwin, Houston, TX Br. 283; Steve Amrhein, Indianapolis, IN Br. 39; Jim Thigpen, North-east Florida Br. 53; Trelle Thomas, Baton Rouge, LA Br. 129; and Patrick VanEgeren, Green Bay, WI Br. 619.

AMENDMENTS AND RESOLUTIONS



Director of Retired Members Dan Toth



Director of Safety and Health Manuel L. Peralta Jr.

The president then handed the microphone to Board of Trustees Chairman Larry Brown and Trustee Mack Julion to present the Executive Council's reports on proposed constitutional amendments. After delegates dealt with all 10 amendments, Rolando introduced recently appointed Trustee Sandy Laemmel.

Vice President James D. Henry then explained the process for the delegates

REP. JAMES COMER

President Rolando then introduced Rep. James Comer (R-KY), ranking minority member of the House Committee on Oversight and Reform. Comer was escorted by delegates from Kentucky to the stage.

Comer, who played a crucial role in passage of the Postal Reform Act earlier this year, told delegates that the dedication of letter carriers was a critical part of the reform effort's success. In particular, the pandemic demonstrated how essential the Postal Service is to the public.

"Due to COVID, we all got a reminder just how important it is to all Americans," he said. "The letter carriers stepped up. I think America realized and appreciated the sacrifices you made."

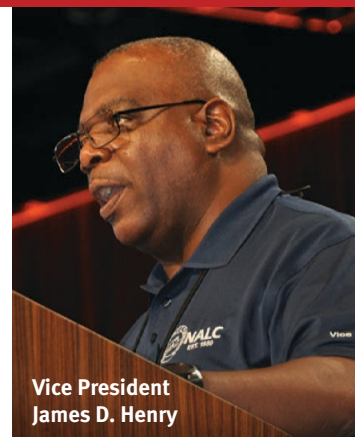
The reform bill corrected a fundamental disconnect that Congress had imposed on USPS, he said, adding that Congress had said that the Postal Ser-

vice "had to consider appeals, which will be presented in Friday's session.

Rolando called Director of Retired Members Daniel Toth and Director of Safety and Health Manuel L. Peralta Jr. to the podium to discuss proposed resolutions. The delegates debated and voted on several resolutions.

vice "had to operate like a business, yet required it to do things no other business would have to do, nor could do," such as having to pre-fund retiree health benefits.

Comer said that previous reform efforts in Congress or by postal management had failed because they focused on cutting service, while the Postal Reform Act freed USPS to change its business model to instead focus on growth.



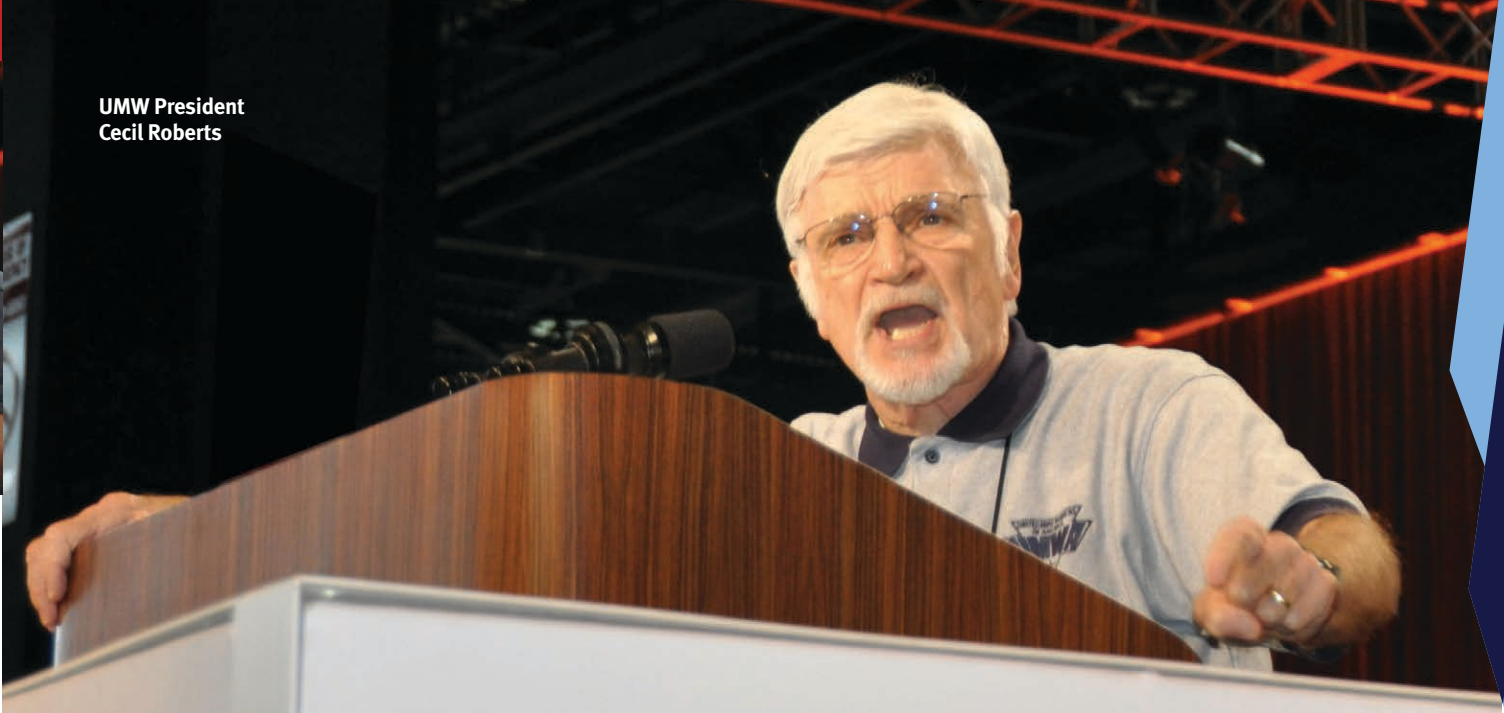
Vice President James D. Henry



Rep. James Comer (R-KY) was escorted to the stage by delegates from Kentucky.



Many members of Congress like to compare USPS to its private competitors UPS and FedEx. Comer noted that USPS beat both in on-time performance last Christmas. "That's a big deal," he said, "because your performance last Christmas helped us make the case to Congress that the Postal Service is on the right track."



The delegates thanked Comer with a Letter Carrier Cheer.

Returning to resolutions, the Executive Council did not make a recommendation on Resolution 13, which dealt with mandatory overtime and maximization of the use of junior full-time regulars. After hearty debate, the delegates voted down the resolution, with a teller vote of 1,151 for and 1,395 against.

UMW'S CECIL ROBERTS

Rolando then welcomed United Mine Workers President Cecil Roberts to the lectern. As he has done at past NALC conventions, Roberts electrified the delegates with a rousing speech.

Roberts praised NALC for its early monetary support of striking miners in Alabama. "Solidarity is not just a word; it's not just a verse in a song," he said. "You practice solidarity in this union, and so do we."

Pointing to the uncommon successes his union has achieved in Congress through activism and protest, Roberts said, "The labor movement is one, and we are everywhere."

Roberts called for reform of bankruptcy laws to prevent companies like Warrior Met Coal, the company that mine workers have continued to strike against for more than a year in Alabama, from escaping its commitments to its workers through bankruptcy.

"Did you know you don't even have a right to your job when the bankruptcy judge hits that gavel?" he asked.

"You don't have a right to be represented by your union," he continued, adding, "Brothers and sisters, we not only need labor law reform, we need bankruptcy reform."

Roberts then led delegates in a call-and-response cheer, which was

videotaped as a show of support for striking Alabama miners: "Warrior Met," he called, and the delegates responded, "has got no soul!"

"We are not totally free until we can join any union we want," Roberts declared.

"We need to be in the business of organizing," he said. "All we need from politicians is to give us our God-given right to join a union free of harassment.

"And then we'll go out across this country, and we'll pose these questions," he added. "Do you want higher wages? Join a union! If you want health care? If you want retirement security? If you want job security?" The delegates responded to each query with: "Join a union!"

The delegates jumped to their feet and rewarded Roberts with a Letter Carrier Cheer.

The convention observed a moment of silence for victims of mass shootings. Secretary-Treasurer Nicole Rhine then took the floor to deliver the secretary-treasurer's report. Following her report, the delegates viewed Part 1 of the film about the Great Postal Strike of 1970, "Revolt of the Good Guys."

VOTE AT HOME

Rolando then introduced Lori Augino, executive director of the National Vote at Home Institute (NVAHI), to speak to the delegates.





National Vote at Home Institute's Lori Augino with Executive Vice President Brian Renfroe

She lauded carriers for their work in 2020, delivering 4 billion pieces of political mail—a 96 percent increase over 2016—as well as 135 million mail ballots for the 2020 general election alone, even amidst a pandemic, social unrest and questions about USPS's ability to deliver so many ballots.

“Letter carriers, every one of you in this room, have been an essential partner in preserving our democracy and ensuring that voters can cast their ballots by mail with confidence,” she said, adding, “Without you, elections would not happen in this country.”

Augino presented Executive Vice President Renfroe with a plaque and a signed World Series baseball bat for his commitment to the NVAHI, for which he's served as a board member since its founding in 2018.

COMMITTEES

Rolando called Birmingham, AL Branch 530 member Antonia Shields, chairman of the Mileage and Per Diem Committee, to the stage to deliver her committee's report and introduce the committee members: Amy Breault, Pittsfield, MA Br. 286; Kenneth Montgomery, Rochester, NY Br. 210; Jim Moulton, Aurora, IL Br. 219; and Jose Romero, Albuquerque, NM Br. 504. Shields reported that

the committee had determined a per diem of \$266 per day per delegate.

Board of Trustees Chairman Brown announced that the board had approved the committee's report. By voice vote, the delegates voted to accept the report.

Renfroe then introduced the president of the NALC Auxiliary, Cythensis Lang, who delivered greetings to the convention. The other members of the board introduced themselves: Vice President Cynthia Martinez, Secretary Crystal Bragg and Assistant Secretary Linda Davis.

“It is so good to be able to come together and fight for this union,” said Lang, who is retiring as president. “It's been my pleasure to serve you.”

Vice President Cynthia Martinez told the delegates that she had been elected Auxiliary president for the next term earlier in the day.

After a few housekeeping announcements, the session adjourned shortly before 3 p.m.



Auxiliary President Cythensis Lang and the Auxiliary Board addressed the NALC Convention.



NALC AUXILIARY

Madam President Cythensis Lang resumed the convention with the Pledge of Allegiance and the collect.

Minutes from yesterday were corrected and approved.

Cynthia Martinez, our vice president, hosted our beautiful memorial service. She had a flower and a plaque made for all our deceased members. Martinez recited a poem and the 23rd Psalm. Donna Beckwood of Birmingham, AL Branch 530 sang a beautiful song called “If It Had Not Been” to conclude the memorial service.

NALC Executive Vice President Brian Renfroe and the Greetings to the Auxiliary

Committee came to welcome us. Renfroe addressed us about legislation, health benefits and, most importantly, about how he is a big supporter of the Auxiliary. He is going to be working with the National Auxiliary Board to close the gap between the NALC and Auxiliary. We are excited!

Crystal Bragg, our secretary, updated the credentials report to 42 registered delegates.

Ohio State President John Dyce let our members know that he is a big supporter of the Auxiliary. We truly appreciate all the support we can get.

We had elections this year, and our new National Auxiliary Board for 2022-

2026 will be: President Cynthia Martinez from Phoenix, AZ; Secretary Crystal Bragg from Decatur, IL; and Treasurer Samantha Yerg from Toledo, OH.

We continued with our bylaw changes. Four were accepted with additions and corrections.

The meeting was recessed to join the NALC Convention to be introduced by NALC President Fred Rolando to his members. Our meeting will continue at 10 a.m. on Aug. 10.

—Submitted by Linda Davis,
NALCA Assistant Secretary

TUESDAY, AUG. 9



WEDNESDAY

Aug. 10, 2022



LEADING BY EXAMPLE

On the third day of NALC's 72nd National Convention, leadership was on display from all quarters. On the day designated by the *NALC Constitution* for nominations of the union's national and regional leaders for the next four years, activists from within and without NALC demonstrated that leadership is not simply a title—it comes from the determination to stand up and do what is right.

The delegates were inspired by leaders of courageous efforts by everyday workers to organize at Amazon, despite the odds, as well as by postal and international union leaders who are carrying on the struggle around the world.

They nominated for election and in some cases chose their union's leadership team, embracing the democratic process for choosing leaders.

They honored carriers who are military veterans, leaders of another kind who showed—once again—what they are made of when they held a ruck march fundraiser, hiking along Chicago's lake-shore to raise funds for fellow veterans in need in the Chicagoland area.

And they celebrated a watershed event

in the union's history—the Great Postal Strike of 1970, led by ordinary members who stood up to the federal government and won.

Delegates heard from participants of the strike, many of them veterans of World War II, the Korean War and the Vietnam War, who reminded them that the strike came “from the rank-and-file carriers—from the ground up.”

It's a lesson that delegates will take from the convention to their branches and beyond.

BACK TO WORK

Wednesday's session of the NALC national convention kicked off with Stephanie Bostic of South Florida Branch 1071 singing a soaring rendition of the National Anthem and Chicago, IL Branch 11 member Tim L. Willis leading the Pledge of Allegiance. The Rev. Michael L. Pflieger, pastor at the Faith Community of Saint Sabina in Chicago, gave the invocation.

President Rolando announced that, following the release of the July consumer price index, the sixth cost-of-living adjustment (COLA) under the current contract

is \$2,455, an increase of 3.8 percent. He noted that the COLA clause would generate at least a 10 percent salary increase over the course of the current National Agreement.

ORGANIZING

President Rolando then called to the microphone Executive Vice President Brian Renfroe to recognize branches with the highest percentage of organization.

Top: Vice President James Henry stands, along with fellow veterans, to be thanked by the delegates for their service.

Below: Bruce Didriksen is congratulated on being elected Region 15 national business agent by consent.



“For many years, we’ve been the best-organized open-shop union in America,” he said, noting that NALC’s overall organization rate is 93 percent.

Renfroe then handed out first-place organizing awards.

The top organized branch with 2,500 or more active carriers is Boston, MA Branch 34 with a 97.72 percent organization rate.

The best-organized branch with between 1,500 and 2,499 active carriers is Flushing, NY Branch 294 with a 97.59 percent organization rate.



CUP-W's Jan Simpson



Caroline Wyatt of Birmingham, AL Branch 530

The most-organized branch with between 1,000 and 1,499 active carriers is St. Paul, MN Branch 28 with a 97.25 percent organization rate.

The best-organized branch with between 700 and 999 active carriers is Providence, RI Branch 15 with a 99.06 percent organization rate.

The best-organized branch with between 500 and 699 active carriers is Bergen County Merged, NJ Branch 425 with a 98.36 percent organization rate.

The best-organized branch with between 350 and 499 active carriers is Peoria, IL Branch 31 with a 97.82 percent organization rate.

There was a tie for best organized branch with between 200 and 349 active carriers: Lynn, MA Branch 7 and Pawtucket, RI Branch 55, both with a 100 percent organization rate.

Seven branches with between 100 and 199 active carriers, 14 branches with between 50 and 99 members, and 32 branches with between 25 and 49 members were recognized for a 100 percent organization rate.

Rolando then called Vice President James Henry, Secretary-Treasurer Nicole Rhine and Assistant Secretary-Treasurer Paul Barner to the podium to continue discussion of resolutions.

NOMINATIONS

President Rolando turned to the next order of business, as required by the *NALC Constitution*: calling for nominations for national and regional office, which were offered from the floor as follows (uncontested nominees were elected by consent; contested nominees are listed in nominating order):

President (contested)

—Brian L. Renfroe, Hattiesburg, MS Br. 938
—David Noble, Washington, DC Br. 142

Executive Vice President (contested)

—Paul Barner, Roswell, GA Br. 4862
—Kenneth R. Gibbs Jr., South Florida Br. 1071

—Maureen Valadie, Central Florida Br. 1091

Vice President

—James Henry, Garden Grove, CA Br. 1100

Secretary-Treasurer (contested)

—Nicole Rhine, Lincoln, NE Br. 8
—Cie Sharp, Long Island Mgd., NY Br. 6000

Assistant Secretary-Treasurer

—Mack I. Julion, Chicago, IL Br. 11

Director of City Delivery

—Christopher Jackson, Garden Grove, CA Br. 1100

Director of Safety and Health

—Manuel L. Peralta Jr., Garden Grove, CA Br. 1100

Director of Retired Members (contested)

—Linda Kellam Mann, Minneapolis, MN Br. 9
—Daniel Toth, Lorain, OH Br. 583

Director of Life Insurance (contested)

—James W. Yates, Long Island Mgd., NY Br. 6000
—William E. Boone, Greater East Bay, CA Br. 1111

Director, Health Benefit Plan (contested)

—Matthew Webster, Cleveland, OH Br. 40
—Stephanie Stewart, Central Iowa Mgd. Br. 352

National Trustees (three positions; contested)

—Lawrence D. Brown Jr., Los Angeles, CA Br. 24
—Francisco Jose Cabrera, Greater East Bay, CA Br. 1111
—Sandra D. Laemmel, Detroit, MI Br. 1
—Charles P. Heege, New York, NY Br. 36
—Dorothy Kay Hall, Wenatchee, WA Br. 1350
—Rolando Rodriguez, Indianapolis, IN Br. 39

Region 1 NBA (contested)

—Markeisha Lewis, Garden Grove, CA Br. 1100
—Calvin Brookins, Van Nuys, CA Br. 2462

Region 2 NBA

—Nick Vafiades, Longview, WA Br. 2214

Region 3 NBA

—Michael Caref, Chicago, IL Br. 11

Region 4 NBA

—Dan Versluis, Tucson, AZ Br. 704

Region 5 NBA

—David A. Teegarden, Kansas City, MO Br. 30

Region 6 NBA

—David L. Mudd, Louisville, KY Br. 14

Region 7 NBA

—Patrick Johnson, Milwaukee, WI Br. 2

Region 8 NBA

—Steve M. Lassan, Nashville, TN Br. 4

Region 9 NBA (contested)

—Cliff Edwin Davidson Jr., Durham, NC Br. 382
—Don Lyerly, West Coast Florida Br. 1477

Region 10 NBA

—Shawn Boyd, Dallas, TX Br. 132

Region 11 NBA

—Mark S. Camilli, Northeastern NY Br. 358

Region 12 NBA

—Brian Thompson, New Castle, PA Br. 22

Region 13 NBA

—Vada E. Preston, Tidewater, VA Br. 247

Region 14 NBA

—Richard J. DiCecca, Massachusetts Northeast Merged Br. 25

Region 15 NBA

—Bruce Didriksen, New Jersey Mgd. Br. 38

In a subtle acknowledgement that he would not be seeking reelection, President Rolando joked, “Damn, couldn’t even get nominated.” Letter carrier delegates responded with a round of applause, for which Rolando thanked them.

He then reviewed the voting process for AFL-CIO delegates and asked for nominations from the floor.

NALC’s membership size means that the union can send nine delegates to the federation’s convention. Rolando and Rhine serve as delegates by virtue of their offices; election of the remaining seven will take place on Thursday.

The nominees are (in ballot order): Michael J. O’Neill, New Jersey Merged Branch 38; Elise M. Foster, Chicago, IL Branch 11; Julie Quilliam, Great Falls, MT Branch 650; Robert James, Snohomish Co., WA Branch 791; Michael L. Willadsen, Hartford, CT Branch 86; Lloyd P. Doucet Jr., New Orleans, LA Branch 124; Jeff Parr, Santa Rosa, CA Branch 183; Rick Horner, Seattle, WA Branch 79; Charles Bonner, Palm Springs, CA Branch 4149; Anita Guzik, Los Angeles, CA Branch 24; Ben Jackson, Atlanta, GA Branch 73; and Paul Rozzi, Pittsburgh, PA Branch 84.

CREDENTIALS COMMITTEE

President Rolando then called Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611 to the floor. Wilson introduced the committee members: Linda Boroughs, Dallas, TX Br. 132; Jon Calloway, Springfield, IL Br. 80; BaLynda Croy, Appleton, WI Br. 822; John Dyce, Youngstown, OH Br. 385; Oscar Ferreira, Fort Lauderdale, FL Br. 2550; Ethel Ford, Houston, TX Br. 283; Sean Geackel, Bux-Mont, PA Br. 920; Chuck Goushian, Camden, NJ Mgd. Br. 540; Sonny Guadalupe, New York, NY Br. 36; Patrick Harris, Garden Grove, CA Br. 1100; Todd Hornyak, Columbus, OH Br. 78; Brad Jasper, Yonkers, NY Br. 387; Anthony Lauderdale, Nashville, TN Br. 4; Cathy Madrid, San Mateo, CA Br. 1280; Cameron McFarlane, Worland, WY Br. 5384; Jacqueline McGregory, Western Wayne Co., MI Br. 2184; Dave Norton, Portland, OR Br. 82; Robb Petersburg, Minneapolis, MN Br. 9; Ryan Stockton, Sacramento, CA Br. 133; Derlwyn Taylor, Detroit, MI Br. 1; Aishia Tolson, Newark, DE Br. 1977; Susan Ugone, Hartford, CT Br. 86; and Julius Vickers, Northeast Florida Br. 53.

Wilson then gave the committee's final report, stating that 4,461 delegates (as well as 60 delegates-at-large) representing 569 branches from all 50 states, the District of Columbia, Guam and Puerto Rico were in attendance. The delegation voted to accept the report.

SOLIDARITY

The delegates then viewed a videotaped greeting from Mark Dimondstein, president of the American Postal Workers Union (APWU). Dimondstein expressed solidarity with letter carriers and noted that the experience of the pandemic has supercharged the labor movement beyond postal workers.

"Workers are drawing important lessons from the pandemic," he said. They are learning that "workers deserve better, that we make the world go 'round, and we are witnessing a welcome rise in working-class militancy."

Dimondstein called for all workers to build on that momentum: "As we look forward to our personal lives getting back to normal, let's recommit to a fight for a new normal."

President Rolando welcomed Jan Simpson, president of the Canadian Union

of Postal Workers, to the podium. Simpson told delegates about the shared obstacles of U.S. and Canadian postal employees and urged them to overcome them together.

"In Canada, like the U.S., multiple challenges are coming together to shape the future of the postal sector," she said, including automation, deregulation and competition from the private sector. "All of these are interconnected. All of these are being used by employers, even in the public sector, to intimidate workers and diminish our sense of our own value and the value of our work," Simpson said.

"We have to understand, and reject, this," she continued. "We have to know our value and how to build worker power."

The delegates thanked Simpson with a Letter Carrier Cheer.

Rolando then called Caroline Wyatt of Birmingham, AL Branch 530 to the microphone. Wyatt, who has worked as a tireless advocate for union organizers at the Bessemer, AL, Amazon facility, introduced Stuart Appelbaum, president of the Retail, Wholesale and Department Store Union.

Appelbaum told the delegates about his union's struggle to win union representation for workers at Amazon and why the effort is far more than just another organizing campaign. He detailed the harsh working conditions at the Bessemer facility and the aggressive anti-union tactics employed by Amazon. As a uniquely large and powerful corporation whose business model relies on mistreating workers, Amazon poses a threat to workers everywhere, he said.

"If left unchallenged, Amazon would determine what the future of workers would look like and how workers are treated," Appelbaum said. "In that future, we don't want Amazon's model to be everyone's model."

Though union organizers at Amazon's facility lost the first election, the National Labor Relations Board ruled that Amazon had unfairly interfered and ordered a new election. The Board is now counting the ballots in that new election. Even if the results of the new election don't come out in the union's favor, Appelbaum said, the campaign has awakened new organizing efforts among workers in other Amazon facilities and other big corporations that have held unions back, such as Starbucks.

He pledged, therefore, not to give up on

Amazon, regardless of the outcome of the new election.

"Workers everywhere now understand that if you can stand up to Amazon, with all its money and all its power," he said, "you can come together and stand up to your employers anywhere in this country."

More than two-thirds of Americans support unions, he noted—the highest level in 55 years. "We have to take advantage of the moment, and that includes standing up to Amazon," he said.

"A wildfire is spreading. A movement is building. Organizing encourages further organizing," Appelbaum said. "This is our moment!"

The delegates thanked Appelbaum with a Letter Carrier Cheer.

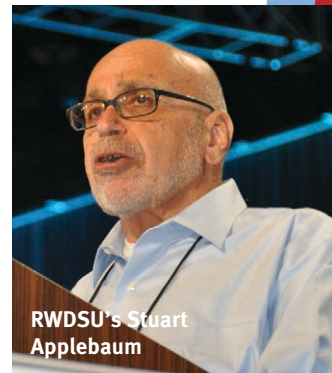
Rolando then invited Director of Safety and Health Manuel Peralta Jr. to the stage. Peralta recognized letter carriers who had excellent results in obtaining Customer Connect leads.

Rolando subsequently called the Board of Trustees—Chairman Lawrence D. Brown Jr., Sandra D. Laemmel and Mack I. Julion—to the stage. Brown delivered the trustees' report.

Rolando then introduced guest speaker Alke Boessiger, deputy general secretary of the UNI Global Union.

Boessiger talked about how the pandemic has massively affected workplaces by accelerating 10 years of changes into two years, including artificial intelligence and automation, and she called for diversification in postal services.

"As we look toward the future in post, postal services must expand into financial, social and logistical services," she said, adding, "This requires different labor skills, the restructuring of business



RWDSU's Stuart Appelbaum



UNI Global Union's Alke Boessiger



Delegates gave a Letter Carrier Cheer to the participants of the 1970 Great Postal Strike.

models, and innovative responses from us as the unions. If we work together, we can create a post which is publicly owned, modern, innovative and carbon neutral.”

She decried Amazon’s anti-unionization stance and its war on workers, and said that strong unions are the key to a world of social justice.

“As trade unionists, our power comes from our members,” Boessiger said. “The work that you do every day—as shop stewards, as union leaders, winning that

The NALC Veterans Group hosted the Ruck March held after the general session.

grievance, negotiating that contract, listening to your members—that’s what builds union powers. Together, you’re stronger. Together, we can change the world.”

The Convention responded by giving Boessiger a Letter Carrier Cheer.

Next, the delegates viewed Part 2 of the strike film “Revolt of the Good Guys.” Following the film, several delegates shared their experiences during the strike, both those who ended up walking off the job and those whose branches didn’t go on strike before the strike ended. After inviting delegates from New York, NY Branch 36, the first branch to go out on strike in

1970, to the stage, the delegates jumped to their feet to deliver a Letter Carrier Cheer to honor them.

Next, Rolando invited the Scholarship Committee to the podium to deliver its report. The committee members are Chairman Larry Kania of Buffalo-Western New York Branch 3; Carly Hook of Santa Clara, CA Branch 1427; and Kimetra Lewis of Dallas, TX Branch 132.

Rolando then called Director of Retired Members Dan Toth to the stage to introduce the Retirement Committee: Chairman Michael Sheridan of South Macomb, MI Branch 4374; Doug Gulley of Columbus, OH Branch 78; Mary Halford of Arizona Merged Branch 1902; JoAnn Pyle of Seattle, WA Branch 79; and John Walsh of Albany, NY Branch 29. Sheridan presented the committee’s report.

NALC’s president brought the Nalcrest Committee—Matty Rose of South Florida Branch 1071; Don Southern of Lakeland, FL Branch 1779; and Tom Young of Garden Grove, CA Branch 1100—to the stage to deliver the committee’s report.

The convention adjourned for the day shortly after 3 p.m.



NALC AUXILIARY

Madam President Cynthia Lang resumed our meeting with the Pledge of Allegiance and the reciting of the collect. Meeting minutes were approved with additions and corrections.

We collected \$390 for the William Doherty Scholarship and \$495 for the Muscular Dystrophy Association

from our members.

The bylaws were completed.

The meeting was continued upstairs to take photos of the Auxiliary.

The meeting was recessed until 10 a.m. on Aug. 11.

—Submitted by Linda Davis,
NALCA Assistant Secretary

WEDNESDAY, AUG. 10



The NALCA Board



THURSDAY

Aug. 11, 2022



THE POWER OF UNITY

On the fourth day of the 72nd Biennial Convention, delegates embraced the power of unity and collective action. They heard from leaders who reminded them that as individuals, our power would be small, but by joining together in service of a common goal, we magnify our power and we can accomplish what otherwise seems impossible.

The NALC's strength is built, branch by branch, by activists who organize letter carriers at a 93 percent rate. And we gain strength by helping other unions organize new workplaces, standing up for the right of every worker to join a union.

We make the impossible possible when we raise funds for the Muscular Dystrophy Association and its research, treatment and support programs.

We increase our voice when we support NALC's political efforts through the Letter Carrier Political Fund and by uniting with other workers to volunteer for campaigns through local labor councils. We demonstrated this power earlier this year by helping to pass a bill that for so long seemed impossible: the Postal Reform Act that ended pre-funding of retiree health care benefits and enshrined six-day delivery in law.

"I'm particularly proud of the fact that, against all odds, in this Congress, despite the war on all of you and the Post Office that had been launched for decades, we passed the Postal Reform Act of 2022," Rep. Hakeem Jeffries (D-NY) told the delegates, "to make sure that all of you will be treated to the dignity and respect that you deserve because of your hard work in keeping the people of the United States of America connected.

"We did that together."

United with each other and with our fellow workers, letter carriers are truly an unstoppable force.

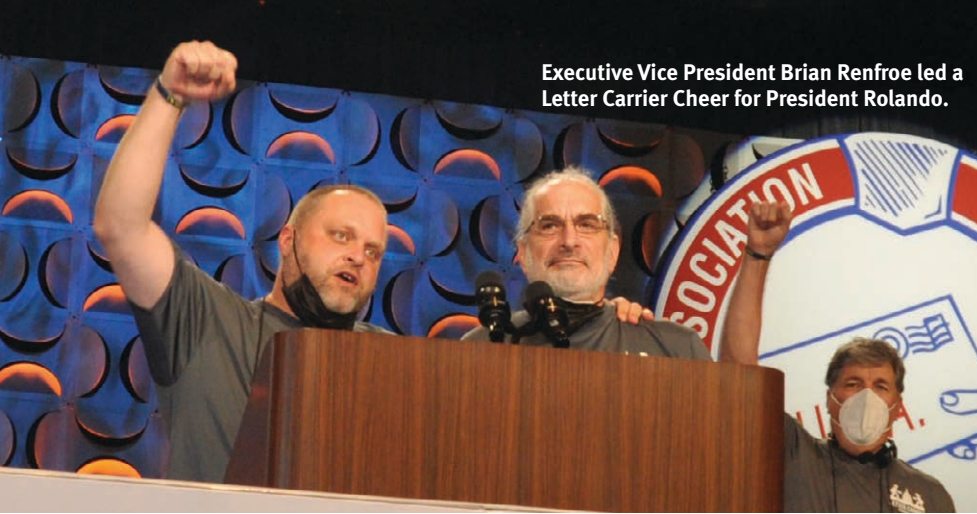


Top: Delegates from New York crowd the stage to cheer on Rep. Hakeem Jeffries (D-NY).

Above: AFL-CIO President Liz Shuler vows to fight for American workers.

Right: President Fredric Rolando leads a cheer for two MDA ambassadors.





Executive Vice President Brian Renfro led a Letter Carrier Cheer for President Rolando.

After, at the request of a delegate, Executive Vice President Brian Renfro came to the lectern to lead a Letter Carrier Cheer for Rolando at his last convention as president.

ORGANIZED LABOR

NALC's president then offered a tribute to the late Rich Trumka, former president of the AFL-CIO, who died last year, calling him a "champion for working people and a happy warrior for every union in the AFL-CIO." The delegates observed a moment of silence to honor Trumka.

Rolando then introduced guest speaker Liz Shuler, AFL-CIO president, who came to the stage escorted by NALC's AFL-CIO delegates.

Shuler praised workers for their efforts in passing the Inflation Reduction Act in Congress last week. "Because we as a labor movement actually fought for this bill to include labor protections and domestic content requirements," she said, "it's going to create millions of good-paying, family-supporting union jobs for generations. That's what's possible when we fight to elect leaders who fight for us."

Seeing that most delegates were wearing Letter Carrier Political Fund T-shirts on the floor, Shuler reminded them that there are only 89 days left before Election Day. "We have to make the most of every one of those 89 days," she said. "We are the only people who can actually get out there and break through the noise."

Shuler noted that public trust in most American institutions has declined—but not for unions. "People trust unions," she said. "We need to make the most of that trust."

She urged delegates to become involved



Robert Reiter Jr.

CALLED TO ORDER

Thursday's session began with Doug Adams of New Jersey Merged Branch 38 singing an *a capella* rendition of the National Anthem and Shanya Bensen, sergeant-at-arms of Chicago, IL Branch 11, leading the Pledge of Allegiance. The Rev. Dr. Otis Moss III of Trinity



Rep. Hakeem Jeffries (D-NY)

United Church of Christ in Chicago delivered the invocation.

President Rolando announced the appointment of members of the National Election Committee: Christa Abraham, Minneapolis, MN Br. 9; Eric Lomax, Jamaica, NY Br. 562; Rod Holub, Manhattan, KS Br. 1018; Delano Wilson, Silver Spring, MD Br. 2611; Antonia Shields, Birmingham, AL Br. 530; Paul Roznowski, Royal Oak, MI Br. 3126; Ethel Ford, Houston, TX Br. 283; Tom Dlugolenski, Syracuse, NY Br. 134; Jeannette Triana, South Florida Br. 1071; Brian Wiggins, Seattle, WA Br. 79; and Andy Weiner, Jamaica, NY Br. 562.

President Rolando then welcomed Rep. Jeffries, who was escorted to the stage by the New York delegation.

Jeffries told the crowd that it was time to put people over politics in the country.

