

Volume 135/Number 10

November 2022

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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THANK YOU



FOR YOUR SERVICE

—PAGES 22-59

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.

Solidarity is a secret to our success



**Fredric V.
Rolando**

As I approach the end of my time as president of the NALC, I've been reflecting on what an extraordinary privilege it has been to serve our union and its amazing membership. It is easy to take the unity and solidarity of the NALC for granted—as if an open shop union (where membership is voluntary) with 93 percent affiliation is no big deal. In fact, it's a very big deal that has been built step by step by more than a million fellow letter carriers from every corner of the country over more than a century. It's truly an honor to be part of this spectacular union.

Our success as a union was built by becoming a strong voice in Congress for our members' interests and by battling for our members at the bargaining table—our central and most important functions. That's true. But there is a larger force at work as well—our service to the common good also contributes to our strength as a union. The most obvious way we do this is to defend the Postal Service and affordable universal service for the American people. But we also do it in a variety of other ways, for our members and for the general public.

For example, over the past few weeks, as I've watched our Disaster Relief Foundation spring into action to lend aid and assistance to dozens and dozens of members adversely affected by hurricanes Fiona and Ian in Puerto Rico, and in Florida and the Carolinas, respectively, I've been reminded once again of what makes me so proud to be an NALC member. Thanks to all of you who have made donations to the foundation, we have been able to step up for members who have lost everything due to the hurricanes. Emergency grants of financial assistance have been issued, supplies and replacement uniforms are being distributed, and a team of NALC officers and staff visited southwest Florida to provide help to members who are perhaps facing the most difficult days of their lives. That we can do that for each other is a beautiful thing that highlights the value of brotherhood and sisterhood made possible by a deeply rooted sense of solidarity in the NALC.

That same spirit infuses a broad array of NALC activities aimed at serving the broader public in the cities and towns where letter carriers live and work. At our convention

in Chicago, I marveled at how quickly the NALC Veterans Group, now 18,273 strong, has in just a few short years turned into a force for good. The Ruck March on the third day of the convention raised more than \$25,000 for homeless veterans in Chicago—an amount that was matched by the national union via a convention resolution.

We also got reports on the post-pandemic return of the Stamp Out Hunger Food Drive and the renewal of our decades-long efforts to raise money for the Muscular Dystrophy Association. As we have for decades, we are once again collecting millions of pounds of food for our local food banks, and we are once again raising millions of dollars for the MDA.

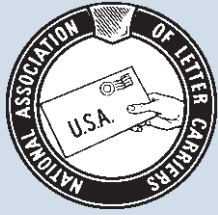
In Chicago, we also celebrated our non-partisan role in pushing states to make it easier to vote through our work with the National Vote at Home Institute, which we helped found in 2017 to combat growing voter suppression. That proved especially vital as a public health matter during the pandemic, as the percentage of Americans who voted by mail nearly doubled between 2016 and 2020 (from 25 percent to 46 percent).

The pride our members take in serving the public extends far beyond delivering the mail to more broadly serving our fellow citizens. I believe our culture of solidarity and service is a superpower of our union. It is what makes it possible for a wildly diverse group of workers to come together to not just confront shared workplace challenges, but also to commit the time and resources to fight hunger, disease and hardship faced by our fellow citizens, and to secure their voting rights.

Social solidarity is a role of the labor movement in general. When Hurricane Fiona devastated Puerto Rico, the AFL-CIO helped coordinate relief efforts within hours. NALC contributed to the relief fund that the federation established, and several unions (the Seafarers, Machinists and Teamsters) organized the logistics of shipping supplies donated by unions from four ports on the U.S. mainland directly to our fellow Americans in Puerto Rico. At the same time, our Disaster Relief Foundation worked closely with our branches in Puerto Rico to lend a hand. Nobody has to ask us, we just do it.

All this leaves me feeling hopeful about the future, despite America's deep political divisions and the economic challenges we face in the wake of the pandemic. Public approval of labor unions is at a near all-time high (65 percent, according to Gallup) and union organizing efforts are surging all over the country. That's happening because the public sees unions like ours fighting for our members but also fighting for their fellow citizens. I am proud that the NALC is doing its part to revive the labor movement, and to heal and strengthen our country with solidarity.

A handwritten signature in black ink, appearing to read 'Fredric V. Rolando', written in a cursive style.



National Association of Letter Carriers, AFL-CIO

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

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

Vets, storms and service



**Philip
Dine**

Roberto Santini has a college degree and a decade of experience delivering mail in Puerto Rico. But in dealing with Hurricane Fiona’s devastation and challenges—from safety on the route to management intransigence, damaged carrier homes to the scarcity of necessities like food and gasoline—the Ponce Branch 826 trustee and steward has relied on his Air Force background, including military intelligence.

Responding effectively to Fiona requires remaining calm amidst adversity, setting priorities, drawing sound conclusions and—above all—focusing steadfastly on the key mission: saving lives.

“Best decision I made was going into the Air Force,” he says. “I graduated college, have a bachelor’s degree, but...I think it was all the Air Force.”

During his four-year stint, he was stationed in northern Japan, a tough neighborhood. Across the water were North Korea, China and Russia—ruled by regimes that are ruthless, highly vigilant and, especially the first, dangerously unpredictable.

Roberto describes his location as being “near Crocodile Den; if you fall in that pond, you’re done.”

He also was stationed in Maryland, working at the National Security Agency (a place so secretive that the old joke was, NSA stood for No Such Agency).

As Roberto dealt with letter carrier needs and stood up to managers, he simultaneously confronted a mud landslide into his house and no electrical or water services.

“It comes down to the training in facing adversity in an already stressful situation,” he says, “where you do a lot of brainstorming and learn to make decisions effectively and quickly, and to not panic.”

Military experience among Puerto Rico’s carriers is hardly rare. “When I joined the Post Office here, in 2012,” Roberto recalls, “there were 50 candidates, and the 50 of us were veterans.”

Branch 826 President Joel Martinez had just assumed office when Fiona’s ferocious winds and cascading waters wiped out roads and infrastructure and created dire problems for members and their families. The nine-year carrier drew upon his dozen years with the Army National Guard, including three years of active duty in the Middle East and at Guantanamo Bay.

He’s visited hard-hit post offices, translated members’ concerns into requests for management to address, kept his reps on the same page and informed NALC of the evolving situation.

“First of all, my background helps in terms of command and control,” Joel says. “When you’re in the military you have to be organized, you have to have control of what you’re dealing with

at the moment. Our union members need somebody to listen to them, to help calm them down and inform them.”

The military taught him to adjust to rapidly shifting circumstances—and to do so with equanimity.

“A person calls me and tells me they’re worried because they couldn’t go to work on Monday, couldn’t leave his wife and kids home with the windows banging,” Joel says. “I have to understand that I cannot stress out, cause confusion among my people,” despite facing his own storm-related hardships. “I have to guide and help, so I can inspire confidence.”

The fact that about two-thirds of Puerto Rico’s carriers are themselves veterans helps in the process.

Overall, more than 1 in 5 letter carriers is wearing his or her second uniform in service to our country.

The man pivotal in Florida’s carriers and post offices getting everything from ice and uniforms to portable laundromats and showers after Hurricane Ian’s colossal damage, has been involved with postal matters for decades, since returning from his second Air Force tour in Vietnam.

Al Friedman, president of the Florida State Association of Letter Carriers and president of Clearwater Branch 2008, used the GI Bill to go to college, then carried mail for three decades while also working for years as a nighttime hospital medical technologist.

He’s also boosted community programs involving hunger, Alzheimer’s, children in need and more.

“The military, how I think it helps you, is you don’t get excited or overwhelmed,” Al says. “I have a mission to do, a goal to reach, a project to get done. I think that’s what the military instills in you.”

Ian slammed Fort Myers, and Branch 2072 President Abel Muniz has had to address his members’ needs while also reassuring them.

“In the military, you have to deal with situations like this, where you don’t know what’s coming but you have to be prepared for what’s coming,” says Abel, whose 23-year Army career included leadership roles peacekeeping in the Balkans and guarding divided Germany’s Cold War borders.

“You have to prepare for the contingencies, strategize and adjust,” he says. “You also have to account for, and take care of, your people. That kind of coincides with what just happened with the Post Office.”

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NALC election ballots being returned

As this issue of *The Postal Record* was going to press, NALC members were in the process of returning their ballots for NALC's national and regional elections. Results of the election are expected to be certified by Nov. 1 and will be announced on NALC's website and in the next issue of *The Postal Record*.

The election is being conducted by mail ballot and administered by an independent party, in line with the requirements of the *NALC Constitution* and the regulations of the U.S. Department of Labor, and subject to oversight by the NALC National Election Committee.

Official election instructions were included with all ballots mailed to eligible NALC members. To be eligible to vote, a person must have been a regular member of NALC and in good standing as of June 1, 2022.

Preparation and mailing of ballots began on Tuesday, Sept. 20, a day later than previously announced, following a delay with a printing press. Ballots went into the mail starting on Sept. 26 and continuing until Sept. 30.

As noted in the previous issue of *The Postal Record*, active or retired members who did not receive a ballot by Oct. 7 were instructed that they must notify their branch officers. Those branches were instructed to immediately contact the NALC Membership Department to request a duplicate replacement ballot. The deadline for branch officers to contact the Membership Department was 4 p.m. Eastern time on Oct. 11. Only a branch officer could request a duplicate ballot.

To be counted, ballots were required to be received by the National Election Committee by 4 p.m. Central time

on Friday, Oct. 21, after this issue had gone to press. The counting of ballots was scheduled to begin on Oct. 22.

The Election Committee met in Washington, DC, on Aug. 26 to perform the random drawing to determine the order of the names as they appear on the ballot for each office. Nominees who appear on the ballot (in the order that they appear on the ballot) are:

President

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

Executive Vice President

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

Secretary-Treasurer

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

Director of Retired Members

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

Director of Life Insurance

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

Director, Health Benefit Plan

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

National Trustees (three positions)

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

Region 1 NBA

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

Region 9 NBA

- Eddie Davidson, Durham, NC Br. 382
- Don Lyerly, West Coast Florida Br. 1477

The candidates were nominated in August at the NALC Biennial Convention in Chicago. 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 thereby elected by consent at the Chicago convention.

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**

Installation of officers set for Dec. 17

The installation of NALC's 28 elected national officers for four-year terms will take place in Washington, DC, on the evening of Saturday, Dec. 17, at the Marriott Marquis Washington, DC, 901 Massachusetts Ave. NW. Tickets for the event are available through the NALC secretary-treasurer's office for \$80 per person. Full payment (payable to "Secretary-Treasurer, NALC"), along with the order form printed below, **must be received no later than Wednesday, Nov. 23.** The maximum number of seats at each table is eight. Individuals or smaller parties purchasing tickets will be assigned to "open seating"



tables. The person picking up tickets must be listed on the order form as the official person authorized to receive them.

Installation dinner tickets include admission to the holiday party, which will follow the installation dinner. **Attendance at the holiday party for all others is by invitation only.** Branches that wish to attend the holiday party should contact the secretary-

treasurer's office by Nov. 23. No tickets for either function will be available after that date.

The NALC hotel room rate at the Marriott Marquis Washington, DC, is \$189 standard single/double. The

rate is good for the nights of Dec. 17-18 only. All reservations must be made directly through the Marriott Marquis. Please use <https://book.passkey.com/go/AssociationofLetterCarriers> to reserve rooms online, or call 855-821-4281 for reservations at and ask for the NALC Installation Dinner special rate. **The cut-off for the hotel rate is Nov. 23;** after this date, rooms will be subject to the hotel prevailing rate.

Valet parking is available at the hotel at the price of \$35 a night on a first-come, first-served basis. Please note that parking fills up quickly; ride share or Metro (Red Line) is recommended. Look for additional details regarding installation activities in future *NALC Bulletins*. **PR**

Installation of National Officers Dinner order form

Saturday, Dec. 17, 2022

I would like to reserve tickets to the NALC Installation of National Officers Dinner on Saturday, Dec. 17, at the Marriott Marquis Washington, DC. Tickets will be held for pickup at the secretary-treasurer's office at NALC Headquarters. **Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope.**

Maximum eight guests per table.

Number of tickets: _____ at \$80 each = \$ _____ (Total amount)

Person ordering tickets contact name: _____
(Please print clearly)

Branch #: _____ State: _____ Contact number: _____

Name of individual picking up the ticket(s) at Headquarters/hotel: _____

Cell phone number of person picking up tickets: _____

Do you or anyone in your party has dietary restrictions: _____

Name of person with dietary restrictions and what restrictions: _____

Mail order form and payment to:

Installation of National Officers Dinner, NALC Secretary-Treasurer, 100 Indiana Ave. NW, Washington, DC, 20001-2144

Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by Nov. 23.



News from Washington

Congress funds government through Dec. 16



Congress has passed a continuing resolution that will fund the government through Dec. 16. On Sept. 29, the Senate voted 72-25 and the following day the House of Representatives voted 230-201 on the Continuing Appropriations and Ukraine Supplemental Appropriations Act (H.R. 6833). These votes sent the bill to President Joe Biden's desk, and he signed it into law on Sept. 30, narrowly beating the midnight deadline for a government shutdown.

Because Congress has failed to pass the series of annual spending bills for Fiscal Year 2023, this short-term fix is needed to keep the government running.

In addition to funding the government through Dec. 16, the bill includes \$12 billion in aid to Ukraine, \$2 billion for domestic disaster relief, and \$1 billion for home heating assistance. The bill also permits the Federal Emergency Management Agency to access \$35 billion for Hurricane Ian relief aid. Additionally, it extends the Food and Drug Administration user fees for five years, avoiding upcoming layoffs.

This was the last vote that the House plans to conduct until after the midterm elections this month. While the Senate could return for votes before the midterm elections, it is unlikely.

NALC voter guide available

As the 117th Congress moves toward a close, NALC encourages all members to have a plan in place to vote in the midterm elections on Tuesday, Nov. 8.

NALC's online voter guide is available to help you keep up with important deadlines in your state regarding voter registration, mail-in voting and early voting. It also includes Labor 2022 volunteer opportunities and information on how members of

Congress voted on the Postal Service Reform Act and how they acted on other priority legislation. Visit nalc.org/voterguide.

House committee advances Social Security Fairness Act; contact your representative to bring it to the House floor

On Sept. 20, in a voice vote, the House Committee on Ways and Means approved the Social Security Fairness Act of 2021 (H.R. 82). The 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 federal annuitants, including former Civil Service Retirement System letter carriers. H.R. 82, introduced by Reps. Rodney Davis (R-IL) and Abigail Spanberger (D-VA), has a strong bipartisan consensus with more than 300 co-sponsors.

"The millions of public-service workers across the country who are being unfairly punished by the Social Security Act deserve [a vote on this bill]," Rep. Davis said. "That's why a bipartisan supermajority of the House is co-sponsoring our bill. Let's get this done."

"The 117th Congress can finally be the one that fixes this long-standing inequity and protects the benefits of retirees who dedicated their careers to public service," Rep. Spanberger said.

On Sept. 19, NALC, along with other postal unions, sent a letter to the House Committee on Ways and Means urging the passage of H.R. 82 without amendment, stating: "After 30 years of inaction in Congress, it is time to repeal these unfair penalties that reduce retirees' incomes by thousands

of dollars every year, taking away the benefits that they earned in private sector employment.” Visit the Government Affairs section of nalc.org to read the full letter. Despite broad bipartisan support, with the House not planning to conduct any votes until after the midterm elections, the path of the legislation remains uncertain.

House passes five bills supporting veterans

On Sept. 14, the House voted 397-29 to suspend the rules to pass several bills, including five bills that support veterans:

- **Student Veteran Emergency Relief Act of 2022 (H.R. 7939)**

This bill, introduced by Reps. Mike Levin (D-CA) and Nancy Mace (R-SC), would codify many COVID-19-related education provisions to ensure that veterans who are students are not negatively affected by any necessary periods of remote learning. It would also expand the veteran readiness and employment program, providing more veterans access to self-employment training. Additionally, it would allow the Department of Veterans Affairs (VA) to extend GI Bill flexibilities during any future emergency declared by the president.

- **Veterans' Compensation Cost-of-Living Adjustment Act of 2022 (H.R. 7846)**

H.R. 7846 would require the VA to increase compensation rates for disabled veterans and dependency and indemnity compensation rates for surviving spouses and children. The rates would be increased at the same percentage as the cost-of-living increase in benefits for Social

Security recipients that is effective on Dec. 1, 2022. The bill was introduced by Reps. Elaine Luria (D-VA) and Troy Nehls (R-TX).

- **Improving Access to the VA Home Loan Benefit Act of 2022 (H.R. 7735)**

This bill, introduced by Rep. Mike Bost (R-IL), would require the VA to update regulations, requirements and guidance related to appraisals for housing loans guaranteed by the VA. It would specify when an appraisal is required, how an appraisal is to be conducted, and who is eligible to conduct an appraisal for VA loans to help streamline the home-buying process for veterans.

- **Wounded Warriors Access Act (H.R. 5916)**

Reps. Pete Aguilar (D-CA) and Chip Roy (R-TX) introduced this bill that would allow veterans to access their C-Files—which include service records, VA exam results and more—through an online portal, and receive a digital copy of their files. The VA would be required to fulfill all requests within 120 days, streamlining the process and allowing veterans to receive their benefits faster.

- **Faster Payments to Veterans' Survivors Act of 2022 (H.R. 8260)**

H.R. 8260 would shorten the time that the VA is authorized to designate, contact and pay primary or alternate insurance beneficiaries from two years to one year, and from four years to two years, respectively. It would ensure that procedures for paying alternate beneficiaries are consistently applied between VA life insurance programs and it would require the VA to better publicize online

tools that allow veteran families to search for payments they may be entitled to. This bill was introduced by Reps. Chris Pappas (D-NH) and Nancy Mace (R-SC).

The bills now need to be considered by the Senate. With only a few months left in the 117th Congress, it is unclear whether they will receive consideration in the time remaining. Check the Government Affairs section of nalc.org for any future updates.

House passes bill to prevent overturn of presidential elections

On Sept. 21, in a 229-203 vote, the House passed the Presidential Election Reform Act (H.R. 8873). The bill, introduced by Reps. Zoe Lofgren (D-CA) and Liz Cheney (R-WY), would reform the process for the counting of electoral votes.

The legislation would solidify the vice president's role in the counting of electoral votes as “ministerial” and direct any challenges to state elections to the courts. Under current law, an objection from just one member of both the House and the Senate is enough to challenge state electors, which triggers a debate and vote on the objection. This bill would require one-third of the members of each chamber of Congress to object to the certification of a state's electors in order to trigger a debate.

This bill was crafted and passed in response to the attack on the Capitol on Jan. 6, 2021, and it aims to raise the bar for attempting to overturn an election and to discourage efforts to interfere with the peaceful transition of power.

A similar bill, the Electoral Count Reform and Presidential Transition Improvement Act of 2022 (S. 4573), is under consideration in the Senate. **PR**

Make the most of your investments in the TSP



Whether you're a new employee or a seasoned carrier looking forward to retirement, the ending of a year and the beginning of a new one is a good time to take stock of your finances. As a letter carrier, that means considering how the Thrift Savings Plan (TSP) can play a valuable role in your retirement strategy.

The TSP is an essential component of the Federal Employees Retirement System (FERS), the retirement program that covers most USPS employees. Like many of the 401(k) savings plans offered by private-sector employers, the TSP allows federal employees to save pre-tax dollars each month in an investment account—giving letter carriers who participate the chance to save for retirement quickly and easily. TSP participants choose how the money in their account is invested.

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

The Postal Service deposits matching contributions up to 4 percent of basic pay, as well as automatic agency contributions equal to 1 percent of basic pay. Career letter carriers hired before July 31, 2010, and covered by FERS were automatically enrolled in a TSP account with 1 percent contributions from the Postal Service, but with no automatic employee deductions. Instead, the deductions must be set

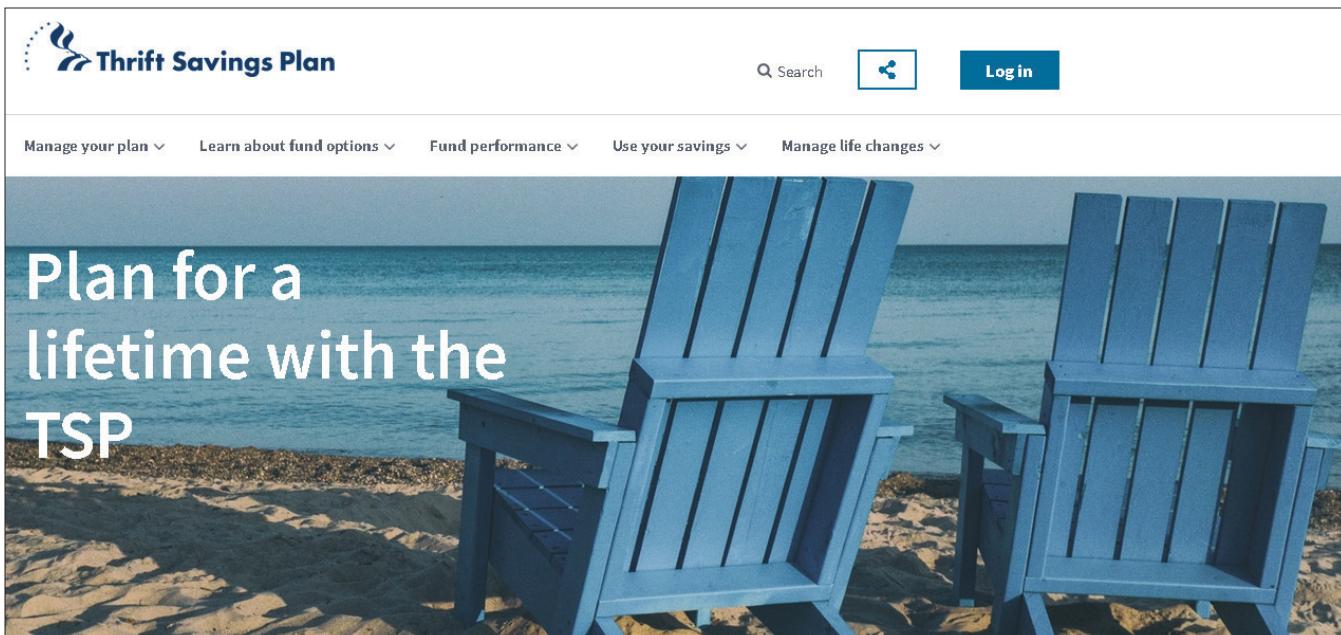
up by the employee. USPS will match a portion of the first 5 percent of FERS employee contributions. The first 3 percent is matched dollar for dollar; the next 2 percent, 50 cents per dollar. This is in addition to USPS's automatic 1 percent contribution, for a total USPS contribution of 5 percent of the letter carrier's base pay when the carrier elects to contribute 5 percent or more.