"What an amazing thing," he said, "that, for the American people, the point of comparison, the baseline for what dedication and commitment and hard work means, is the work that letters carriers do each and every day, each and every week, each and every month, each and every year."

The congressman noted that the Postal Service is one of the few institutions mentioned in the U.S. Constitution, and that despite current USPS leadership, progress is being made because of what letter carriers bring to the table.

Jeffries continued by saying that the country is in a difficult moment—while we are fighting for the people and the public interest, others are fighting for the privileged few and special interests.

"As long as we continue to stick together, to stand up and show up and speak up," he told the delegates, "at the end of the day, the people will always prevail."

He continued: "We will ensure, despite the efforts by some, we will never let a single person in the United States Congress get anywhere close to privatizing the United States Postal Service—not now, not ever."

The delegates showed their appreciation with a standing ovation and a Letter Carrier Cheer.

AFL-CIO President Liz Shuler





in their local AFL-CIO labor councils to magnify labor's power and take advantage of its strengths in political activism. "When we build connections and use our organizing capabilities for politics, we build power—power for working people," she said.

Shuler pointed to the widening gap between the wealthy and working people—the ratio between executive wealth and average worker pay has grown to 324 to 1. "The greed that is taking place in our economy right now is unsustainable," she said. "We know the Jeff Bezos and Elon Musks of the world, they have enough money to pay the workers more and treat them better, and we are going to make sure that they do."

"Let's keep fighting for each other and the future for the next generation!" she concluded.

The delegates rewarded Shuler with a Letter Carrier Cheer.

Rolando introduced guest speaker Robert Reiter Jr., president of the Chicago Federation of Labor.

Reiter welcomed the delegates to Chicago and praised Chicago-area carriers for their commitment to the city's federation.

He told delegates that Chicago labor activists are working to protect workers' rights, including ending "right to work" laws in Illinois and beyond. Their goal, Reiter said, is to "take right-to-work off the table for private-sector employees in the state of Illinois—and then we're taking the show on the road!"

The delegates thanked Reiter with a Letter Carrier Cheer.

Rolando introduced the AFL-CIO delegates—Anita Guzik, Los Angeles Br. 24; Steve Hanna, York, PA Br. 509; Charles Heege, New York, NY Br. 36; Lloyd Doucet Jr., New Orleans Br. 124; and Elise Foster, Chicago, IL Br. 11—to present their report.

A STRONG ALLY

After more discussion of resolutions, Rolando invited Sen. Dick Durbin (D-IL)

to the stage, calling him "a staunch and unapologetic defender of the labor movement" who has "been in our corner right beside us the entire 12 years of trying to achieve postal reform."

Durbin, the No. 2 Democrat in the Senate, began by saying that his first endorsement for Senate came from NALC's Illinois State Association of Letter Carriers. He then congratulated the entire union for the passage of postal reform.

"It came from the administration of a president of the United States who is not afraid to say the word 'union,' is proud of the fact that the unions have made American strong, and wants to make sure that unions are a part of our future," the senator said, adding, "I agree with President Biden."

He said that people count on carriers to bind neighborhoods together and create communities.

"There's a reason the Postal Service is in the Constitution," Durbin declared. "It's as basic as America itself. We want to make sure you're here for a long time to stay."

He continued by saying that letter carriers have always been on the side of working people: "They stand up and speak up for the right values across the nation."

Durbin said the upcoming midterm elections are going to decide what the country looks like, and added that we need to build the economy to give working people a fighting chance to make the cost of living affordable for families.

He said that 250 years ago, "when our Founding Fathers sat down and wrote the Constitution, Americans understood that a healthy economy and a healthy democracy require an affordable, reliable Postal Service."

Durbin concluded by thanking NALC members for all they do to keep our democracy strong. "You're making America a nation of communities," he said.

President Rolando led the delegates in an enthusiastic Letter Carrier Cheer for Sen. Durbin.

He then called for a collection in the convention hall for two causes: the striking workers at Warrior Met Coal whom United Mine Workers President Cecil Roberts had mentioned during his speech on Tuesday, and for the daughter of Indianapolis, IN Branch 39 city carrier assistant Angela Summers, who was killed on her route in April 2020.

Rolando brought Executive Vice President Renfroe, Director of Health Benefits Stephanie Stewart and Director of Life Insurance Jim Yates in turn to the stage to resume discussion of resolutions.

LETTER CARRIER POLITICAL FUND

Rolando subsequently presented awards to branches with the greatest participation, and largest donation per capita, for the Letter Carrier Political Fund for 2020 and 2022 by branch size. The first-place winners were:

Participation rate

2,000-plus members: New Jersey Merged Br. 38 (2020—15.83%/2022—13.75%)

1,000-1,999 members: Austin, TX Br. 181 (2020—31.77%/2022—31.43%)

500-999 members: Birmingham, AL Br. 530 (2020—23.6%/2022—21.35%)

300-499 members: Reading, PA Br. 258 (2020—48.32%), Fall River, MA Br. 51 (2022—46.15%)

50-299 members: Pawtucket, RI Br. 55 (2020—65.95%/2022—69.5%)

Per capita donations

2,000-plus members: Chicago, IL Br. 11 (2020—\$34.21), New Jersey Merged Br. 38 (2022—\$33.28)

1,000-1,999 members: Austin, TX, Br. 181 (2020—\$74.94/2022—\$68.72)

500-999 members: Honolulu, HI Br. 860 (2020—\$78.28/2022—\$67.74)

300-499 members: Reading, PA Br. 258 (2020—\$118.71), Fall River, MA Br. 51 (2022—\$123.80)

50-299 members: Rhode Island Merged Br. 57 (2020—\$161.41), Pawtucket, RI Br. 55 (2022—\$143.18)

Rolando called Assistant Secretary-Treasurer Paul Barner to the podium.



Sen. Dick Durbin (D-IL)



Delegates wore their LCPF shirts to show their support for NALC's PAC.



Christina Davidson

He invited the Public Relations Committee to the podium to deliver its report. The members are Dan Garhofer, St. Paul, MN Br. 28; Karen Evans, Stamford, CT Br. 60; Eric Jackson, Southeast PA Mgd. Br. 725; Matt Leger, Fall River, MA Br. 51; and Carolyn Zorn, Pasadena, CA Br. 2200.

The delegates passed a motion calling for NALC to match the donations that delegates gave from the floor to support striking coal miners and the daughter of a carrier

who was killed on the job.

The president invited the Mileage and Per Diem Committee to the lectern. Its chairwoman, Antonia Shields, delivered the final report. NALC Board of Trustees Chairman Larry Brown told delegates that the trustees had approved of the report. The delegates approved a motion to accept the final report.

The delegates then viewed Part 3 of the strike film "Revolt of the Good Guys."

OFFICIAL CHARITY

Rolando brought Assistant to the President for Community Services Christina Davidson to the podium to speak about the Muscular Dystrophy Association (MDA). After a video about MDA, Rolando introduced MDA ambassadors, brother and sister Josh and Holly Szymczak, and their parents, Denise and John Szymczak. Born with a rare form of neuromuscular disease, both Josh and Holly have benefited from MDA's support, including MDA's clinics, where they can see many doctors in a single visit. The Szymczaks thanked letter carriers for their support.

The president invited Dr. Donald S. Wood, chief executive officer of MDA, to the stage. Dr. Wood told the delegates about the many ways MDA had achieved advances in research and treatment that nobody thought possible. "You make the impossible possible with your dedication, your support, your drive, your energy," he said. Dr. Wood presented Rolando with a legacy award for his support of MDA and led the delegates in a Letter Carrier Cheer for the president.

Rolando then presented branch awards for MDA fundraising for 2021, by size category: Category 1—New Jersey Mgd. Br. 38, \$49,465.50; Category 2—Portland, OR Br. 82, \$15,999.00; Cat-

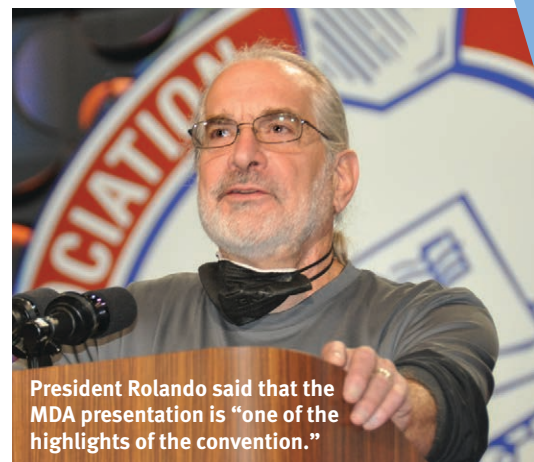
egory 3—Tampa, FL Br. 599, \$13,471.87; Category 4—Northeastern New York Br. 358, \$31,713.74; Category 5—Colorado Springs, CO Br. 204, \$12,985.50; Category 6—Yonkers, NY Br. 387, \$15,535.11; Category 7—South Central Indiana Br. 828, \$15,714.88; Category 8—Burlington, NC Br. 2262, \$7,746.00; Category 9—Gainesville, GA Br. 1441 \$4,000; and Category 10—New City, NY Br. 5229, \$3,551.36.

The president introduced Stewart, who introduced the Health Benefits Committee: Tom Nelson, New York, NY Br. 36; Raquel Acasio, San Diego, CA Br. 70; Cathy Bodnar, Hammond, IN Br. 580; Jacob Morgan, Greater East Bay, CA Br. 1111; and Erick Poston, Cleveland, OH Br. 40. Nelson delivered the report of the committee.

After some announcements, the session adjourned shortly after 3 p.m.



MDA's Dr. Donald S. Wood



President Rolando said that the MDA presentation is "one of the highlights of the convention."



NALC AUXILIARY

Madam President Cythensis Lang resumed our meeting with the Pledge of Allegiance and the collect.

The Auxiliary Country Store raised \$1,321.25. The registration and per capita collected \$2,052. We raised \$245 for MDA. The scholarship raised \$240.

The 50/50 raffle collected a total of \$1,343. The National Auxiliary collected half of that, \$671.50. We did the 50/50

drawing, and the two winners were Eddie Mann and Ernest Salazar, who each took home \$335.75.

Madam President Lang thanked Chris Bragg of Aux. #153 for manning the Country Store every day.

Past Auxiliary President Linda Kirby of Aux. #465 installed the newly elected 2022-2024 National Auxiliary Board members: President

THURSDAY, AUG. 11

Cynthia Martinez of Aux. #377, Secretary Crystal Bragg of Aux. #153, and Treasurer Samantha Yerg of Aux. #158.

We adjourned until 2024 in Boston.

—Submitted by Linda Davis



The resident national officers and trustees led delegates in a Letter Carrier Cheer for President Rolando.



LAST HURRAH

The final day of the 72nd Biennial Convention was a time for delegates to look back at what they and their union had accomplished in the past week and in the past decades, and to look forward to a new generation of union activists and leaders. As they prepared to head back to their branches and their routes, the delegates recommitted themselves to stand up for letter carriers on the workroom floor, to deliver for democracy, and to defend the rights of all workers.

The delegates looked back at a convention that highlighted the special role of letter carriers in their communities and their long history of binding the nation together. After a week of educational workshops, they ended the convention with a wealth of new information to share with their branch members and to use to better the lives of their fellow carriers.

They closed the convention with a renewed energy and confidence that, by sticking together, letter carriers and other workers can win ongoing organizing and union rights struggles across the country as part of the emerging renaissance of labor.

With many delegates wearing “I’m Voting for Democracy” wristbands, they headed home to do their part in ensuring that elections remain free and fair, and to work to elect candidates who stand up for working people and for a strong democracy.

As President Emeritus William H. Young reminded delegates in his greeting, unity and activism are “the secret of our success.”

GETTING DOWN TO BUSINESS

Friday’s session of the convention opened with Tim Greene of Asheboro, NC Branch 2560 singing an inspiring rendition of the National Anthem, followed by Jimmy Canada of Chicago, IL Branch 11 reciting the Pledge of Allegiance. Halil Demir of the Zakat Foundation in Chicago gave the invocation.

President Rolando announced that Paul Roznowski of Royal Oak, MI Branch 3126 will serve as chairman of the Election Committee for the upcoming election of national and regional officers.

The delegates then watched a memorial to the 109 active and retired city

letter carriers who were lost due to the COVID-19 pandemic.

Director of Retired Members Dan Toth, Director of Safety and Health Manuel L. Peralta Jr., Assistant Secretary-Treasurer Paul Barner and Vice President James Henry led consideration of resolutions, with many being adopted by the body. A complete list of the approved resolutions will appear in the September/October edition of *The Postal Record*.

Rolando called Assistant to the President for Community Service Christina Vela Davidson to the microphone for a presentation on the Letter Carrier Food Drive, and for the giving of awards to branches with the most food collected in 2022:

- Category 1 (2,500 or more members): Garden Grove, CA Br. 1100—1,000,571 pounds
- Category 2 (1,500-2,499 members): Seattle, WA Br. 79—455,617 pounds
- Category 3 (1,000-1,499 members): West Coast Florida Br. 1477—650,332 pounds
- Category 4 (700-999 members): San Juan, PR Br. 869—2,964,000 pounds
- Category 5 (500-699 members): Ponce, PR Br. 826—199,830 pounds

- Category 6 (350-499 members): Kalamazoo, MI Br. 246—221,912 pounds
- Category 7 (200-349 members): Columbia, MO Br. 763—431,401 pounds
- Category 8 (100-199 members): North Sound, WA Br. 450—748,948 pounds
- Category 9 (50-99 members): Helena, MT Br. 220—214,020 pounds
- Category 10 (26-49 members): Beaufort, SC Br. 3262—137,200 pounds
- Category 11 (1-25 members): Watervliet, NY Br. 178—51,000 pounds
- Top fundraiser: North Sound, WA Br. 450—\$59,724

REP. ROBIN KELLY (D-IL)

President Rolando then welcomed guest speaker Rep. Robin Kelly (D-IL) to the stage.

Kelly, a member of the House Oversight and Reform Committee, lauded NALC members for all they do. “No matter the weather, the busy holiday seasons and even a global pandemic, letter carriers keep working to ensure that everyone gets their mail,” she said. “For more than 130 years, the National Association of Letter Carriers has worked to protect the rights of city letter carriers across the country. The association has been an incredible example of collective bargaining.”

She said that NALC’s high organization rate is a testament to the union’s success in advocating for letter carriers and that she wants to continue to help.

“The past few years have been especially challenging,” she said, adding, “That’s why I have consistently worked in Congress to ensure that you have the tools and support you need to succeed.”

Kelly congratulated NALC on having postal reform passed, including codifying six-day delivery into law.

“This is progress that has been a long time coming, and I know that many of you and your fellow letter carriers deserve a pat on the back for advocating for these priorities for so long,” she said.

“I am confident that this won’t be our last cause for celebration,” she continued. “There is still more work to do to protect the vital services of the USPS. We should continue innovating how we use the USPS network to provide delivery services, expand partnerships and do everything we can to keep our letter carriers’ workload manageable.”



Rep. Robin Kelly (D-IL)

She concluded by telling the delegation, “My door is always open to letter carriers.”

Carriers responded by giving her a Letter Carrier Cheer.

President Rolando invited Assistant Secretary-Treasurer Barner to the lectern. Barner gave a presentation about the NALC Disaster Relief Foundation (NDRF) and recognized the members of its board of directors: Anita Guzik of Los Angeles, CA Br. 24; Sandra Laemmel of Detroit, MI Br. 1; Gary Mullins of Wichita Falls, TX Br. 1227; Matthew Rose of South Florida Br. 1071; and Richard Thurman of St. Louis, MO Br. 343.

He also recognized the NDRF officers: President Davidson of Durham, NC Br. 382; Vice President Peralta of Garden Grove, CA Br. 1100; and Secretary-Treasurer Antonia Shields of Birmingham, AL Br. 530.

Barner reported that between its establishment in July 2018 and May of this year, the foundation had provided nearly \$1.5 million in grants and assistance to victims of 32 storms and wildfires in 23 states.

UNITED AUTO WORKERS

The president then welcomed Bob Lynk, president of United Auto Workers Local 578 in Oshkosh, WI, and Local 578 Chief Steward Kurt Sauer to the podium. Lynk and Sauer explained how Oshkosh has a union plant in Wisconsin ready to build the Next Generation Delivery Vehicle (NGDV), but that the company had announced that it would move construction to the right-to-work state of South Carolina.

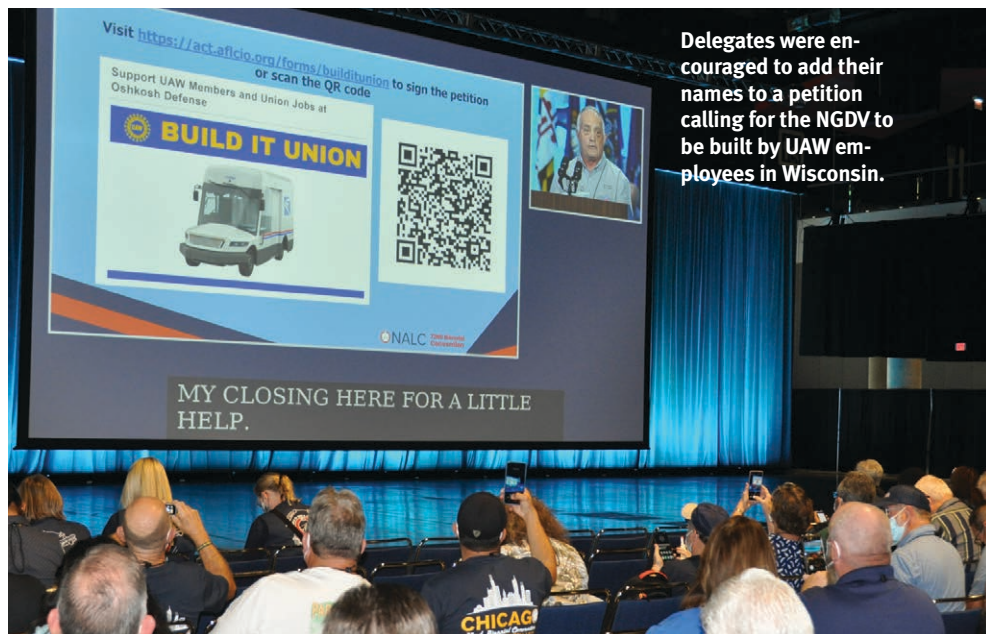
Lynk described his union’s struggle to bring the NGDV back to Wisconsin. “We are proud of the work we do in Oshkosh,” he said. “I am confident that the 84 years of unionized labor [presence] has given us the experience to build a fleet of high-quality electric vehicles for the USPS.”

Lynk and Sauer asked the delegates and other letter carriers to add their names to a petition for the UAW to build the NGDV.


AFL-CIO DELEGATE ELECTION RESULTS

Rolando then brought Andrew Weiner of Jamaica, NY Branch 562, election commissioner and chairman of the Board of Tellers, to the stage to announce the results of the AFL-CIO delegate election (the top seven are listed below and will serve as AFL-CIO delegates):

- Michael O’Neill, New Jersey Mgd. Br. 38—10,447 votes
- Anita Guzik, Los Angeles, CA Br. 24—10,140 votes
- Elise Foster, Chicago, IL Br. 11—10,071 votes
- Lloyd Doucet, New Orleans Br. 124—9,822 votes



Delegates were encouraged to add their names to a petition calling for the NGDV to be built by UAW employees in Wisconsin.



**Trustees
Chairman Larry Brown
took a moment to honor
his friend, Fredric Rolando.**

- Michael Willadsen, Hartford, CT Br. 86—9,485 votes
- Julie Quillam, Great Falls, MT Br. 650—9,369 votes
- Paul Rozzi, Pittsburgh, PA Br. 84—9,353 votes

Weiner then announced the total donations collected from delegates on the floor during the week. Chairman of the Board of Trustees Larry Brown of Los Angeles, CA Branch 24 announced the allocation of the donations. The Ruck March sponsored by the NALC Veterans Group after the Wednesday session raised \$26,244 for homeless veterans in Chicago. The collection on the convention floor, split between the family of a city carrier assistant who died and striking miners in Alabama, yielded \$28,772. Both amounts were matched by NALC Headquarters. The delegates approved the allocations.

A MOMENT OF PRIVILEGE

Trustees Chairman Brown took a moment of privilege to speak about his experience working with President Rolando, who is retiring in December.

Executive Vice President Brian Renfroe then read a letter of greeting from President Emeritus Young, who praised the passage of the Postal Reform Act. “All credit goes to the thousands of letter carrier activists who contributed to our PAC and lobbied their members of Congress,” Young wrote. “I hope every delegate in Chicago understands that this is the secret of our success.”

Delegates then watched a video tribute to Rolando. Surrounded by all the national officers, Rolando thanked Brown, Renfroe and the cheering delegates.

COMMITTEE REPORTS

The president then called Director of Life Insurance Jim Yates to the lectern. Yates introduced the Mutual Benefit Association Committee: Eric Matras, Portland, OR Br. 82; Mark Godbee of Ballwin, MO Br. 5050; Vincent Mase, New Haven, CT

Br. 19; Annette Taylor, Annapolis, MD Br. 651; and Kathy Walter, Tucson, AZ Br. 704. The committee members delivered their report.

Yates then called forward the members of the Uniform Committee: Stafford Price Jr., Chicago Br. 11; Mark Adams, Suffolk, VA Br. 1112; Stephanie Baiungo, Las Vegas, NV Br. 2502; Greg Klopfer of Jamaica, NY Br. 562; and Lisa Schleich of Grand Junction, CO Br. 913. The committee members delivered the committee’s report.

Rolando called Vice President Henry to the microphone to lead consideration of appeals. The delegates considered two appeals and voted to reject both.

The president brought Secretary-Treasurer Nicole Rhine to the lectern. Rhine introduced the members of the Convention Site Committee: Howard Komine, Honolulu, HI Br. 860 and Glenn Norton, Las Vegas, NV Br. 2502 (committee member Jim Korolowicz, South Macomb, MI Br. 4374, was not present). Komine and Norton delivered the report of the committee about the upcoming conventions in Boston (2024) and Los Angeles (2026).

The delegates viewed a video recap of the convention.

The president then called Boston, MA Branch 34 President Mike Murray to the microphone. Murray whetted the delegates’ appetites for the 2024 convention in Boston. The delegates viewed a welcome video about Boston.

President Rolando introduced Jill Lemons of Canoga Park, CA Branch 4006,

chairwoman of the Distribution Committee, to deliver the committee’s report and to introduce the committee’s members: Aldo Alvarez, Des Plaines, IL Br. 2076; Lakeyshon “Keisha” Bryant, Greenwood, MS Br. 1080; Ronnie Blue, Macon, GA Br. 270; Reba Campbell, Knoxville, TN Br. 419; Horner Christian, Huntington, WV Br. 359; Richard Galvin, Boston, MA Br. 34; Angel Garcia, Lansing, MI Br. 122; James Giese, Stockton, CA Br. 213; Sandy Gleim, Rockford, IL Br. 245; Alphonso Floyd, Olympia, WA Br. 351; Wayne Harlow, Greenville, SC Br. 439; Michelle Jellison, Topeka, KS Br. 10; Tammy Jones, Reading, PA Br. 258; Pat Kelly, Levittown, PA Br. 4973; Phil Khan, Flushing, NY Br. 294; Oswald Lecky, South Jersey, NJ Br. 908; Eddie Lofland, Sioux City, IA Br. 908; William Lynch, Framingham, MA Br. 334; Stephanie Matthews, Atlanta, GA Br. 73; Jamaal Mattocks, Raleigh, NC Br. 459; Mark Murphy, Erie, PA Br. 284; Mark Nembhard, Virginia Beach, VA Br. 2819; Matt Parkin, Pocatello, ID Br. 927; Armando Pedreira, New Jersey Mgd. Br. 38; Jose Portales, San Antonio, TX Br. 421; Leon Prude, Los Angeles, CA Br. 24; Andrea Richardson, Memphis, TN Br. 27; Rai Santiago, Elizabeth, NJ Br. 67; Craig Schadewald, New Bern, NC Br. 780; Mark Seitz, Maine Mgd. Br. 92; Vu Tran, Santa Clara, CA Br. 1427; Tyrone Valdez, Chicago, IL Br. 11; Curtis Walker, Kansas City, MO Br. 30; Shanaya Walker (Benson), Chicago, IL Br. 11; and Ed Walsh, Northeastern NY Br. 358.

Rolando closed the last convention he will preside over with words of gratitude: “It’s been an honor to serve as your president for 13 and a half years and to chair these last six conventions,” he said. “Stay well; I love you guys.”

After President Rolando expressed thanks to everyone who worked to make the convention possible, the 72nd Biennial Convention adjourned *sine die* at 12:22 p.m.



APPROVED RESOLUTIONS AND AMENDMENTS



The following resolutions and amendments were approved by the delegates at the national convention. National Agreement resolutions will now be part of the official position of NALC in future contract negotiations.

NATIONAL AGREEMENT RESOLUTIONS

NALC will negotiate with the Postal Service in pursuit of provisions that would:

- Establish an off-assignment overtime desired list for regularly scheduled workdays.
- Expand Article 2 to prohibit discrimination based on sexual orientation or identity.
- Negotiate to address staffing issues and to streamline the hiring process.
- Until we achieve an all-career workforce, reduce the time a carrier spends in a non-career position to no more than 12 months of relative standing.
- Not require a carrier to work a holiday or designated holiday when leave is used in conjunction.
- Create an additional overtime list for carrier technicians who only desire overtime on the route they are assigned that day.
- Increase annual leave by two weeks.
- Add grandchildren to the definition of family member for bereavement leave.
- Add Juneteenth National Independence Day to Article 11.
- Issue a complete standard uniform package to properly equip new employees.
- Prohibit full-time regular city carriers, whose bid assignment does not include Sunday as a regularly scheduled day, from being mandated to work Sunday.
- Create two overtime lists: one for carriers who desire overtime on each of their five scheduled workdays but not the non-scheduled day, and a second list for overtime only on their non-scheduled day.
- Provide credit on the pay schedule for time served as a CCA or former CCA.
- Add significant other to the definition of bereavement leave.
- Sell back annual leave in the same manner as management.
- Include CCAs in Article 13.
- Give priority consideration at Step B and arbitration to grievances relating to a transfer.
- Employees placed into an emergency placement status will remain in a pay status.
- CCAs to receive 8 hours of administrative leave when a current or former president of the United States dies.
- Leave may be donated for any approved FMLA absence.
- Require the Service to mail a yearly letter informing the carrier of their emergency contact as well as life insurance beneficiary and benefit amount.
- Eliminate Table 2 of the pay schedule.
- Require use of the scanner to alert carriers of an emergency.
- Hire employees directly into career positions.
- Seek full and equal access to information and programs utilized in joint route adjustments.

- Have the interior of postal vehicles cleaned at least once per month.
- Increase the annual leave carryover and terminal leave limit to 520 hours.

GENERAL RESOLUTIONS

- The NALC will advocate to maximize the number of electric NGDVs, for the fleet to be built by union labor, and to expedite the delivery of the vehicles to the field.
- The Mutual Benefit Association will investigate adding a long-term care insurance policy.
- That letter carriers be offered the opportunity to contribute to the NALC Disaster Relief Fund through biweekly payroll allotments.
- Negotiate with the DOL and OWCP to allow NALC members to formally continue their union membership while receiving workers' compensation.
- Create an instructional route count and inspection video if and when returning to a unilateral route adjustment process.
- That the NALC study the French system of checking in on the frail and elderly and seek to negotiate a similar service.
- To advocate and promote non-postal government services at local post offices.
- The NALC Health Benefit Plan will seek to cover necessary travel expenses for Plan members forced to travel to obtain access for covered reproductive health services. The NALC will work to prohibit infringements on federally protected rights, such as collective bargaining and health care benefits.
- Establish a taskforce to study the feasibility of NALC, or in collabora-

tion with other unions, assisting Amazon delivery drivers in organizing a union.

- To advocate for Election Day to become a federal holiday, automatic voter registration, and to make voting by mail a right for all.

CONSTITUTIONAL AMENDMENTS

Amendments to the *Constitution of the National Association of Letter Carriers*:

- **Entire Constitution**—Edit the entire *Constitution* to eliminate all gender pronouns and other gender references throughout.

CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES:

- **Article 4, Section 1**—Added language to create a Mutual Benefit Association representative as an officer of the branch.
- **Article 6, Section 1**—Add language to create a Letter Carrier Political Fund coordinator to the branch, to be appointed by the president.

CONSTITUTION AND GENERAL LAWS OF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION:

- **General Laws, Law 3, Sections 5 and 6**—Delete the sections which detail the procedure that a Mutual Benefit Administration representative could be removed from office by the national chairperson of the Board of Trustees.



EXHIBITOR AREA



Outside the convention floor, exhibits supplied the delegates with knowledge, inspiration and one-on-one access to NALC staff and letter carrier volunteers manning the informational booths.

Among the most popular exhibits were a prototype of the Next Generation Delivery Vehicle (NGDV), which delegates could see up close, inside and out, and “The Week the Mail Stopped,” a mini museum about the Great Postal Strike of 1970.

Exhibitors from various NALC departments gave delegates important information, including the ability to look up their own records and to sign up on the spot to participate in union activities and benefits.

The Letter Carrier Political Fund (LCPF) booth provided LCPF T-shirts to delegates who had contributed to NALC’s political action committee while also signing up many new contributors. LCPF supporters proudly wore their shirts on the convention floor during Thursday’s session.

The NALC Health Benefit Plan and the Mutual Benefit Association (MBA) staffs explained the benefits of membership and answered questions at their booths. Chicago Branch 11 and other branches sold items to raise funds for Muscular Dystrophy Association (MDA), the Postal Employees’ Relief Fund (PERF) and other charities.

NALC’s community service activities, including fundraising for MDA and the Letter Carriers’ Stamp Out Hunger Food Drive, were represented with a booth, as were the NALC Disaster Relief Foundation, the NALC Leadership Academy, the NALC Veterans Group, Nalcrest, the NALC Retirement Department, workers’ compensation, and the USPS Employee Assistance Program (EAP). Delegates also could buy NALC apparel and other souvenirs at the NALC Store booth or craft items at the NALC Auxiliary’s Country Store.

A LOT TO LEARN

The work of delegates in Chicago extended beyond the general session. From Monday through Thursday, in the morning and afternoon before and after the daily session respectively, delegates attended workshops to learn valuable information they can take back to their branches and use as leaders to represent and assist their fellow carriers.

Workshop topics included the new Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP); the rollout of the Next Generation Delivery Vehicle (NGDV); the latest city delivery issues; conversion of city carrier assistants (CCAs) to career status; the Postal Service's Delivering for America plan; dues, membership, elections and bylaws, financial management and report-filing requirements for branches; workers' compensa-

tion; legislative and political activism; dignity and respect in the workplace; communicating with branch members; getting the message out through the media, retirement and much more.

The workshops were a two-way learning process. Led by national experts in the union, the workshops gave participants access to their knowledge as well as the chance to ask questions, while also providing delegates with the chance to explain problems they are experiencing in their branches to those experts and to each other.

"The workshops at the national convention give letter carrier activists the opportunity to learn directly from NALC's officers, staff and other experts," NALC President Fredric Rolando said. "The delegates go home with a great deal of new knowledge to put to good use for their members." **PR**





Sarah Kurkowski and some of the soap she makes

Keeping her hands busy...and clean

“I like to do creative things that keep my mind busy,” Sarah Kurkowski says.

About a year ago, the South Suburban Merged, IL Branch 4016 member took up soapmaking in her spare time. “I kind of float from hobby to hobby and this one caught my eye,” she said.

Having always been crafty, Kurkowski enjoys crocheting, cross-stitching, quilt-making and 3-D printing. Her hobbies “depend on the weather,” she said, adding that quilting gets “a little warm.”

In the past, she had a small business producing Yeti-type tumblers, some of which were postal-themed. People loved them and wanted to order them, but as a result the pastime began to lose its luster for the 15-year letter carrier. “If I take my hobby to a business, it’s not fun anymore,” she said.

Soapmaking is something she can do year-round, and she values its practicality. “It keeps my hands busy,” she said. “Plus, it’s something you can use every day.”

The carrier began researching soapmaking, “mostly [by] watching other ‘soapers,’ and I read a lot,” she said.

Besides watching a lot of YouTube videos, Kurkowski also discovered the Soap Challenge Club on Facebook, where every month there’s a guest teacher who gives a tutorial on a

specific technique. There are different categories (like beginner and experienced), and participants can win prizes.

“It’s neat to see what other people around the world are doing,” the carrier said.

Kurkowski also learned that some organizations send soap scraps to other countries to help with sanitizing. “It’s a lot bigger world than I knew about until I started researching,” she said. “There’s a big demand.”

She decided to do her part, not by shipping items overseas, but by giving them to people in her corner of the world who could use soap. “I give it away to family, co-workers at the post office, and senior citizens that live in the senior buildings on my mail route,” she said, adding that her recipients “snarf it up like candy.”

There are two senior apartment buildings with a total of 75 residents on her route that Kurkowski brings soap for. “They love them,” she said. “The women said it makes their hands soft.”

Across the parking lot from there is a food pantry that has seen a big uptick in people using it amid the ongoing COVID-19 pandemic. “They’re always looking for soap,” she said of the pantry. “That’s my next target.”

To produce her soap, the carrier first heats up some coconut and olive oils before adding a solution of lye and water, which turn the oils into soap

through a reaction called saponification. “There are no extra chemicals in it,” she noted.

Kurkowski next uses an immersion blender to mix it, then as it cools she adds any fragrance and colorants—mica powder tends to be the most vibrant for adding color, she said.

She then puts the mixture in a silicone loaf mold and lets it sit covered up. After 24 hours, she cuts it into slices. Although the soap is ready to use in 48 hours, she normally lets the soap sit for a month to cure, allowing the water to evaporate further so that it hardens and lasts longer.