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

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

Participating employees can also make unmatched contributions (above the 5 percent level), but the IRS annual limit for total contributions to the TSP and other such retirement savings plans is \$20,500 in 2022. Participants may be eligible to make additional "catch-up" contributions to boost their savings, beginning the year they turn 50. These catch-up contributions are not matched by USPS and are limited to \$6,500 in 2022.

Carriers covered by the Civil Service Retirement System also may join TSP, but they do not receive matching contributions from USPS. Nevertheless, like their FERS counterparts, they can keep more of what they save because



of the tax savings and the TSP's minimal administrative costs. Indeed, such costs are much lower than those of similar plans. In 2021, the TSP charged participants a net administrative expense of no more than 59 cents per \$1,000 invested for each investment fund, or .059 percent. That is much lower than the .25 to 1 percent that financial advisors typically charge.

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

This summer, TSP introduced a new interface to make transactions on letter carriers' mobile devices easier—including a smartphone app—as well as new ways to invest.

The TSP Mobile App allows letter carriers to monitor their TSP accounts and complete transactions from anywhere. Users can check their account balance, track fund performance, make transaction requests, submit documents, manage payment information, scan checks and more.

Over the same period, TSP upgraded the record-keeping system that is available on the TSP website. The transition, which required TSP participants to re-register their accounts, was a bit rocky for some, but ultimately was successful. Under the new system, letter carriers' account summaries display their investments clearly, and the navigation menu makes it easier for them to find and use account management tools.

In addition to investing in TSP funds, letter carriers who meet certain eligibility requirements have the op-

tion to invest some of their TSP savings in a mutual fund window. The mutual fund window is designed for TSP participants who are interested in greater investment flexibility. However, there are fees for these transactions.

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

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

City carriers to receive 1.3% general wage increase

Effective Nov. 19, all career city carriers will receive a 1.3 percent general wage increase. City carrier assistants (CCAs) will receive a 2.3 percent general wage increase effective the same date. These are the fourth and final general wage increases of the 2019-2023 National Agreement.

In addition, a new top step will be added to Tables 1 and 2 on Nov. 19. The

new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19 will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O. The updated pay chart is published on page 10.

The four general wage increases have added 8.8 percent to CCAs' pay and 4.8 percent to career city carriers'

pay. When coupled with the six cost-of-living adjustments (COLAs) already received from this National Agreement, these increases have resulted in a total pay increase for each step in the career pay schedules of at least 14.8 percent. The seventh and final COLA from this National Agreement will be based on the January 2023 consumer price index, and will be announced in February. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 19, 2022

(Nov. 19, 2022
general wage increase)

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

Career city letter carrier increases

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

RSC Q (NALC)

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

	Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	61,870	66,309	66,411	69,588	70,048	70,512	70,969	71,425	71,889	72,338	72,804	73,266	73,722	74,192	74,647	75,091	464
Carrier Technician**	63,169	67,701	67,806	71,049	71,519	71,993	72,459	72,925	73,399	73,857	74,333	74,805	75,270	75,750	76,215	76,668	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.06	33.29	33.34	34.93	35.16	35.40	35.63	35.86	36.09	36.31	36.55	36.78	37.01	37.25	37.47	37.70	
Carrier Technician**	31.71	33.99	34.04	35.67	35.90	36.14	36.38	36.61	36.85	37.08	37.32	37.55	37.79	38.03	38.26	38.49	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.75	31.88	31.93	33.46	33.68	33.90	34.12	34.34	34.56	34.78	35.00	35.22	35.44	35.67	35.89	36.10	
Carrier Technician**	30.37	32.55	32.60	34.16	34.38	34.61	34.84	35.06	35.29	35.51	35.74	35.96	36.19	36.42	36.64	36.86	
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	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

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

	Basic Annual Salaries																MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		P
City Carrier (Grade 2)	45,911	47,961	50,014	52,067	54,121	56,171	58,226	60,281	62,332	64,384	66,438	68,489	70,545	72,595	74,647	75,091	2050	
Carrier Technician**	46,875	48,968	51,064	53,160	55,258	57,351	59,449	61,547	63,641	65,736	67,833	69,927	72,026	74,119	76,215	76,668	2098	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.18***	23.05	24.08	25.11	26.14	27.17	28.20	29.23	30.26	31.29	32.32	33.35	34.38	35.41	36.44	37.47	37.70	
Carrier Technician**	22.64***	23.53	24.58	25.63	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.10	36.16	37.21	38.26	38.49	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.07	23.06	24.05	25.03	26.02	27.01	27.99	28.98	29.97	30.95	31.94	32.93	33.92	34.90	35.89	36.10		
Carrier Technician**	22.54	23.54	24.55	25.56	26.57	27.57	28.58	29.59	30.60	31.60	32.61	33.62	34.63	35.63	36.64	36.86		
Percent Step O																		
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	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	O-P	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3	

** 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

Hourly Rates

RSC Q4 (NALC)

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

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

	BB	AA	BB	AA
City Carrier (Grade 2)	19.33	19.83	20.88	21.38
Carrier Technician (add 2.1%)	19.74	20.25	21.32	21.83
Steps (From BB to AA) in weeks	52		52	

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

Time to contribute to CFC

Letter carriers support their communities in many ways, including the annual food drive and the fundraising events for the Muscular Dystrophy Association (MDA). Carriers have another convenient way to give, through the Combined Federal Campaign (CFC).

Since its inception in 1961, the CFC has raised more than \$8.5 billion for charities and people in need. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks. More than \$80 million was raised during the 2021 campaign, with an additional \$670,000 raised during the special solicitation period due to the war in Ukraine.

Letter carriers can choose from more than 2,000 nonprofit charitable organizations. The open enrollment period began on Sept. 1 and ends on Jan. 14, 2023.

“Letter carriers are known for taking care of our communities,” NALC President Fredric Rolando said. “The CFC is a convenient way for letter carriers to support their favorite charities.”

All active letter carriers can participate in the CFC through payroll deduction. Participants may use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also may make a one-time donation using any of these methods except payroll deduction. Participants can even volunteer for the charity and count the value of the hours.

The easiest way to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play. Retired letter carriers may make a one-time or recurring e-check or credit card con-

tribution to the CFC through the CFC Donor Pledging System.

NALC is directly involved in three charities eligible for support through the CFC:

The **Muscular Dystrophy Association** is NALC’s only official charity. In addition to supporting MDA through branch fundraising events, letter carriers can support the organization directly through CFC. MDA is the world’s leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to mdausa.org.

The **Postal Employees’ Relief Fund** (PERF) provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run jointly by USPS and by the four postal employee unions and two management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at postalrelief.com.

United Way Worldwide is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life. For more information, go to unitedway.org.

For more information on CFC and to view charities supported by NALC, go to nalc.org/cfc. **PR**

Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 26-22, Week 1 (Dec. 3, 2022) and ends Pay Period 01-23, Week 2 (Dec. 30, 2022).

Helping carriers hit by hurricanes Ian and Fiona



Supplies being loaded to deliver to letter carriers in the hardest hit areas in Florida

Florida State Association President Al Friedman (c), NALC Assistant to the President for Community Services Christina Vela Davidson (r) and NALC Disaster Relief Foundation board member Gary Mullins help bring needed supplies to the letter carriers affected by Hurricane Ian.



We all watched or read reports of the widespread devastation wrought by hurricanes Ian and Fiona as they traversed Florida and the Carolinas, or Puerto Rico, respectively.

The scenes were overwhelming—historic storm surges; massive flooding; streets turned into rivers and parking lots into lakes; ferocious winds; destroyed homes and cars and boats tossed around like toys; towns largely demolished; extended power outages; and, worst of all, about 150 fatalities.

Letter carriers, both professionally and personally, bore their share of the impact. Deliveries were affected by flooding and fallen trees, by an absence of mail to deliver or mailboxes to deliver to, by damaged post offices, or by an absence of gasoline and power. Though carriers fortunately avoided the worst,

many sustained varying levels of property damage.

Situation in Florida

“Everybody is 100 percent accounted for in the letter carriers,” Florida State Association of Letter Carriers President **Al Friedman** reports.

Yet, hundreds of carriers have damaged homes and belongings, Friedman, also president of Clearwater Branch 2008, said. About a dozen carriers

were left homeless as the powerful hurricane traveled up Florida’s west coast, then cut eastward across the state on its way north to the Carolinas.

“We had a 10- to 12-foot surge coming in Fort Myers,” Friedman said. “Everyone said it’s the closest thing to having a tsunami, that it was the epicenter of the eye of the hurricane.”

A Fort Myers post office “was completely destroyed by water,” and will have to be torn down, he added. “They had to consolidate deliveries from another local post office. The question becomes, what do you deliver to? It’s mostly destroyed.”

Fort Myers has one of the area’s biggest processing plants, and it, too, was shut down, so some processing had to be moved to areas around Orlando and Tampa.

After the storm surge and heavy rain in several areas, rivers overflowed their banks, further complicating mail service already reeling from the lack of power and gasoline, which hindered delivery of needed postal supplies to offices.

The state association provided Florida’s 30 largest branches with a list of supplies needed by carriers in hard-hit areas. Meanwhile, branches in Tampa, St. Petersburg and Clearwater, plus the state association, contributed a total of \$4,000, allowing Tampa Branch 599 President **Tony Diaz**, West Coast Florida Branch 1477 President **Joe Henschen** and Friedman to buy food and other products requested by carriers and transport them in a U-Haul to post offices and union halls.

Often overlooked, Friedman said, is that while letter carriers try to return to work quickly to “bring a sense of normalcy” to residents, with restaurants and stores closed, “there’s no place for them to eat.”

Stephen Weir ventured out into the flood waters brought on by Hurricane Ian.



Others pitched in. The Teamsters delivered 30 pallets of ice in two tractor trucks so carriers could keep perishables cold. Farm Share, a food pantry in Miami that Friedman has worked with on the Stamp Out Hunger food drive, trucked in pallets of bottles of water to offices in Naples, Fort Myers and Port Charlotte. “They felt the need to help us back,” he said.

Damage to cars exacerbated matters. One Fort Myers carrier had to take a two-hour bus from Fort Myers to Fort Lauderdale to get the closest rental car available to get to work.

A visit by NALC Disaster Relief Fund (DRF) board member **Gary Mullins**, a former NALC executive vice president, buoyed local letter carriers, because the arrival of union officers from outside showed them they weren’t alone. Christina Vela Davidson, DRF president and assistant to the president for community services, worked with CVS to provide \$20,000 worth of needed supplies for the members and the local community.

The area around Fort Myers bore the brunt of Ian, prompting Branch 2072 President **Abel Muniz** to ascertain the

needs of the branch’s letter carriers and “make sure carriers’ concerns were addressed” by postal officials. He’s also focused on “making sure we can account for folks, making sure they’re OK.”

Among them: **Stephen Weir**, a 29-year letter carrier whose single-family home took on water after being battered by 3-foot waves from a nearby lake. “We didn’t know how high it was going to get,” Weir said. Outside, water in the street was “up to my chest.” He sought refuge on his neighbors’ second floor, where he spent eight hours. Now Weir, helped by his brother and father—all experienced in drywall and the trades—is repairing his house.

Kirt Sullivan, a West Coast Florida Branch 1477 member who carried mail for 31 years, fared less well. “Wind and surge water inundated the house and my truck,” he said. “The floors just fell apart throughout the whole place. The carport was blown away. You can stand in the driveway and just smell the mold.”

Central Florida also was whacked by Ian. “The flooding here was worse than anyone has ever seen,” said

Matty Rose, a 56-year NALC member and South Florida Branch 1071 retiree. The nearby St. Johns River was pushed back by the ocean surge, which—combined with 20 inches of rain in 24 hours—overflowed lakes and ponds.

Rose, a DRF board member whose own home suffered damage, toured the region. “A retiree’s roof blew off and landed on the neighbor’s house,” he noted, and Rose met with other members whose homes, cars or belongings were damaged.

Region 9 National Business Agent Lynne Pendleton said she hadn’t heard of letter carrier injuries or major losses in the Carolinas or other states along the storm’s path. She mailed copies of DRF and Postal Employees’ Relief Fund application forms to Florida branches that lacked power or internet.

Situation in Puerto Rico

Region 15 Regional Administrative Assistant Tony Perconte related several dramatic rescues when Hurricane Fiona slammed large portions of Puerto Rico, including a carrier from Ponce Branch 826 who “had to climb to the roof with a

Hurricanes (continued)

ladder, him and his family, to get out of harm's way. Then, the last time I spoke to him, he was back cleaning up his house from the water damage, so they can get back in. I told him about DRF, gave him my cell phone number if he needed anything. He was appreciative to hear from the NALC."

Perconte, who met with postal authorities in Puerto Rico to discuss recovery efforts, noted, "The letter carriers are tough out there. They're used to this, but it doesn't make it easier."

Widespread absence of electricity and water and working generators has affected letter carriers in the office and at home, Branch 826 President **Joel Martinez** said. Crews were brought in to clean post offices that were flooded and/or full of mud.



Fort Myers saw some of the worst damage from Hurricane Ian.

observed, with power losses affecting letter carrier homes and supermarkets. Meanwhile, scarcity of diesel fuel has affected cell towers, making contact with members difficult: "If we can't get gasoline and the cell towers aren't running, we can't reach letter carriers and they can't reach us."

After a record 31 inches of rain, Santini helped branch members "get the NALC disaster relief that's available," including **Wolfgang Goerke**, who fled the onslaught of water and mud at his home.

"We didn't know how much is going to be inside the house, and we got scared and left," Goerke said.

Disaster Relief Foundation

As soon as the hurricanes struck, NALC began identifying affected members to ensure that they were safe and to provide assistance through the DRF. The foundation has arranged for delivery of uniforms and supplies to stricken members and is helping them apply for grants. Davidson has worked closely with local branch leaders to see which members might need emergency funds because their homes were uninhabitable.

The DRF was created in 2018 to make it easier for help to reach members. Many branches had asked NALC to establish a mechanism facilitating donations, grants and other assistance to carriers affected by disasters.

NALC President Fredric Rolando announced the foundation's creation at NALC's 2018 convention in Detroit. He said the DRF "reflects the will of the

members, who have asked for a way to help their fellow carriers quickly and efficiently."

Using donations from letter carriers, the foundation provides aid and has a trained volunteer network to respond to disasters. Donations go directly to individual carriers or to branches and state associations needing assistance; no administrative costs are deducted.

Donations can be sent to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144; or by credit card at nalc.org/nrdfdonate. The foundation is a 501(c)(3) organization. Contributions to the DRF may be tax-deductible. It is recommended that you consult your tax advisor.

The application for a relief grant is on the foundation's website, nalc.org/disaster. Grants are provided for property damage sustained to a primary residence, automobile or personal property from causes such as, but not limited to, hurricanes, floods, tornadoes, wildfires, earthquakes or severe storms, and are provided only to NALC members. Members do not have to wait for emergency relief or insurance claims to be settled to apply. Applications must be received within 120 days from the date of the natural disaster, unless the applicant can provide sufficient reasons for a delay.

"These hurricanes will have long-lasting effects," Rolando said. "Letter carriers and branches seeking to help their fellow carriers can give through the Disaster Relief Foundation." **PR**



NALC Disaster Relief Foundation

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

Union members and officers in Puerto Rico and the States have been calling to offer support, Martinez said. That includes San Juan Branch 869 President **John Kennedy Rivera**, who brought food to Salinas, where it was needed.

Indeed, there has been a "borderline" food crisis in some areas, Branch 826 steward **Roberto Santini**

Dept. of Labor recognizes letter carriers and pandemic's other essential workers

On Sept. 1, the Department of Labor (DOL) inducted the “Essential Workers of the Coronavirus Pandemic,” recognizing medical personnel, teachers and letter carriers, among others, into the department’s Hall of Honor.

“The Hall of Honor is about people who changed history,” Secretary of Labor Marty Walsh said at the induction. “And that’s what the essential workers did. They kept our nation strong and made our recovery possible. And more than that: They gave us a new understanding of how our lives depend on labor.”

The hall was established in 1988 as a hall of fame to honor “those Americans whose distinctive contributions in the field of labor have elevated working conditions, wages and overall quality of life of America’s working families.” It has predominantly recognized labor leaders, such as John L. Lewis and Walter Reuther, Mother Jones and Cesar Chavez, but also has included political leaders, titans of industry and others. In addition to the essential workers, the hall has recognized other groups of workers in the past, such as the participants in the Memphis Sanitation Strike of 1968 and the 9/11 rescue workers.

The DOL revamped the hall into the Hall of Honor in 2013 to showcase “the life-changing contributions that a unique group of people have made on the American way of work.”

This year’s event marks the first time that letter carriers have been recognized in the Hall of Honor.

The DOL explained the award as follows:

Amid the coronavirus pandemic, our nation’s essential workers redefined what it truly means to show up for your



The DOL’s poster to commemorate the event featured essential workers.

neighbor. When everyone else was encouraged to stay at home to be safe, essential workers did not have that option. These workers gave the nation a new understanding of and appreciation for the vital jobs they do and the services they provide us every single day.

The essential workers who make our economy function, from care workers to farmworkers, nurses to grocery store clerks, childcare workers to teachers, port truck drivers and warehouse workers and so many more who make life possible for the rest of us are disproportionately low paid workers. They are disproportionately women. They are disproportionately workers of color.

The group was selected by a special DOL panel comprising the solicitor of labor, the assistant secretary for policy and the assistant secretary for administration and management, and chaired by the assistant secretary for public affairs. The honorees were inducted to the hall during a formal cer-

emony conducted at the department’s headquarters in Washington, DC.

When it was determined that the hall would induct the essential workers, the DOL asked the public to write about an essential worker who helped them during the pandemic and who deserved recognition. The 110 nominees—including two postal workers—and the messages of thanks from some of the nominators were part of the commemoration and are viewable at dol.gov/general/essential-workers.

The Hall of Honor is located inside the North Plaza of the department’s Frances Perkins Building at 200 Constitution Ave. NW, Washington, DC. (Perkins, herself an inductee, served as secretary of labor under President Franklin Roosevelt; she was the first woman in that position and is the longest-serving labor secretary in U.S. history.) The portraits and brief biographies of all the inductees are included in the online section of the Hall of Honor at dol.gov/general/aboutdol/hallofhonor. **PR**

SERVICE DOG HELPS CARRIER ON THE JOB



Sometimes, a dog is a letter carrier's best friend. Beau, a trained service dog, accompanies Army veteran **Dwayne Jensen** on his route.

Jensen, a 25-year carrier and Buffalo-Western New York Branch 3 member, struggles with post-traumatic stress disorder (PTSD) caused by his military service from 1990 to 1995, including serving in the Gulf War in 1991. Jensen was an Army air traffic controller in Saudi

Arabia, Kuwait and Iraq during the war. After five years in the Army, he left in 1995 and joined the Postal Service two years later.

Awareness of and research on PTSD grew after Vietnam War veterans returned home with the condition. The term "PTSD" was adopted as an official diagnosis in 1980. New treatments were developed in the 1990s and offered by the Department of Veterans

Affairs (VA). In the years following his Army service, Jensen sought counseling from the VA for his anxiety and depression caused by the condition.

Then he saw a media story about a worker with a service dog and had an idea.

"I think it was a Home Depot employee who had a dog," he recalls, and he wondered whether a dog could help him, too.

PTSD is caused by traumatic or stressful experiences that cause anxiety long after the trauma is over. Often, certain triggers, such as loud noises, may bring the anxiety back, interfering with daily life. Treatment is available

for PTSD, but it may not be enough to help someone with the condition deal with it on a daily basis. That's where a dog could help.