“Each has its own design and smell,” she said, although some batches she purposely makes unscented for those she knows have allergies.

Kurkowski buys the oils from the grocery store. As she’s gotten more invested in the hobby, she’s learned about companies that make fragrances and she orders from them.

Some of her favorite scents are peppermint swirl (one of her most popular as well) and a lime-scented one that smells like a Jolly Rancher candy.

The carrier notes that she’s not really a floral person (“it’s a personal preference,” she said), and that she’s more interested in citrus fragrances and musky scents like sandalwood. Kurkowski had just received an order of an iced tea scent that she was

excited about using, and up next after that is butterbeer—“I’m really into Harry Potter,” she said.

For the fall, Kurkowski has found a library/old books scent, which she plans to use to make pencil-shaped soaps for her daughter, who is a teacher. More complicated or creative designs do take longer—“if you have patience,” Kurkowski says, adding that for her, it “depends on how the day at work goes.”

Kurkowski, who works at the New Lenox Post Office, has one of the larger routes in her office, so she doesn’t have a ton of spare time to dedicate, but she tries to make one to two loaves a week.

The carrier has multiple molds so that she can make soap two days in a row if she chooses; if one is in use while resting, she has another. One batch created in the loaf mold equals 10 bars, so she generally makes 10 to 20 bars per week.

She noted that she currently had about 50 bars that she was getting ready to package and drop off at the food pantry.

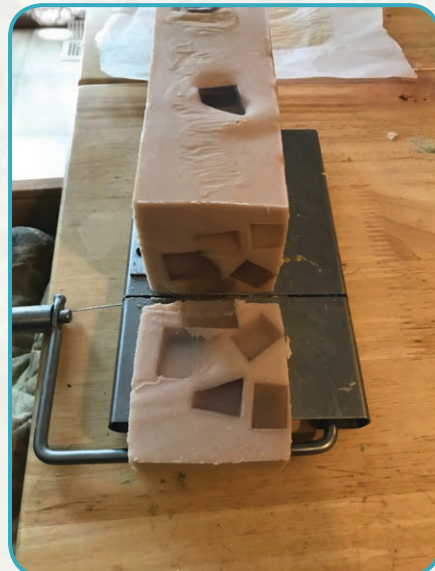
In addition, the carrier makes soap flakes, which she uses to clean her postal uniforms. This uses less soap than regular laundry detergent and, in her opinion, gets them much cleaner. She also estimates that she saves \$40 a

month by using her own soap. Making the flakes is “mostly a passion [just] for me,” she said.

Kurkowski makes all of her soap at home in her large laundry room. “That’s where my crafting stuff lives,” she said.

She says she doesn’t post about her soapmaking on social media, though she’s more than happy to send a bar to someone who wants one.

“I’m just going to keep doing what I’m doing, as long as people want it,” Kurkowski said. “It lets out my creative process and gives me an outlet. I’m not looking to make any money from it. It’s a labor of love.” **PR**



Kurkowski’s process for making her soap: mix the ingredients, pour it in a mold and let it harden before cutting it into slices and individually wrapping them.

Ongoing efforts to appropriately staff our craft



**Brian
Renfroe**

In recent months, I've written in multiple *Postal Record* articles about the staffing challenges that have surfaced in post offices around the country. The reasons for these challenges are both external and internal within the Postal Service.

Externally, the world around us has an impact. A highly competitive job market with very low unemployment and rising wages makes it more difficult to hire in many locations. In some locations, the Postal Service is unable to get enough applicants for jobs.

Internally, high attrition rates in our craft have been an increasing problem. Unnecessary delays in the Postal Service's hiring practices

also negatively impact its ability to staff in some areas.

Anyone can see that high attrition combined with difficulty hiring is a recipe for disaster. Unfortunately, we have seen disaster in a number of installations around the country. Inadequate staffing harms our ability to service our customers and negatively affects letter carriers in several ways.

It is easy to point out problems—and there is no doubt that this is a problem. It is important to understand the causes of a problem to be in the best position to address it. Developing solutions and strategies to address problems is where the real work takes place.

In January of this year, I wrote in *The Postal Record* about these issues and called on my counterparts at USPS Headquarters to join with the NALC to improve those matters because our customers and NALC members need relief. We have made some progress over the last year or so, but thankfully that progress has accelerated over the last couple of months.

Let's look at the problem of hiring. This issue can be divided into a couple of categories. First, there is the issue of seemingly having sufficient applicants, but difficulty onboarding enough employees.

One of the subcommittees of the City Delivery and Workplace Improvement Task Force is devoted to addressing complement-related issues in our craft. This joint group of NALC and USPS representatives has developed a comprehensive process for reviewing complement, which includes examining hiring practices. We sometimes see issues with delays in the required pre-employment processes that result in those in the hiring process taking

another job before they are cleared for training as a city letter carrier.

Pre-employment processes are being expedited as much as possible. The Postal Service is exploring potential changes to allow for more rapid onboarding. We will continue engaging on this issue and hope to see further improvements going forward.

The second part of hiring difficulty is where we simply don't get enough applicants to appropriately staff. In the August edition of *The Postal Record*, I wrote about a new agreement (M-01986 in the Materials Reference System) that moves 22 installations to an all-career model. In these 22 installations, all city carrier assistants (CCAs) have been converted to career status. As of this writing, these 22 installations are hiring part-time flexible (PTF) career letter carriers to reach the number of PTFs indicated in M-01986 for each of the 22 installations.

Since that time, we have worked with our USPS counterparts to take the information that NALC branches all over the country have provided, as well as a district-by-district review process, to identify additional installations to move to the all-career model. In early August, we agreed (M-01988) to add 43 additional installations to the all-career model in M-01986. We are constantly working with our USPS counterparts to complete reviews all over the country as quickly as possible to identify installations where we can reach agreement to move to this all-career model to improve hiring.

In the spring of 2021, we reached agreement with USPS on a pilot program, the New Employee Experience and Retention Program (M-01949). Later, in the summer of 2021, we reached agreement on another pilot program, the New Employee Mentoring Program (M-01961). Both programs build a joint structure around creating the best possible experience for newly hired letter carriers. Between the two pilots, they include structuring work hours early in careers, utilizing joint communication to help new letter carriers learn, and having a mentoring process where seasoned letter carriers serve as mentors.

These programs have been overwhelmingly successful. Retention rates in some locations have jumped from as low as 50 percent to 95 percent and higher. There is one exception to this level of success—locations with staffing issues.

Customers and letter carriers need adequate staffing levels. Most of the service issues and contractual compliance issues can be traced back to staffing problems. Letter carriers are overworked in offices with poor staffing levels. We will continue to work on these staffing issues until every installation in the Postal Service is addressed.

Good, better, best



James D. Henry

My father used to say, “Live your life by two standards—the one you will not go below, and the one you’re trying to obtain.” I’ve taken that to heart throughout my lifetime and have applied that philosophy to my occupation, always striving to work with a goal of excelling and leading by example. Doing a good job has never been good enough for me. I’ve strived to be better every day until I was the best at whatever I engaged in. Working for the NALC has been no exception.

One of the attractions to becoming an NALC activist was my observation of the high standards of representation exhibited by my local branch. I later realized that the NALC expected nothing less than to provide the best representation possible to its membership. Therefore, I’ve always tried to teach during trainings on NALC’s best practices that “good” is the baseline. “Better” is what the majority of our “best practices” are framed around. Practices identified as “best” are practices that exceed expectations. When our best practices really are the best practices, we ensure the continuance of excellence.

In my view, the reason we’ve been successful in our negotiations for collective-bargaining agreements that benefit current letter carriers and those yet to be hired, is because of good, better, best.

What do I mean by that? Although we already had good contracts, our leadership has always sought to do better until we’ve achieved the best possible contract. There is simply no substitute for the best—whether it is a meal, a friend or, in this case, representation. The best is the standard we should always strive to obtain.

All NALC representatives, whether at the national or regional levels, or your local shop steward, have a duty to not only be good at what we do, but to seek to get better every day and to be the best we can be. If not, how can we meet our obligation to provide letter carriers the best workroom floor representation and best collective-bargaining agreement? How can we inspire others to join the union? How can we inspire others to become union activists? How can we inspire others to remain in the union? How can we train new and effective leaders? We can’t! Because we can’t teach what we don’t know, and we can’t lead where we don’t go!

The NALC is the gold standard for representing its members. The accomplishments gained through collective bargaining are the envy of many other unions and should not be taken for granted. We can never become complacent. Had we done so in the past, letter carriers’ level of living wages, benefits and employment stability would have been non-existent if left up to the benevolence of those negotiating on the other side of the table.

Next year our current National Agreement will expire. I presume the Postal Service will approach contract negotiations with a different standard than that of the NALC. It’s not unreasonable to think the Service’s approach will be that of, “What more does the NALC want? It already has a good contract. Letter carriers’ pay is better than in the past.”

“Well, I assure you, having a good contract and pay being better than what it was is not, and will not, be the standard the NALC uses to approach contract negotiations.”

Well, I assure you, having a good contract and pay being better than what it was is not, and will not, be the standard the NALC uses to approach contract negotiations. Our attitude and approach are, “Good, better, best. We will not rest until our good is better and our better is best!” As it should be.

My area of responsibilities includes, but is not limited to, dispute resolution team training, Advance Formal A and Beyond training and arbitration advocacy training. This education aids in providing the best representation for letter carriers. It is paramount to the successful outcome of any grievance resolution that competent, knowledgeable representatives be committed to the highest standards of quality work and commitment. A chain is only as strong as its weakest link.

Therefore, I believe that in the capacity I serve letter carriers and this union, it is also my responsibility to exhibit best practices. I also work to recognize and cultivate future union activists who embrace and demonstrate best practices. To achieve the best, you must always be at your best. That is why it is imperative, as leaders in labor, that we remain dedicated to the standards of not only being a good union, or a better union, but the best union. If we continue to do that, we will have a lasting impact.

Additional important reminders



**Nicole
Rhine**

Article 2, Section 5 of the *NALC Constitution* contains information on the years of service membership pins available to NALC members. Per the *Constitution*, the branch secretary must notify the office of the national secretary-treasurer that a member will complete the necessary years of service and the pin will be sent to the branch to present to the member.

The notification can be made in two ways—either in writing to the office of the national secretary-treasurer or by the branch secretary going through the Members Only portal. The new pin request program on the Members Only portal sends the

branch's request directly to Headquarters electronically.

Membership pins are provided to branches at no charge beginning at 25 years and for each five-year increment thereafter. Membership pins for years 5, 10, 15 and 20 are available for purchase by branches from the NALC Store.

NALC members who have completed 50 years of membership are awarded a life membership gold card that entitles them to all privileges of membership in the NALC without payment of dues. Again, all requests for gold cards must be made by the branch, per the *Constitution*.

Please be aware that gold cards are a special order and must be engraved by an outside union vendor, so branches should allow four to six weeks for delivery.

Branches should also be aware that special recognition is given to members who reach 70 years of membership and at each five-year increment thereafter with a suitable plaque.

Transferring membership from one branch to another after retirement

Any retirees in good standing in their branch moving to another city may transfer membership to the branch located in such city if that is their wish to do so.

Article 2, Section 3 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* contains provisions for transferring membership from one branch to another as a retired member. On occasion, the Membership Department does not receive the required information necessary to process the transfer, which causes a delay. To assist with the issues the Membership Department encounters, the following is what is

needed, per Article 2, Section 3 (c) of the *CGSFB*, to complete a transfer of membership for a retiree wishing to do so:

(c). In the case of a retiree member seeking to transfer membership, [h]e/she shall make application to the Recording Secretary of his/her Branch, who shall ascertain from the Financial Secretary if all dues and assessments charged against him/her on that date are fully paid; if so, it shall be the duty of the Recording Secretary to announce at the next regular meeting of the Branch that the application has been received and all obligations discharged. There being no objections, the Recording Secretary will at once forward to the Recording Secretary of the Branch with which affiliation is desired, a letter of recommendation. The letter shall be read at the first regular meeting of the receiving Branch held after its receipt and the transferred individual shall be considered a member at that time. The Recording Secretary of the Branch shall then notify the Recording Secretary of the original Branch that the transferee has been received into membership.

Once this process has been completed, a copy of the letter of recommendation from the originating branch, as well as a copy of the letter from the receiving branch that the transferee has been received into membership, must be forwarded to the Membership Department along with a request that the transfer of membership be completed.

Changing bank accounts

On occasion my office receives calls from branches or state associations that are changing bank accounts, asking what information is needed at headquarters to change the account that dues are direct deposited into. If a branch or state association is planning to change banks, an officer should contact the Membership Department for an Electronic Deposit Change Form. The form must be completed and signed by the president and the secretary-treasurer and returned to Headquarters along with a voided check from the new account. We recommend that the old bank account remain open until a dues deposit is verified as being made into the new account.

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

Also available to branch presidents, secretaries and treasurers is a retired member listing for their branch. The list includes all current retired members of the branch and notes which, if any, of the retired members are gold card members. Any member showing on the list as "pending 1189" indicates that NALC Headquarters has not yet received an 1189 from the member.

Branch election campaign fundamentals



**Paul
Barner**

As we look to the fall, many branches will begin the planning phase for conducting branch nominations and elections. As such, I routinely receive calls concerning questions about election procedures. In this article, I will review some of the more common questions and the regulations addressing specific campaign provisions.

One frequently asked question by candidates and branch officers concerns whether the NALC logo can be used on campaign material in branch elections. Past presidential rulings have stated, “Consistent with federal law, the *NALC Regulations Governing Branch Election Procedures* (RGBEP) generally prohibits the use of union funds and resources to support or oppose candidates in Branch elections. (See Sections 9.4 and 9.7 below.) The NALC logo is the intellectual property of the NALC. Therefore, Branches should treat the use of the logo by candidates as a prohibited practice and should try to prevent it. However, the mere fact that a candidate has included the logo on campaign material does not necessarily invalidate a branch election, or require that a rerun election be conducted. The question of whether the use of the logo may have affected the outcome of the election would have to be considered in light of all relevant circumstances in the context of a post-election appeal under Section 21 of the RGBEP.”

Let’s take a look at the *NALC Regulations Governing Branch Election Procedures* regarding campaigns. The handbook is available online at nalc.org and from the NALC store. It should be a handbook readily accessible in every branch. As previously written, this handbook is a great resource for branch officers and particularly the election committee. It covers all necessary procedures and timeframes.

NALC REGULATIONS GOVERNING BRANCH ELECTIONS

9.0 CAMPAIGN

9.1 The branch must treat all candidates equally; any and all privileges extended to one candidate by the branch must be extended to all candidates.

Comments: An example of equal treatment: If a branch permits one candidate to copy a membership list, all other candidates must be allowed to copy it. There are no exceptions to the requirement of equal treatment. The Department of Labor scrutinizes this aspect of elections very closely and will set aside elections based upon even minor violations.

9.2 A branch must honor all reasonable requests to distribute campaign literature at a candidate’s expense.

Comments: This provision is often troublesome for local branches, primarily due to different interpretations of the term “reasonable.” If at all feasible, branches should distribute campaign literature when asked to do so. For example, a branch should not refuse to distribute literature merely because it has a small staff which cannot handle the extra work. Instead, the branch could hire temporary help to prepare and mail the literature, and charge the cost of the temporary help to the candidates. Treating all candidates the same by refusing to distribute campaign literature does not fulfill the intent of the law. In the event a candidate cannot afford to distribute literature, the branch does not have to distribute literature free of charge. However, if a branch distributes literature for one candidate without charge, then it must do the same for all candidates. In order to avoid complaints of unequal treatment, branches should advise all candidates in advance of the conditions under which it will distribute literature, and should promptly advise all candidates of any change in those conditions.

9.3 A branch can neither censor campaign literature nor require that branch representatives be permitted to read the literature before it is distributed.

9.4 A branch may not use branch dues, assessments or similar levies or contribute anything of value to promote one candidate over another, or discriminate against any candidate. Branch funds, however, may be used for all notices and for all other expenses necessary for conducting the election.

Comments: This provision is commonly violated in branch elections. The bottom line is that a branch is absolutely prohibited from criticizing or endorsing any candidate in a union-financed newspaper, publication or letter. On the other hand, publication of information sheets with biographical data is permissible, provided that all candidates are given an equal opportunity to submit data and the data for each candidate are given equal space and prominence. Similarly, providing newspaper space for candidates to present their views is permissible, provided that all candidates are given an equal opportunity to submit their statements and are given equal space and prominence in the branch paper. Branches can also sponsor a debate at a branch meeting. However, all candidates must be informed of the time and date of the debate and must be given an equal opportunity to express their views at the meeting.

9.5 The United States Postal Service may not contribute money or anything of value to the campaign of any candidate.

9.6 Branch officers and candidates may not campaign on union time.

9.7 Branch officers and candidates may not use branch funds, employees, office space, telephones, facilities, equipment or materials to campaign.

9.8 No campaigning is allowed within a polling place during voting.

I hope this helps clarify some of the issues that may arise during branch election periods. Remember, the intent of this article is to educate our members, not to create problems—especially since any objection to an election must be based on the factual circumstances in that particular election.

MDD timekeeping feature update



Christopher Jackson

In April, the Postal Service advised NALC of its intent to begin nationally implementing the Mobile Delivery Device (MDD) timekeeping feature, which was previously being tested in various locations around the country. This notification provided NALC with a tentative schedule for the rollout process, which involves nine phases of implementation. To date, USPS has implemented Phases 1 through 3 of the rollout, which includes the pilot locations, North Carolina district and most of the USPS Atlantic area. As more locations have begun using the feature, city carriers have expressed to me concerns with the MDD timekeeping process. I want

to use this month's article to address those concerns and to provide members with some additional information received from USPS during our discussions of the feature.

My staff and I regularly meet with the Postal Service to discuss the Mobile Delivery Device technology and the application software. During these meetings, we provide feedback from letter carriers on recent changes and propose suggestions for future enhancements and/or new features. One of our recent meetings with the USPS MDD team focused on carrier feedback and concerns related to the timekeeping feature.

The first concern NALC addressed with USPS was the time it takes to navigate the multiple menus before the Begin Tour entry is submitted into TACS. When initially clocking in, carriers have reported that it appears to take an excessive amount of time to successfully begin tour. Currently, the timekeeping workflow requires that carriers scan their postal identification badge, and choose the user role (e.g., City Carrier) and user type (e.g., On Street Motorized), route number and vehicle information prior to submitting the Begin Tour entry. We explained to USPS that navigating all these menus prior to the recording of the initial begin tour could be problematic if the carrier did not have a route assignment or vehicle assignment prior to clocking in. There are many occasions in which city carrier daily assignments and vehicles may change last minute due to operational circumstances. We emphasized to USPS the importance of making that initial Begin Tour entry immediate and independent of all the other menus. The Postal Service has agreed to change the current workflow and time stamp of the Begin Tour to reflect the actual time the carrier selects the Begin Tour option im-

mediately after scanning their ID badge and selecting the city carrier user role. Additionally, USPS has agreed to add an audible alert when the carrier selects Begin Tour so carriers are aware of exactly when they are on the clock.

Another concern communicated to NALC is the inconsistency between the way the MDD displays and calculates time and the established USPS timekeeping system. The Postal Service uses a unique timekeeping system that is a variation of the military 24-hour clock. In this system, time is recorded in hundredths (or units) of an hour rather than minutes. Negotiated contractual provisions and official postal handbooks recognize this as the proper timekeeping system for postal employees. Conversely, the MDD displays time in minutes and seconds, which is inconsistent with postal handbooks and manuals. In our discussions, USPS recognized that the two systems were in conflict and is working on correcting this issue within the program software.

Also, I have received reports of concerns related to the timekeeping feature when the MDD is in training mode for new employees attending Carrier Academy. In locations where the timekeeping feature has been implemented, facilitators have reported that new employees often have not yet received a postal badge prior to attending Carrier Academy. Since they do not have an ID badge, these new carriers are unable to log in and access the MDD during the training. USPS verified that despite being in the training mode, there is still a requirement to scan a postal ID badge to log in. USPS recognizes that this is a problem and is working on a solution to perhaps bypass this requirement in training locations or maybe create a specific generic ID badge for use in training facilities. Additionally, USPS inadvertently implemented the timekeeping feature for all training facilities. NALC advised USPS that using the timekeeping feature in training locations where the feature has not been implemented for all employees creates confusion for new carriers. For example, the timekeeping feature has yet to be implemented in the WestPac Area. It is improper for those Carrier Academies to teach the new method of making time clock entries when they will not be using this method. New carriers should be trained on how to make proper time entries consistent with their work location. In our meeting, the Postal Service agreed to discontinue use of the MDD timekeeping feature in Carrier Academy locations where the feature has yet to be implemented.

I always appreciate feedback from letter carriers on the MDD and will continue to use it in my discussions with the Postal Service. I hope this article has clarified some aspects of the MDD timekeeping feature and alleviated concerns for carriers. Going forward, I will be sure to update the membership with any additional information related to this initiative.

Challenging management's commitment to safety



Manuel L. Peralta Jr.

A few years ago, the USPS created the HERO system. It's easy to find by logging in to LiteBlue. Once in, click the HERO login icon in the Human Resources section, and you will find the HERO main page.

To the right of the page you will find a section titled "Your Actions," which should note the number of training courses assigned to you. Click on that icon and you should land on the page that identifies the training assigned to you, the due date and the actions available, which you will find on the right. On the left side under your name, you will find the courses you have taken, which you can find when clicking on the completions icon.

ing on the completions icon.

Once there, it takes you to your active training page. You can filter the information by training status. Change the filter to "completed" to learn how many courses HERO has tracked as having been taken by you. This HERO system was designed to easily find what training is assigned and to easily track who has gone through each piece of training.

But...

This system has been misused by many managers who want to put a checkmark by your name, to show that you were given specific training, when you in fact were not. In the past I have written about this as an ongoing problem.

On July 18 of this year I sent out a memo to the national business agents (NBAs) requesting their assistance in acquiring information related to the question of the accuracy/honesty of the information management has in the HERO system.

My inquiry through your NBAs includes the following request:

If the employee asserts that they had not taken the training as claimed by the employer in their HERO training/tracking system, then please have them provide a statement, indicating that they had not taken the training, yet their name is listed as having done so. Have the statement identify the date of the training in dispute, along with their employee ID number, their name and the name of the training course in dispute.

I am looking for evidence, directly from you, to determine who in management is claiming that you were provided specific training when such a claim is not true.

You can do your part to help by assisting your union in doing what is requested in my July 18 memo. If the request comes from the NBA's office, please provide your information through them. If not, then send your statements and supporting documents to my attention at NALC Headquarters.

I am seeking this information because of concerns about management's honesty on its training claims. When I approached management to discuss this issue, they indicated that they needed specifics to address.

If an employee is issued discipline in a case where management claims the grievant was instructed through a stand-up talk of a HERO training, then it may be necessary to thoroughly investigate to confirm that the stand-up talk actually occurred.

If you are a shop steward, you should be reviewing Article 16 of the *Joint Contract Administration Manual (JCAM)* as a refresher before you begin your investigation of whether or not discipline was justly issued to one of your employees. One of the principles requires that there is a "rule" and that the employee was aware of the rule.

The principles of just cause are discussed beginning on page 16-1 of the *JCAM*, which provides as follows:

Is there a rule? If so, was the employee aware of the rule? Was the employee forewarned of the disciplinary consequences for failure to follow the rule? It is not enough to say, "Well, everybody knows that rule," or "We posted that rule ten years ago." You may have to prove that the employee should have known of the rule...

Management is required to hold safety stand-up talks on a weekly basis. Sometimes those stand-up talks are not logged into the HERO system, as they were not assigned as a requirement from upper management at the district, area or headquarters level.

In that case, there should be a stand-up talk log book, clipboard or other method used at your office. This is useful for an investigating steward to review the material that management claims was given to our employees. Ask the grievant and others if they recall the stand-up. If they don't, you need to investigate this matter through management.

The point of this month's column is to remind you to question management's commitment to safety. Did managers really train us through properly given HERO courses at work? Did they actually hold a stand-up talk and provide us information that instructs us about what is expected of us in different situations? Or, are managers fudging the truth by making false claims and placing checkmarks by our names so they get a pat on their heads? They should be training you on how to safely do your job and they should stand behind safe decision making.

Enhanced annuity for FERS retirees who received workers' compensation



Dan Toth

I last wrote about the enhanced annuity for Federal Employees Retirement System (FERS) employees in my March 2021 *Postal Record* column. The Retirement Department fields many inquiries regarding this topic from members, and in many instances we helped ensure that the enhanced annuity was provided. We need to educate our active members on how to determine if they are entitled to receive annuity enhancement when they retire, as well as those who already have retired to determine whether their annuity was enhanced, where applicable.

Many of us are learning about the enhanced annuity for the first time; therefore, we need to spread the word among our colleagues. Annuity enhancement applies only to FERS employees who are injured on the job and who receive wage-loss compensation from the Office of Workers' Compensation Programs (OWCP). While receiving wage-loss compensation, an injured employee is unable to contribute to Social Security and the Thrift Savings Plan (TSP). As FERS was designed around Social Security and TSP benefits, an employee who misses out on these two components would not get the full benefit that was intended when FERS was created. But a 2003 law fixed this problem by providing additional annuity to offset the Social Security and TSP losses, hence being called an enhanced annuity.

To be eligible, a FERS employee must have cumulative periods of leave without pay (LWOP) while performing no work and receiving OWCP benefits totaling two months or more. Continuation of pay (COP) periods are not included in this total because there is no loss to Social Security or TSP benefits when receiving full pay from the Postal Service.

No action on the part of the retiring employee is required for the enhanced annuity computation to be applied; it should be automatic. However, you can review your service records, such as your RTR report, to identify any possible discrepancies.

If you already are retired and met the criteria above for entitlement to an enhanced annuity, you may want to do some legwork by compiling relevant documents and performing a math calculation to ensure that you are receiving the benefit to which you are entitled.

Take a look at your *Retirement Benefits Booklet*, mailed to you from the Office of Personnel Management (OPM) when you retired. This book will tell you the amount of your basic benefit (annuity), total federal service and the high-3 average salary. If you no longer have your annuity booklet, you can request a duplicate via OPM's Services Online at servicesonline.opm.gov, by writing to OPM or by emailing retire@opm.gov.

FERS employees who retire with a full, immediate annuity receive 1 percent of their high-3 average salary per year of service (retiring after age 62 with 20 years of service yields 1.1 percent). Multiply your years of service, 1 percent (0.01), and your high-3 average salary listed in your annuity booklet to determine your annuity before applying the enhanced annuity. Now compare your calculation to the gross benefit listed in the annuity booklet. If they are the same, that indicates that you are not receiving an enhanced annuity.

How much should you be getting? The enhanced annuity provides for an additional 1 percent for the aggregate time of the qualifying period.

For example, multiplying a qualifying period of exactly two months (2/12 of a year) by 1 percent (0.01) and a high-3 average salary of \$67,868 yields an additional benefit of \$113.11 per year, or about \$9.43 a month.

If you have determined that you are not receiving an enhanced annuity, you will want to establish your aggregate time receiving OWCP benefits. An easy way to do this is to register with OWCP Connect by going to owcpconnect.dol.gov/owcplogin for a Department of Labor web portal. OWCP Connect allows you to see all of the hours of compensation paid in claims from 2002 onward. Confirm that your total time receiving wage-loss compensation exceeds two months (approximately 347 hours).

Next, find out what service credit the Postal Service certified to OPM when you retired, on Standard Form 3107-1, Certified Summary of Federal Service. If you received a completed copy of your retirement application, start by checking there. Otherwise, you will have to write or email OPM to request a file copy of your completed certified summary of federal service. While you are at it, request the worksheet used to calculate your annuity, too.

If you discover that you have not received the enhanced annuity, or have received less than you are entitled to, please reach out to my office for additional guidance. The Retirement Department can be reached at 800-424-5186 Monday, Wednesday and Thursday from 10 a.m. to 12 p.m. and 2 p.m. to 4 p.m., or by calling 202-393-4695 Monday through Friday from 9 a.m. to 4:30 p.m. (Eastern time).

Short-term disability insurance



**James W.
“Jim” Yates**

In November 2021, the U.S. Letter Carriers Mutual Benefit Association (MBA) began selling its new short-term disability insurance—MBA Individual Disability Income (MBA IDI). The MBA had not offered this type of insurance since the early 1990s.

As postal employees, city letter carriers are not provided with disability insurance from the federal government and are not covered by state-run plans. If you are ill or injured and have exhausted all of your sick and annual leave, your only option is leave without pay. You will need an additional source of income.

The MBA IDI helps cover you when the unexpected happens. It helps ensure that you have the money you need and are able to continue living the lifestyle you’ve worked for if you become hurt or too sick to work.

Along with this article, you will find an insert in this edition of *The Postal Record* that includes an application for the MBA IDI and a business reply envelope. If you reside in the states of California, Florida or South Dakota, you will have received an application specifically for use in your state. All other states use the same application. Unfortunately, the MBA sells our products only within the 50 states; they are unavailable in Guam, Puerto Rico or the Virgin Islands.

If you need additional applications, you may download them from the MBA website, www.nalc.org/mba, or call our office at the phone number listed at the end of this article and we will mail them to you.

MBA IDI is available for purchase by all active NALC members between the ages of 18 and 59. Spouses and family members are not eligible. The plan is guaranteed renewable to age 65. As long as the premium is paid on time, we cannot change any benefits or refuse to renew your policy. However, we reserve the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and are in the same class as you. Any premium paid after age 65 for a period not covered by your policy will be returned. For the table of rates, please see the insert.

Premiums may be paid through biweekly payroll deduction or directly to the MBA office on a monthly or annual basis. Electronic fund transfer (EFT) is also an option for paying your premiums. For information on paying through EFT,

see my October 2021 *Postal Record* column. To calculate the annual premium, multiply the appropriate biweekly premium amount by 26. For a monthly premium amount, divide the annual premium amount by 12.

The MBA designed this plan specifically for letter carriers. The plan is offered at three monthly benefit levels and two benefit periods. Your options are a benefit level of \$650, \$1,350 or \$2,000 per month, for a period of either six or 12 months.

The MBA IDI contains a 14-day elimination period, as compared to longer periods you will find with other disability products offered by other private insurers. Disability benefits start after the elimination period as defined in the policy. The elimination period begins the day your total disability starts.

Pre-existing conditions

MBA IDI does contain a pre-existing condition limitation. A pre-existing condition is defined as a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one-year period preceding the policy date, or for which medical advice or treatment was recommended or received by a physician within a two-year period preceding the policy date.

The pre-existing condition limitation states that if total disability starts within two years from the policy date, and is due to a pre-existing condition, benefits will not be paid unless you have gone for a period of one year while the policy is in force without receiving any medical advice or treatment for that condition.

Recurrent disabilities

For the purpose of determining the benefit period, we will treat a total disability as a recurrence of a prior disability if: (a) it is due to the same or related cause applicable to the prior period of total disability and (b) it occurs within 180 days after the end of the prior total disability. If it is determined that your disability is a recurrence, your payments will be limited to the remaining balance of your purchased term. If your disability does not meet these criteria, it will be treated as a new disability and be payable for your full purchased term.

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

What to consider during Open Season



Stephanie Stewart

Although earlier than usual, I would like to start talking about the upcoming Open Season. By now, each branch should have received a supply request form, which includes any material branches may need during the open enrollment period.

We requested the form be returned by the Aug. 31 deadline to ensure we order the appropriate number of brochures, giveaways and 2023 pocket calendars. I know the date may have seemed early, but with the supply chain issues, it was necessary for us to plan months ahead. Although we do our best to send what each branch has request-

ed, please understand that there are times when we had to reduce quantities to comply with OPM green mandates.

If you did not submit the form by the deadline, please send it in right away and we will do our best to get you the requested supplies. If you need a replacement supply request form, you can locate a copy on our website at nalchbp.org. The form also has been included in the July/August *Health Benefit Representative Report*.

Open enrollment will begin on the second Monday of November and go through the second Monday of December. During this time, members will have the opportunity to select a health plan that meets their financial and health needs, or make changes to their existing coverage. Here at the Plan, we know that this is a crucial decision and should not be taken lightly, as it could affect your life in every sense of the word.

So, what should you consider when making this decision?

Although many individuals consider the premium amount first, which is important, you also should thoroughly review the benefit structure and patient liability that may be passed down to you. Examples of these costs may include deductible, coinsurance, copayments and the maximum out-of-pocket amount for the year. Unfortunately, these amounts can add up quickly depending on the required care.

It also is very important to review the health plan networks to determine if your individual and family needs will be met within the area you live or locations where you may travel. While some insurers may place strict perimeters around which health care providers, hospitals and pharmacies you can use, others may only encourage members to use their network to obtain the most comprehensive and cost-effective benefit package. Be sure that

you understand how the insurance network operates, and determine whether you can continue to see your current providers. Specialties to consider include primary care, physical therapists, chiropractic care, certain facilities, urgent care centers and more.

Another area to consider is wellness programs and incentives. From weight loss, certain preventive care, to helping you kick the nicotine habit and much more, these programs can be beneficial to your overall health and wallet.

In summary, health care insurance can be complicated, but considering the following questions can be a good place to start:

- Should I pay more for premiums each month, or less for the premiums and more for the health benefits when I need care?
- How much health care do my family and I use on an annual basis?
- Do I want a low-deductible or high-deductible plan?
- Is my provider, facility or pharmacy in the network?
- Do I have any upcoming surgeries or medical needs?
- What kind of prescriptions am I currently taking, and will the insurer cover them?
- What wellness programs and incentives are offered?

With that said, it would be remiss of me not to ask you to include the NALC Health Benefit Plan in your comparison. I believe you will find that we are a competitive choice for all of your health insurance needs. From premiums and outstanding benefits, to a network of quality providers for your medical care, we are an outstanding choice.

Lastly, if you are feeling overwhelmed, remember that we are here to help. If you do not understand one of our benefits or need a better explanation, please make sure to reach out to us. We want to make sure you have what you need to make an informed decision.

Although the new 2023 updates have not been added yet, we encourage you to become familiar with our website's Open Season page, where you can view short video clips about key benefits, read through brochures, and check out a great comparison slideshow, "What to consider when choosing a health plan."

In closing, if you are a branch representative, it is my hope that each of you will help us to share information about the NALC Health Benefit Plan. You can do this by attending health fairs, speaking at your local branch, and simply helping us to get the word out. Let's work together to increase our membership and have another outstanding Open Season.

Contract Administration Unit

Brian Renfroe, Executive Vice President
James D. Henry, 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

Part-time flexible questions and answers

On May 24, 2022, NALC and USPS signed two memorandums of understanding (MOUs) that resulted in an increase in the number of part-time flexible (PTF) letter carriers in offices across the country.

Under the MOU Re: City Delivery Staffing Adjustment – Conversion to Part-time Flexible and Full-time Regular Status (M-01985), city carrier assistants (CCAs) in select offices were converted to PTF in order to adjust staffing and maintain compliance with contractual caps for CCAs. The offices affected by this MOU are listed on an attachment to the agreement. These conversions to PTF took effect on July 30.

The second agreement, MOU Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers (M-01986), was created as an effort to achieve and maintain appropriate staffing levels in the city letter carrier craft to provide quality service to customers. As a result of this agreement, all CCAs in the installations identified within the attachment were converted to PTF on July 16. In addition, all newly hired letter carriers in these installations will be hired as PTFs, not as CCAs.

Since the signing of M-01986, the national parties have agreed to add offices to those listed on the attachment. The list of additional offices is found in the MOU Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers – [Installation Name] (M-01988). As additional installations are added to sites where the Postal Service may only hire city letter carriers as PTFs, new agreements will be signed and added to M-01988.

All three agreements, along with the attachments listing the offices covered under each MOU, can be found in the Materials Reference System on the NALC website at nalc.org/workplace-issues/resources/materials-reference-system.

This article may help answer many questions that are likely to follow the career conversions and hirings associated with the MOUs. The article will point out differences between the PTF and CCA classifications for those making that transition. The article also should help those hired directly into the PTF position without spending any service time as a CCA.

Q. What are PTFs?

A. PTFs are career carriers who are a part of the regular workforce and have flexible work hours rather than a fixed schedule. PTFs are identified by USPS designation-activity code 43-4 on their PS Form 50, Notification of Personnel Action and in the Time and Attendance Collection System (TACS).

Article 7 of the National Agreement defines the different classifications of employees, including PTFs:

ARTICLE 7 EMPLOYEE CLASSIFICATIONS

A. Regular Work Force. The regular work force shall be comprised of two categories of employees which are as follows:

1. Full-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week.

2. Part-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules of less than forty (40) hours in a service week, or shall be available to work flexible hours as assigned by the Employer during the course of a service week.

Q. Do PTFs have a work-hour guarantee?

A. While PTFs have no weekly work-hour guarantees, they maintain the daily work-hour guarantees that apply to CCAs. Article 8, Section 8.C provides the same work-hour guarantees to PTFs as Article 8, Section 8.D provides for CCAs:

C. The Employer will guarantee all employees at least four (4) hours work or pay on any day they are requested or scheduled to work in a post office or facility with 200 or more workyears of employment per year. All employees at other post offices and facilities will be guaranteed two (2) hours work or pay when requested or scheduled to work.

D. Any CCA employee who is scheduled to work and who reports to work in a post office or facility with 200 or more workyears of employment shall be guaranteed four (4) hours of work or pay. CCAs at other post offices and facilities will be guaranteed two (2) hours work or pay.

Q. As a PTF, can I be laid off?

A. Members of the regular workforce, which includes PTFs, are protected from layoffs or reductions in force once they reach six years of continuous service, as provided in Article 6 of the National Agreement:

ARTICLE 6 NO LAYOFFS OR REDUCTION IN FORCE

(1) Each employee who is employed in the regular work force as of the date of the Award of Arbitrator James J. Healy, September 15, 1978, shall be protected henceforth against any involuntary layoff or force reduction.

(2) Employees who become members of the regular work force after the date of this Award, September 15, 1978, shall be provided the same protection afforded under (1) above on completion of six years of continuous service and having worked in at least 20 pay periods during each of the six years

The intent of this provision is to provide security to each career employee during their work lifetime. Career employ-

(continued on next page)

Part-time flexible Q&A's (continued)

ees achieve protected status upon completion of six years of continuous service, which begins upon conversion to career status. To receive credit, employees must work at least one hour in at least 20 of the 26 pay periods for six consecutive years following their conversion date. Absences from duty while on paid leave, military leave, leave without pay for union business or leave due to a compensable on-the-job injury are considered work for application of this provision. The time limit to receive the protections provided under Article 6 begins on the date an employee is converted from CCA to career or the date a newly hired career letter carrier is appointed. Time spent as a CCA does not count toward the six-year requirement.

Q. What hours/schedule will I be expected to work as a PTF?

A. Article 8 of the National Agreement describes the workweek, work hours and work schedule for letter carriers. PTFs work a flexible schedule and most of scheduling/work hour guidelines for PTFs are similar to CCAs; however, there is one important difference, found in Section 6:

ARTICLE 8 HOURS OF WORK

Section 6. Sunday Premium Payment

Each employee whose regular work schedule includes a period of service, any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday, shall be paid extra compensation at the rate of 25 percent of the employee's base hourly rate of compensation for each hour of work performed during that period of service.

An employee's regularly scheduled reporting time shall not be changed on Saturday or Sunday solely to avoid the payment of Sunday premium payment.

While PTFs may be required to work on Sunday, they will receive an additional 25 percent of the base hourly rate for each hour worked.

Q. My supervisor has instructed me to come back to work later in the day. Is that proper under the National Agreement?

A. PTFs may be required to work a split shift under certain conditions. The following rules, found on page 8-24 and 8-25 of the 2022 *USPS-NALC Joint Contract Administration Manual (JCAM)*, determine the work or pay guarantees the employee is due:

Split shifts: When PTF employees work a split shift or are called back, the following rules apply (Step 4, H8N-1NC23559, Jan. 27, 1982, M-00224):

1) *When a part-time flexible employee is notified prior to clocking out that he or she should return within two hours,*

this will be considered as a split shift and no new guarantee applies.

2) *When a part-time flexible employee, prior to clocking out, is told to return after two hours:*

- The employee must receive the applicable guarantee of two or four hours work or pay for the first shift, and;
 - The employee must be given another minimum guarantee of two hours work or pay for the second shift. This guarantee is applicable to any size office.
- 3) All part-time flexible employees who complete their assignment, clock out and leave the premises regardless of intervals between shifts, are guaranteed four hours of pay if called back to work. This guarantee is applicable to any size office.

Q. As a PTF, what types and amounts of leave am I entitled to?

A. Article 10 of the National Agreement outlines the leave program that the parties have negotiated. These leave provisions are also contained in Chapter 5 of the *Employee and Labor Relations Manual (ELM)*.

ARTICLE 10 LEAVE

Section 2. Leave Regulations

The leave regulations in Subchapter 510 of the *Employee and Labor Relations Manual*, insofar as such regulations establish wages, hours and working conditions of employees covered by this Agreement, shall remain in effect for the life of this Agreement.

The *ELM* defines which employee classifications are eligible for paid leave and the different types of leave they earn. Upon conversion to PTF, letter carriers earn sick leave and receive access to added leave categories above the leave benefits that CCAs receive. When a CCA is converted to a career position, any annual leave earned will be paid out.

Annual leave: Career letter carriers earn annual leave based on their years of career service, and the number of hours in which they are in a pay status accrues as follows:

- Less than three years = 1 hour for each unit of 20 hours in pay status
- Three years but less than 15 years = 1 hour for each unit of 13 hours in pay status
- 15 years or more = 1 hour for each unit of 10 hours in pay status

Military veterans may submit their DD Form 214, Certificate of Release or Discharge from Active Duty to receive credit toward their years of service for earning annual leave.

As career employees, PTFs may accumulate and carry over unused annual leave from year to year (instead of the terminal payout at the end of a CCA appointment), up to a maximum of 55 days, or 440 hours. In accordance with MOU Re: Annual Leave Carryover for Leave Year 2023 (M-09179), the maximum carryover from leave year 2022 into leave year 2023 has been temporarily increased to 520 hours.

Sick leave: PTFs earn one hour of sick leave for each unit of 20 hours in a pay status up to 104 hours per 26 pay-period leave year. Sick leave for PTFs may be carried over from year to year and has no maximum accumulation limit.

Court leave: PTFs who have completed their probationary period (CCAs converted to career who have completed one 360-day term as a CCA do not have a probationary period) are eligible for court leave if the employee would otherwise have been in a work status or annual leave status. The amount of court leave for PTFs shall not exceed eight hours in a service day or 40 hours in a service week.

Military leave: PTFs who are members of the National Guard or reserve components of the armed forces are granted paid military leave. Paid military leave is authorized absence from postal duties for hours the employee would have worked during his or her regular schedule, without loss of pay, time or performance rating, granted to eligible employees. Eligible PTFs receive one hour of military leave for each 26 hours in pay status. The employee must have a minimum of 1,040 hours in a pay status during the preceding fiscal year. Paid military leave cannot exceed 80 hours annually. The time spent as a CCA does not count toward meeting the 1,040-hour requirement.

Q. Do PTFs receive holiday pay?

A. While PTFs do not receive holiday pay per se, Article 11 of the National Agreement explains how PTFs are compensated for holidays:

ARTICLE 11 HOLIDAYS

Section 7. Holiday Part-Time Employee

*A part-time flexible schedule employee shall not receive holiday pay as such. Part-Time Flexible employees **other than those in Step AA** shall be compensated for the ten (10) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 2,000 hours. For work performed on December 25, a part-time flexible schedule employee shall be paid in addition to the employee's regular straight time hourly rate, one-half (1/2) times the employee's regular straight time hourly rate for each hour worked up to eight (8) hours. (Emphasis added)*

Rather than basing a PTF's hourly pay rate on a 2,080-hour work year, as is the case with full- and part-time regular employees, the hourly pay rate for PTFs is based on a 2,000-hour work year. The result is a higher hourly straight time rate for PTFs, which offsets the lack of holiday pay. The additional holiday portion of a PTF's hourly straight time rate is not used when calculating overtime or Sunday premium.

Please note the language in bold in Article 11, Section 7 quoted above that excludes PTFs in Step AA from this provision. Currently, all newly converted and/or hired PTFs start at the Step AA pay rate.

With the observation of the Juneteenth National Independence Day as a paid holiday for career employees in 2022 by the Postal Service, the computation of the hourly rate for a PTF Steps A through O was changed to consider 11 paid holidays instead of the 10 as listed in Article 11 of the National Agreement. The straight-time hourly rate for a PTF, other than those in Step AA, is now calculated by dividing the annual salary by 1,992 hours, rather than the 2,080-figure used to calculate a full- or part-time regular's hourly rate. The difference of 88 hours is equivalent to a regular employee's pay for 11 holidays.

Q. How and when will I be converted to full-time regular status?

A. Most PTFs are converted to full-time regular status in accordance with Memorandum of Understanding Re: Full-time Regular Opportunities – City Letter Carrier Craft found on pages 161-165 of the 2019 National Agreement.

Q. How is “seniority” different from “relative standing”? How does it benefit me?

A. Seniority applies to all regular workforce city letter carrier craft employees. It is computed from your career appointment date in the city letter carrier craft and continues to accrue so long as service is uninterrupted in the same installation. CCAs converted to career status on the same day in the same installation will be in the same seniority order as their relative standing order. Seniority determines the “pecking order” for many of carriers’ contractual rights, including annual leave scheduling, opting under Article 41, and filling temporarily vacant higher-level assignments within the city letter carrier craft under Article 25.

Q. As a PTF, may I be involuntarily reassigned to another installation? What are my rights if I am?

A. Article 12 of the National Agreement contains the provisions regarding the reassignment of career employees.

(continued on next page)

Part-time flexible Q&A's (continued)

Article 12, Section 5.B.5 provides that full-time and PTF employees involuntarily detailed or reassigned from one installation to another shall be given not less than 30 days' advance notice, or 60 days if they qualify for relocation benefits, if possible.

ARTICLE 12 PRINCIPLES OF SENIORITY, POSTING AND REASSIGNMENTS

12.5.B.5 Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who qualify for relocation benefits shall be given not less than 60 days advance notice, if possible. They shall receive moving, mileage, per diem and reimbursement for movement of household goods, as appropriate, if legally payable, as governed by the standardized Government travel regulations as set forth in the applicable Handbook.

Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who do not qualify for relocation benefits shall be given not less than 30 days advance notice, if possible.

If a PTF is required to involuntarily relocate due to an involuntary reassignment, USPS is obligated to reimburse certain expenses under the policies contained in *Handbook F-15, Travel and Relocation*. The provisions for paying mileage in these circumstances are the same as for a CCA.

Q. As a PTF, may I voluntarily transfer to another installation?

A. Career employees wishing to transfer to another installation must serve a lock-in period in their current installation before being eligible to transfer. Local transfers (within the district to which the employee is currently assigned or to an adjacent district) require an 18-month lock-in period, while all other transfer requests require a 12-month lock-in period.

Whether a CCA must serve a "lock in" when they convert to career status is addressed by the parties on page 12-51 of the *JCAM*:

A CCA who is converted to career status is required to serve a lock-in period for transfers, just like any other newly hired career letter carrier is required to serve.

There are specific factors that management must consider fairly when evaluating transfer requests. These factors are referred to as "normal considerations." These normal considerations and other requirements governing voluntary transfers are contained in the MOU Re: Transfers on pages 189-192 of the 2019 National Agreement.

The MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft allows PTF letter carriers, who were on the rolls as PTFs on Aug. 7, 2017, the ratification date of the 2016 National Agreement, to transfer without being subject to

normal transfer considerations. This provision does not apply to PTFs achieving career status after Aug. 7, 2017.

Q. I am having surgery and may not be able to carry my route until I recover. As a PTF, can I request a light-duty assignment?

A. Article 13 of the National Agreement includes PTFs among the employees who may submit a written request, accompanied by a medical statement from a licensed physician, for light duty following an off-duty illness or injury from which the carrier has not yet fully recovered:

ARTICLE 13 ASSIGNMENT OF ILL OR INJURED REGULAR WORK-FORCE EMPLOYEES

Section 2. Employee's Request for Reassignment

A. Temporary Reassignment

Any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

B. Permanent Reassignment

1. Any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any full-time regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties.

Career employees must have five years of career service to be eligible to apply for permanent reassignment due to a non-job-related injury or illness.

Q. What about my health insurance? What are the changes? What are my options?

A. As a career PTF letter carrier, you are now entitled to participate in the Federal Employees Health Benefits (FEHB) program. You have 60 days to enroll in a FEHB plan from the date you became a career employee. This 60-day limit applies to CCAs who are converted to PTF and letter carriers hired directly to career positions as PTFs. CCAs who are converted to PTF should have received a package of information in the mail that included a brochure listing the available plans and their cost. Those letter carriers hired

directly as PTFs should have received this information during orientation. Your right to these benefits, and to have a large portion of their cost paid for by the Postal Service, is covered by Article 21 of the National Agreement:

ARTICLE 21 BENEFIT PLANS

Section 1. Health Benefits

B. The bi-weekly Employer contribution for self only, self plus one, and self and family plans is adjusted to an amount equal to 73% in 2020 and 2021, and 72.0% in 2022 and 2023, of the weighted average bi-weekly premiums under the FEHBP as determined by the Office of Personnel Management. The adjustment begins on the effective date determined by the Office of Personnel Management in January 2020, January 2021, and January 2022, and January 2023.

If as a CCA you were enrolled in the USPS Non-Career Employee Health Benefits Plan, your enrollment in that plan is terminated either: 1) the last day of the month that is 28 days after you are converted to a career position, or 2) if you choose to enroll in a FEHB plan, the date your FEHB coverage begins, whichever is earlier. It is recommended that you enroll in the FEHB as soon as possible to avoid any gap in coverage or to start receiving health benefits.

Q. Do I receive dental and vision insurance?

A. The Federal Employees Dental and Vision Insurance Program (FEDVIP) is a voluntary program designed to provide supplemental dental and vision benefits, which are available on an enrollee-pay-all basis (no government contribution toward premiums) to federal civilian and U.S. Postal Service employees, retirees and their family members. Letter carriers are eligible to enroll in FEDVIP upon conversion to career status. For more information on available plans and their associated costs, visit benefeds.com.

Q. Are there any other programs that will help me save money on my health care costs?

A. As a career employee, you are automatically eligible to contribute to a flexible spending account (FSA) on a pre-tax basis. An FSA allows you to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. By using pre-tax dollars to pay for eligible health care and dependent care expenses, an FSA gives you an immediate discount on these expenses that equals the taxes you would otherwise pay on that money. For plan information and enrollment options, go to fsafeds.com.

Q. Do I now receive life insurance?

A. Employees converted to career status, and those hired directly to career, are automatically enrolled in Federal Em-

ployees' Group Life Insurance (FEGLI) for basic life insurance coverage, unless this coverage is waived. Basic coverage begins the first day in a pay and duty status after conversion. USPS pays the entire cost of the basic coverage. The coverage is the annual rate of base pay rounded up to the next \$1,000 plus \$2,000. The annual rate for a PTF at Step AA is equal to the annual rate for a full-time regular at Step A.

You may choose to increase the amount of life insurance coverage up to five times your annual salary or provide optional coverage for your spouse and eligible dependent children; however, these additional premiums are paid entirely by the employee. To enroll, you must submit a completed Life Insurance Election form (SF 2817) to your local personnel office within 60 days of either your conversion to career or the date you were hired, if hired to a career position. Eligibility to enroll in optional insurance after your first 60 days is limited. Open season for FEGLI is rare, and the most recent FEGLI open seasons were held in 1999, 2004 and 2016. Outside of an open season, eligible employees can enroll or increase their coverage by taking a physical exam or with a qualifying life event (QLE). For more information on FEGLI and a list of QLEs, visit opm.gov/healthcare-insurance/life-insurance.

Q. What about retirement? Do I start earning it? How does it work?

A. Upon entering career service, employees are enrolled in the Federal Employees Retirement System (FERS). FERS comprises three components: FERS Basic Benefit Plan, Social Security and the Thrift Savings Plan (TSP). The basic benefit plan and Social Security portion of your retirement are defined benefits, while the TSP is similar to a 401(k) retirement plan.

Career employees have control over their TSP accounts. The Postal Service automatically contributes 1 percent of your base pay and will match employee contributions up to 5 percent of base pay. Although participation in TSP is voluntary, letter carriers are automatically enrolled, and 5 percent of base pay will be deducted each pay period and deposited into your TSP account unless you elect to change or stop contributions. For more information on retirement, please visit the NALC website or contact the NALC Retirement Department at 202-393-4695.

Q. Can I opt on a carrier technician assignment? If so, do I receive carrier technician pay?

A. Temporarily vacant carrier technician positions are higher-level assignments and thus are not subject to opt-

(continued on next page)

Part-time flexible Q&A's (continued)

ing under the provision of Article 41, Section 2.B. Rather, temporarily vacant carrier technician positions must be filled in accordance with Article 25, and as a career letter carrier, you now are entitled to the provisions outlined in this article. Employees who are detailed to carrier technician positions in accordance with Article 25, Section 4, are entitled to higher-level pay as if promoted to the position. These provisions are outlined below:

ARTICLE 25 HIGHER LEVEL ASSIGNMENTS

Section 1. Definitions

Higher level work is defined as an assignment to a ranked higher level position, whether or not such position has been authorized at the installation.

Section 2. Higher Level Pay

An employee who is detailed to higher level work shall be paid at the higher level for time actually spent on such job. An employee's higher level rate shall be determined as if promoted to the position.

Section 4. Higher Level Details

Detailing of employees to higher level bargaining unit work in each craft shall be from those eligible, qualified and available employees in each craft in the immediate work area in which the temporarily vacant higher level position exists. However, for details of an anticipated duration of one week (five working days within seven calendar days) or longer to those higher level craft positions enumerated in the craft Article of this Agreement as being permanently filled on the basis of promotion of the senior qualified employee, the senior, qualified, eligible, available employee in the immediate work area in which the temporarily vacant higher level position exists shall be selected.

Q. An unassigned regular (UAR), PTF and CCA all have requested to opt (hold-down) on the same vacant route for the same time period. Who gets the hold-down?

A. Full-time reserve, unassigned regulars and PTFs have first preference, by use of their seniority, to be awarded a hold-down assignment prior to a CCA. This is outlined in Article 41, Section 2.B of the National Agreement as follows:

ARTICLE 41 LETTER CARRIER CRAFT

Section 2.B Seniority

3. Full-time reserve letter carriers, and any unassigned full-time letter carriers whose duty assignment has been eliminated in the particular delivery unit, may exercise their preference by use of their seniority for available craft duty assignments of anticipated duration of five (5) days or more in the delivery unit within their bid assignment areas, except where the local past practice provides for a shorter period.

4. Part-time flexible letter carriers may exercise their preference by use of their seniority for vacation scheduling and for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned. City carrier assistants may exercise their preference (by use of their relative standing as defined in Section 1.f of the General Principles for the Non-Career Complement in the Das Award) for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned that are not selected by eligible career employees.

Q. I have opted on a temporary vacancy. Can management move me to another assignment?

A. Article 41, Section 2.B.5 of the National Agreement requires management to honor opts for the duration of the vacancy. These rules apply to all carriers properly awarded a hold-down assignment:

ARTICLE 41 LETTER CARRIER CRAFT

Section 2.B Seniority

5. A letter carrier who, pursuant to subsections 3 and 4 above, has selected a craft duty assignment by exercise of seniority shall work that duty assignment for its duration.

The opting carrier awarded the hold-down works the assignment until the regular carrier returns, a new regular carrier is assigned, or as outlined below. Opting carriers are entitled to work the regular schedule/hours of the assignment, but are not automatically entitled to the scheduled day off of the assignment. A carrier may be removed from the hold-down only to provide work for a full-time carrier who does not have sufficient work for a full-time assignment.

When a CCA or PTF letter carrier on a hold-down is converted to full-time regular and assigned to a residual vacancy pursuant to Article 41, Section 1.A.7, the employee may voluntarily choose to end the hold-down and assume the new assignment at any time. This right is explained in the MOU Re: Opting Duration found on page 226 of the 2019-2023 National Agreement.

While PTFs deliver mail in the same manner as CCAs, there are many differences between the two classifications. As career employees, PTFs are entitled to increased benefits and subjected to different rules. New PTFs should review the points above and refer to the NALC *Letter Carrier Resource Guide* for more information. The NALC *Veterans Guide* is also a good reference for additional rights and benefits provided to letter carriers who are military veterans. Both the *Letter Carrier Resource Guide* and the *Veterans Guide* are available on the NALC website at nalc.org/workplace-issues/resources and nalc.org/community-service/nalc-veterans.

Results from the July Branch Challenge and ‘A Hawaiian Night to Remember’



Christina Vela Davidson



On behalf of MDA and NALC Headquarters, we want to extend our sincerest thanks to you, for continuing to Deliver the Cure for MDA. MDA couldn't do its lifesaving work without y'all!

We are thrilled to share the final results of the July Branch Challenge. Despite the heat, brothers and sisters, you have stepped up efforts and raised an incredible \$64,968 in July. In the final week of the challenge alone, 16 branches were active and collectively raised \$13,504. What a way

to end the month!

And here is the moment that you have been waiting for! Here are the top three fundraising branches for the MDA July Branch Challenge. Congratulations to all of the branches that participated!

1st Place: Branch 46, Western Massachusetts—\$7,535

2nd Place: Branch 134, Syracuse, NY—\$6,100

3rd Place: Branch 459, Raleigh, NC—\$6,000

Each of these branches are being awarded 10 MDA Summer Camp T-shirts with the NALC logo proudly displayed on the back. These branches were awarded these T-shirts at the convention.

I also want to thank everyone who participated and donated to “A Hawaiian Night to Remember.” The fundraising event at convention was a huge success and everyone had fun, as you can see from the photos on this page. I can't wait to see what we can put together for Boston in 2024.

Don't forget about the 2022 DC Tough Mudder that will be held on Oct. 15 at Budds Creek Motocross Park. You can donate at the following link and the amount will be credited to your branch yearly amount:

mda.donordrive.com/participant/ToughMudder

Always remember, MDA is truly grateful for NALC's support of its mission to empower the people it serves to live longer, more independent lives.

Our national MDA contact is Dana Nolan, MDA director of organizational partnerships, whom you can call at 508-372-0173, or instead contact NALC at MDA at 312-392-1100 or nalc@mdausa.org.



Stamp Out Hunger Food Drive updates



Assistant to the President for Community Services
Christina Vela Davidson

Below is a list of additional branch results from the 2022 Stamp Out Hunger Food Drive, which brought the drive's total amount of food collected to 41,238,551 pounds.

One category in the list of top branches has been updated since the July *Postal Record*. The top branch for Category 5 (500-699 members) is now Ponce, PR Branch 826.

Mobile, AL Br. 469	19,488	Columbia City, IN Br. 1054	4,061	Athens, OH Br. 997	1,100
Tuscaloosa, AL Br. 1096	50,000	Milan, IN Br. 1395	3,000	Martins Ferry, OH Br. 1061	1,700
Dothan, AL Br. 1630	23,178	N. Manchester, IN Br. 1472	596	Gallipolis, OH Br. 1424	2,300
Jasper, AL Br. 3099	2,000	Hagerstown, IN Br. 2658	860	Vermilion, OH Br. 3437	4,500
Moulton, AL Br. 6194	5,904	Cedar Rapids, IA Br. 373	21,500	Roseville, OH Br. 6280	2,000
Juneau, AK Br. 4985	1,497	Mason City, IA Br. 471	5,695	Stillwater, OK Br. 1595	13,680
AZ River Cities Br. 5850	19,650	Ashland, KY Br. 745	4,265	Salem, OR Br. 347	98,021
Russellville, AR Br. 1946	400	Murray, KY Br. 2156	6,500	Ponce, PR Br. 826	357,300
Central CA Coast Br. 52	118,704	Ft. Campbell, KY Br. 5404	25	Warwick, RI Br. 2158	3,500
Sacramento, CA Br. 133	120,341	Shreveport, LA Br. 197	31,000	Columbia, SC Br. 233	17,386
Santa Rosa, CA Br. 183	75,300	Lake Charles, LA Br. 914	39,000	York, SC Br. 1003	8,619
Davis, CA Br. 814	3,500	Morgan City, LA Br. 3815	1,000	Orangeburg, SC Br. 1782	9,716
Carmichael, CA Br. 4494	57,394	Kenner, LA Br. 4342	3,410	Anderson, SC Br. 1871	34,859
Longmont, CO Br. 1105	7,828	Silver Spring, MD Br. 2611	15,000	Boiling Springs, SC Br. 2190	4,500
New Castle, DE Br. 4015	5,219	Rockville, MD Br. 3825	43,454	Inman, SC Br. 2553	6,350
St. Augustine, FL Br. 689	126,000	Lanham, MD Br. 4819	43,000	Beaufort, SC Br. 3262	19,800
Gainesville, FL Br. 1025	15,000	Boston, MA Br. 34	275,000	Conway, SC Br. 3649	2,000
Central FL Br. 1091	115,000	Saginaw, MI Br. 74	85,240	Charleston, SC Br. 3902	31,036
Ocala, FL Br. 1103	87,000	Ishpeming, MI Br. 386	5,400	Vermillion, SD Br. 1485	4,271
Sarasota, FL Br. 2148	87,000	Petoskey, MI Br. 523	3,370	Bristol, TN Br. 807	10,720
Naples, FL Br. 4716	56,000	Traverse City, MI Br. 618	15,358	Ogden, UT Br. 68	173,881
Apopka, FL Br. 5192	3,913	Sault Ste. Marie, MI Br. 707	5,500	Kanab, UT Br. 1765	1,300
Venice, FL Br. 5480	75,000	Taylor, MI Br. 758	12,500	Helper, UT Br. 2171	18,372
Americus, GA Br. 420	1,532	Niles, MI Br. 775	26,500	Salem, UT Br. 2339	15,109
Cordele, GA Br. 972	4,548	Zeeland, MI Br. 2178	10,798	Payson, UT Br. 2376	5,477
Ashburn, GA Br. 2567	1,785	Midland, MI Br. 2317	34,683	American Fork, UT Br. 2609	19,655
Delham, GA Br. 3269	518	Oscoda, MI Br. 6002	3,216	Pleasant Grove, UT Br. 5360	19,655
Donaldsonville, GA Br. 3547	3,388	Rochester, MN Br. 440	548	Alexandria, VA Br. 567	21,000
Cairo, GA Br. 3582	2,368	Jackson, MS Br. 217	13,406	Martinsville, VA Br. 2280	1,000
Colquitt, GA Br. 4847	1,873	Bridgeton, MO Br. 5847	11,016	Big Stone Gap, VA Br. 3508	2,000
Pocatello, ID Br. 927	8,233	Great Falls, MT Br. 650	133,655	McCoy, VA Br. 4276	3,225
East Paul, ID Br. 1857	437	Glendive, MT Br. 1643	3,535	Tazewell, VA Br. 4575	285
Chicago, IL Br. 11	358,116	Concord, NH Br. 72	5,722	Orange, VA Br. 5661	700
Quincy, IL Br. 216	9,000	Franklin, NH Br. 1027	1,250	Tacoma, WA Br. 130	155,188
Aurora, IL Br. 219	79,852	Peterborough, NH Br. 2247	361	Spokane, WA Br. 442	61,273
Decatur, IL Br. 317	8,650	Buffalo-Western NY Br. 3	354,403	Centralia, WA Br. 1266	1,800
Moline, IL Br. 318	984	Elmira, NY Br. 21	19,339	Wenatchee, WA Br. 1350	25,360
Mattoon, IL Br. 384	6,120	Dunkirk, NY Br. 150	5,252	Kitsap Peninsula, WA Br. 1414	99,500
Kankakee, IL Br. 407	10,000	Corning, NY Br. 300	6,500	Anacortes, WA Br. 1527	12,000
Champaign, IL Br. 671	23,215	Yonkers, NY Br. 387	3,090	Pasco, WA Br. 1528	14,338
Dekalb, IL Br. 706	12,501	N. Tonawanda, NY Br. 661	22,100	Port Angeles, WA Br. 1906	14,425
Southern IL Mgd. Br. 1197	33,416	Graham, NC Br. 2262	23,110	Kelso, WA Br. 2103	1,200
Des Plaines, IL Br. 2076	9,987	Cameron, NC Br. 2731	11,027	W. Richland, WA Br. 3877	8,986
Melrose Park, IL Br. 2183	5,896	Cincinnati, OH Br. 43	18,275	Moses Lake, WA Br. 4573	14,379
Chenoa, IL Br. 3232	1,340	Springfield, OH Br. 45	13,000	Parkersburg, WV Br. 481	17,166
Morton, IL Br. 3980	2,300	Zanesville, OH Br. 63	68,755	Charleston, WV Br. 531	49,000
Mundelein, IL Br. 4364	5,224	Canton, OH Br. 238	22,000	Morgantown, WV Br. 783	20,000
Richmond, IN Br. 271	7,085	Marion, OH Br. 280	13,942	Oak Hill, WV Br. 2420	3,200
Marion, IN Br. 378	12,718	Mount Vernon, OH Br. 298	750	Weirton, WV Br. 3677	2,000
Alexandria, IN Br. 489	25,150	Lancaster, OH Br. 340	5,500	Thornton, WV Br. 4458	25,000
Kokomo, IN Br. 533	22,000	Hamilton, OH Br. 426	13,627	Kemmerer, WY Br. 2929	1,350
Jeffersonville, IN Br. 553	4,800	Chillicothe, OH Br. 452	3,716	Cody, WY Br. 3139	2,257
Hammond, IN Br. 580	63,272	New Philadelphia, OH Br. 711	4,400		

OWCP Grievance Guide



Assistant to the President
for Workers' Compensation
Kevin Card

NALC workers' compensation specialists and national business agent (NBA) offices field more than a thousand on-the-job injury calls every week. The calls fall broadly into two categories: letter carriers having difficulties in negotiating the claim-filing process and letter carriers having problems with the Postal Service's handling of their claims. Many calls involve both categories.

Letter carriers suffering on-the-job injuries are protected by the Federal

Employees' Compensation Act (FECA). The FECA established the Office of Workers' Compensation Programs (OWCP).

The FECA was intended to protect federal employees by providing compensation when they suffer job-related injury or illness. The law places the burden on the injured worker to prove that the injury is work related. While the OWCP claims process is designed to operate efficiently and to result in fair, accurate decisions, the procedures required to meet that burden often are complex and difficult to navigate.

The FECA requires that postal management process claims in accordance with both federal and postal regulations. Letter carriers know that many legitimate claims are challenged by management or become unnecessarily complicated due to management mistakes in handling claims.

NALC members can call their NBA's office for many answers to claim-filing problems. For more complex issues, the NBA's office can refer the call to a regional workers' compensation assistant (RWCA). RWCAs assist letter carriers with denied claims and those with accepted claims who need additional assistance for special reasons. Non-members of the NALC are not entitled to RWCA assistance on OWCP claims, as this is a member-only benefit.

Postal management is obligated by the National Agreement, its own regulations, and the FECA to follow certain procedures when employees report on-the-job injuries. Many of the calls we get are due to postal supervisors not understanding their responsibility in assisting injured workers in OWCP claim procedures.

OWCP decisions are not grievable. When it comes to helping injured workers pursue on-the-job injury claims with OWCP, NALC shop stewards and local representatives have no right to time on the clock.