A service dog can help someone with PTSD, anxiety or similar conditions by detecting rising anxiety before it becomes serious and then intervening in some way. Each dog receives training to match the owner's needs. Sometimes a service dog is trained to detect anxiety and then calm the dog's owner by distracting him or her from the thoughts or outside stimuli that trigger the stress. A simple lick to the face or touch with a paw may be enough to soothe the anxiety. A service dog also might be trained to guide the owner away from an anxious situation, such as loud noises. Some dogs even retrieve a phone to call for help during an anxious moment or remind their owners to take medication. Whatever the dog is trained to do, animal and human form a close bond that helps the dog do the job.

But of all the workers to have a dog, Jensen wondered, would it work for a letter carrier? After all, mailmen and dogs are well-known adversaries.

"For a while I didn't really do anything because... the Postal Service and dogs," Jensen said. "It was different, let's put it that way."

But after doing some research and learning how well trained a service dog can be, he contacted WNYHeroes, a veterans' service organization in Western New York. Through its "Pawsitive for Heroes" program, the group matched him with a dog trainer who started the process of finding and training the right dog.

He also had to get permission from USPS. With the assistance of his



Dwayne Jensen and Beau

Beau's service vest reminds people that the dog is working.



branch, which helped him submit the required documents, USPS approved his request in April after a process that took more than a year and was delayed by the COVID-19 pandemic. A short time later, a dog that was a good match was ready. "I needed a bigger-sized dog because I do a lot of walking," he said. "They found me Beau."

Beau, a shepherd mix, was a rescue from Alabama who had a rough life as a puppy, but who now has a close bond with Jensen as he accompanies the carrier on his route in Olean, NY, 70 miles south of Buffalo. After a 30-day trial period with Beau at his side, the dog proved he was up to the task and was approved to accompany Jensen on the job.

Beau is trained to help Jensen in many ways, including relieving stress. "He can sense if I have anxiety," Jensen said. "He can rub up against me to take my mind off the anxiety so I pay attention to him." Beau stays close to Jensen all the time—it's part of their bond. "I protect him; he protects me," the carrier said.

Defying the stereotype of dogs being aggressive toward mailmen, Beau was happy to come to work at the post office. "He's the only dog I've ever seen to be in the same office with 20 postal uniforms," Jensen said.

"While I'm casing the mail, I have him hooked to the case, and he just lies there the whole time," the carrier said. "He'll go everywhere around with me in the office. When we go to the street, he hops in the front of the mail truck." Beau walks with Jensen to every delivery point on his route.

Jensen's customers know and like Beau, but petting him is not an option—service dogs are working, too, and shouldn't be distracted. Beau wears a vest that reminds people that he's on the job. While some postal customers would like to give Beau attention, most know that it's not allowed.

However, there are ways to let Beau know he's a good boy. "They ask me if he can have a treat, and I say, 'Yes, he can have a treat,'" Jensen said, "but they have to give it to me, and then I have to give it to him, so he knows I'm the one that gives it to him so he won't expect one all the time."

As for other dogs on the route, they don't bother Beau. He's trained to sit when they encounter a dog, Jensen said. It's part of their bond: "He knows if another dog comes out, I'm protecting him."

Thanks to reports about Jensen and Beau in local media outlets, postal customers on his route have helped minimize Beau's contact with other dogs. "It got awareness out to the general public," he said. "I noticed that people are keeping their dogs in a lot better."

Jensen said he hopes that veteran letter carriers and others who need a service dog on their routes can get them based on his experience with gaining approval from the Postal Service for his dog. His branch provides information to carriers who want help with the process. As the news spread, the branch has received inquiries from across the country.



Beau goes everywhere that Jensen goes on his route.

"How we did it is forwarded to any of the carriers who need it," he said.

Beau is classified as a service dog because he is trained to perform certain tasks to help Jensen through the day, such as comforting him in stressful situations. He is different from an emotional support animal, which provides support or comfort for someone but isn't trained to help with specific tasks. Service animals and emotional support animals are sometimes treated differently under the law. As a service dog, Beau has a legal right to accompany Jensen even in places where dogs aren't otherwise allowed, such as businesses on his route.

Business customers don't complain, though, because Beau is a big star in Olean.

"The community loves it. We're walking around and people stop, honk their horns and wave and say how awesome it is. People take our pictures," Jensen said. "It's all been a very good, positive experience." **PR**

In his writing place

For Vincent Wyckoff, it all started with a dinner party years ago.

A question was posed: “If you could do anything for a living, and education and money didn’t matter, what would you do?”

An insurance agent expressed a desire to be a professional dancer; a stay-at-home mother said she’d like to work with the Muppets. When it was Wyckoff’s turn to answer, he said: “If I could do anything, I would probably write books.”

The Minneapolis, MN Branch 9 member’s teenage son said, “Well, why don’t you do that? You always tell me that I can do whatever I want.”

Wyckoff took up the challenge, completed some adult education classes and started writing. He began by writing about what he knew—being a letter carrier. It stemmed from conversations with his family.

“Around the dinner table, you try to get the kids to talk about their day, and nobody would have anything to say,” he said, “so I would generally tell them a story about delivering the mail.”

His wife told him, “You’re writing now, you should write some of these stories down.” After some initial hesitation, he did.

The carrier had the same route for years before retiring in 2014, and delivered mail close to where he lives. “Everybody knew me,” he said. “I used to write for my lunch breaks. I’d stop at the local coffee shop and write.”

Once he finished writing a good number of stories, he reached out to the Minnesota Historical Society, which is also a publisher, to pitch a book.

“This is a neighborhood in Minneapolis, and this is what it looked like, and this is how we delivered the mail, and this is just a snapshot in time,” he told them. “Because in 50 years, or 100 years, we won’t deliver the mail like we do now. This is a way you can look back and you can see a specific place in a specific time, and this is the way it was.”

They wanted to read more, and they soon sent him a contract to publish the book, *Beware of Cat: And Other Encounters of a Letter Carrier*, through the historical society’s Borealis Books in 2007.

“It got that title because, in all those years of delivering mail, when I meet people, one of the first things they ask is, ‘How many times were you bitten by a dog?’” Wyckoff said. “I never got bit by a dog. I did get beat up by a cat one time really bad.”

The customer had a sign stating “Beware of cat,” which he thought was funny—until the cat lunged at him and dug in its claws. Though Wyckoff *did* shed a little blood, “it was mostly just my dignity that was ruined,” he said, adding that everyone had a good laugh when he got back to the station.

The book gave him a little local fame as well as support from longtime customers. “Pretty much my whole route showed up for the first book event,” he said, and when introducing himself to new carriers, he’ll get, “Oh I know you! You wrote that book!”



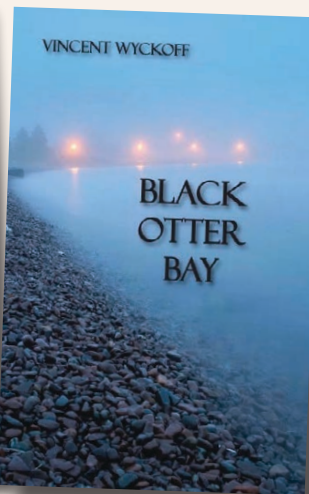
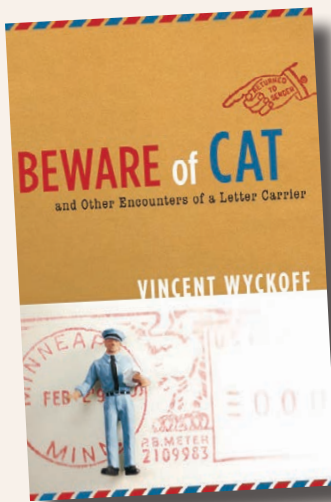
Vincent Wyckoff

Beware of Cat remains popular 15 years later, with one reader calling it “a slice of American life.”

Following retirement from the Postal Service after a quarter century, he pivoted to writing fiction and finished his first novel—which didn’t end up getting published. Some of the feedback he got was that he should try to write a book that appeals to a larger audience.

“I think everybody reads mysteries, so I decided to write a mystery,” he said, and wrote *Black Otter Bay*, set in the rugged Lake Superior area of northern Minnesota, where he lived for a short while after serving in the Army for two years during the Vietnam War era, and before joining the Postal Service.

On the North Shore of the lake, he spent a lot of time in the woods, and knew people—some of whom his characters are based on—who made a living in the woods. Wyckoff was intrigued by how they know so much about how to get around in the woods and how to survive.



A selection of Vincent Wyckoff's books

Vincent Wyckoff before he retired



"It went really well, and I got a publisher right away," said the carrier, who reached out to North Star Press, a small, independent publisher in Minnesota.

The mystery novel, published in 2016, was well received, so he wrote another in the series called *Nightwatchers*, which hit presses in 2020, and recently came out with a third, titled *Refuge from the Sea*. The main character of this latest book finds a journal written by a man who had helped to build a lighthouse 100 years earlier.

"I call it a mystery without a murder," he said, adding, "It's been really fun living with these characters."

He's also written some short stories published in anthologies.

Wyckoff tries to write every morning and he doesn't outline in advance. "I really enjoy the whole process of writing," he says, "and now it's become part of my routine. I sleep on it and in the morning I get up and I kind of have an idea of where I'm going."

For his first novel, he struggled to get a story going about a boy in danger—then, upon waking, realized the character was actually supposed to be a girl. "She told me this whole story," he said.

No matter the subject or setting, Wyckoff said, his books evoke a "sense of place," whether in his own community as in *Cat*, or near a "violent, wild, cold lake" like his mystery series.

The North Shore of Lake Superior is "a pretty brutal climate, it's a rough country, and it's a tough, independent-minded people," he says, "but I

think the relationships, and some of the things that happen, and the way people deal with struggles, it's sort of universal.

"The stories can work anywhere, but they're really rooted to the North Woods locale, and especially Lake Superior," he said, adding, "There's a lot of myths and legends about the lake, and shipwrecks. I try to bring all that into the writing."

Indeed, one reviewer for *Black Otter Bay* said he "appreciated the feel of rock and soil, bark and water, the totally believable rendition of the physical, natural environment side by side with the human community."

Wyckoff credits his son for giving him the push to do something he's passionate about. He hopes to continue writing, with the goal of publishing a book every two years or so. He has ideas aplenty to keep him going. "I'll never get to all of them," he said.

And he still likes to write in coffee shops in retirement. "I need to have some of that energy going on around me, even though I'm not part of it," he said.

Since his latest book came out in September, he's been taking a short break from writing daily, as he gets back into promotional events such as readings and book signings in Minnesota and Wisconsin, something that didn't happen for his previous book due to the pandemic. He's also trying to get an agent.

Once the promotional work of the book dies down, he plans to get back to work on his next novel.

In addition to continuing the Otter Bay series, Wyckoff's next book will be historical fiction "about the demise of American Indian culture," based on the farmer co-ops developed in western Minnesota.

"There is a lot of research I want to get right," he said, possibly requiring an extra year to finish, "but I'm enjoying it. I'm learning a lot and the characters I've developed—I'm just really having a gas writing about them."