However, Postal Service violations of OWCP, postal regulations and the contract are grievable. When it comes to grieving management's violations relating to on-the-job injuries, shop stewards do have the right to

time on the clock. And they have an obligation to fairly represent all letter carriers, not just NALC members.

Most supervisors don't understand the difference between OWCP decisions and Postal Service violations related to OWCP matters. They often are coached to argue that such violations are not grievable and not arbitrable. They may tell union representatives that OWCP is the only agency that can provide a remedy for such violations.

For example, OWCP has the sole authority to authorize continuation of pay (COP). OWCP procedures require that the Postal Service pay COP for the first 10 days after the claim is filed when the worker suffers a traumatic injury, files a CA-1 claim within 30 days of the injury and begins losing time within 45 days of the injury. Many postal supervisors refuse to pay COP until authorization is received from OWCP. That is a violation of OWCP as well as postal procedures and should be grieved.

Stewards should be ready for management's non-grievable arguments and be prepared to argue that violations of the law, the contract and postal regulations are grievable.

NALC now has an OWCP Grievance Guide that is available on the Members Only section of the NALC website, nalc.org. The guide is intended to provide shop stewards and contract enforcers with the necessary tools and references to hold postal management accountable in complying with the laws and regulations governing on-the-job injuries.

The guide covers common violations of USPS and OWCP regulations and has NALC grievance starters for each of those violations. The grievance starters have citations for each violation and a HIPAA release form, as well as information and steward's time requests.

Proving violations of USPS and OWCP regulations are very straightforward. FECA regulations are mirrored in section 540 of the Postal Service *Employee and Labor Management (ELM)* handbook.

Some branches have been aggressive in filing grievances for OWCP-related violations. One branch has been enforcing postal non-compliance in providing COP. An arbitrator recently awarded two letter carriers from that branch \$5,000 each due to the Postal Service's continued non-payment of COP. There likely are many COP-related grievances around the country that could be filed.

Many of the common postal violations can be avoided when injured letter carriers register and file claims electronically via the OWCP's Employees' Compensation Operations & Management Portal (ECOMP). You can register and file claims from your home computer, tablet or cell phone.

The *OWCP Grievance Guide* has advice on how to register in ECOMP. Check it out.

Monthly CSRS annuity payments for letter carriers who retire on Dec. 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 Dec. 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 : \$68,442			CC Grade 2 / High-3 Average ¹ : \$69,879		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,068	\$184	\$1,883	\$2,111	\$189	\$1,922
21	2,182	196	1,986	2,227	200	2,027
22	2,296	207	2,089	2,344	212	2,132
23	2,410	218	2,191	2,460	224	2,237
24	2,524	230	2,294	2,577	235	2,342
25	2,638	241	2,397	2,693	247	2,446
26	2,752	253	2,499	2,810	258	2,551
27	2,866	264	2,602	2,926	270	2,656
28	2,980	276	2,705	3,043	282	2,761
29	3,094	287	2,807	3,159	293	2,866
30	3,208	298	2,910	3,276	305	2,971
31	3,322	310	3,013	3,392	317	3,075
32	3,436	321	3,115	3,509	328	3,180
33	3,550	333	3,218	3,625	340	3,285
34	3,664	344	3,321	3,741	352	3,390
35	3,779	355	3,423	3,858	363	3,495
36	3,893	367	3,526	3,974	375	3,599
37	4,007	378	3,629	4,091	387	3,704
38	4,121	390	3,731	4,207	398	3,809
39	4,235	401	3,834	4,324	410	3,914
40	4,349	412	3,937	4,440	422	4,019
41	4,463	424	4,039	4,557	433	4,124
41+11 months & over ⁵	4,563	434	4,129	4,659	443	4,215

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2019, and Nov. 30, 2022, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

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

Monthly FERS annuity payments for letter carriers who retire on Dec. 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 Dec. 1, 2022. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step 0 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 : \$68,442			CC Grade 2 / High-3 Average ¹ : \$69,879		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,141	\$114	\$1,027	\$1,165	\$116	\$1,048
21	1,198	120	1,078	1,223	122	1,101
22	1,255	125	1,129	1,281	128	1,153
23	1,312	131	1,181	1,339	134	1,205
24	1,369	137	1,232	1,398	140	1,258
25	1,426	143	1,283	1,456	146	1,310
26	1,483	148	1,335	1,514	151	1,363
27	1,540	154	1,386	1,572	157	1,415
28	1,597	160	1,437	1,631	163	1,467
29	1,654	165	1,489	1,689	169	1,520
30	1,711	171	1,540	1,747	175	1,572
31	1,768	177	1,591	1,805	181	1,625
32	1,825	183	1,643	1,863	186	1,677
33	1,882	188	1,694	1,922	192	1,730
34	1,939	194	1,745	1,980	198	1,782
35	1,996	200	1,797	2,038	204	1,834
36	2,053	205	1,848	2,096	210	1,887
37	2,110	211	1,899	2,155	215	1,939
38	2,167	217	1,951	2,213	221	1,992
39	2,224	222	2,002	2,271	227	2,044
40	2,281	228	2,053	2,329	233	2,096
Each additional year ⁵	57.03	5.70	51.33	58.23	5.82	52.41

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2019, and Nov. 30, 2022, at Step 0 (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.

State Summaries

Colorado

The Colorado State Association of Letter Carriers would like to thank new Letter Carrier Congressional Liaisons Nick Rosengard from Branch 204 in Colorado Springs and Stephanie Greatheart from Branch 324 in Greeley for stepping up to fill positions in Colorado. They are both excited to learn as we approach the elections in November.

The carriers throughout Colorado enjoyed their time at the national convention in Chicago, but are now preparing for the NALC Region 4 rap session to be held in Denver at the end of September. The learning never ends, and we need to help educate our newer letter carriers and bring them up to speed—not only contractually, but also through the legislative process.

If you want to stay up to date on changes in Colorado, both on legislative and training, be sure to sign up for the COSALC Stay Connected notification system at stayconnected@cosalc.org.

In solidarity—

Richard Byrne

Michigan

Greetings from Michigan. The primary saw the defeat of incumbent Reps. Andy Levin (D) and Peter Meijer (R)—both were friendly toward NALC and will be missed, victims of reapportionment and, in Meijer's case, the cult of MAGA.

Meijer's defeat makes this district a likely democratic pickup in November, but only if pro-labor voters turn out. Levin chose to run in another democratic held district and will have no effect on the balance of power in the state.

In a surprise, Detroit will have no African American representation in Congress for the first time in 70 years.

In the primary for governor, Tudor Dixon (R) rode the coattails of a last-minute Trump endorsement to victory. The fourth place finisher has called "BS" and is demanding a recount (sigh) alleging a stolen election.

Dixon is staunchly pro-life, even saying that a 14-year-old raped by an uncle should carry the baby to term; believes the 2020 election was "stolen" (a GOP report by the Republican Michigan legislature found no evidence of fraud); wants to cut public education by \$3.5 billion; and wants to repeal Michigan's constitutional ban on public funding for private schools.

Dixon's prior work experience includes running a company that distributes imported products for the steel industry that are made in the Czech Republic while producing nothing in the United States, and a former career as an actress performing in what has been described as "soft-core vampire porn" in which she played Claire in 11 episodes of "Transitions: The Series." Your vote is a personal choice and all, but jeez, not sure what else to say.

Please sign up for a no-excuse absentee ballot and get your ballot in ASAP. Absentee ballots will be mailed on Sept. 24. You can't sit this one out!

John Serwach

Texas

Greetings, sisters and brothers.

The national convention in Chicago was electric. Our brother, Javier Bernal, national business agent, will be retiring at the end of this term, in December 2022. We love you and wish you and Lila a wonderful retirement.

At the convention, Javier nominated Shawn Boyd of Lone Star Branch 132 in Dallas as our next business agent. He was unopposed and elected by consent. It was an honor to stand by Javier and several other members from branches all over the state showing support for Shawn's candidacy for Region 10 NBA. We wish you the best as we move forward.

Legislatively, H.R. 82, the Social Security Fairness Act, has some movement, but the time is ticking as the legislative calendar winds down for the 2020-2022 session. Make your calls, send your emails, do what you can, and ask your members of Congress to support H.R. 82 and help us right a wrong that has been hurting

so many members.

Also, H.R. 4268, Federal Fairness Act, currently has 76 co-sponsors, three of whom are from Texas: Reps. Vicente Gonzales (D-15), Joaquin Castro (D-20) and Lloyd Doggett (D-35). There is so much more we can do, but we need your help.

As we look to this fall and election season, I ask every member to get registered to vote in November. Everyone has a voice in who their representative will be. If you don't vote, you really can't complain about it. Remember, we support those who support us.

In closing, I hope all of you had a great Labor Day and showed some solidarity with your brothers and sisters remembering and honoring labor history.

Yours in solidarity—

Carlos Rodriguez Jr.

Wisconsin

The Wisconsin U.S. Senate seat is a pivot point for the Senate. Mandela Barnes won the Democratic primary with 77.8 percent of the votes, challenging incumbent Ron Johnson. Johnson won the Republican primary with 83.7 percent of the votes. Johnson is not a friend of letter carriers or unions, and his voting record showed he's not a friend of Wisconsinites either! There's going to be a lot of political work needed to ensure that Johnson does not get re-elected in November.

Incumbent Gov. Tony Evers (D) ran unopposed and will face Trump-backed Tim Michels (R), GOP nominee winner, in one of the battleground states. Tim Michels won the Republican nomination for Wisconsin's gubernatorial race after receiving 47.2 percent of the vote against Rebecca Kleefisch's 42 percent.

Oct. 1-2, the Wisconsin State Association of Letter Carriers will hold its fall seminar at the Radisson Hotel Fond Du Lac. I look forward to a great training with the WSALC membership!

In solidarity—

Dawn Ahnen

Retiree Reports

Anchorage, Alaska

We had another day of spectacular weather for our annual picnic. We were privileged to have NALC Director of Safety and Health Manny Peralta and Region 2 National Business Agent Nick Vafiades as our guests.

Brother Peralta was very kind as he spoke to the membership of how great our branch is and how the dedicated officers and stewards are to be praised for the work they do and how well our branch is doing in arbitration hearings. Region 2 ranks as the best in the country in arbitration win percentage.

And our branch has enjoyed much of that success in no small part to our former branch

member, Brother James Frankford. Brother Frankford transferred to Vancouver, WA, but has been arbitrating the majority of our cases. And he's been very successful, thanks in part to great case preparation by our stewards. He also recently graduated from the NALC Leadership Academy after many delays due to the COVID-19 pandemic.

By the time you read this, Brother Frankford will have been selected to be an NALC national arbitration advocate, working as a full-time NALC employee. I couldn't be more proud of Brother Frankford, as you should be as well. He's a tireless advocate for letter carriers. He currently has one of the highest win percentages at arbitration in the country, with much of

that success arbitrating Branch 4319 cases.

But he's only one of the great assets that have been produced from our branch. We have stewards and officers that will also rise to the level of arbitration advocates in the future. This is a true testament to Branch 4319's vision of sparing no expense in educating the leaders of our branch so that they may provide the very best representation that is the envy not only in our region, but throughout the country.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Back in 2011, the letter carrier's daily log was created. This form has places to record infor-

mation such as clock rings, mail volume, auxiliary assistance and other daily information letter carriers have an interest in keeping. I personally kept my own daily records; I had a small calendar pad in my drawer and kept track of what time I left the office and what time I came back, how much mail volume I had, what the weather was like that day, how many accountables I had and how much overtime I worked that day.

Most of this was important, as a supervisor questioned me about a particular day two weeks prior; they wanted to know why I was late coming back to the office. I reached for my pad and told them that I had 30 accountables and about 40 parcels, I left the office late and you also turned down my 3996 for help. They slowly walked away mumbling, and yet the same thing happened the following week—I was asked why I did the route in only four hours last Friday. I took out my pad and told them that I was not working that day and that maybe next time you should know this before annoying the regular carrier; again, more mumbling while they walked away. I loved it when they talked to themselves.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

When the original city carrier assistant (CCA) position was created, there was a group of

carriers who were hired and laid off for a number of years before becoming career employees. There is a bill in Congress that will get those lost years added toward retirement. It is H.R. 4268, and was introduced in June. I know those carriers are still working, and being able to get four to six years added to their service would get them that much closer to retiring comfortably. Please take a moment and call your representative to ask that they sponsor this bill. It takes less than a minute, and our representatives love to hear from their constituents.

I missed the deadline for last month's report because my father passed away. He was a retired letter carrier and a well-loved military veteran in his community. He always had time to chat or help his neighbors. As a mailman, he loved getting to know his customers as well as fellow workers. He was active in the Post Office Bowling League—really, carriers used to have time to form bowling teams! He was part of the Great Postal Strike of 1970; he thought it was a hoot watching untrained people try to sort and deliver mail. He later moved into an active adults community and became involved in various card groups, veteran organizations and helped start a bocce league. He was politically active and used to spend a lot of time in his local state representative's office. At his funeral, they referred to him as their "mascot." He understood how democracy works in getting things done—for

his community. He will be missed.

See y'all in Chicago!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

With our national convention slated to take place this year from Aug. 8-12 at McCormick Place in Chicago, IL, it is proper to thank and acknowledge our delegates—Vice President Christie Ball, Tasha Barr and President Salvatore Rodriguez, who will take the time out of their busy schedule and attend this year's event.

It is exciting to see new and different names attending our national convention so that each one of us may have a turn in seeing and uniting with our brothers and sisters throughout our nation. At our national convention, one can learn about our union's history, how to create solidarity, maintaining union strength, attending different classes and workshops, etc. In addition, one can personally meet with our national leaders and discuss many items of importance, and understand how unions work in order to get the job accomplished. Lastly, one can get re-energized and get a feeling of true unionism and belonging to this great organization.

Joseph Murone, Branch 120

In Memoriam

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

Ernest M. Mahaffey	Br. 1314	Decatur, AL	Dustin A. Di Bona	Br. 34	Boston, MA	Ralph D. Baird	Br. 909	Pendleton, OR
Brian K. Jones	Br. 1047	Gadsden, AL	Victor I. Espada	Br. 34	Boston, MA	Kevin L. Fackler	Br. 542	Norristown, PA
Marvin D. Fox	Br. 576	Phoenix, AZ	John J. Marco	Br. 34	Boston, MA	John W. Quinn Jr.	Br. 725	Southeast PA Merged
Robert L. Cowell	Br. 231	Central California	Joseph D. Mulcahy	Br. 1	Detroit, MI	Dale C. Garrison	Br. 904	Sumter, SC
Harry Schmall	Br. 231	Central California	Christopher A. Scott	Br. 1	Detroit, MI	Walter R. Hedrick	Br. 904	Sumter, SC
Robert R. Stephens	Br. 231	Central California	Allan J. Weber	Br. 56	Grand Rapids, MI	Charles C. Ingram	Br. 904	Sumter, SC
Jeffrey Monte Di Ramos	Br. 1100	Garden Grove, CA	Gregory L. Schroeder	Br. 246	Kalamazoo, MI	Marion G. Moreland	Br. 904	Sumter, SC
Brian C. Camacho	Br. 24	Los Angeles, CA	Russell M. Krentz	Br. 654	Mount Clemens, MI	Fred J. Bowen	Br. 27	Memphis, TN
Joshua P. Lee	Br. 24	Los Angeles, CA	Ralph J. Richey	Br. 654	Mount Clemens, MI	John A. Miller	Br. 181	Austin, Texas
Eric S. Barros	Br. 411	San Bernardino, CA	Richard L. Benshoof	Br. 9	Minneapolis, MN	Fred O. Rasmussen	Br. 132	Dallas, TX
William L. Corcoran	Br. 70	San Diego, CA	Gary L. Weber	Br. 9	Minneapolis, MN	Edward G. Barabasz	Br. 421	San Antonio, TX
Arman Sibia	Br. 214	San Francisco, CA	Brad A. Pennington	Br. 217	Jackson, MS	Billie Brittingham	Br. 421	San Antonio, TX
George S. Cribari	Br. 47	Denver, CO	Nicholas Avellino	Br. 769	Cherry Hill/Haddonfield, NJ	Ernest M. Garcia	Br. 421	San Antonio, TX
William A. Martin	Br. 109	Derby, CT	Sergey Novikov	Br. 38	New Jersey Merged	Elmer Garza Jr.	Br. 421	San Antonio, TX
Albert S. Lewandowski	Br. 191	Wilmington, DE	Robert S. Macarthur	Br. 268	Princeton, NJ	Bobby N. Jemison	Br. 421	San Antonio, TX
Nathaniel Q. Thomas	Br. 142	Washington, DC	Timothy R. Wert	Br. 504	Albuquerque, NM	Jaime L. Martinez	Br. 421	San Antonio, TX
Joseph E. Ferraro	Br. 1071	South Florida	Ted E. Larson	Br. 3	Buffalo-Western NY	Samuel G. Perez	Br. 421	San Antonio, TX
Sandra E. McElwee	Br. 1071	South Florida	Raymond J. Morales	Br. 357	Long Island City, NY	Gerald C. Perkins	Br. 421	San Antonio, TX
Gregory Ivey	Br. 1068	Dublin, GA	Thomas V. Taranto	Br. 6000	Long Island Mgd., NY	Paul N. Vargas	Br. 421	San Antonio, TX
Shirley C. Knight	Br. 11	Chicago, IL	Lelland B. Faircloth	Br. 1128	Fayetteville, NC	Jimmy W. Griffin	Br. 493	Tyler, TX
Berlyn R. Cook	Br. 31	Peoria, IL	Earl R. Woods	Br. 1250	Hickory, NC	Gary D. Hicks	Br. 493	Tyler, TX
Richard C. Oakley	Br. 245	Rockford, IL	Elvin B. Benson	Br. 205	Fargo-W. Fargo, ND	Terry N. Oakes	Br. 493	Tyler, TX
Donald D. Ruenger	Br. 245	Rockford, IL	Elvin J. Waclawik	Br. 205	Fargo-W. Fargo, ND	William D. Snyder Jr.	Br. 493	Tyler, TX
Heather N. Kendall	Br. 198	Crawfordsville, IN	Thomas E. Berkmeier	Br. 238	Canton, OH	Benny J. Walston	Br. 493	Tyler, TX
Douglas A. Yaw	Br. 479	Terre Haute, IN	Jeffrey A. Mcnees	Br. 43	Cincinnati, OH	Juanita L. Carlisle	Br. 1227	Wichita Falls, TX
Billie R. Christian	Br. 383	Paducah, KY	Jeffrey D. Payton	Br. 43	Cincinnati, OH	Allen W. Shepherd	Br. 807	Bristol, VA
Carl R. McGlauffin	Br. 2394	Presque Isle, ME	Mahmood Muhammed	Br. 40	Cleveland, OH	Norman K. Figgins	Br. 791	Snohomish Co., WA
Eric V. Smith Sr.	Br. 176	Baltimore, MD	Helen L. McCoy	Br. 182	Dayton, OH	Glen M. Smith	Br. 1296	Pullman, WA
Louis F. Washenfeldt Jr.	Br. 176	Baltimore, MD	Richard A. Comers	Br. 100	Toledo, OH	Verner J. Schneider	Br. 619	Green Bay, WI
Robert S. Colibee	Br. 34	Boston, MA	Glenn R. Love II	Br. 100	Toledo, OH	Larry L. Anklam	Br. 215	Wausau, WI

Election Notices

Alexandria, Louisiana

This is official notice to all members of Branch 932 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, health benefits rep and three trustees will be held at the regular branch meeting on Tuesday, Nov. 8, at 7 p.m. at the union hall, located at 2052 Rapides Ave., Alexandria.

Elections will be held at the regular December meeting on Tuesday, Dec. 13, at 7 p.m. at the union hall.

The term of office will be for two years, beginning Jan. 1, 2023.

Al Mathews, Sec., Br. 932

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that nominations for the offices of president, vice president, secretary, treasurer, health benefits coordinator and the three trustee positions will take place at the regular meeting to be held on Tuesday, Nov. 1, at 6 p.m. Those who wish to be nominated must be present at the virtual meeting (information below) or should give the secretary a written letter prior to the meeting stating his or her acceptance of nomination. The term of office will be for the 2022-2023 election cycle. The election will be conducted by mail-in ballot.

Zoom meetings: Held Tuesday, Sept. 6; Tuesday, Oct. 4; Tuesday, Nov. 1; and Tuesday, Dec. 6, from 6 p.m. to 7 p.m. You can join the Zoom meetings by going to <https://zoom.us> and typing in the meeting ID: 846 1417 2153. You will then be prompted for a passcode; the passcode is 297. Another way to access Zoom is through a one-tap mobile line (929-205-6099). You will be prompted for the meeting ID and passcode as well.

Joshua Lily, Pres., Br. 297

Ann Arbor, Michigan

This will serve as official notice to all Branch 434 members. Nominations will be held at the regular branch meeting on Oct. 19 at 6 p.m. at the IBEW Hall, 7920 Jackson Road, Ann Arbor. Nominations are for the following office: one trustee (three-year term—Jan. 1, 2023, through Dec. 31, 2025) and delegates to the 2023 Michigan state convention and any other office that may become vacated. The offices of president, vice president, recording secretary and treasurer are automatic delegates to the Michigan state convention, per branch bylaws. Candidates must accept nomination at the time made or, if absent, in writing to the branch recording secretary by Oct. 19 at 6 p.m.

The election on Nov. 16 will be held by secret ballot at the regular monthly branch meeting at 6 p.m. at the IBEW Hall, 7920 Jackson Road, Ann Arbor. Absentee ballots requests must be requested in writing, with printed name and signature, to the election committee no later than Nov. 2. Absentee ballots must be returned to P.O. Box 2434, Ann Arbor, MI 48106-2434, no later than Nov. 16 at 6 p.m. No write-in votes will be accepted.

Carol White, Rec. Sec., Br. 434

Annapolis, Maryland

This is official notification of nominations and elections for Branch 651 for president, vice president, secretary, treasurer, sergeant-at-arms, health ben-

efits representative and three trustees for a two-year term.

All members in good standing are invited to participate in the nomination and election process, which will be held on Dec. 7 at the American Legion at 1905 Crownsville Road, Annapolis.

Jessica K. Pitts, Shop Steward, Br. 651

Arvada, Colorado

This is an official election notice to all members, active and retired, of Branch 4405. Nominations will be accepted for the position of president, vice president, recording secretary, financial secretary treasurer, sergeant-at-arms and one three-year trustee. Candidates running for any branch officer may only accept a nomination for a single position. Nominations will also be accepted for two shop steward(s) Main Office and two shop steward(s) Indian Tree Office, and for 10 delegates to the 2023 Colorado state convention. Candidates running for branch officers may also accept nominations to be a delegate to the state convention.

All nominations will be held at the regular October meeting at 5610 Ward Road, #300, in Arvada on Oct. 19, beginning at 6:30 p.m. The president will be an automatic delegate to the convention by virtue of office. All members in good standing who have not served in a higher-level management position for any period of two years prior to the nomination date are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the election committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved in the past year.

This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 16. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 16. Write-in votes will not be permitted. The election committee will tally the votes at the November meeting on Nov. 16, and the results shall be read thereafter.

Damonique Martinez, Rec. Sec., Br. 4405

Belleville, Illinois

This is to serve as an official notice to all members of Branch 155 that nominations for delegates to the 2023 state convention shall be made at the regular meeting at 7:30 p.m. on Oct. 12.

Elections will be held at 7:30 p.m. at the regular meeting on Nov. 9.

Harold A. Wright, V.P., Br. 155

Bethlehem, Pennsylvania

This is the official notice to all members of Branch 254 Merged that nominations will be held at the regular general meeting on Oct. 13 at the Bethlehem Volunteer Fireman's Home Association, located at 6 Hillmond St., Bethlehem. In accordance with Article 5 of the NALC Constitution and the branch bylaws, nomi-

nations will be taken for the following branch offices: president, vice president, secretary, treasurer, sergeant-at-arms, MBA representative, a board of trustees composed of three members, the number of shop stewards allowed according to the National Agreement, social director, legislative liaison and safety officer.

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

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

Any questions may be directed to the branch secretary.

John Pirela, Sec., Br. 254

Boston, Massachusetts

The election of delegates to the Massachusetts State Letter Carriers Association (MSLCA) biennial convention will be held at the December Branch 34 meeting.

Nominations will be taken from the floor and there will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

If necessary, the election will take place at the December meeting. All delegates must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates to the MSLCA convention will not receive financial assistance unless they attend 16 to 24 meetings in the prior two years. Alternates will not be entitled to financial assistance unless they become delegates. The sergeant-at-arms will validate proof of attendance with the regular monthly meeting signature book.

Keith E. Meredith, Sec.-Treas., Br. 34

Bowling Green, Kentucky

This is official notice of elections for

the officers and delegates of South Central Kentucky Branch 468.

Nominations are for the following offices: president, vice president, secretary-treasurer, recording secretary, sergeant-at-arms, health benefits representative, director of retirees, stewards, delegates to the 2023 Kentucky state convention and 2024 national convention and three trustees. Per branch bylaws, the president shall automatically serve as a delegate to the state and national conventions. The length of term for all offices shall be two years, beginning Jan. 17, 2023. Candidates may only accept nominations for one office.

Nominations will open at the regular branch meeting on Sept. 20 and close at the regular branch meeting on Oct. 18, held at 5300 Scottsville Road (Training Room), Bowling Green, at 7 p.m. Potential candidates must be present at either the September or October meetings or express their intention to run for office in writing prior to the Oct. 18 meeting. Offices are open to any regular branch member in good standing, active or retired, in accordance with the branch's bylaws, Article 4, Section 2. Election will be by secret ballot, mailed to each branch member's address on file.

Completed ballots must be received by the election committee before 6 p.m. on Nov. 15 to be counted. The election committee will collect the ballots, bring them to the branch meeting and begin the tally. Results will be announced immediately following the committee's count. Write-in votes are not permitted.

Ben Abrams, Pres., Br. 468

Bozeman, Montana

This is to serve as official election notice to all members of Branch 1028. Nominations for president, vice president, secretary, treasurer, sergeant-at-arms, three trustee positions, two delegates and two alternate delegates to the Montana State Association of Letter Carriers convention will be accepted in person or in writing at the regular October branch meeting (Oct. 13). Written notice of willingness to serve must be accepted by the branch secretary within seven days of nomination.

Elections will be conducted by secret

Regarding Election Notices

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

To submit items by mail: Mail to The Postal Record, 100

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

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the e-mail or as an attachment in Microsoft Word. 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**.

ballot at the regular November branch meeting (Nov. 10). Any branch member unable to attend the regular branch meeting in November can request in writing an absentee ballot from the election committee. All ballots must be received by the election committee by 6 p.m. on the day of the election.

Travis Miller, Sec., Br. 1028

Brooklyn, New York

This is official notice to all members of Jack Leventhal Branch 41 that nominations for the office of president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, financial secretary, recording secretary, sergeant-at-arms, director of city delivery, director of safety and health, health benefits representative, assistant health benefits representative and three trustees will be held at the regular monthly meeting on Oct. 18 at 7 p.m. at the union hall, 2262 Bath Ave., Brooklyn. The term of office will be three years, beginning Jan. 1, 2023. All elected officers will be convention delegates by virtue of their office.

Each regular member has the right to nominate a candidate for any office. If a nominee is not present at the meeting, written acceptance is permissible and must be submitted no later than 3:30 p.m. on Oct. 25. Self-nomination is permissible. No person shall accept nomination for more than one office. Upon nomination, every nominee must certify that he or she has not served as a supervisor for the 24 months prior to being nominated.

The election will be conducted by secret mail ballot by Honest Ballot Association, 27246 Grand Central Parkway, Floral Park, NY 11005. Ballots will be mailed to the home addresses of eligible members. Requests for absentee ballots must be received from Honest Ballot Association no later Nov. 18. All ballots must be received at the designated Floral Park post office box by 10 a.m. on Nov. 29. Honest Ballot Association will conduct the tally beginning at 11 a.m. on Nov. 29 at 27246 Grand Central Parkway, Floral Park. Write-in votes are not permitted.

Deborah McDowell, Rec. Sec., Br. 41

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for delegates to the fall seminar in Charlotte Oct. 28-29 will be held at the regular stated monthly branch meeting on Sept. 20, and election of delegates will be held at the regular stated monthly branch meeting on Oct. 16, if needed. Election will be by secret ballot.

Mark Bare, Pres., Br. 2262

Carmichael, California

This is the official notice that to all members of Branch 4494 that nominations for all branch officers and three trustee positions will take place at the Nov. 10 branch meeting at Mark and Monica's Pizza, located at 4751 Manzanita Ave., Carmichael. The meeting is scheduled to start at 6 p.m. but, because of current staffing issues, will start after 6 and as soon as a quorum is reached.

Ballots will be counted and election results announced at the December meeting at the same location.

Brent Bailey, Sec., Br. 4494

Casper, Wyoming

This is to notify the members of Branch 1681 that nominations for all branch officers and delegates to the 2023 state convention will take place at the regular monthly meeting on Oct. 6 at 7 p.m. at the branch hall on 624 East A St., Casper. Nominees need not be present at the meeting, provided they have submitted written notice of their intention of running to the secretary prior to nominations at the meeting.

The elections will be held at the Nov. 3 meeting, which will commence at 7 p.m. The following branch officer positions, serving a two-year term (2023-2024), will be up for election: president, vice president, secretary, treasurer and three trustees. Per branch bylaws, self-nomination is permissible.

If you are unable to attend, but want to nominate someone or accept a nomination, please send your notice to Dani Wolfe, Secretary, Randy Maxwell NALC Branch 1681.

Rene Eberhardt, Pres., Br. 1681

Cedar Rapids, Iowa

This is an official notice to all members of Branch 373 that nominations for all branch officers, as well as state convention delegates, will occur at our regular November meeting. November's meeting will occur on Thursday, Nov. 10, at the IBEW Local 405 hall, located at 1211 Wiley Blvd. SW, Cedar Rapids.

The election will be held at the next regular meeting in December.

Kelly Steinke, Sec., Br. 373

Centennial, Colorado

In accordance with Article 5 of the NALC Constitution and Article 4 of the branch bylaws, this is official notice to all members of Branch 5996 that nominations for the following offices and positions will be held at the regular Oct. 6 branch meeting at the Centennial branch office, located at 1010 S. Joliet St., Suite 204, Aurora, at 7:30 p.m.

Nominations will be for the following offices: one trustee (three-year term), shop stewards—all stations (one-year term), delegates to the NALC Colorado state convention, three delegates to the Colorado AFL-CIO convention and two delegates for the Denver Area Labor Federation.

Elections will be by secret mail ballot and results will be announced at the Dec. 1 regular branch meeting.

Candidates must accept nomination at the time made or must signify in writing to the branch financial/recording secretary prior to the meeting of their willingness to serve in the desired position.

All regular member shall be eligible to hold any office or position in the branch, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanent, shall be immediately vacate any office held, and shall be ineligible to run for any office or position for a period of two years after termination of such supervisory status. Upon nomination, candidates must verify that they have not served in a supervisory capacity in the 24-month period prior to the nomination.

Kelli Robles, Pres., Br. 5996

Columbia, South Carolina

This is official notice to all Branch 233 members that nominations for branch officers will be held at the Sept. 13 branch monthly meeting at the Branch 233 union hall, 4921-B Broad River Road, Columbia. The positions are president, vice president, recording secretary, treasurer, NALC Health Benefit Plan/Mutual Benefit Association representative, sergeant-at-arms, two trustee positions and chaplain. Those nominated must be present or signify their acceptance in writing to the branch secretary.

The election will take place on Oct. 5 at the Branch 233 union hall, 4921-B Broad River Road, Columbia. The Election shall be conducted by secret mail in ballot for every member in good standing, active and retired. Ballots shall be mailed to the last known address of the member obtained from the national office of the NALC.

Nominations for branch delegates for the 2023 state convention will be held at the Oct. 5 branch monthly meeting at Branch 233 union hall, 4921-B Broad River Road, Columbia, at 7 p.m. with elections held at the Nov. 2 branch monthly meeting.

Steward nominations will also be held in October with elections on Nov. 2.

Aisha Culler, Sec., Br. 233

Davenport, Iowa

This is official notice to members of Branch 506 that nominations for the Iowa state convention will be held at the regularly scheduled branch meetings on Thursday, Oct. 13, and Thursday, Nov. 10, meetings.

The voting will take place at the Thursday, Dec. 8, meeting.

Breann Mace, Sec., Br. 506

Derby, Connecticut

In accordance with the NALC Constitution and the branch bylaws, this is official notice to all members of Valley Branch 109 that nominations for all positions of the executive board for the three-year term of 2023-2025 will take place at the Derby Elks Club, 73 Elizabeth St., Derby, at 7 p.m. at the regular monthly meeting on Nov. 2.

If elections are necessary, the voting will take place at the Derby Elks Club, 73 Elizabeth St., Derby, at 7 p.m. at the regular monthly meeting on Dec. 7. Members need to be present to cast a ballot.

John Catone, Pres., Br. 109

Dubuque, Iowa

Our branch nominations will be held at our monthly meeting on Wednesday, Nov. 9, at 7 p.m. Elections will be held at the Dec. 14 meeting. Please plan to attend.

Jenny Kasier, Sec., Br. 257

El Paso, Texas

This is an official notice to all Branch 505 members that nominations for branch delegates to the state convention in 2023 in Houston and one trustee will be accepted from the floor at our regular branch meeting on Oct. 5 at 7 p.m.

Nominees not present must submit their acceptance for nomination in writing to the branch secretary prior to the start of nominations.

Elections shall be by secret ballot via

mail from Nov. 1 through Nov. 21.

The term for one Trustee shall be for three years, from Jan. 1, 2023, to Dec. 31, 2025.