There's also a biography about a woman he knows who lived in Italy and fought in the resistance during World War II. "She asked me if I would write it for her before she died," he said, "and she dictated her whole life story to me. It's an incredible, larger-than-life, crazy, wild story of a 100-year-old woman and what she did in her lifetime. I would like to write that sometime."

Wyckoff no longer takes writing classes, but he still is part of a writers group that meets for encouragement and to help each other with publishing and marketing.

One thing is for sure: His letter carrier roots will always show through and inspire him.

"I want to try to write some more about the neighborhood and my relationship with some people, not only the patrons on my route, but other people I know in the neighborhood," he said. "Whether it could turn out to be a mystery set here, I don't know, but at some point, I'd like to do that." **PR**

To learn more about Wyckoff's writing, visit vincentwyckoff.com.

Full-time advocates appointed

James Frankford was recently appointed as a full-time advocate (FTA). FTAs are new positions created by President Fredric Rolando as additional resources to represent NALC members in arbitration. Frankford, a member of Vancouver, WA Branch 1104, carried the mail in Anchorage, AK, beginning in 1997, before transferring to Vancouver in 2020. He served as a shop steward and Formal A representative for Anchorage Branch 4319, and was elected branch vice president in 2016, a position he held until transferring. He has served as a national assigned assistant/arbitration advocate for Region 2 since 2017. Frankford served in the Marine Corps before joining the Postal Service. He graduated from the NALC Leadership Academy in 2022.



James Frankford

Jon Calloway of Springfield, IL Branch 80 was also appointed as an FTA. Calloway began his letter carrier career in Decatur, IL, in 2005, transferring to Springfield in 2008. He has served Branch 80 as a shop steward, Formal A representative and route adjustment coordinator. He served as branch vice president beginning in 2013 and then became branch president in 2016, a position he held



Jon Calloway

until last year. Calloway graduated from the NALC Leadership Academy in 2015, and began arbitrating cases in 2016.

Michael Murray of Boston, MA Branch 34 was appointed as a third FTA. Murray, who began carrying mail in 1996, was elected president of his branch in March. He previously served his branch as a shop steward, sergeant-at-arms, branch organizer, Formal A representative, arbitration advocate and route inspection team member, before becoming secretary-treasurer in 2016. He was appointed treasurer of the Massachusetts State Association of Letter Carriers in 2010. Murray graduated from the NALC Leadership Academy in 2014, and he served in the Coast Guard and the Army National Guard.



Michael Murray

In addition to the FTAs, President Rolando appointed **Jazmin Correa** of Lancaster, CA Branch 4430 as an assistant to the president (ATTP)



Jazmin Correa

for contract administration at NALC Headquarters. Correa began carrying the mail in 2006. She served her branch as a shop steward and food drive coordinator and was elected

branch vice president in 2021. She also is a dispute resolution team (DRT) member.

Carrier donates kidney to woman in need

Letter carriers see yard signs on their routes every day, but not all of them help save a life. When **Matthew Duncan** spotted a sign on his route in November of 2021 that said, “KC Needs a Kidney,” he felt the need to act.

“I’ve seen signs and stuff before, but this time it felt like maybe I should do something,” the carrier, a member of Portland, OR Branch 82 and a Marine veteran, said.

Duncan went to the website listed on the sign, which took him to a local organ donation center, where he signed up for testing to see if he was a suitable donor for the woman who needed a kidney. Her name was KC Strader of Sherwood, OR, just outside Portland, and she was suffering from a life-threatening kidney disease. Duncan didn’t know KC and she wasn’t on his route—Strader’s friends and family had organized an advertising campaign to search for donor candidates, and the yard sign was part of that effort.

Matthew Duncan with KC Strader



An “altruistic” donation—the giving of an organ to a stranger—required a few extra steps. “You go through a huge amount of tests,” he said. “They wanted to make extra sure I was healthy. I went through every possible test you can think of.” The tests include screening for a tissue match to ensure that the donated kidney will not be rejected by the recipient and to ensure that the donor, and the donated kidney, are healthy and disease-free. The donation center also ensured throughout the process that Duncan understood the risks and was willing to follow through. Although most people have two kidneys, the National Kidney Foundation says that people with just one kidney can live normal, healthy lives.

Duncan, a 20-year carrier, is in his 50s, but he says that donors of his age are preferred because many kidney diseases can develop later in life, so older donors who have passed the age that those kidney diseases emerge are likely to have healthy kidneys.

As he went through a battery of questions and tests, the donation center told him he probably wouldn’t be a match for KC, but perhaps he would be a match for someone else who needed a kidney.

“But the craziest thing was I ended up being a direct match for her,” Duncan said. “Then I thought, ‘I have to do it.’ ”

After about three months of preparation, “you go under the knife and you’re minus a kidney,” he said. He underwent the donation surgery, which took nearly five hours, in March.

Recovery took about two months. Duncan took two weeks of administrative leave that USPS provides for employees who donate organs, and then his own sick leave. As a letter carrier

who walks many miles a day, he was in good shape and bounced back quickly, but because it was abdominal surgery, there was a restriction on how much he could lift, and that’s what kept him home longer.

The remaining kidney, he added, increases urine production to take up 25 to 30 percent of the slack when the other one is removed, so living with only one is easier than it sounds.

Duncan’s kidney donation came at a time when organ donation has reached a milestone: This year, the one millionth organ donation in the United States was performed. The first successful organ donation surgery occurred in 1954, according to the United Network for Organ Sharing, a group that coordinates organ donations nationwide.

Saving the life of a stranger through organ donation was a gratifying experience, Duncan said. “It feels like such a simple thing that any one of us could do,” he said. “It felt really good.” It’s not his first time. In 2008, Duncan donated bone marrow.

Since KC and Duncan were not family, they were not allowed to meet until a few months after the surgery. “She’s a really awesome person and just living her best life,” Duncan said.

“He is amazing and I’m so grateful and thankful for his gift and what he has done for me,” Strader wrote on the “Find KC a Kidney” Facebook page after meeting Duncan. “He is my angel and the person I prayed for.” Strader urged others to consider a kidney donation.

As Duncan delivers his route and travels around Sherwood, he occasionally sees some of the “KC Needs a Kidney” signs still standing—but with the “Needs” crossed out and replaced with “Got.” **PR**



THANK YOU

In this special veterans-focused issue of *The Postal Record*, we honor the veterans in our ranks and list the members of the NALC Veterans Group. We also bring you stories of individual veterans. We report on a Vietnam-era vet and retired letter carrier who writes mystery novels (see page 18). We tell the story of a veteran who, after seeing a sign seeking a kidney donor on his route, saved the life of a stranger by donating one of his kidneys (see page 20). And we write about a carrier whose service dog accompanies him as he cases the mail and delivers his route, helping him overcome anxiety resulting from his service in the Gulf War (see page 16).

Each year on Nov. 11, America honors its military veterans. Veterans Day is the holiday set aside to celebrate the men and women who served in the armed forces, whether active duty, reserves or National Guard, and to reflect on their sacrifices.

About 1 in 5 active and retired letter carriers are veterans. To recognize their service and provide them with resources, the union created the NALC Veterans Group in 2015. Since then, membership has grown to 18,273 veteran letter carriers who stand ready to help other veterans.

“NALC honors our veterans—every day of the year—through the NALC Veterans Group,” NALC President Fredric Rolando said. “Though they’ve traded uniforms, veteran letter carriers still serve their country with their can-do attitudes.”

The list that follows consists of members of the NALC Veterans Group—it is not a list of all veterans in the NALC. Information on joining the NALC Veterans Group is included in this article.

Membership in the Veterans Group provides access to information and tools specific to veterans’ rights and benefits.

The Postal Service, as one of the largest civilian employers of military veterans, is the beneficiary of the

commitment and reliability of veterans. This same level of devotion and allegiance also has made the NALC Veterans Group one of the strongest and most successful of veteran organizations in the labor movement.

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

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

The Veterans Group saluted all veterans at the 2022 NALC Biennial Convention in Chicago with a Letter Carrier Cheer. In addition, Veterans Group members held a ruck march fundraising event on the shore of Lake Michigan, raising \$26,244 in donations to aid homeless veterans in the Chicago area and to help empower other veterans to take control of their transition to civilian living. NALC matched that amount, bringing the total donation to \$52,488.

Membership in the Veterans Group is open to any NALC member or Auxiliary member with past or current military service. **Membership is not automatic—NALC does not have a record of every member who is a veteran.** To join, go to nalc.org/veterans and fill out and print the membership form, then mail the completed application to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144 or go to nalc.org/member-benefits/join-the-nalc-veterans-group to send an email.

Upon joining the Veterans Group, members receive a lapel pin as a symbol of gratitude for their military service and membership in NALC. They also receive the *NALC Veterans Guide*, a handbook full of valuable information for active and retired carriers who



You continue to serve your country—
THANK YOU!

Free
to join

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

FOR YOUR SERVICE

are veterans or are currently serving in a reserve component of the armed forces or in the National Guard.

Veterans Group members also may purchase exclusive merchandise from the NALC Store. This includes the new army green dri-fit Veterans shirt and black camo ruck march shirt. Remember: the purchase of these items allow us to do new Veterans Group projects at national conventions.

To shop, go to nalc.org/store. All products are union-made in the USA.

The Veterans Group has compiled useful resources for members and keeps up with the latest news related to veterans. The resources include detailed information about:

- Veterans' preference in federal and postal hiring.
- Retirement credit for military service. Known as "military buy-back," credit for military service allows letter carriers and other federal employees who are veterans to receive credit for their military service time, to be added to their years of civil service with the government, increasing their retirement annuity.

- The Uniformed Services Employment and Reemployment Rights Act (USERRA). This law protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA prohibits employers from discriminating against past and present members of the uniformed services.
- Military and Wounded Warriors leave.
- Medical and mental health rights and resources.
- Dual coverage for workers' compensation under the Office of Workers' Compensation Programs and Department of Veterans Affairs.

Full information is available in the NALC *Veterans Guide*.

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

To recognize the veterans in our ranks who have joined the NALC Veterans Group, the names of the members as of Oct. 6 are listed in this special Veterans Day issue.

The list on the pages that follow are members of the NALC Veterans Group. If you're a veteran and your name doesn't appear in this list, use the sign-up card on page 22 to join the NALC Veterans Group.