Arturo Gallardo, Rec. Sec., Br. 505

Emerald Coast, Florida

This is to serve as official notice to all members of Branch 4559 that the nominations for president, vice president, secretary, treasurer, trustees (three), sergeant of arms and health benefit representative and delegates to the Florida State Association of Letter Carriers convention will be held on Oct. 13 at the American Legion, located at 105 Hollywood Blvd., Fort Walton Beach, at the regular branch meeting at 7:30 p.m.

Elections of officers and delegates to attend the state convention will be held at the regular Nov. 10 meeting. You must have been present at nine of the 12 regular meetings of the preceding year.

You must be present to be nominated and, if you are unable attend to accept the nomination, you must have a written acceptance letter in to the branch secretary prior to the Nov. 10 meeting informing the branch of your willingness to accept the position that you were nominated for.

Percy Smith Jr., Pres, Br. 4559

Eureka, California

This is to serve as official notice to all members of Branch 348 that the nominations for all officer positions and one trustee position will be taking place at the regular branch meeting on Nov. 9. The meeting will be held at the Labor Temple (840 E St., Eureka) and over Zoom at 7 p.m. All nominees should be present or, if absent, should submit written acceptance of nomination.

The elections will be held at the regular Dec. 14 meeting at 7 p.m. Nominations can be mailed to P.O. Box 3788, Eureka CA 95502.

There will be a future mailing with more information as we get closer to elections.

Danielle Sproul, Sec., Br. 348

Fall River, Massachusetts

This is an official notice to all members of Branch 51 that nominations for all branch officers shall open and close at the regular monthly meeting on Oct. 11.

The meeting will be held at the branch office, located on the third floor at 4 Hartwell St., Fall River, and is scheduled to begin at 7:15 p.m. The meeting may also be available on Zoom. (See *Courier* for updated meeting information). All officers will be elected to serve two years and will be eligible for reelection to the same office upon completion of their term.

Nominations will be held for the following positions: president, executive vice president, first vice president/collector/clerk MBA/NSBA, second vice president, recording secretary, treasurer, financial secretary, health benefits representative, sergeant-at-arms, three branch trustees, shop steward Flint Station, shop steward(s) Highland Station, shop steward South Station, shop steward Somerset Branch, shop steward(s) Main Office, shop steward(s) Taunton Office, *Carriers Courier* circulation manager, *Carriers Courier* editor, eight del-

Election Notices

legates to the Southeastern Massachusetts District Association (SEMDA), one delegate for every 20 members or fraction thereof to the National Association of Letter Carriers national convention, one delegate for every 20 members or fraction thereof to the Massachusetts State Letter Carriers Association convention, and three building fund trustees.

After nominations, the elections will be conducted by secret mail ballot. Ballots will be sent to all members in good standing and must be received in the designated branch post office box no later than 4 p.m. on the Monday immediately preceding the second Tuesday in December. The results will be announced at the scheduled Dec. 13 meeting.

Tanya Manchester, Rec. Sec., Br. 51

Fargo-West Fargo, North Dakota

This is official notice to all members of Branch 205 that nominations for all branch officers as well as delegates to the 2023 North Dakota State Association of Letter Carriers convention will be accepted at the Oct. 6 meeting, beginning at 7 p.m. Members who want to be nominated to branch officer positions or to delegate positions must be present at the October meeting, or signify in writing, signed and dated to the secretary of Branch 205, by 7 p.m. the day of the branch meeting.

Kristi Taylor-Livdahl, Sec., Br. 205

Florissant, Missouri

This is an official notice to all members in good standing of Branch 4839. Nominations for branch officers will take place at the regular meeting on Oct. 25. The following offices are up for election: president, vice president, treasurer and secretary.

Michael D. Reynolds, Pres., Br. 4839

Fort Collins, Colorado

Nominations for elected officers and delegates will be held at the regular branch meeting on Tuesday, Oct. 18. Meeting begins at 6:30 p.m. Location is the senior center (Foxtail 1 room), 1200 Raintree Drive in Fort Collins. Any member in good standing may run for any office. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing.

The elective offices to be filled are president, vice president, secretary, treasurer, three trustees, and a health benefits representative. Please note that the health benefits representative must be enrolled in the NALC Health Benefit Plan for 2023 in order to run. Terms of office will be for two years, Jan. 1, 2023, through Dec. 31, 2024. Eight elective delegates to the state convention and terms of office will be for one year, Jan. 1, 2023, through Dec. 31, 2023, in accordance with our bylaws and with no national convention in 2023. Please note that, according to the bylaws of the branch, the president is a delegate to convention by virtue of their office.

Elections will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 8. Meeting begins at 6:30 p.m. The meeting place will be at the senior center (Foxtail 1 Room), 1200 Raintree Drive in Fort Collins.

Any member who, for any reason, will be unable to vote in person on Nov. 8 may

obtain an absentee ballot by writing the election committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the election committee no later than Oct. 28. All absentee ballots must be mailed in to the election committee at P.O. Box 270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m. on Nov. 8 in order to be counted.

Jenilee Jackson, Pres., Br. 849

Fort Smith, Arkansas

This is official notice to all members of Branch 399. In accordance with Article 5 of Branch 399 bylaws, nominations for officers will be held at the regularly scheduled Nov. 1 meeting. The election will take place at the Dec. 6 meeting. Nominations and the election will be held at the USW Hall, 5600 S. 28th St., Fort Smith, with the meetings commencing at 7 p.m.

The following offices are open for nomination/election for a two-year term: president, vice president, secretary-treasurer, assistant secretary-treasurer, sergeant-at-arms, health benefits representative and three trustees. Nominees must accept in person when nominated or must submit in writing acceptance to the branch secretary by Nov. 11. Term of office will be two years and begin Jan. 3, 2023.

Robert Roy, Sec.-Treas., Br. 399

Fort Wayne, Indiana

This is the official notice to all members of Summit City Branch 116 that nominations will be held at the regular branch meeting in October for delegates to the 2023 Indiana state convention.

Candidates must be present at the October meeting or have submitted prior to the nomination a letter to the recording secretary stating acceptance of the nomination. Candidates must signify that they have not served in a supervisory position for 24 months prior to the nomination. Voting will be by mail-in ballot. The ballots will be counted by the nomination/election committee in December 2022.

Caitlin Kindig, Rec. Sec., Br. 116

Gainesville, Florida

In accordance with Article 5 of the NALC Constitution and the bylaws of Branch 1025, this is official notice to all members of Branch 1025 of nominations for officers, shop stewards and delegates to the state convention. Nominations will take place at the regular meeting on Oct. 11.

The election, if needed, will be in November.

Gary Wilemon, Sec., Br. 1025

Gastonia, North Carolina

This is official notice to the members of Branch 1512 that nominations for the following branch officers will be accepted at the regular branch meeting on Oct. 13 at 6:30 p.m. at 2020 Remount Road, Gastonia: president, vice president, secretary, treasurer, health benefits rep and sergeant-at-arms.

The election will be held on Nov. 10 at the same time and location.

Nina Kendrick, Sec., Br. 1512

Grand Junction, Colorado

This will serve as official notice to all active and retired members of Branch 913 that nominations for president, vice president, secretary, treasurer, trustees and sergeant of arms will take place on Nov. 9 at the regular branch meeting held at 1000 N. 9th St., Suite 1, Grand Junction. The election will be at the same location on Dec. 14. The officers will serve a two-year term from January 2023 to December 2024.

Every regular member shall have the right to nominate a candidate for any office. The candidates for office must either be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected. If unavoidably detained, candidates must notify the election committee in writing prior to Dec. 14 meeting.

Sherri Beaudoin, Sec., Br. 913

Great Falls, Montana

Nominations for the 2023 branch officers and state convention delegates for Branch 650 will be held during the regularly scheduled November meeting, with elections to be held during the regularly scheduled December meeting.

Nick Liston, Sec., Br. 650

Greeley, Colorado

Nominations for elected officers and delegates will be held at the regular branch meetings on Thursday, Oct. 6, and Nov. 3. The meetings begin at 6:30 p.m. Location is the NALC Dwight Palser Branch 324 Office, 2525 16th St., Greeley. Any member in good standing may run for any office. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing.

The elective offices to be filled are delegates to the state convention and national convention: eight elective delegates to the 2023 COSALC state convention (one-year term of office, Jan. 1, 2023, through Dec. 31, 2023) and eight elective delegates to the national convention (two-year term of office, Jan. 1, 2023, through Dec. 31, 2024). The officer positions shall serve a two-year term of office, Jan. 1, 2023, through Dec. 31, 2024. Please note that according to the bylaws of the branch, the president is a delegate to conventions by virtue of the office.

Elections will be conducted by secret ballot at the regular branch meeting on Thursday, Dec. 1. The meeting begins at 6:30 p.m. The meeting place will be at the NALC Dwight Palser Branch 324 Office, 2525 16th St., Greeley. Any member who, for any reason, will be unable to vote in person on Dec. 1 may obtain an absentee ballot by writing to: Election Committee, Branch 324, P.O. Box 324, Greeley, CO 80632. Requests for absentee ballots must be received by the election committee no later than one day prior to the Dec. 1 meeting. All absentee ballots must be mailed to the election committee at: P.O. Box 324, Greeley, CO 80632. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 324, Greeley, CO 80632, no later than one day prior to the Dec. 1 meeting in order to be counted.

Richard Byrne, Pres., Br. 324

Greenville, North Carolina

Branch election nominations will be

held at the regular branch meeting on Oct. 4 at Parker's Barbecue on S. Memorial Boulevard at 6:45 p.m. Branch election will take place at the regular branch meeting on Nov. 8 at 6:45 p.m. at the same location. The positions up for reelection are branch president, vice president, secretary/treasurer, secretary and three trustees. Requests for absentee ballots can be sent to the following address: NALC Branch 1729, P.O. Box 1, Greenville, NC 27835, and completed ballots must be returned by Nov. 7.

Mark Wilson, Pres., Br. 1729

Hot Springs Natl. Park, Arkansas

This is official notice to all Merged Branch 543 members for nominations for Trustee One and Three, 2023-2025. Those who wish to be nominated must be present at the October meeting or should give the secretary a letter in writing stating acceptance of nomination before the October meeting. The terms of office will be until December 2025.

Johnny R. Johnston, Sec., Br. 543

Huntsville, Alabama

This is an official notice to all members of Branch 462 that nominations of all officers, one three-year trustee and delegates to the Alabama state convention in 2023 will be held at the regular meeting on Oct. 6 at our union hall, 1201 Posey St. in Huntsville.

This election will be conducted by secret mail ballot, with ballots to be received before, and results announced at, the regular meeting on Nov. 3.

Clay G. Thomas, Sec., Br. 462

Hutchinson, Kansas

This is to serve as official notice to members of Salt City Branch 485 that nominations will take place at our regular branch meeting on Thursday, Oct. 13. Nominations will be accepted for the office of trustee (three-year term), as well as delegates to the 2023 KSALC convention and to the 2023 Region 5 rap session. Branch meetings are held at the Hutchinson Post Office, 128 E. 1st Ave., Hutchinson, and begin promptly at 7 p.m.

Chester R. Knight, Sec., Br. 485

Jackson, Mississippi

Branch 217 is having nominations of officers on Oct. 13 at its regular meeting. The meeting will be held at 196 Lakeshore Road, Jackson, at 7 p.m. and Zoom. The officers to be nominated are president, vice president, secretary, treasurer, sergeant-at-arms, OWCP officer and three trustees. These officers will be elected for the years 2023-2024. The national delegates for 2024 will be nominated at this time also.

Nominations shall be made from the floor and by Zoom. Access information to Zoom will be provided in a mailing prior to October nominations.

All candidates must be present in person or on Zoom at the time of their nominations, or shall have signified, in writing, to the election committee their willingness to accept the nomination.

Ballots will be mailed to all eligible members. All ballots will be picked up by the election committee in the presence of observers at 5 p.m. on Election

Day and counted as soon as possible.

Election of officers shall take place at the regular meeting in December with the installation of officers at the regular meeting in January.

These guidelines are in accordance with Article 5 of the bylaws.

Glenn E. Greer, Sec., Br. 217

Jeffersonville, Indiana

This is official notice to all members of Branch 553 that nominations for the following officers will be taken at the September meeting: president, vice president, treasurer, secretary, sergeant of arms and three shop stewards. The September meeting will be held on the 21st at 6:30 p.m. at the Knights of Columbus, 225 E. Market St., Jeffersonville.

If an election is necessary, it will be held at the same location and time at the Oct. 19 meeting.

Terms for officers and stewards will be two years, beginning January 2023.

Mindy Kirk, Sec., Br. 553

Kingsport, Tennessee

Branch 1999 will be taking nominations for elected positions at the October meeting on Oct. 13. Nominations will include president, vice president, secretary, treasurer, sergeant-at-arms and the board of trustees.

Elections will be held at the November meeting on Nov. 10 for nominated positions, and steward shall be appointed afterward.

Shawn Stout, Pres., Br. 1999

Kitsap Peninsula, Washington

This is the official announcement to all members of Branch 1414 that nominations for the following positions will be open at the September and October branch meeting: president, vice president, treasurer, secretary, NALC health benefits representative, sergeant-at-arms, and a board of trustees composed of five members (two positions of the board of trustees are up for nominations).

The elections will be held by secret ballot cast at the regular meeting of the branch in November.

Kahaunani Kaaukai, Sec., Br. 1414

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the NALC Constitution and Article 4, Section 2, and Article 5 of the Branch 273 bylaws, nominations for trustee shall be conducted at the monthly branch meeting on Oct. 19, commencing at 7 p.m. The one trustee position (Dan Macintosh's position) is a one-year term, commencing on Jan. 1, 2023, after the installation ceremony held at the regular December branch meeting. Due to the COVID-19 crisis, self-nominations can be made in writing and mailed to NALC Branch 273, P.O. Box 7397, Lancaster, PA 17604, and received by 5 p.m. on Oct. 19, or self-nominees can signify in writing to the recording secretary their willingness to serve as an officer of the branch if elected.

If an election is necessary, it shall be conducted by secret mail ballot. The election committee shall mail a ballot to each member's last known address at least 20 days before the Nov. 16 regular branch

meeting. The president shall appoint the election committee immediately following the close of nominations. The deadline for returning marked ballots shall be 5 p.m. on Nov. 16. All election results will be announced after the official opening of the Nov. 16 monthly meeting.

Christian Oatman, Rec. Sec., Br. 273

Langhorne, Pennsylvania

This is official notice to all members of Branch 4931 that nominations for the following offices will take place at the November meeting on Nov. 7: president, vice president, secretary, treasurer, sergeant-at-arms and three trustees. These positions are for a term of two years, beginning on Jan. 1, 2023. The election ballots will be counted at the December meeting, which will be held on Dec. 7 at 7 p.m. at the Jesse Soby Post. Anyone who wishes to run for any position but is unable to attend the nominations meeting must submit in writing a letter accepting nomination to the secretary prior to the meeting.

Ron McHugh, Rec. Sec., Br. 4931

Laramie, Wyoming

This is an official notice to all members in good standing of Branch 463 that nominations for elected branch officers will be held at our regular monthly meeting on Oct. 13 at 6 p.m. at the American Legion, 417 Ivinson Ave., Laramie. Nominations will be held for the following branch offices: president, vice president, secretary and treasurer, each serving a term of one year, and two trustee positions serving a term of two years.

Elections will be held at our November regular meeting, which is postponed one week till Nov. 17 at 6 p.m. at the Veterans Day holiday on our normal meeting night.

Heather Crouse, Sec., Br. 463

Lehigh Valley, Pennsylvania

Nominations for the officers of the Branch 274 will take place on Oct. 11 at the regular meeting at the West Coplay Maennerchor, 3326 North Ruch St., Whitehall, at 8:30 p.m. Any member in good standing may submit their name in writing to NALC Branch 274 at 1701 Union Blvd., Suite 210, Allentown, PA 18109. Or you may give your name to the Nomination Committee—Glenn Recker, Eric Godley and Dan Murray. (Please note: You do not have to be present to be nominated.) You also may submit your name when the nominations are opened to the floor at the Oct. 11 regular meeting.

The term of office will be three years, from January 2023 until January 2026.

The election of officers for Branch 274 will be held on Nov. 8 at the regular union meeting at the West Coplay Maennerchor in Whitehall at 8:30 p.m. by secret ballots of those members attending.

Gerald Schlimme, Sec., Br. 274

Lewiston, Idaho

This is an official notice to all members of Branch 1192 for the nominations and election of offices of president, one-year term; vice president, one-year term; secretary/treasurer, one-year term; and one audit committee trustee, three-year term; for the year starting Jan. 1, 2023.

Nominations will be accepted starting at our regular scheduled meeting on the third Wednesday of September, Sept. 21, at 6 p.m. and close on Oct. 19 at the close of the meeting. If submitting a nomination for an office by mailing, nomination must be received by the secretary/treasurer or election committee chairman by 6 p.m. on Oct. 19.

Candidates may accept nomination for only one office. Write-ins on ballots will not be permitted. Nominees attending meetings in September or October will accept or decline nomination at the time of nomination. Any members nominated not at attendance of meeting have until Oct. 27 to accept or decline nomination. Accept/decline letters must be received by the secretary/treasurer or election committee chairman no later than 4 p.m. on Oct. 27.

Elections will be held at the regular scheduled meeting on Nov. 16 at 6 p.m. Any member who is unable to attend the November meeting or would prefer to cast their votes through absentee ballot can request a ballot by writing to Election Committee, P. O. Box 534, Lewiston, ID 83501, at any time after the September meeting and prior to Oct. 26. Absentee ballots will be mailed by Oct. 31. Ballots must be received by 3 p.m. on Election Day. Election results will be announced at the end of November meeting and posted on the NALC 1192 bulletin board within one week.

Absentee ballots must be requested by Nov. 3. Absentee ballots will be available to all working members until Nov. 9.

All meetings are scheduled to be held at Jollymore's, 1516 Main St., Lewiston, at 6 p.m. Due to unforeseen circumstances, this is subject to change. On the Saturday before the scheduled meeting, the meeting announcement will be at each time clock in the Lewiston Post Office. If the meeting place changes, it will be posted at this time.

Deborah Schaeffer, Sec.-Treas., Br. 1192

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for delegates to the 2023 state convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in before and results announced at the regular meeting in December.

Todd J. Friemuth, Sec., Br. 105

Lincoln, Nebraska

This is official notice to members of Branch 8 that nominations for the election of officers and three trustees will be held at the regular branch meeting(s) on Tuesday, Oct. 11, at 7 p.m. as well as Tuesday, Nov. 8, at 7 p.m. at 4625 Y St., Lincoln. Candidates must be present during the nominations periods to accept nominations for office or have in the hand of the secretary written certification of acceptance for specific office. Unopposed candidates will be announced as winners of their respective office during the Nov. 8 meeting.

Nominations will be held for the following branch offices: president, vice president, financial/recording secretary, assistant secretary, sergeant-at-arms, treasurer, trainer, OWCP representative, director of retirees, health benefits representative (must be a member of the NALC Health Benefit Plan), MBA representative, MDA representative, safety and health representa-

tive, and three trustees.

The terms of each office will be two years, beginning on Tuesday, Jan. 10, 2023.

The election of opposed officers and trustees will take place by mail-in ballot, which will be sent out following the Nov. 8 meeting and must be received no later than Tuesday, Dec. 13, at 2 p.m. The election committee will have the ballots counted and verified prior to the general meeting on Dec. 13, where all winners of elections will be announced.

Kevin D. Weeks, Sec., Br. 8

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for the election of officers and one trustee will be held at the regular November branch meeting on Nov. 4 at 7:15 p.m. at the union office, 10112 Chicot Road, Little Rock. Candidates must be present during the nominations to accept nomination of office or have in the hand of the secretary/treasurer written certification of acceptance for a specific office.

Nominations will be held for the following branch offices: president, vice president, secretary-treasurer, sergeant-at-arms, health benefit representative (must be a member of the NALC Health Benefit Plan) and one trustee.

The terms of office will be two years (three for trustee), beginning on Jan. 2, 2023.

The election of officers (except trustee) will be held by secret mail ballot (if necessary). Ballots must be mailed back to the election committee and received by 5 p.m. on Dec. 2.

The election of one trustee will be held during the regular Branch 35 meeting on Dec. 2 at 7:15 p.m. at the union office, 10112 Chicot Road, Little Rock.

Chad W. Dollar, Pres., Br. 35

Long Island Mgd., New York

This is an official notice to all members of Branch 6000. Nominations for delegates to the 2023 New York state convention will be taken at the Nov. 17 membership meeting, with an election by secret ballot, if necessary, to be held at the Dec. 15 membership meeting. Both of these meetings will be held at the Bay Shore Knights of Columbus Hall of Fifth Avenue in Bay Shore, between Southern State Parkway and Sunrise Highway, at 7:30 p.m.

In accordance with Article V, Section 2(p) of the branch bylaws, all executive board members are automatically paid delegates.

Carol M. Brown, Rec. Sec., Br. 6000

Marion, Indiana

This is the official notification to all members of Branch 378 that the nominations for delegates to the 2023 Indiana state convention will be held at our Nov. 9 general membership meeting at the Jonesboro Legion, 424 S. Main St., Jonesboro, at 6:45 p.m. Any members in good standing are eligible for nominations. Members must be present to accept a nomination or have submitted an acceptance letter for nomination to the secretary in advance of the meeting.

Balloting for the nominees will take place at the December general meeting, if necessary.

Patrick McPherson, Pres., Br. 378

Election Notices

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183. Nominations of election for officers of Branch 2183 and also delegates to the 2023 Illinois state convention will take place at the regularly scheduled union meeting on Oct. 19 at the American Legion Hall, located at 9757 Pacific Ave., Franklin Park, at 6:15 p.m.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home addresses (of record/on file) of eligible members in good standing. Ballots must be received to the election committee at designated address by 3 p.m. on Nov. 16. Results will be announced at the Nov. 16 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Michigan City, Indiana

This is official notice that Branch 455 will be holding nominations for the 2023 Indiana state convention delegates on Nov. 17, and the election is to be held on Dec. 15. A total of seven delegates are up for nomination.

Philip E. Weiss, Sec., Br. 455

Modesto, California

Nominations for the election of officers of Branch 1291 will be held at the regular branch meeting at the Round Table Clubhouse, located at 3848 McHenry Ave. in Modesto. Candidates must accept nominations at the time made or, if absent, in writing. Nominations may be made in writing but must be received by the branch secretary no later than Nov. 3. If mailing a nomination, please send to: Miriam Thomas – Secretary, NALC, Branch 1291, P.O. Box 3559, Modesto, CA 95352-3559.

Nominations will be held for the following branch officers: president, vice president, treasurer, secretary and three trustees. The term of office will be two years, beginning Jan. 1, 2023.

Candidates may accept nominations for only one position. The candidates elected president and secretary in this upcoming election shall be automatic delegates to the national and state conventions that will take place during their term of office.

The election will be conducted by secret ballot. Ballots will be available to members until 4 p.m. on Dec. 1.

All ballots must be received by the election committee by 7:15 p.m. on Dec. 1. At this time, the election committee will collect the ballots and begin the tally. Write-in votes are not permitted.

Miriam Thomas, Sec., Br. 1291

Montgomery, Alabama

This is the official notification to all members of Branch 106 for the nominations and election of officers for president, vice president, financial secretary, recording secretary, treasurer, one trustee, health benefits representative and sergeant-at-arms. Nominations will be held at the October and November meetings, with election in December.

Breonna Jackson, Sec., Br. 106

Morrisville, Pennsylvania

This is to give notice of Branch 2572 nominations for our election to be held at our December meeting. All offices are for a one-year term. Nominations may be submitted in September, October and at the November meeting for the

December election. Offices are: president, vice president, treasurer, recording secretary, sergeant of arms, steward and five trustees.

William Rittler, Rec. Sec., Br. 2572

Moses Lake, Washington

To all members of Branch 4573, this serves as notice for the annual election of Branch 4573 officers and Washington state convention delegates.

Nominations for president, vice president, treasurer, secretary, shop steward and convention delegates will be taken by the branch until the beginning of the Nov. 2 branch meeting. All uncontested offices will be declared elected by acclamation.

Should it be necessary for an election, secret mail-in ballots will be provided and collected prior to the Dec. 7 meeting.

Gary Schleppenbach, Pres., Br. 4573

Natchez, Mississippi

This is an official notice to all members of Branch 476. Nominations for all officers and trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination if offered.

The election will be held at the regular November meeting. Installation of officers will be held in December.

Frank A. Patti, Sec., Br. 476

Neenah, Wisconsin

This will serve as an official notice to all members of Branch 700 that nominations for all branch officers shall be conducted at the Oct. 4 regular branch meeting at the Labor Temple at 7 p.m. in Neenah. The positions of president, vice president, secretary, treasurer and three trustees will be for a two-year term.

In the event that an election is necessary, such an election will take place at the regular branch meeting on Nov. 1 at 7 p.m. at the Labor Temple in Neenah. Requests for absentee ballots must be made in writing to NALC Branch 700, P.O. Box 581, Neenah, WI 54956, no later than Oct. 25.

Jean Schraufnagel, Sec., Br. 700

New Castle, Delaware

This is official notice to all members of Branch 4015 that nominations for all officers and delegates to the 2023 state convention will be accepted at the branch's regularly scheduled meeting on Wednesday, Nov. 9, at 6:30 p.m. at the Weston Senior Center, 1 Bassett Ave., New Castle.

Any member in good standing is eligible for nomination and must be present or signify in writing through the branch office prior to the meeting their willingness to serve as an officer or delegate if elected. The positions open for election are: president, vice president, secretary-treasurer, sergeant-at-arms, three trustees and delegates to the state convention.

An election, if necessary, will be conducted by secret ballot at the regularly scheduled union meeting on Wednesday, Dec. 14, at 6:30 p.m.

Jeff Kowalskie, Sec./Treas., Br. 4015

New York, New York

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 36 that nominations for delegates and alternates to the 2023 New York state convention will be accepted no fewer than 30 days before the date of the election.

Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.

Any eligible member in good standing may run for election if he or she desires. Nominations will be accepted during the general membership meeting on Nov. 10 and an election, if needed, will be held at the general membership meeting on Dec. 8 at the Percy T. McRae Hall of the Vincent R. Sombrotto Building, 34t W. 41st St.

Melinda Hammond, Rec. Sec., Br. 36

North Little Rock, Arkansas

This is official notice to all members of Branch 3745 that nomination for trustee (No. 1) position will be held during October's regular monthly union meeting. This is a two-year term. Trustee (No. 2) position is a three-year term. The meeting will be held at American Pie, located at 4830 N. Hills Blvd., North Little Rock, at 6 p.m. on Oct. 13.

An election vote (if necessary) will be held at November's regular monthly meeting on Nov. 17 at American Pie in North Little Rock at 6 p.m. Voting will start at 6 p.m. and end at 9 p.m.

Samuel Swanson, Pres., Branch 3745

Northern Virginia

In accordance with Article 5 of the NALC Constitution, this is the official notice to all members of Branch 3520 that nomination of delegates to the 2023 Virginia State Association of Letter Carriers convention will be held at the regular branch meeting on Thursday, Nov. 1. Elections, if necessary, will be held at the regular branch meeting on Thursday, Jan. 12, 2023.

Branch 3520 regular meetings are held at 7:30 p.m. at the Motel 6, Governor Room, 6654 Arlington Blvd., Falls Church and are subject to COVID-19 restrictions.

Brian Congleton, Sec.-Treas., Br. 3520

Oak Park, Illinois

This is official notice to all Branch 608 members that nominations for delegates to the 2023 Illinois State Association convention will be accepted from the floor at the regular branch meeting on Tuesday, Oct. 25, at Commodore Barry American Legion Hall, 6919 West Roosevelt Road, Berwyn, at 5:30 p.m.

Voting will be done and counted at the branch meeting on Tuesday, Nov. 22, at the same place.

Any nominee not present must notify the secretary-treasurer in writing prior to the October meeting giving consent to the nomination.

Charles K. Kindahl, Sec.-Treas., Br. 608

Parkersburg, West Virginia

This is the official notice that Branch 481 will be accepting nominations for branch officer positions—president, vice president, treasurer, secretary, health benefits representative—as well as for delegates to the 2023 West Virginia NALC

state convention during the Branch 481 union meeting on Nov. 10 at 7 p.m.

Election for the Branch 481 officer positions and delegates to the 2023 West Virginia NALC state convention will be held on Dec. 8 at 6 p.m. (one hour prior) to the Branch 481 union meeting at the Branch 481 union hall.

Joseph Harris, Sec., Br. 481

Pasadena, Texas

This is an official notice to all members of Branch 3867 that nominations for delegates to the Texas State Association of Letter Carriers (TSALC) state convention in Houston July 26-28, 2023, will be held on Oct. 18 at the union hall. Any member who is in good standing and is current in dues can run for delegate. Nominations may also be in writing, but must be received by the branch secretary no later than Oct. 14. Acceptance letters must be received by Nov. 11.

Election will be held by secret ballot, if necessary, at the regular monthly meeting on Nov. 15 at the union hall.

Lydia Amador, Sec., Br. 3867

Pennsylvania

This is official notice of nominations and elections for the officers of the Pennsylvania State Association to be held on Friday, Oct. 28, during the 57th Pennsylvania State Convention to be held in Trevese.

The election shall be by secret ballot and conducted between the hours of 1:30 and 2:30 p.m. for the following offices: president, vice president, secretary, treasurer, director of education, director of retirement and eight members of the executive board. Terms of office are for three years.

Paul Nyman, Sec., PASALC

Providence, Rhode Island

This is the official notice that the nominations for Branch 15 delegates to the 2023 Rhode Island state convention and two Branch 15 building trustees will be held at the regular branch meeting on Monday, Nov. 7. The branch meeting will start at 7 p.m. and will be held at the Providence APWU #387 hall, 1192 Plainfield St., Johnston.

In accordance with the Branch 15 bylaws, the president and the recording secretary are automatic delegates to the state convention. Those nominated must be present to accept the nomination or have submitted in writing to the branch secretary prior to the meeting their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be conducted, if necessary, by secret ballot on Monday, Dec. 5. Voting will take place from 2 to 7 p.m. prior to the Branch 15 union meeting at 7 p.m.

in the Providence APWU #387 hall, 1192 Plainfield St., Johnston. All working carriers will be given the opportunity to vote.

Evan R. Cohen, Rec. Sec., Br. 15

Pueblo, Colorado

This is official notification to all members of Branch 229 that nominations of branch officers will take place Oct. 13 at the regular meeting.

The offices to be filled are president, vice president, secretary, treasurer, sergeant-at-arms, three trustees and health benefits representative. The term in the office will be two years. The meeting is to be held at 1240 Lake Ave. beginning at 7 p.m.

Donald Hemphill, Pres., Br. 229

Roanoke, Virginia

In accordance with Article 5 of the NALC Constitution and the bylaws of Branch 524, this is an official notice to all members of Branch 524 of nominations for all Branch 524 officers positions to include: president, vice president, recording secretary, treasurer, board of trustees, sergeant-at-arms, health benefits and mutual benefit association representative, and director of retired members.

All nominees must be in attendance to accept their nomination, and willingness to serve if elected, either orally or in writing needs to be sent to the recording secretary if they cannot be present. Branch 524 provides in its bylaws that nominations may be in writing, with the nominations to be received by the recording secretary not less than 30 days before the date of the election.

The positions of all officers elected will begin January 2023 and end December 2026. Nominations will take place at the regular business meeting held on Nov. 8.

Elections, if necessary, will take place at the regular business meeting held on Dec. 13 between 6 and 9 p.m.

The Branch 524 business meetings are held at the union hall, located at 1015 Georgia Ave. NE, Roanoke.

Jack Green, Sec., Br. 524

Rochester, Minnesota

This is to serve as an official notice to all members of Branch 440 that nominations for president, vice president, secretary, treasurer, sergeant-at-arms, one trustee and shop stewards in each office will be made at the regular meeting on Oct. 19.

Elections will be held at the regular meeting on Nov. 16.

Debra Wempen, Sec., Br. 440

Rochester, New Hampshire

This is official notification to all members in good standing of Branch 990 that nominations for branch officers will be held at the November union meeting. All positions are up for nomination.

Election of officers will then take place at the December meeting, and installment of elected officers will follow at the January 2023 union meeting.

Mike Langelier, Rec. Sec., Br. 990

Roswell, New Mexico

Nominations for Branch 1069 officers (two-year term) and delegates to the 2023 state convention will be conducted during the branch meetings on Oct. 6 and Nov. 3 at 2013 Barnett at

6:30 p.m.

Elections will be conducted during the Nov. 3 meeting at 6:30 p.m. at 2013 Barnett.

Carlos Castro, Pres., Br. 1069

St. Augustine, Florida

This is official notice to all members of Branch 689 that nominations for three-year terms of president, vice president, secretary, treasurer, health benefit representative and three trustees will be held on Oct. 13.

The meeting commences at 7 p.m. at the United Way at 117 Bridge St., Saint Augustine, and candidates accepting nomination must be present or submit an acceptance letter to the secretary prior to the Oct. 13 meeting.

Elections will be held during the meeting on Nov. 10.

William Wilcox, Pres., Br. 689

Saint Joseph, Missouri

This is official notice that nominations for the election of Branch 195 officers (president, vice president, treasurer, secretary, sergeant-at-arms, legislative liaison and three trustees) will be held at the branch meeting on Nov. 2. Those nominated must be present at the meeting or signify their acceptance in writing, signed by three members in good standing.

Election of nominees will be held at the branch meeting on Dec. 7.

Steve Drozd, Sec., Br. 195

Salem, Oregon

This is official notice to all members of Branch 347 who meet the criteria of our branch bylaws that nominations will be open for delegates to the Oregon state convention for 2023. Nominations will be held at the regular branch meeting at 345 River St. NE on Wednesday, Oct. 12, at 6:30 p.m. All members who want to be a delegate must be present at the meeting or signify in writing to the branch recording/financial secretary prior to the meeting their willingness to be nominated.