ALABAMA

Br. 106, Montgomery

Darryl L. Brantley
Joseph B. Brown Jr.
Booker T. Carroll
Walter W. Colburn
Charles W. Doucet
Charles L. Duncan
Marilyn Evans
Artegas L. Felder
Henry J. Horn
Russell C. Hudson
Christopher D. Lambert
Joseph A. Lewis
Marta L. Mass
Robert H. McSwain
Cavanaugh Moore
Ralph G. Norman
Carmen D. Penny
Ronald A. Reader
Henry L. Robinson
Lloyd M. Sager
Charlie W. Wood

Br. 448, Anniston

Glenn E. Gilbert
Terry Hall
Gary W. Hill
George F. Rivers
Bridget P. Sheats
Willie C. Wall

Br. 462, Huntsville

Wanda M. Davis
Kenneth C. Harper
Eric D. Hawes
Steven E. Horison
David T. Jefferson
William E. Johnson
Mary J. Jones
Timothy A. Kirkland
Freddie L. Moore
Randall L. Morgan
Billy Parks
James E. Petty Jr.
John D. Rodgers
James H. Simmons
Noah S. Wells Jr.
Scott W. White

Br. 469, Mobile

Charles J. Anderson
Dale A. Berry
Neely D. Clinton
Gene A. Coker Jr.
Kenneth D. Crowley
Willie D. Dunning III
James Houston
Richard L. James
Benjamin L. Johnson
Derrick W. Johnson
Marcia E. Johnson
Vincent L. Lang
Wakeshia L. Lawson

Johnny W. Martin
James G. Mosby
Harold W. Ray
Michael T. Reed
Jim E. Rivers
Edward G. Roebuck
Nashid A. Rushdan
John E. Shears
Willie J. Shiver
Roger G. Stephenson
Kirt L. Stokes
Johnny W. Swilley
Reginald D. Thomas
Robert A. Tolson
Dana D. Toney
Michael H. Wade
Johnny Watson
Eugene Williams
Lakia B. Williams

Br. 530, Birmingham

Terry L. Baldwin
Anthony B. Barganier
Duane M. Barnes
Beverly R. Beacham
Roderick L. Belsler
James M. Blackburn
Timothy J. Brewer
Cedrick E. Brooks
David B. Brown
Herman D. Bryant Jr.
Clifford A. Burns

Mark A. Calhoun
Robert E. Chandler
Felix D. Chapple
Willie A. Clements
Kenneth A. Cleveland
Tommy Q. Demedicos
Samuel F. Edwards
Roosevelt Gillispie
Herbert A. Hammond
Sandra T. Harris
John E. Hedgepeth
Tarvalarr A. Herron
Otis F. Horn
Jimmie L. Hudson Jr.
Willie J. Hudson Jr.
Jimmy L. Johnekins
Jackie L. Jones
Lewis H. King
Norma J. King
Ray A. Lawrence Sr.
Roger D. Lawson
Crystal M. Lawton
Wayne D. Marbury
Tambalyn L. Mason
James N. McKee
Reuben A. Melton
Keith F. Nelson
Luis M. Pagan
Christopher J. Reed
Larry C. Spencer
Louis A. Trapolino Jr.
Carmalita V. Turner

Leonard J. Walton Jr.
Michael A. Warren
Christopher W. Waters
Michael D. Waters
William E. Whitner III
G. W. Williams

Br. 892, Florence

Larry O. Bevis
Thomas R. Britnell
Richard A. Davis
Danny N. Frost
Steven B. McCrary
Ronald L. Moss
Thomas E. Predmore
Joseph C. Spurgeon
Wally E. Thigpen Jr.
Glenn R. Winkelmann

Br. 937, Bessemer

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Armstead Herndon
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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.

Proud to Serve

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

Honoring heroic carriers

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

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

Carrier takes charge, saves girl using CPR

After delivering on his route on June 15, Colorado Springs, CO Branch 204 member **Kimberly Smith**—who goes by “Smitty”—headed back to the post office, where he learned that one of his scans had failed. He went back to the apartment complex where he had delivered the package, but found nobody in the leasing office.

Outside, he found the leasing manager soaking wet, and she asked, “Smitty, do you know how to do CPR?”

Smith knew immediately that there was an emergency at the apartment's pool. He ran to the pool and saw a teenage girl lying face down with bystanders watching helplessly.

“I guess my military instincts kicked in,” said the 66-year-old Army veteran who first learned CPR in the Army.

Smith squeezed the girl's chest to expel water from the woman's lungs, and after ensuring that her airway was clear, began chest compressions.

“I was telling myself, ‘This young lady can't die today,’ ” he said.

As he heard sirens that signaled the approach of paramedics, the teenager regained consciousness. Once the paramedics arrived and took over her care, Smith scanned the package and went back to the post office.

He met the grateful woman and her family a few weeks later—she had suffered no permanent ill effects.

After media reports about the incident, the people on Smith's route have hailed him as a hero. “The customers have been showing me so much love,” he said. “I was humbled to be in the right place at the right time,” he added, “and the man upstairs made that possible.”

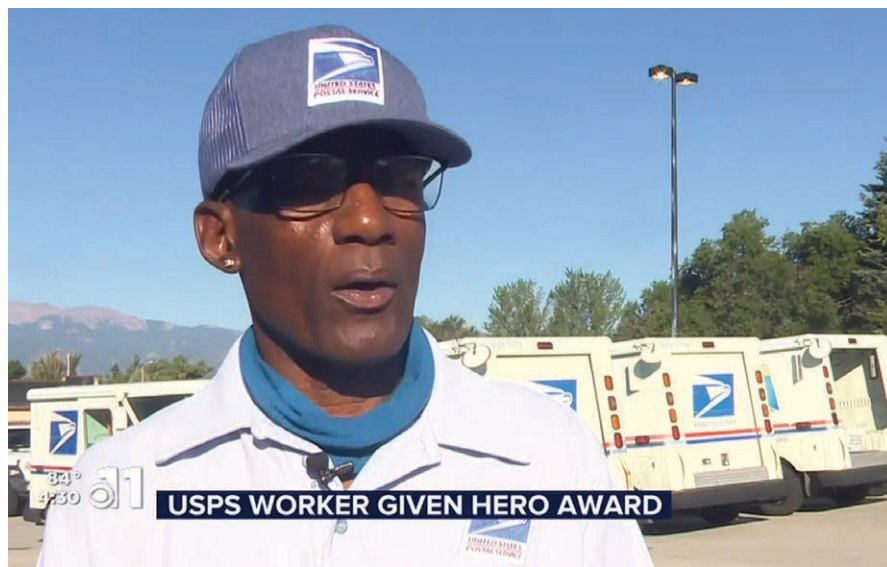
Still, saving a life is an amazing feeling, he said: “I could hit the lottery and it wouldn't be like this.”

Convention delegates look out for kidnapped child

On Aug. 10, four delegates from Oklahoma City Branch 458 to the 2022 NALC national convention in Chicago were returning to the McCormick Place Convention Center when they saw two cars driving erratically in front of the convention center.

“We heard a commotion between two vehicles,” seven-year carrier **Eric Beu** said. The cars were honking at each other and driving recklessly.

Kimberly “Smitty” Smith told the local CBS affiliate about rescuing a teenage girl.



The convention delegates who rescued a kidnapped toddler, from l: Casey Ritchie, Eric Beu, Meagan Sperling and Jeremiah Grant



“It looked like road rage,” added delegate **Casey Ritchie**, a six-year carrier.

They watched as the driver of one car abandoned it, still running, in the middle of the street and hopped in the other car, which made a U-turn

and sped away. The carriers surmised that it was a stolen car that had been ditched.

Meagan Sperling, an eight-year carrier, approached the remaining car to investigate—and spotted something shocking inside.

Help on the way

In June, retired carrier **Wendell Obernyer** was enjoying Ashtabula, OH Branch 482’s annual steak fry with Branch Vice President **David Landis**. Walking with Landis to sit at a table, Obernyer—who carried the mail for 34 years before retiring a decade ago—noticed that Landis was choking. Nobody else in the room had detected the problem. At first, Obernyer asked if anyone else could help, but then his instincts from CPR training kicked in. He stood behind Landis and did the Heimlich maneuver, dislodging the food from Landis’s windpipe. “It came out just like that,” Obernyer said. “He was hurting for air at that point.” A grateful Landis thanked Obernyer for saving his life.

Erie, PA Branch 284 member **Tim Getz** was in his truck on one of his routes as a T-6 in June when he heard screaming. He wasn’t sure whether someone was fighting or in trouble, but he followed the sound to the back of a house just to be sure. There he saw a woman in a pool. She was in a panic, holding an unconscious teen-age girl. A former volunteer

firefighter, Getz sprang into action. He helped the woman pull the girl out of the pool, and then he began CPR while the woman called 911. Getz performed chest compressions for about five minutes until the fire department arrived and took over the life-saving efforts. Despite Getz’s efforts, the girl died that evening at the hospital, but there was a silver lining: The family contacted Getz through Facebook to thank him and meet with him, and they told Getz that because of his efforts, the girl had survived on a ventilator long enough for her father to reach the hospital and see her while she was still alive. “That made me feel a lot better,” Getz said.

At a stop for gasoline for her postal truck in June, **Sherry Angel** spotted a woman trying to drag an unconscious man into a car. Angel, a member of Greensboro, NC Branch 630 since 2014, is trained in CPR. “Someone had to take ownership of the situation,” she said. Angel assessed the man’s pulse and breathing. The man was not breathing and his pulse was very faint. Angel asked bystanders to

call 911 as she began performing CPR, hoping to keep the man alive until paramedics arrived. “All of a sudden, he started breathing,” she said. “Then I heard a sweet sound.” Sirens announced the arrival of EMTs to take over. They determined that the man had overdosed; they administered Narcan and he woke up. The woman who had tried to drag the man into the car was his companion. Before returning to her route, Angel said that she told the now-conscious man that he had almost lost his life to drug abuse.

On Saturday, June 18, Houston, TX Branch 283 member **Rosie Taylor** heard crying coming from one of the apartments on her route. She knocked on the door and a woman came to answer it, holding a newborn baby. “She was speaking Spanish,” Taylor said, “and I didn’t know what she was saying.” She was gesturing frantically toward the baby. Taylor

knew a neighbor who spoke Spanish and English, so she ran to her apartment to summon the neighbor, who came to help and explained that the woman was crying “My baby’s dead!” Taylor called 911 and followed the instructions of the dispatcher, who told them to hold the baby sitting up and rub her neck to get her to breathe. The frantic mother followed the instructions, and the baby began breathing again. Paramedics arrived and took the baby to the hospital, and Taylor continued on her route. The carrier said she sees the thriving baby nearly every day on her route. **PR**



Rosie Taylor

“There’s a baby inside!” she yelled. A 1-year-old boy was strapped into a car seat in the back of the vehicle.

The fourth carrier in the group, **Jeremiah Grant**, had already begun to call 911, but the child made the call more urgent. With Ritchie relaying their location to Grant to tell the police dispatcher, Sperling looked after the child. Beu reached in and turned on the car’s hazard lights, while Sperling, concerned about the child’s safety, took the toddler out of the car and held him.