The election shall be by secret ballot by mail, or in person, at the regular branch meeting on Wednesday, Dec. 14. Balloting shall be open from 5 p.m. until the start of the regular branch meeting. Ballots shall be mailed out no later than 21 days after the close of nominations. Mailed-in ballots must be received by the election committee by 12 p.m. on Election Day.

Harry C. Scott Jr., Rec./Fin. Sec., Br. 347

Salem, Virginia

This is the official notice to all members of Branch 1605 that nominations for the following offices will be taken at the November meeting: president, vice president, recording secretary, treasurer, sergeant-at-arms, three trustees, shop steward and alt shop steward positions.

The November meeting will be held on Nov. 15 at 6:30 p.m. at Gina's at 311 W. Main St., Salem. Those wishing to be nominated must accept such nominations in person or must submit their willingness to be nominated in writing to the branch secretary prior to the November meeting.

Elections will be held at the December meeting/Christmas party dinner on Sunday, Dec. 11. Terms for the officers and stewards will be two years, beginning January 2023.

Angela Demars, Pres., Br. 1605

San Bernardino, California

This is an official notice to all members of Branch 411 that nominations for officers will take place at the regularly scheduled Thursday branch meeting on Oct. 13 at 6:30 p.m. at 934 W. 40th St., San Bernardino, and voted on by a secret ballot election at our Thursday, Nov. 10, regularly scheduled meeting at 6:30 p.m. at 934 W. 40th St., San Bernardino.

Nominations for the following branch officers will be made: president, first vice president, second vice president, secretary treasurer, health benefits representative, recording secretary, sergeant-at-arms, three board members at large and five trustees.

James A. Clinton, Sec.-Treas., Br. 411

Shawnee, Oklahoma

At the regular branch meeting on Oct. 18 at 7 p.m. at 120 W. Macarthur St. in Shawnee, Branch 883 will have nominations for the following positions: president, vice president, secretary, treasurer, steward, trustee and sergeant-at-arms. We will also nominate delegates to the state convention.

If necessary, an election will be held at the same time and location on Nov. 15.

Nathan Palmer, Sec., Br. 883

Silver Spring, Maryland

In accordance with Article 5 of the NALC Constitution, this serves as official notice to all members in good standing of Branch 2611 that nominations for branch officers—to include president, vice president, treasurer, secretary, financial secretary, health benefits representative, sergeant-at-arms and three trustees, as well as branch delegates to the 2023 Maryland/DC state convention—will take place during the October branch meeting scheduled for Oct. 10 at 7:30 p.m.

Members of the branch executive board by virtue of their elected office shall automatically be delegates to all state and national conventions in accordance with branch bylaws.

Nominees must be present at the time of nomination and accept their nomination verbally or must have submitted their nomination to the branch secretary in advance of the nomination meeting. All nominees not present must accept their nomination and submit their acceptance in writing within three days of the nomination meeting.

All members in good standing shall be eligible to be nominated as a branch officer or branch delegate to the convention, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall be ineligible to nominate candidates or delegates or accept nomination as a candidate or as a delegate for a period of two years after termination of such supervisory status. Upon nomination, nominees must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Robert Babb, Sec., Br. 2611

Sioux Falls, South Dakota

This shall serve as official notice to all members of Branch 491 about nomi-

nations for all positions for officers for Branch 491 and for delegates to the South Dakota State Association convention, which will be held in Rapid City in September 2023.

All nominations for both shall be made at the regular monthly branch meeting, held at the Labor Temple, 101 S. Fairfax Ave., Sioux Falls, on Nov. 10 at 6:30 p.m. Nominations will be accepted from the floor by any member in good standing, and such nominees must be present to accept, or notify the recording secretary or president in writing of their willingness to accept, if nominated, prior to the meeting.

Election, if necessary, will be conducted by mailed secret ballot, and must be received no later than 5 p.m. on Dec. 8, as results will be announced at the regular December branch meeting.

Mark DeBelts, Pres., Br. 491

S. Suburban Mgd., Illinois

This is official notice to all Branch 4016 members that nominations for delegates to the 2023 Illinois State Association of Letter Carriers convention will take place at the regular branch meeting on Oct. 11 at 7:30 p.m. at the American Legion Post #615, 17423 S. 67th Court, Tinley Park. Candidates must accept nomination at the time made or, if absent, in writing to the branch recording secretary at the time of nomination.

If necessary, the election of delegates to the state convention will be by secret ballot at the regular branch meeting on Nov. 8 at the same time and location.

Daniel C. Smith, Pres., Br. 4016

Southern Delaware

In accordance with Article 5 of the NALC Constitution and Branch 906 bylaws, nominations for all elective branch offices of the 2023-2025 term shall be made at the regular meeting at 7:30 p.m. on Nov. 9 at the branch hall, 701 N. Walnut St., Milford.

Officers to be elected at the Jan. 11, 2023, regular meeting at 7:30 p.m. are president, vice president, recording secretary, financial treasurer, sergeant-at-arms, director of retirees, health benefits representative and three trustees.

If a nominee is absent from either the nomination or election meeting, a letter of intent to accept or decline the nomination must be received at the branch no later than one day prior to the meeting.

Norberto Aviles, Sec., Br. 906

Southwest Missouri

This is a notice to all members of Branch 366 that nominations for the president, vice president, treasurer, secretary, sergeant-at-arms and a trustee are to be accepted at the Nov. 8 meeting at 7 p.m. at 2001 S. Empire Ave., Joplin, in the union hall. All nominees may serve multiple positions except for president, which may serve no other position except president. The term for all positions will be for two years except for the trustee, which will be a three-year term and will begin January 2023.

An election by secret ballot, if necessary, will follow at the Dec. 13 meeting at the same time and place as above. Any person wishing to be nominated must be in good standing and not have served in a supervisory role in the last 24 months.

At the Nov. 8 meeting we will also be accepting nominations for delegates to the Missouri state convention to be held in 2023. The election of delegates by secret ballot, if necessary, will take place at the Dec. 13 meeting at the place and time described above. Any member may be considered as a delegate, but to be compensated for being a delegate you must have attended 10 meetings in the 2021-2022 time frame.

Jeremy Carrier, Sec., Br. 366

Springfield, Ohio

This is official notice to members of Branch 45 that nominations for the offices of president, vice president, recording secretary, assistant recording secretary, financial secretary, treasurer, sergeant-at-arms, MBA representative, health benefits representative and one trustee, as well as nominations for delegates to the 2023 state and 2024 national conventions, will be held at the regular branch meeting on Nov. 10. The meeting begins at 6:30 p.m., at 150 North Limestone St., Room 221, Springfield.

All candidates for office or delegates must be present at the November meeting when nominated, or submit in writing their willingness to serve if elected, through a member in good standing in attendance at the meeting. This signed statement will be presented to the recording secretary at the November meeting prior to the start of nominations. Candidates can accept nomination for only one office.

Term of office for officers (except the trustee position) is two years, starting Jan. 12, 2023. Term of office for the trustee position is three years. All members in good standing of the NALC and Branch 45 may accept nomination.

The election of officers and delegates will be by secret ballot at the Dec. 8 regular branch meeting. No write-in votes will be accepted. Voting hours will be 4:30 to 8:30 p.m., with the regular branch meeting starting at 6:30 p.m. at 150 N. Limestone St., Room 221, Springfield.

Requests for absentee ballots must be made individually in writing to the election committee at P.O. Box 345, Springfield, OH 45501. Absentee ballots can be requested between Nov. 11 and Nov. 30. All ballots must be returned by 8:30 p.m. on Dec. 8.

Brian D. Gourilis, Sec., Br. 45

Stamford, Connecticut

Let this serve as official notice to all members in good standing of Merged Branch 60: Elections for all officers for a three-year term (2023-2025) will be held at the Darien VFW, 205 Noroton Ave., Darien. Nominations will be held at our November meeting on Tuesday, Nov. 1. Nominees in good standing must be present.

Elections will be held before our December meeting on Dec. 6. Polls will be open from 3 p.m. until 7 p.m.

Joe Fusco, Sec., Br. 60

Temple, Texas

This is an official notice to all members of Branch 643 that nominations for officers and delegates for the 2023 state convention will take place at the regular branch meeting on Oct. 25 at Golden Corral, 5101 S. Gen. Bruce Drive, Temple, at 7 p.m. Nominations will be for president, vice president, recording

secretary, treasurer, health benefits representative, sergeant-at-arms, trustee and delegates to the state convention.

Elections will be held at the Nov. 29 branch meeting at Golden Corral at 7 p.m.

Juan Luna, Sec.-Treas., Br. 643

Tidewater Virginia

This is an official notification to all members of Branch 247. In accordance with Article 5 of the NALC Constitution and Article 5 of Branch 247 bylaws, the nominations for delegates for the 2023 NALC state convention will take place on the floor at the regular branch meeting on Oct. 4 at 7:30 p.m., located at 10866 Warwick Blvd., Newport News. By virtue of this office, the president shall be a delegate to all conventions.

Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination. Nominees must be present at the meeting to be nominated, except in the case of an unforeseen emergency.

If there are two or more candidates, the election committee will mail out secret ballots to the member's last-known address on record with NALC Headquarters. The results will be announced at the Dec. 6 regular Branch 247 meeting.

Please notify NALC Headquarters of any change of address as soon as possible by contacting the NALC Membership Department at 202-393-4695.

Darren A. Barnes, Pres., Br. 247

Tuscaloosa, Alabama

Branch 1096 will be taking nominations for branch officers as well as for Alabama state convention delegate nominations at the October and November meetings. Union meetings are held on the first Thursday of each month at 7 p.m. at the union hall.

On or about Jan. 14, 2023, branch 1096 will host its annual installation banquet (time and location TBD). During this event, members with 20 years or more will be honored along with retiree members. Branch officers will be installed at this time.

Kimberly Thomas-Taylor, Sec., Br. 1096

Urbana, Illinois

This is official notice to all members of Branch 784 that nominations for elected officers will be held at the regular branch meeting on Nov. 2. The offices up for election are president, vice president, secretary, treasurer and sergeant-at-arms. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the November meeting their willingness to accept the position.

If need be, an election ballot will be mailed to each member and the results will be announced at the December union meeting.

All regularly scheduled meetings are held at the American Legion, 107 N. Broadway Ave. in Urbana, at 7 p.m. the first Wednesday of the month.

Jonathan Gray, Sec., Br. 784

Waco, Texas

This is the official notice for the nominations and elections for officers of Branch 404. Nominations of officers

will be on Oct. 6 at the branch regular meeting via Zoom.

Ballots will be mailed out immediately after nominations. Ballots will need to be postmarked and mailed to the branch P.O. box by Oct. 27 in order to be counted. Results of the elections will be read by the elections committee at regular meeting via Zoom on Nov. 3. Please make sure your mailing address is up to date with NALC Headquarters.

Everett Wyllie, Pres., Br. 404

Watertown, New York

This will serve as official notice to all active and retired members of Thousand Islands Branch 302. Nominations for president, vice president, secretary, treasurer and trustees will take place at our regular branch meeting on Nov. 3, held at the Best Western located on Washington Street in Watertown.

Elections will take place on Dec. 1 at the same location during the monthly meeting.

Carolina Peterson, Sec., Br. 302

Watsonville, California

This is official notice to the members of Branch 857 that nominations will be accepted at the regular branch meeting on Nov. 17 at 6 p.m. at the Watsonville Post Office breakroom, 225 Main St., Watsonville.

The nominations and election will be conducted in accordance with the rules and regulations specified by Article 1 of the Branch 857 bylaws.

Jovita Quezada, Sec., Br. 857

Wilmette, Illinois

Nominations for Branch 1107 officers will be held at the regular branch union meeting on Wednesday, Nov. 9. The meeting will be held at Homer's Restaurant & Ice Cream, 1237 Green Bay Road, Kenilworth. The meeting will begin at 7:30 p.m.

Candidates may accept nominations for only one office. The positions for nominations are as follows: president, vice president/sergeant-of-arms, treasurer, secretary, two stewards and three trustees. The terms of office will be for two years, beginning Jan. 11, 2023.

All Branch 1107 members in good standing are eligible for these positions. Candidates must accept nominations at the time a nomination is made or, if absent, a letter must be submitted to the branch in writing prior to the Nov. 9 meeting, stating that he or she will accept nominations.

The election for these positions will be held at the regular branch union meeting on Wednesday, Dec. 14. The meeting will be held at Homer's Restaurant & Ice Cream, 1237 Green Bay Road, Kenilworth. The meeting will begin at 7:30 p.m.

Absentee ballots will be available from any of the three election judges following the nomination process. They must be requested no later than Dec. 7. A filled-out absentee ballot must be turned in to an election judge no later than 12 p.m. on Dec. 14. A request for an absentee ballot may also be made in writing and sent to: NALC Branch 1107, Absentee Ballot, P.O. Box 8112, Wilmette, IL 60091.

The following branch members are tentatively set as election judges: Pat Early, Ronda Pointer, Nathan Carter, Do-

mingo Mata and Amia Moore.

Write-in votes will not be permitted.

Chantay Smith, Pres., Br. 1107

Yuma, Arizona

This is a notification to the members of Branch 1642 that nominations of delegates to the 2023 Arizona state biennial convention will take place at the regular branch meeting on Oct. 6 at 7 p.m. at the Yuma Community Food Bank meeting room, located at 2404 E. 24th St.

Candidates for convention delegates must either be present in person or by Zoom at the meeting when nominated or signify in writing to the branch secretary prior to the Oct. 1 meeting that they wish to be nominated. If you choose to notify the branch secretary, please notify by mail at: NALC, Branch 1642 - Secretary, P.O. Box 7383, Yuma, AZ 85366.

The election for state delegates will be conducted by secret mail-out ballot if needed. Ballots with instructions will be mailed to the address of record to all eligible members in good standing. In order for a delegate to any state or national convention, to be reimbursed monies, they must have attended at least nine of the previous 12 meetings prior to being elected, per our local branch bylaws.

If needed, return of mail-out ballots shall be by 5 p.m. the Tuesday prior to the Dec. 3 meeting. The election committee shall count ballots and report the results to the membership by posting on bulletin boards and report at the regular Dec. 1 meeting of the branch.

Joan Sawyer, Sec., Br. 1642

Zanesville, Ohio

This is an official notice to members of Branch 63 that nominations for the election of officers will be held at the regular branch meeting at 1540 Mariah Drive, Zanesville, on Oct. 19 at 7 p.m. Candidates must accept nominations at the time made. If absent, nominations may also be made in writing, but must be received by the branch secretary at P.O. Box 3214, Zanesville, OH 43702-3214, no later than Oct. 18.

Nominations will be held for the following branch officers for a term of two years, beginning Jan. 1, 2023: president/shop steward, vice president, financial secretary-treasurer, recording secretary, chief trustee and trustees (not to exceed five). Candidates may accept nominations for only one office.

The candidates elected president and vice president shall be delegates to the national and state conventions that take place during their terms of office.

Elections will be held on Nov. 16 at the same time and location as the nominations and will be done by secret ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 8, per request. Ballots must be mailed back to Election Committee, P.O. Box 3214, Zanesville, OH 43702-3214, and must be received by 3 p.m. on Nov. 15. At that time, the election committee will collect the ballots and begin the tally. Write-in votes are not permitted.

William Sims, Sec., Br. 63

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

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

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

70-year plaques

Frank J. Romandina	Trenton, NJ	Br. 380
Vincent M. Gentile	Pueblo, CO	Br. 229

65-year pins

Raymond K. Pettus	Bakersfield, CA	Br. 782
Ned E. Shippy	Fort Wayne, IN	Br. 116
John H. Green	Muncie, IN	Br. 98
Edward J. Quick	East Lansing, MI	Br. 2555
Joseph Ranoff	Toms River, NJ	Br. 2128
Clifton L. Vaughn	Toms River, NJ	Br. 2128
Ronald L. Conti	Trenton, NJ	Br. 380
Andrew A. Serenelli	Trenton, NJ	Br. 380
Douglas Brown	Oklahoma City, OK	Br. 458
Herbert H. Huston	Oklahoma City, OK	Br. 458
Jerome C. Crist Jr.	Pittsburgh, PA	Br. 84
Emil Steffen Jr.	Pittsburgh, PA	Br. 84
Michael J. Uhren	Pittsburgh, PA	Br. 84

60-year pins

Lewis P. Borg	San Jose, CA	Br. 193
John P. Ciraulo	San Jose, CA	Br. 193
William F. Frizell	San Jose, CA	Br. 193
David R. Rania	San Jose, CA	Br. 193
John E. Cather	Colorado Springs, CO	Br. 204
Michael J. Mazich	Colorado Springs, CO	Br. 204
Bruce A. Nichols	Longmont, CO	Br. 1105
James W. Meulman	Kalamazoo, MI	Br. 246
Royal D. Vining	Kalamazoo, MI	Br. 246
Walter S. Ivankow	New Jersey Merged	Br. 38
William C. Harbach	Trenton, NJ	Br. 380
John L. Troso	Long Island Mgd., NY	Br. 6000
Richard L. Byler	Oklahoma City, OK	Br. 458
Charles L. Reding	Oklahoma City, OK	Br. 458
Philip M. Seabolt	Oklahoma City, OK	Br. 458
James E. Morris	Milwaukee, WI	Br. 2

55-year pins

David O. Kinder	Lakeland, FL	Br. 1779
Fred E. Pritchard	Lakeland, FL	Br. 1779
Arthur F. Schaffer	Lakeland, FL	Br. 1779
Donald T. Southern	Lakeland, FL	Br. 1779
Arthur R. Weisman	Twin Falls, ID	Br. 1392

John M. Dolosic	Joliet, IL	Br. 305
Richard P. Hedrick	Rockford, IL	Br. 245
Allen R. Lauer Sr.	Fort Wayne, IN	Br. 116
Michael E. Smith	Fort Wayne, IN	Br. 116
Lloyd D. Imus Jr.	Mishawaka, IN	Br. 820
Howard E. Peiffer	Mishawaka, IN	Br. 820
Laurence A. Gahan	Baltimore, MD	Br. 176
Jerry L. Arnold	East Lansing, MI	Br. 2555
Richard J. Boehlke	East Lansing, MI	Br. 2555
Larry M. Kelley	East Lansing, MI	Br. 2555
John Metro	East Lansing, MI	Br. 2555
William J. Sinn	East Lansing, MI	Br. 2555
Steven A. Delobel	Kalamazoo, MI	Br. 246
Dan L. Benson	Marquette, MI	Br. 95
Lloyd C. Schubich	Minneapolis, MN	Br. 9
E. F. Keastead Jr.	New Jersey Merged	Br. 38
James T. Keys	Trenton, NJ	Br. 380
Warren H. Palmer	Trenton, NJ	Br. 380
William Roth	Trenton, NJ	Br. 380
Pete N. Estrada	Alamogordo, NM	Br. 3994
R. J. Blanchard	Elmira, NY	Br. 21
William E. Burchfiel	Oklahoma City, OK	Br. 458
Roger C. Burd	Oklahoma City, OK	Br. 458
James A. Horsley	Oklahoma City, OK	Br. 458
Ronnie W. McKibben	Oklahoma City, OK	Br. 458
Harold W. Pickens	Oklahoma City, OK	Br. 458
James R. Simpson	Oklahoma City, OK	Br. 458
Frank Barbaro	Pittsburgh, PA	Br. 84
Dennis W. Michael	Allentown, PA	Br. 274
Leonard J. Mikulski	Allentown, PA	Br. 274
Edward M. Mizgala	Milwaukee, WI	Br. 2
Kenneth L. Smith	Milwaukee, WI	Br. 2

50-year pins

John Christian	Birmingham, AL	Br. 530
David R. Caudillo	San Jose, CA	Br. 193
Ronald D. Ehlers	San Jose, CA	Br. 193
Ronald G. Mayeda	San Jose, CA	Br. 193
Steven C. Mazman	San Jose, CA	Br. 193
James T. Beckenhaupt	Colorado Springs, CO	Br. 204
Billy D. Case	Colorado Springs, CO	Br. 204
James I. Kempt	Colorado Springs, CO	Br. 204
Robert A. Zimmermann	Colorado Springs, CO	Br. 204
Stephen F. Lempka	Pueblo, CO	Br. 229

John M. Metsker	Pueblo, CO	Br. 229
Joseph J. Carre	Wilmington, DE	Br. 191
Joseph M. Sweeney	Wilmington, DE	Br. 191
Charles E. Farmer	South Florida	Br. 1071
Thomas L. Maynard	South Florida	Br. 1071
Gerald V. Kobe	Joliet, IL	Br. 305
Jeffrey P. Price	Joliet, IL	Br. 305
Michael D. Grable	Fort Wayne, IN	Br. 116
Thomas C. Green	Fort Wayne, IN	Br. 116
Christophe C. Shaw	Fort Wayne, IN	Br. 116
Jerry L. Young	Fort Wayne, IN	Br. 116
Jerry W. Deeds	Muncie, IN	Br. 98
Delano A. Bee	Baltimore, MD	Br. 176
Laurence A. Gahan	Baltimore, MD	Br. 176
Timothy J. Dolan	MA Northeast Mgd.	Br. 25
Robert H. Gibbs Jr.	MA Northeast Mgd.	Br. 25
Anthony F. Lisacki	MA Northeast Mgd.	Br. 25
Karen L. Coon	East Lansing, MI	Br. 2555
Dennis L. Hill	East Lansing, MI	Br. 2555
John B. Joy II	East Lansing, MI	Br. 2555
Cornelius Malloy	East Lansing, MI	Br. 2555
James E. Pierson	East Lansing, MI	Br. 2555
JoAnne L. Ray	East Lansing, MI	Br. 2555
Theodore W. Robinson	East Lansing, MI	Br. 2555
Michael G. Smith	East Lansing, MI	Br. 2555
Charles R. Witte	East Lansing, MI	Br. 2555
Daniel A. Wolverton	East Lansing, MI	Br. 2555
Dennis R. Worrall	East Lansing, MI	Br. 2555
Dean L. Freng	Kalamazoo, MI	Br. 246
Stephen M. Gay	Kalamazoo, MI	Br. 246
Kenneth A. Lull	Kalamazoo, MI	Br. 246
Douglas M. Pederson	Minneapolis, MN	Br. 9
Charles E. Brown	Trenton, NJ	Br. 380
Nathaniel Gainey	Trenton, NJ	Br. 380
Larry E. White	Trenton, NJ	Br. 380
Rosemary A. Zerrenner	Trenton, NJ	Br. 380
Curtis D. Crane	Alamogordo, NM	Br. 3994
Beneito T. Salas	Alamogordo, NM	Br. 3994
Ygnacio Sarmiento	Alamogordo, NM	Br. 3994
Vincent J. DiLorenzo	Brooklyn, NY	Br. 41
Larry J. Quinton	Oklahoma City, OK	Br. 458
Micheal H. Schlageter	Oklahoma City, OK	Br. 458



From the Trustees

The summer season at Nalcrest sees many of its residents head out for the summer! Some are “snowbirds” who head back to homes in the North, and some head off to visit with their children and grandchildren while school is out. Others head out on their own vacations and seek excitement on a cruise, or visit theme parks, etc.

Summertime at Nalcrest is a time for catching up—catching up on things that may have been put on the back burner during the winter months, or catching up on repairs or improvements that couldn’t be accomplished when the community was at 100 percent capacity.

Summer is also a time when many of our employees take their vacation time and enjoy spending time with family.

Most importantly, summertime at Nalcrest allows our property manager an opportunity to inspect all the apartments and make sure that things are in order. This apartment inspection takes place every year and gives Nalcrest the opportunity to catch things before they become problematic. This also gives our residents some peace of mind while they are away, and enables them to return for the winter months with a fresh start and a smile on their face.

The fun at Nalcrest certainly doesn’t stop simply because many of our residents have hit the road. Nalcrest has huge celebrations on

Memorial Day, the Fourth of July, Labor Day, Thanksgiving and Christmas. All the goodies are provided by Nalcrest, and many volunteers usually gather to join in on the cooking and serving of the food. We even have some very talented residents who sing and play to entertain everyone.

Nalcrest is truly a wonderful place to live! If

you haven’t investigated it yet, I suggest you do. You will be pleasantly surprised. There are 237 other members on the waiting list, so the earlier the better.

Be sure to check out our Facebook page at “Nalcrest Foundation, Inc.”

Don Southern



Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, call 863-696-1121 or fax 863-696-3333.

Nalcrest Trustees

- NALC President Fredric Rolando
- NALC Secretary-Treasurer Nicole Rhine
- NALC Director of Retired Members Dan Toth
- NALC Trustee Mack I. Julion
- Nalcrest Trustees President Matty Rose
- Nalcrest Trustees Vice President Tom Young
- Nalcrest Trustees Vice President Don Southern



Residents enjoy a Fourth of July barbecue at Nalcrest.

Branch Items

Albany, New York

With the national-level MOUs signed recently, there will be a lot more PTFs in our ranks. One of the best things you can do when you're being hired into the Postal Service is immediately invest at least up to 5 percent in your TSP account. The Postal Service matches that first 5 percent as part of your compensation package. I strongly suggest upping that number to 10 percent or, better yet, 15 percent. If you do it when you're first hired, you will never miss it. This was never an option for CCAs until they were made regular. You will adjust to your paychecks as they come, I promise. Meanwhile you'll be building an excellent future for yourself.

I know many people are afraid of the risk, or do not understand the stock market. Many more can't wait to get in there and diversify their portfolio to meet their investment goals. If you're one of the people who is unsure about the stock market and what to invest in, I encourage you to look into the lifecycle funds offered. The lifecycle or L funds come in different years, such as the L2040 or L2050 fund. They are intended to meet your investment needs based on the year that you plan to retire. You start off more aggressively balanced in the stock market with more risk and as you age, they automatically reduce risk and help to protect your nest egg. It's not a guarantee against loss and does not eliminate all risk. However, they were designed by an investment consultant and are reviewed at least annually to ensure they are working as intended.

Norris Beswick, Branch 29

Camden, New Jersey Merged

As I write this article, all of our branch delegates are in Chicago attending our 72nd Biennial Convention. All, that is, except one. I am stuck here in the swamps of Jersey having contracted COVID-19. This is now the second national convention I've missed due to the virus. Everyone missed out on the 2020 convention, but right now, I feel like I'm the only one not going to this one. I have been fully vaccinated, and after all this time, I actually thought I would never get it. Go figure.

The new Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) is being rolled out. While it's been a very long time since any of our routes have been evaluated, or inspected, our branch did not enter any of our offices in for consideration. Of course, any carrier can always request a special inspection if the route qualifies, but we did not hear of any major issues from the offices. This doesn't mean management hasn't entered any of our offices into consideration. We shall see. I still have concerns regarding the application of the technology when it comes to the adjustment portion of the process.

Even though there were no carriers waiting for mail, management changed the carrier start times because some arbitrary "up time" scan time before the carriers clock in. After two weeks of starting a half-hour later, management changed our start times again. Now we are starting a half-hour earlier than our original start time (a one-hour swing), due to excessive

heat. While we appreciate the thought behind this decision, it makes that whole "later start time" thing look like the slap in the letter carriers' faces it was meant to be.

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 would like to thank all of our members who were able to attend the NALC national convention in Chicago. We would like to thank the city of Chicago for hosting the convention and thank everyone who participated for all of the information they provided to better our branch. The branch would also like to congratulate our fellow carrier, Rosa Cianfaglione, on her recent retirement. Rosa was a carrier



Columbia, MO Br. 763 honored 65-year member Glenn Novinger (pictured, above, r, with Branch President Kevin Boyer) and 70-year member Billy Crabtree (pictured below, r, with Region 5 RAA Larrissa Parde).



and former union steward at our Independence Station. We would like to thank you for your 35 years of service and wish you the best in the next chapter of your life.

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

Justin Fraley, Branch 545

East Lansing, Michigan

Mark Twain famously said, "Everyone talks about the weather but no one does anything about it." These days that's not true anymore; it's also not funny because now although we still talk a lot about the weather, mankind can, in fact, do something about it. So far

we've made it a lot worse by our role in causing manmade global warming. It looks like a heat armageddon is on the way out there and much sooner than anyone imagined. At least now, 15 years after Al Gore's "An Inconvenient Truth," we've finally acknowledged our crime and are no longer afraid to talk about what we need to do to adapt to the situation of higher temperatures and violent weather.

Just when you think carrying mail couldn't get any tougher, it goes and does it! And now we as working people need to assert our right to a safe as possible work environment. The first thing to do is to not make matters worse. That means limiting CO₂ by adopting 100 percent electric vehicles and 0 percent gas mobiles for the Post Office as soon as possible. And these vehicles need tinted/heat-treated windows and air conditioning. And, how about earlier starting times to get on the street when temperatures are cooler? When I hired in many years ago, we started at 6 a.m., and 15 years later we started at 7 a.m. And how about an extra break at a cooling station if you need it when you are on the street and conditions are bad?

We're smart people; there must be lots of things we could do to make it safer for workers. Maybe we need a government labor-management taskforce, with the power to develop and implement climate-abatement solutions industrywide.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

I am writing this because I am sick and tired of being sick and tired. When will the EAS employees in my office realize that there is a contract to be followed? That there is a reason a contract was signed by both parties? They just can't continue to violate the contract and think that nothing is going to happen. If they do, well, they are *wrong*. We are going to continue to file and contact the labor board, OSHA, and any other agencies that I must contact to stop the willful, blatant, total disregard for the contract.

How do you have routes down in your own office and loan CCAs out to other offices? How do you loan CCAs out on Amazon Sunday having seven routes down and then loan out five CCAs to another office to help it, but add the burden to the CCAs of the down route offices? Please "make it make sense," as a CCA once told me. There is the constant violations of Articles 7, 8, 15, 17, 31 and 41; if you violate the contract on a daily basis, please tell me, what do you expect the union to do? Our only recourse is to file, which I hate, but will continue to do. We request information to support our potential grievances, and they ignore that, when confronted about the three-day window, they are believing that they have five-day window—no further from the truth.

The carriers in my office work hard, rarely complaining about having to go back out to give assistance; my problem is that management doesn't give a damn about us. And that is not going to happen on my watch—you will care one way or the other.

Percy Smith Jr., Branch 4559

Fresno, California

With all of the negative things I read and hear on social media from postal employees, I wanted to change the pace. I hope you enjoy it.

While working every day with a supervisor who always complained about us, making outrageous demands, I wanted to make a few people smile. So I took a small, hand-sized plastic water pistol to work. I believe it was light green. I did squirt a few people. The supervisor found out. He walked to my case. I pointed it toward him. Then, oops! Water on his forehead. He had blinked, his head slightly jerking back. Slowly shaking his head, slowly walking away. One letter carrier said something was wrong with me. I thought it was funny, but not advisable. Nothing came of it. It happened more than 30 years ago. We have both retired.

So, is this a true story? You decide. Back then, you could get away with certain things. Times have changed. I advise you to not try such things at work. But it did bring some needed smiles to some faces. We really needed that.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

In his president's report opening our 72nd NALC national convention this week in Chicago, brother Rolando spoke with his usual eloquence. More importantly, he projected three urgent challenges on NALC's horizon, including the looming crisis for U.S. democracy. Fred said that labor rights and voting rights go hand in hand. He encouraged us to pledge with him that "we won't let democracy fail on our watch."

The Jan. 6 House committee hearings have effectively laid out the stages of the Trump-led effort from prior to the 2020 election until now to block the peaceful transfer of power. By any means necessary—from fake state electors to the insurrectionary attack on the Capitol on Jan. 6 and the campaign to lynch Trump's own Vice President Pence! Led by Bennie Thompson (D-MS) and Liz Cheney (R-WY), the bipartisan House committee has powerfully used mainly testimony of local, state and national Republican officials who had voted for Trump in that election. These included his loyal Attorney General William Barr and his daughter Ivanka. All exposed the Big Lie.

The committee's hearings have documented numerous serious crimes, including seditious conspiracy, committed by Trump and his gang. They cry out for Justice Department criminal prosecution. Under popular pressure from the excellent House Jan. 6 committee hearings, Biden's "silent" Attorney General Merrick Garland suddenly appeared on camera declaring that "no U.S. adult is above the law."

Along with the African American people and other oppressed nationalities in the United States, it is working people and especially union workers and their families who have the biggest stake in defending and expanding small "d" democracy. In keeping with the spirit of Brother Rolando's outstanding speech, it is to be hoped that NALC will do everything in its power to hold Merrick Garland to his word.

Richard A. Koritz, Branch 630

Hagerstown, Maryland

I am very happy to congratulate both Ben Cafarella and Bahar Alam on each of their conversions to full-time regular. I know it has been a lot of hard work for both of you to get to this point, and I would like to formally recognize each of you on the accomplishment. If either of you have any questions regarding your new status in the Postal Service, please feel free to ask and I will answer any question to the best of my ability. Once again, congratulations!

Moving forward, at the time of writing, I have been at the national convention in Chicago for two days so far. The convention has been absolutely astounding, between the spectacular speakers and the wealth of the knowledge present. The camaraderie present at the convention is remarkable and seeing just how massive our union is, is breathtaking. The level of commitment shown by everybody at the convention is truly inspiring, and I highly recommend every letter carrier become actively involved in our local union and try to come to at least one national convention in your career.

In closing, the national convention has been recorded and should be able to be watched through the NALC website through the Members Only portal. The amount of information provided from each of the 33 different workshops is incredible. One specific workshop I attended this morning that I implore everybody to check out is on TIAREAP. It was very informative about the new route evaluation and adjustment process, and while I am happy to explain it as best as I can, there is a tremendous amount of information that I would be remiss if I didn't recommend at least checking out that workshop.

In solidarity—

Jeremy Kessel, Branch 443

Jackson, Michigan

First national union convention did not let me down. I was truly amazed how organized and well-put-together it was. Chicago did an excellent job of hosting us. I think it really helped, because Jackson union members were well organized in letting us know every little detail. We were informed to go to classes and learn the ins and outs of areas of concern so we can take it back to our sisters and brothers. This was a very positive learning experience. However, for all positives, there are always a few negatives. This reminded me of our hub back in Jackson. No matter how positive things can be, you will always have those negative Nellies.

First, I found out almost every state has their "Karens" or "negative Nellies." It is a common thing and one that they have the squeaky wheel group. What I will help do with my union family is to make sure our members get the information we contained. We will put up notes, hand out information pamphlets, show videos and of course talk to our members. Some will still think it is a waste of union money, time and information.

My hope is that all 3,500 members at the convention take information back with them to their respected hubs/colleagues and show them it is money well spent.

What a great experience, and thank you, national officers and, like always, my union family board, for trusting me by allowing me to go and better myself.

Blessings to all—

Mark Raczkowski, Branch 232

Knoxville, Tennessee

Hello, carriers of the satchel. Administrative leave? When we hear of this, we think of "acts of God" events, but when it is a recurring forced overtime event, management will fight you tooth and nail and pray for a favorable Step B decision. There isn't a problem when they offer to pay for a remedy and will continue to pay in subsequent forced overtime violations. But there must be a point whereby the union will not accept a financial remedy and seek a remedy of administrative leave for these forced non-overtime carriers.

Management does not realize that a non-overtime carrier only wants to work on their own route. There are events that they have no control over that require them to be at another location, such as picking up a child, taking care of a loved one, working on their farm, having a medical restriction or just not wanting to work more than eight hours. Article 8.5 requires that overtime desired carriers be mandated to work 12 hours before resorting to mandatory overtime to non-overtime carriers. Yet management's attitude is that contract compliance is not in their dictionary and only a matter of choice.

The *Employee and Labor Relations Manual* is their publication and specifically states (Chapter 432.32) that employees will *not* work more than 12 hours, which also means that employees can be scheduled work up to 12 hours. Also, Article 8.5g, page 8-19, National Arbitrator Mitenthal ruled in H4N-NA-C21, "Fourth Issues," June 9, 1986 (C-06238) that the 12-hour and 60-hour limits are absolute—a full-time employee may neither volunteer nor be required to work beyond these limits. Management can't change the definition of the word "absolute," so let's get management to abide by Article 8.5 of the National Agreement.

Tony Rodriguez, Branch 419

Louisville, Kentucky

Greetings, brothers and sisters. We've now made it halfway through the year. Things are changing around us drastically, and all we can do is adapt. One threat that still presents itself is COVID-19. To make things even more interesting, we add monkeypox to the mix. The Post Office no longer requires you to wear a mask, but I suggest it if you can't keep your distance, and washing your hands is a must. We touch a lot of materials from the time we enter the building till the time we clock out. How often do you touch your face without thought of where your hands have been? Or, how often do you eat a snack at your case after touching your mail? I just want to speak to our need to be safe, and practice healthier practices in these times.

On another note, I know some of you are aware of the carrier being robbed of their arrow key at knife point in Louisville. No one knows

Branch Items

exactly what they'd do in that situation, but it's good to practice different scenarios. Always give them what they're asking for, call 911, then call your supervisor. Your safety should always be your No. 1 priority. Since the beginning of the pandemic, there have been several attacks on carriers nationwide where several of our brothers and sisters have lost their lives. Be aware of your surroundings; don't be distracted, and if approached, give them what they want!

Remember, knowledge is power!

Adriane Shanklin, Branch 14

Minneapolis, Minnesota

On July 16, all CCAs in the Minneapolis installation were converted to part-time flexibles (PTFs). This happened because of a national MOU, M-01986, between the Postal Service and NALC, in an effort to improve staffing in the Minneapolis installation (as well as other areas across the country).

This is a move in the right direction to help alleviate the staffing shortage across the entire Minneapolis installation. There are many benefits to being converted from CCA to PTF. PTFs are career carriers who are part of the regular workforce and have flexible work hours rather than a fixed schedule. PTF is a career classification that entitles letter carriers to additional compensation and benefits, including paid sick leave and annual leave carryover. Additionally, the Postal Service contributes a substantial amount more to health insurance through the Federal Employees Health Benefits (FEHB) program.

PTFs have "seniority," which is different from "relative standing" that they had as CCAs. Seniority applies to all regular workforce letter carrier craft employees. Seniority is computed from your career appointment date in the letter carrier craft and continues to accrue so long as service is uninterrupted in the same installation. CCAs converted to career status on the same day in the same installation will be in the same seniority order as their relative standing order. Seniority determines the "pecking order" for many of our contractual rights, including annual leave scheduling and opting.

This is a very abbreviated version of the changes from CCA to PTF. For a more detailed version, go to the NALC website at nalc.org and type in the search box: "Q&A CCA to PTF."

In solidarity—

Scott Bultena, Branch 9

Monterey, California

The national convention is over and the new candidates for national office have been nominated. Vote wisely and do your research.

Things are certainly getting exciting. PMG "Destroy" is trying his best to privatize your

jobs. Stay alert, do your part and don't whine if things don't go right and you haven't done your job. Letters are our business—make sure you write yours.

I had the honor of sending a Quilt of Valor to retired Director of City Delivery Dale Hart honoring him for his service to our country during the Vietnam War. Thank you, Brother Hart, for your service and for always keeping management on their toes when you were our national business agent. I am forever thankful for your support when Korthof tried to fire me. In the end, we got him. Proves you just shouldn't mess with a determined woman!

I've heard rumors that the new scanners aren't what they are cracked up to be. I'm told that even when you input warnings, such as a



South Suburban Merged, IL Br. 4016 members made a generous donation to Lockport FISH Food Pantry. Pictured (l to r) are Branch President Dan Smith, branch member David Boylan, food pantry representatives Martin and Kathy Hamilton, and Branch Financial Secretary Tom Blecker.

dog danger, the scanner gives you a message after you've passed the house. What good is that? I am a bit nervous about this being the new norm for adjusting routes, but will take a wait-and-see attitude.

The midterm elections are coming sooner than you know. The issues are real and your voice at the ballot box has never been more important. Make sure you follow the lead of your union, which has always had your best interests at heart.

Stay safe during this heat wave. Drink lots of water and take your time so you don't get heat exhaustion. Every one of you is so important—put yourselves and your families first.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

"When someone shows you who they are, believe them the first time." —Dr. Maya Angelou

The 72nd Biennial Convention is in full force. This gathering of a diverse group of Amer-I-Cans illustrates the fortitude of letter carriers who deliver to America in all kind of sunshine and adversity notwithstanding a once-in-a-lifetime pandemic.

The passage of postal reform, and in particular the repeal of the pre-funding mandate, along with the guarantee of six-day delivery,

makes the repeal of Windfall Elimination Provision/Government Pension Offset stand a good chance of finally returning our hard-earned benefits.

It is a honor to be among the delegates of Branch 124 and our first-time delegates and the 4,000-plus fellow active and retired carriers in "Sweet Home Chicago."

Democracy is under assault, and the NALC is on the front line to preserve democracy, I would encourage you to watch President Rolando address this issue on YouTube in the "Part 2" address at the convention.

Wednesday, Nov. 9, we will find out whether we have a republic/democracy that will persevere. Democracy is the worst form of government, but it beats what comes in second. Benjamin Franklin's quote, "A republic, if you can keep it," is so timely.

President Rolando is retiring (actually, Fred, people such as yourself just pivot). I'm forever grateful when Fred came down to New Orleans when Station B was renamed for our fallen brother Roy Rondeno.

Fred—may the winds always be at your back, may the sun shine warm upon your face, and most importantly, be ready for grandchildren and a honey-do list. Bless you for all you have done over the years for the members of the *best union in America*—NALC.

God bless you, NALC and America! See you in 2024 in Boston.

VIA—victory is assured.

Stan Taylor, Branch 124

Northeast Florida

Branch 53 sent 17 delegates to the 2022 national convention in Chicago. They will be attending classes on many subjects and getting updated information about postal operations to bring back and share with the membership.

Here in North Florida, almost all carriers are being forced to work overtime, whether they are on the list or not. Management can't seem to keep new CCAs, and for the most part, it is because of the way they are being treated.

Elections for NALC national officers are coming out this month. Every time NALC mails out ballots to the entire membership, fewer than one-third of the ballots are returned. This also applies to the USA primaries and general elections.

Please take the time to find out who the candidates are and make a determination based on your beliefs as to who to vote for. Costs for a NALC election, including printing and mailing, nears \$500,000. This money comes from our dues. Please make that money well spent and vote for who you feel is the best person to represent you, but at least exercise your right to vote.

Thank you, Fred Rolando, for your many years of dedicated service to the letter carriers and their families. You have served us with the greatest dignity and respect.

Bob Henning, Branch 53

Norristown, Pennsylvania

Well, it's Monday, and on top of that, it's my first day back from my two-week vacation.

And on top of that, I'm goin' back to a new supervisor (I will refrain from calling the newbie a "stupidvisor"...I'm optimistic). I enjoyed my time away from work, and it makes me look forward to retirement. Family is great and I want to enjoy every minute I have left on God's green earth to spend it with them. Unfortunately, I have to work for a few more years, and with the hours we've been working, I only see my wife for a few hours a day. And with the rumors of our office moving further away from our routes to a centralized office with many other routes there already, the morale of the office is already on thin ice with the hours we are working and management not goin' by the contract—it's frustrating, to say the least.

For the new carriers coming in, they are not trained correctly and don't understand how to protect their routes, and management loves it 'cause they are gonna keep adding to it till the point when the carrier just gives up. Ya do your route in the safest way all the time...and take your 10-minute breaks and bathroom breaks and your full lunch. Ya don't get bonuses for running your route, but management does! You are not helping the P.O.; you are hurting fellow carriers.

Like everyone else, when you're away from home on vacation, you see your job all over the place, and you can't help but look when you see young and older carriers driving around with their door open and no seat belt on. It's a tragedy waiting to happen. Be smarter and stay alive to enjoy your family.

Jael Stimmler, Branch 542

Oklahoma City, Oklahoma

Now that the Postal Reform Act has been signed into law and the onerous pre-funding has been stopped, the Service can get back to improving its fleet of vehicles and going about what it does best—processing and delivering the mail to America. There is still a lot of issues to be addressed that need attention. The CCA situation is one of them. They need to be made career; making them wait a year to become full-fledged postal employees makes no sense.

There is the mentoring program, which is a good step. But the Postal Service obviously has the problem of retention. The mentoring program can help staunch the loss of CCAs, making them career upon their entry with perhaps a short probationary period of no more than 60 days makes a lot of sense. Most individuals will, and do, gain sufficient knowledge (with the help of an experienced letter carrier) within the first couple of months for management to know they are able to do the job of delivering the mail.

The CCAs I have met are intelligent, capable individuals who are ready, willing and able to do the job of carrying the mail. They need to be treated not as pack mules, but as the hard-working, intelligent humans they are. To me it's that simple. Stemming the tide of attrition from a river to a bare trickle is pure common sense and will help get the Postal Service where it needs to be.

Bob Bearden, Branch 458

Portland, Oregon

I recently had the honor of awarding letter carrier Matt Duncan an NALC hero award. Matt is a senior carrier at Sellwood Station here in Portland. He has been on his route for quite some time and is hugely popular with his customers in the Eastmoreland neighborhood where he delivers. He shows up every day, delivers mail the right way, cares about his customers, and cares about his co-workers. He doesn't let management push him around. He is my type of letter carrier.

Matt recently saw a billboard from a stranger who was desperately in need of a kidney transplant. He got tested, found out that he was a match, and then he had surgery to donate his kidney to this woman. He didn't know her, didn't meet her before the donation, he didn't have any reason to do it other than out of the goodness of his heart. He saved her life.

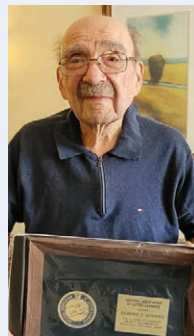
Matt did something for a stranger that he knew nothing about; he just knew that he had the ability to help. How many of us have the ability to help a stranger in need and choose not to? In this time of hyper partisanship, political fighting and strife, Matt's sacrifice is inspiring. It reminds us that whatever may stand between us is nothing compared to what binds us together as humans. The need of understanding, empathy, solidarity. The need of life. Letter carriers go above and beyond every day for their customers. Matt certainly does at Sellwood Station, but he didn't have to sacrifice a kidney. Or maybe he did. Matt is so humble about all of it. A gift of this magnitude seems so effortless to him; I don't know that he would call it a sacrifice at all.

David Norton, Branch 82

Racine, Wisconsin

We all want to be part of something big; part of a team that's going to make a difference. So the earlier opening credits of "Gilligan's Island" ends with the singing of the title song, "The movie star and the rest, here on Gilligan's Island." Wait! What! Why were the two most important castaways, the professor and Mary Ann, excluded? If it wasn't for the professor, that raggedy radio would have stopped working long ago, and Mary Ann's famous coconut cream pies? No clue how Mary Ann got the cream for the pies. Pretty sure, though, there were no cows on the island.

We all want to feel included and part of a team. A piece of space junk crashed into the moon. NASA's Lunar Reconnaissance Orbiter was commissioned to search for a new gouge on the moon estimated to be between 16 and 98 feet wide. Amazing. Amazing still that with



South Florida Br. 1071 honored Albert Sopher for 75 years of membership.

21st century technology we can see Saturn's rings, yet still can't find Jimmy Hoffa. Just a few things to clutter your mind with as we approach the holiday season. This would be a good time to inform management that Christmas is right around the corner.

Prior to fancy headsets and earpieces, there was a famed and legendary country group called the Highwaymen. When country was country. Johnny Cash, Waylon Jennings, Willie Nelson and Kris Kristofferson were part of that famed group. There's a lyric in one of their songs that goes, "The road goes on forever and the party never ends." Well, the road ends for Branch 436's newest newbie retirees. Casey Conner, Troy Peterson and Lori Lee have all retired. Congratulations to all of you wildly deserving retirees! For the rest of us, the party never ends! Time to dig in for the holidays.

Chris Paige, Branch 436

Rockville, Maryland

Our vice president, Charles Clark, and shop steward, Viktor Fraker, recently won escalating remedies in Frederick for repeat violations of the 12/60 maximum-hour rules. First, we won an additional 50 percent plus a lump sum of \$150. Then, we escalated that to an additional 50 percent plus a lump sum of \$200 for these violations. Most of these settlements amounted to more than \$1,000 and some amounted to more than \$2,000. Chuck Clark also won an additional 150 percent for all hours more than 11 and a half in the city of Gaithersburg, MD when management worked CCAs more than 11 and a half hours in one day.

I want to thank the branches that have won huge remedies in arbitration for violations of the maximum hour rules. San Francisco, CA, Branch 214 won an additional 100 percent plus \$1,000 to the branch. The Columbus, OH, branch won an additional \$750 for each carrier. The Aberdeen, NC, branch won an additional 50 percent plus a lump sum of \$300 for each carrier. Jefferson City, MO won an additional 100 percent plus administrative leave for each hour over the maximum-hour violation. We used these arbs to bolster our arguments in winning our escalating remedies. *Management must now hire enough carriers to comply with the maximum-hour restrictions in our contract!*

It is crystal clear that Donald Trump committed sedition and other crimes and must be held accountable. It will be up to the poor, oppressed and the working class to make sure Merrick Garland sticks to his word that "no one is above the law."

Please visit our website set up by Union Brother Chuck Clark at nalc3825.com. We have more than 328,725 hits. We have added important Step B decisions, Formal A settlements, arbitration decisions, escalating remedies and some contentions.

In the struggle—

Kenneth Lerch, Branch 3825

Branch Items

St. Louis, Missouri

As we prepare to make our way to the Windy City for the 72nd NALC Biennial Convention, I can't help but wax nostalgic when I think about all the previous conventions I've attend.

My first was the 58th biennial hosted by my local, Branch 343 in St. Louis. It was my first experience gathering with thousands of other delegates from throughout the country to conduct the business of this great union.

Looking back, I can't help but be appreciative of the older union brothers and sisters, who encouraged me to become more involved with the union both as a shop steward and as a writer with our union branch publication to get the name recognition to be elected as a delegate to attend the national convention. And as a perk, it also accorded me the opportunity to be a paid delegate to the convention and to bring my wife and kids along to enjoy a nice vacation in the various host cities.

The pandemic interrupted our usual convention two years ago, and no doubt has taken its toll on the number of delegates attending. We've seen a significant reduction in the number of delegates attending over the last several conventions, but I'm hopeful we will see an influx of new young delegates to advance our cause this week.

My letter carrier career is over now, but I am still able to attend as one of three retirees who all have enjoyed the same opportunities as I have. As the managing editor of our union branch publication, I look forward to the camaraderie of meeting up with fellow writers whom I have known and respected these many years. I look forward for the opportunity to see old friends and renew acquaintances. See you in Chicago.

Tom Schulte, Branch 343

Saint Paul, Minnesota

This last month, I was asked to help out down at the union hall for a day. A bunch of our brothers and sisters were going to the national convention and they were looking for someone to spend a day answering phones, letting our letter carriers in and just being there in case anyone needed anything. Now, I'm at the hall pretty often for meetings or trainings, but this was the first time I was there just hanging out without any kind of tasks. If you haven't done so before, I really recommend spending a bit of time at the hall—it's a really interesting place. There are so many items from our branch's 100-

plus years of history that we're so lucky to still have.

One thing that really stood out to me was a small booklet put out in 1990 to commemorate our centennial; it had a bunch of history going all the way back to the founding of the branch. The most interesting part was reading what the carriers of 1990 were concerned about looking



Former NALC Executive Vice President Gary Mullins (l) presented a plaque to Toledo, OH Br. 100 President Emeritus Larry Ramsey declaring that the branch meeting hall will be named for Ramsey.

toward their future. The big two were things we're still wrestling with today: work hours and automation. The work hours are self-explanatory. I think we all know the bind that years of management's "cost saving" tactics have put us in, but the automation was something I hadn't thought about much. It rings true with all the updates on the new route inspection process. No longer does someone walk the route with us, but our scanners collect all the data and pass it along for someone to interpret. Maybe it'll work out for us, but it makes me wonder if how I feel today is the same way folks felt all those years ago about the introduction of DPS.

Solidarity forever.

Kaylee Valerius, Branch 28

San Antonio, Texas

I'm writing this from Chicago, where earlier today, nominations were made for our national officers.

Congratulations to RAA Shawn Boyd, who was elected by consent to be our next NBA. And thank you to Javier Bernal, whose upcoming retirement led to Shawn's election. Javier has been a great friend to me since I showed up in this region and I appreciate everything he has done, not only for me but in his tireless efforts to protect the members' interests in a career spanning four decades. Enjoy your retirement, brother!

The workshops have been extraordinarily informative. The new Next Generation Delivery Vehicle is on display in the hall and, by all appearances, seems to be a huge improvement over all previous postal vehicles. The new employee mentoring program addresses many of the problems that cause new carriers to become disillusioned and frustrated, so hopefully they will be better prepared for a 30-year career than

the "sink or swim" model the Postal Service has been using.

NALC has been making great progress in moving toward an all-career workforce. Staffing problems around the country highlight the futility of stubbornly preserving an unappealing non-career entry-level position. Recent MOUs converting all employees in 65 installations to an all-career city carrier workforce are proof that NALC is getting closer to its goal.

The future is bright. I'm looking forward to seeing what's next.

Fraternally—

Jim Ruetze, Branch 421

Seattle, Washington

The more senior you become as a letter carrier, the more and more management gets to be like that dog behind a fence barking and barking every time you stroll by. You can't help but listen, but you certainly aren't going to open the gate and argue. It's there. It's basically harmless if you don't stop to engage with it. Management's going to say all manner of dopey things to you—insults, ultimatums, intimidations and blah, blah, bark, bark, bark. It gets to be like a horrific strain of Muzak, that annoying elevator music that you can't escape until you get out to the street. The trick is not to let it become an earworm that drives you up the wall.

And, of course, there's always that dreaded threat, "We're going to walk with you today!" That phantom menace that sometimes actually materializes and becomes a reality, and which was often perpetrated on moi.

Two things I did as often as necessary, that the "walking dead" found quite irritating, was hydrating and urinating, as doing the one often led to doing the other. And then all that time, that valuable street time, continued to accumulate. I hydrated year-round—summer, winter, fall, spring, as I would recommend you should do too. But to management, my hydration became a point of frustration. As for comfort stops, I wasn't comfort-stopping every 10 minutes, but I did stop as need and nature called. As it is written in the *Handbook M-39*, Section 232.1b, the route examiner must: b. not suggest or forbid any rest or comfort stops but should make proper notations of them. Or as it was screamed at me by my manager, "I'm deducting all of your comfort stops from your street time." Not! He couldn't. He can't. He be mad in many ways.

Don Nokes, Branch 79

Shreveport, Louisiana

Well, here we go again. Here it is—the dead heat of summer and management has changed our starting times back 30 to 45 minutes, putting us in the heat longer. Also, District put out a memo to stop providing water and Gatorade to the employees. However, we get the old pep talk on how valuable we are and are an asset to the Postal Service. I will bet, come the end of the fiscal year, management will get their "pay for performance" money!

On a separate note, the route inspection process is underway. The sides have agreed to a

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.

process. In speaking of this process, it is an “ill-fated” agreement to the craft. For one, we cannot grieve it but can only send disputes up for settlement by “higher” authority. What they decide is “law.” Also, time association for certain functions have been agreed to, such as loading, 22 minutes; unloading, seven minutes; signature-required scan, three minutes; relay time, 1.35 minutes; delivered/other scan, one minute; miscellaneous (stationary), seven minutes; and last but not least, time per delivery ranges from 30 to 32 seconds. Really! Management is already attempting to hold carriers to this time. In essence, daily confrontation, attempted discipline is going to be the daily norm.

I have an old saying: “You can go swimming but you cannot get wet.” Well, this route inspection process is just that. Within this process, it provides for staggered time frame opt in—July and October 2022 and May 2023. I highly recommend that branches opt in each time if and when you have to fight with management over issues of any sort.

Danny Hatchett, Branch 197

Southeast Pennsylvania Merged

Thank you for a job well done this summer! We went straight from the pandemic to a very hot summer. Our customers tell us, but management gives us that fake thanks. But we know the deal.

Management is really trying to make up for whatever after the pandemic. We have recently had to adjust (which is our strength). Check this out: We now use our scanners to do our time-clock moves/entries. Can you retirees imagine that? Only to find out the reason behind it is the old time clocks lacked parts for maintenance. Now, many of the stations have discontinued the FSS (imagine that and the ramifications). But we persevere!

Please remember, when the FSS was implemented, the manufacturing company sued the USPS when the USPS failed to pay the balance on the order. The USPS’s answer for not paying the more than \$380 million was essentially that the FSS machines did not deliver the expected savings.

Now we get news that selected offices will be moved into the Tri-County facility. Stay tuned to which offices actually get moved.

So, the post office moves are coming. We realistically have challenges (post-pandemic) as it relates to staffing. Sometimes we have to look in the mirror. Our No. 1 priority is the prompt and accurate delivery of the mail. Sometimes we lose focus on what is our purpose. One of the union’s goals is salary and benefits. Basically, it comes down to the more successful the company is, the more we can get. But beyond that, the letter carrier has always been a proud employee.

As of last month, NALC and USPS agreed to the Technology Integrated Alternated Route Evaluation and Adjustment Process (TIAREAP). All the details are to come. But stay tuned. Please protect your route!

#TheComplaintsDeptIsClosed #PleaseHelp-TheCCAs #WeAreAllWeGot #UnionsProtect-WorkersRights

Eric Jackson, Branch 725

Springfield, Ohio

Our branch elections are only a couple months away. See the election notice on page 72 of this magazine for detailed information.

I ask everyone to please take a couple minutes and consider running for one of the branch positions. Although all branch positions are up for reelection, we desperately need a treasurer. And if someone wants to be secretary, I’ll be happy to be removed from office.

Now for some falsehoods you may have heard before:

It’s OK to clock a co-worker in/out if they ask you to. *False.* You cannot clock someone else in/out for any reason. Serious trouble. Don’t do it.

You only have five minutes of p.m. office time. *False.* The *M-41* manual states everything that you must do upon returning to the office. It takes however much time it takes. And don’t clock out and then work off the clock.

It’s OK to work past an eight-hour medical restriction if it’s only for 10 or 20 minutes. *False.* If it says eight hours, then you can only work eight hours. And don’t ask a friend to clock you in because you’re running late.

The supervisor doesn’t have to let me see my steward. *False.* They must give you an opportunity to see your steward on the clock.

The supervisor’s computer printout says you have X amount of downtime. *False.* You determine if you have downtime. Fill out the 3996 and list all of the reasons for the time you think you need.

And the biggest falsehood of all: All of the routes in Springfield are eight hours long.

See stewards Brian DeWell or Rob Green with any questions.

Branch meetings 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

Staten Island, New York

Carriers are not happy; they just aren’t. NALC has challenges ahead of itself, and has

many issues to tackle. The way I have always conducted my steward duties is by the broken window policy. If there is a crack, no matter how small, to deal with, we fix it before it gets too big. But unfortunately, Staten Island is too big to enforce the broken window policy. My major challenges are not just with management, but with the carriers as well. Now everything is broken and we are trying to fix it after 2,039 grievances in 2021; nothing is fixed—it is worse. We are winning grievances, but we are not stopping the violations.

No one wants to stay and no one wants to come to work. Management is so blind that they do not realize they are the reason. When you have supervisors and managers who do not want to come to work, why would the craft employees want to? I am concerned about the future. We are in deep water and we’ve got a lot of swimming up to do, but we can do it one step at a time and together. We need joint programs and we need to stick to them for the sake of our futures and for the ones who come after us. This job is needed for the American public.

Management just needs to leave well enough alone. They start to get creative and the whole system falls apart; then they blame the ones who were ordered to do what they said to do. Something must change, and it is once again up to the NALC to change it. So, if we all stand together and work as a united front, there is nothing that can stop us.

Richie Ray, Branch 99

Staunton, Virginia

What an honor to represent Staunton Branch 513 as delegate to the 72nd Biennial Convention! As I write this, the first of my scribe articles as a member of Branch 513, I’m sitting on the floor of the convention on Day Three, waiting for the session to begin. My heart is filled with thanks to be back with my brothers and sisters again after four long years and the joy of meeting new friends in Region 13. But more importantly, I am thankful for all you do each day.

You have all been working long hours, in crazy weather, for an extended period of time. And

COLA: Cost-of-living adjustment

- ▶ Following the release of the July consumer price index (CPI), the sixth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$2,455 annually**. This COLA is based on the change in the CPI from the base index month to July 2022, with the previous four COLAs subtracted.
- ▶ The 2023 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), which are based on the CPI’s increase between the third

quarter of 2021 and third quarter of 2022, is **8.9 percent** and will be finalized with the publication of the September 2022 CPI in October 2022.

- ▶ The 2023 projected COLA under the Federal Employees’ Compensation Act (FECA) is **6.7 percent** following the release of the July 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

I know you are tired. The good news is that this issue is at the forefront of our discussions and debate this week.

At a workshop, carriers were given an unprecedented opportunity to give direct feedback to Board of Governors member Lee Moak, former president of the Air Line Pilots Association. He gave us assurances that he would bring our input back to the full board. As he himself agreed, actions speak louder than words, so we will wait and see. But this is an important step in the right direction.

Now President Rolando is about to open the convention and sister Stephanie is ready to lead us in singing the National Anthem. Stay tuned for more next month!

Cindy Connors, Branch 513

Toledo, Ohio

On an absolutely beautiful night in Toledo, 350 carriers, retirees, family and friends were present for Letter Carriers at the Mud Hens. The branch procured "The Nest" area at the ballpark. Hamburgers, hot dogs, mac and cheese and more were provided. Ceremonial first pitches were thrown by President Hayden and Vice President Adkinson. Our VP was also featured on the video screen as an honored military veteran, having served in the Marine Corps. The Mud Hens unfortunately lost a close game to the Indianapolis Indians. But a great time was had by all! A special thanks to Brent Harbaugh for organizing this event.

After processing more than 2,100 grievances since the beginning of the year, things are returning to a somewhat normal pace. With the backlog cleared, we are managing to stay current on the grievances being filed. Our president, vice president, Formal A reps and others put in many extra hours, nights and weekends to reach the finish line. What a phenomenal accomplishment!



Oklahoma City, OK Br. 458 President Ken Mayfield (l) congratulated 61-year branch member Johnnie Bell for his 70 years of federal service. Bell enlisted in the Navy in 1952 before joining USPS.

With the grievance process somewhat normalizing, some officers and others have turned their after-hours attention to renovations at the hall. The downstairs office area is seeing new drywall installation. We have also obtained bids to have the meeting hall and additional areas painted. The parking lot is also scheduled for resealing and striping. Our longtime lawn guy retired in the spring. We have a new lawn service and the lot is looking mighty fine.

We have always strived to put our membership first, in whatever manner. The branch has provided a Christmas party, gold card dinner, golf outing and Mud Hens night in the last six months. Improvements at the union hall are underway. All for the benefit of our membership. We are proud of these accomplishments and look forward to providing more.

Ray Bricker, Branch 100

Tri-Valley, California

Hello everyone. This is my first article for the Branch Items while serving as the president of Tri-Valley Branch 2902. Before I begin, let me start by personally thanking our recently retired branch president, Ray Hill, for his mentorship throughout my career as a union advocate and letter carrier. His leadership and guidance helped mold me into the professional representative that I am today.

Over the last three years, I worked with Ray at the union hall and witnessed firsthand his hard work, dedication and excellent leadership. Although Ray had a full plate of grievances, branch duties and responsibilities, he made the job look easy. He conducted union business in a profound manner that demonstrated tenacity that I admired and respect. Ray worked beyond the call of duty to advise, educate and represent letter carriers on a daily basis; and, for those who may not know, he also has a hilarious sense of humor. Ray provided a smooth transition of power that helped acclimate me into my new position as branch leader. Additionally, after retiring, Ray volunteered to provide assistance to help out the branch, which is greatly appreciated.

I'm eager to provide the same continuous representation and success that our branch members have grown accustomed to throughout my career and beyond. I will always be grateful and thankful for Ray's leadership, and I wish him a happy and blessed retirement.

Branch 2902 collected 170,284 pounds of food this year. Although this total is way down from the 2019 year's 332,774 pounds collected, due in part to the late announcement and limited time to coordinate, it is still an impressive amount of food that was picked up by our carriers and will definitely help to feed the needy in our local communities.

James C. Perryman Jr., 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 November issue, the deadline is Monday, Oct.

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 Microsoft Word format (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.

Union Member Rights and Officer Responsibilities under the **LMRDA**

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS)

enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. Below is a summary of the LMRDA:

Union Member Rights

Bill of Rights—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

Reports—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline—A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's reasonable request to distribute campaign material at the candidate's expense.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.

Restrictions on Holding Office—A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans—A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave. NW, Room N-5616, Washington, DC 20210, or by visiting www.dol.gov.

Mutual Exchanges

CT: New Haven (1/88) to Vero Beach, Sebastian, Melbourne, Fort Pierce, FL. An exchange with me lets you keep your seniority. Eleven different stations and suburbs in bidding cluster! Overtime available. On the coast. Home of Yale University. Short drive to NYC; Boston; and Providence, RI. Andrew, 203-500-5505 or drew00517@yahoo.com.

IL: Zion (9/90) to Spartanburg, SC or surrounding areas. Seeking mu-

tual exchange. Nice area of Northern Illinois, close to Illinois State Beach. Short distance to most major conveniences and highway. Great office with lots of OT if desired. Eugene, 224-545-6985 or ecxman1967@gmail.com.

MN: St. Paul (7/03) to Punta Gorda, Cape Coral, Fort Myers, Sarasota, FL or surrounding areas. Large office with lots of OT, if wanted. Tim, 612-267-1143 or t4trpt@aol.com.

NV: Las Vegas (9/20) to Spokane, Spokane Valley or northeast WA; will also consider OR and ID. No state income tax. 14 bid stations; lots of OT. Mike, 702-499-5577 or mzahm1701@cox.net.

NV: Las Vegas (9/20) to Syracuse, NY or surrounding areas. Regular carrier at a great situation in Las Vegas near the strip. 15 stations to bid on. OT available. No state income tax. Shawn, 810-

515-9856 or shwharton20@gmail.com.

PA: Ambler (4/13) to Oceanside, CA. Jeremy, 267-746-8608 or jeremypeterscode@gmail.com.

SC: Charleston (5/19) to Meriden, CT or surrounding areas. Seven bidding offices with plenty of OT. Mix of walking and mounted routes. For family reasons. Eric, 203-213-5056 or ejbarre@mail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., October's deadline is for the November publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned. Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date. Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1463100

Ray Valdez Jr



Missing Since: Jun 14, 2022
 Missing From: San Antonio, TX
 DOB: Jul 26, 2007
 Age Now: 15
 Sex: Male
 Race: Hispanic
 Hair Color: Brown
 Eye Color: Brown
 Height: 5'3"
 Weight: 120 lbs

Ray was last seen on June 14, 2022.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
 San Antonio Police Department (Texas) 1-210-207-7273



MISSING

HELP BRING ME HOME

NCMEC: 1457542

Kiely Rodni



Missing Since: Aug 6, 2022
 Missing From: Truckee, CA
 DOB: Sep 1, 2005
 Age Now: 16
 Sex: Female
 Race: White
 Hair Color: Blonde
 Eye Color: Hazel
 Height: 5'7"
 Weight: 118 lbs

Kiely was last seen August 6, 2022.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
 Placer County Sheriff's Office (California) 1-530-886-5375



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.

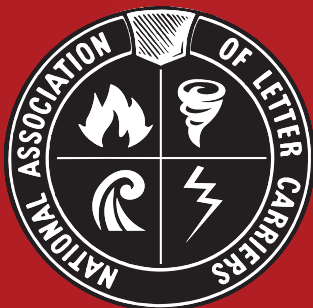
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

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**