Chicago police already had been searching for the car with the child inside, and officers arrived quickly with the boy’s father. Sperling handed the boy over to the father and, after the four carriers gave their statements to police, they went back to the convention center floor.

Beu was previously recognized as a 2020 NALC Hero of the Year after he and another carrier from the same branch helped a lost, hungry man who was blind find his way home.

Child cries for help, carrier saves mother

On a hot Saturday morning in July, **Andrew Russell** of Denver, CO Branch

47 was trudging up a hill on his route when he spotted a car pulled over. He didn’t think anything of it until he heard a child screaming from the car, “My mother’s dead! My mother’s not moving!”

Russell ran to the car and found a woman unconscious in the driver’s seat. He tried to revive her but couldn’t. The car was still running, so he took the little girl who had screamed out of the car for her safety and called 911.

EMTs arrived quickly and were able to coax the woman to wake up, and they learned that she had taken fentanyl. The child, age 6, was soon united with a family member.

After calling his supervisor to report the incident, Russell continued on his route. “It was definitely a different start to the day,” he said. “It certainly could have been a lot worse.”

Missing girl back home thanks to carrier

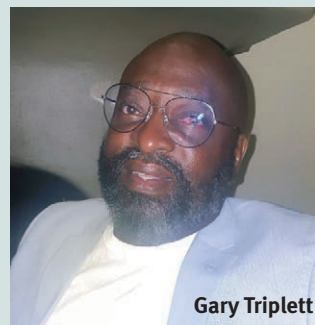
Caleb Fronk didn’t pay much attention to a report about a missing girl he saw on Facebook while on his break last June. He certainly didn’t expect to find her. But after his break, Fronk kept an eye out and spotted the 7-year-old

Neighborhood watch

In August, at the end of his workday, **Gary Triplett** of Baton Rouge, LA Branch 129 was driving his mail truck in rush-hour traffic on a six-lane highway when he spotted a small girl wandering in the middle of the road. As cars swerved to avoid her, Triplett, a 22-year carrier and former Army Reserves mem-

ber, took action. “Everybody else was panicking,” he said of other drivers. He stopped his truck in traffic and rushed to grab the toddler. Standing on the median with her in his arms, Triplett called police. The child’s mother was in a nearby beauty shop, and when she came outside, Triplett handed the child to

her. Police arrived to investigate, and they arrested the mother for improper supervision of a minor. Triplett said he had acted on instinct. “That’s what we do as letter carriers,” Triplett said. “We’re out here in the middle of a lot of dangerous situations—we’re like guardians out here.” **PR**



Gary Triplett

girl with autism wandering down the street alone.

Fronk, a city carrier assistant and Rochester, NY Branch 210 member, turned his truck around to help the little girl. He was surprised that nobody else had stopped to help.

The girl didn't seem to care about being lost and kept walking. "I tried to get her to stop," he said.

Fronk told her that her mother was looking for her, but that didn't work—"She said, 'OK, bye,' and kept going," Fronk said. So he offered her a seat in his mail truck, and she obliged.

Fronk called 911 and tried to distract the girl to keep her seated while he waited for police to arrive. The girl told him she was looking for her missing cat.

She was a long way from home, Fronk said, and not far from an interstate highway, so he was glad to have found her when he did. Police arrived with the girl's mother a few minutes later.

Fronk doesn't have children, but said that he knows that parents need people like him keeping an eye out in their neighborhoods. "I can only imagine the fear of missing a child," Fronk said.

Carrier saves family from rising floodwater

Delivering the mail on his route on a rainy July day, St. Louis, MO Branch 343 member **Darren Hale** spotted a family trapped inside their home by flood waters. The area was experiencing a storm that produced record rainfall amounts, causing flash floods and two deaths.

Cheryl Jackson's 11-year-old daughter had called her mother at work for help as water began to flood their home. Jackson had raced home, arriving just as Hale was on her street.

Hale leaped into action and helped

get Jackson's two children and their elderly grandfather out of the house to safety. The water, Hale said, was at knee level and rising.

Hale also rescued a neighbor's dog from the home next door.

"It's just crazy to me that somebody who doesn't even know me was like, 'I'm here for you. Don't worry about it.' He made me feel safe," Jackson told the local Fox news affiliate. She and her kids hugged Hale the next time they saw him on his route.

"I feel good knowing I helped," Hale said. "I'm just glad everybody's all right."

Spotting smoke, carrier rescues couple from fire

Joshua Cirrito was out on his route last June when he spotted smoke coming from an attic vent of a home.

Cirrito, a member of Buffalo-Western New York Branch 3, banged on the door. An elderly woman answered. She and her husband, Cirrito said, "were completely unaware" of the fire.

Cirrito helped her and her disabled husband leave the house and called 911, waiting until the fire department arrived to return to his route.

He checked on the couple's house later that day and learned that, though the house was damaged, firefighters were able to save it. The couple later sent him a thank-you card and called his supervisor.

"It felt pretty good" to save the couple's home and possibly their lives, Cirrito said. "They were very grateful." **PR**



Darren Hale

Eye on the elderly

On his route, Sparks, NV Branch 2778 member **Jason Sinski**, who has carried mail since 2013, heard a woman screaming, "Where are you?" Sinski ran toward the screams, which were coming from a customer's backyard. An elderly woman was trying to find her husband, who was calling out for help. Sinski located the man with his head trapped in a box holding wiring for a sprinkler system. The man had been working in the box and his head became tangled in the wires, with his face in a puddle of water. Sinski helped free the man. The grateful man said he had slipped and fell in the box and had been trapped for an hour. His wife had called 911, so Sinski stayed until paramedics arrived before continuing his route. "It's surreal when you find yourself in that situation," Sinski said. "It's really cool that you can help someone in their time of need." **PR**

Letter Carrier Political Fund



**Brian
Renfroe**

As we near the end of this Congress, it is a good time to reflect on what we have achieved legislatively and politically over the last two years and why. In 2021, Congress passed legislation that provided financial relief for the Postal Service during the COVID-19 pandemic. In 2022, history-making postal reform was signed into law that finally eliminated the crushing mandate for USPS to pre-fund future retiree health benefits and drastically improved the financial outlook for our employer. Finally, Congress passed a bill to combat inflation that included an appropriation of \$3 billion for USPS to buy electric vehicles as part of the Next Generation Delivery Vehicle project.

All if this was made possible by the activism of NALC members both in Washington, DC, and in every congressional district across the country. It was also fueled by NALC's political action committee (PAC), called the Letter Carrier Political Fund (LCPF). Let's take a look at its history.

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

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

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

Letter carriers helped make the difference for passage of FMLA. The law protects those with certain medical conditions that cause them to miss work. While it's something most take for granted today, it was not the case prior to 1993.

Throughout the 1990s and early 2000s, NALC's legislative and political efforts were continuously strengthened and be-

came more sophisticated. We successfully fought off countless attacks on our jobs and the Postal Service thrived.

The economic recession and electronic diversion of First-Class Mail dealt a significant blow to Postal Service revenue in the late 2000s. This revenue loss, due to the decline in First-Class Mail volume and with the mandate to pre-fund future retiree health benefits, led to many on Capitol Hill attacking our jobs, including several unsuccessful attempts to eliminate Saturday mail delivery and door delivery. Our members' activism and the hard work of our officers and legislative staff on Capitol Hill fought off these attacks.

Our secret weapon was our ability to reach, maintain and build more relationships through COLCPE. In 2015, COLCPE was renamed the Letter Carrier Political Fund so its name better represented its purpose and mission. LCPF money continues to be used to support our efforts on Capitol Hill every day—including the victories in this Congress that I mentioned to start this column.

While the name has changed, LCPF continues to be bipartisan. Republicans, Democrats and independents receive our support if they support letter carriers, plain and simple. Our PAC is one example of how thousands of us contribute a little bit to build our collective influence.

Contributing to LCPF is the easiest step an NALC member can take to participate in NALC's political efforts to influence members of Congress to protect our jobs. As we continue to work to achieve our legislative priorities, there has never been a better time than now for each member to make a small contribution to LCPF. The easiest and most convenient way to participate is through automatic payroll deduction for active letter carriers and automatic deduction from the monthly annuity for retirees.

For more information or to sign up to become a contributor, please go to nalc.org/pac or call the NALC Department of Legislative and Political Affairs at 202-393-4695.

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

Back in the saddle



James D. Henry

The first post-COVID-19 NALC Arbitration Advocate training was held Oct. 2-8 at the Maritime Institute just outside Baltimore, MD. There were 16 qualified applicants representing 11 regions who were selected to participate in this intense training experience.

I led the training with class facilitators National Business Agent David Teegarden (Region 5), Regional Administrative Assistant Shawn Boyd (Region 10, NBA-elect), RAA Jeff Frazee (Region 1) and Assistant to the President Greg Dixon. Assistants to the President Danielle Fake-Moorman and Jazmin Correa served as assistant facilitators.

The training is designed for NALC activists who already have experience representing letter carriers in the grievance procedure. The training covers a wide range of topics related to successfully presenting grievances in regional arbitration. Topics include developing a theory of the case, establishing the burden of proof, preparing the case file, writing opening statements, researching the issue, researching the arbitrator, researching citations, writing pre-arbitration settlements, reaching appropriate remedies, preparing witnesses, making objections, making closing arguments and preparing post-hearing briefs.

Every participant had multiple opportunities to practice these skills over the course of the week. They were also challenged by having to present grievances at two mock hearings. The mock hearings were followed by a roundtable discussion with our panel of arbitrators, who gave the class valuable takeaways and techniques that will sharpen their skills as advocates.

If you are interested in becoming an arbitration advocate, reach out to your NBA for an application.

Congratulations to the graduates of this class. We look forward to you being warriors for the rights of letter carriers all over the country.

Veterans Day

As a retired Marine, I want to send my kindest regards to all of the brave veterans who served our country with honor. Army, Navy, Air Force, Marine Corps, Coast Guard and National Guard veterans are the salt of the earth and make this country great. Thank you, brothers and sisters, for your service and sacrifice. You are all heroes in my book.



Important reminders



**Nicole
Rhine**

Open Season for choosing a health benefit plan is Nov. 14 to Dec. 12, and I encourage all NALC members to consider enrolling in the NALC Health Benefit Plan—the NALC’s own union-run health benefit plan. NALC health benefit representatives and branch officers are reminded that any USPS employee, regardless of bargaining or non-bargaining status, must be a full dues-paying member of the NALC when enrolled in the NALC Health Benefit Plan.

A common misunderstanding is that a postal employee must already be a member of NALC in order to choose the NALC Health Benefit Plan during Open Season, but

that is not the case. Any postal employee can select the NALC Health Benefit Plan during Open Season; however, the employee must join the NALC in order to maintain his or her insurance through the NALC Health Benefit Plan.

Under Article 22 of the *NALC Constitution*, a Health Benefit Plan membership (often referred to as an “Associate Membership”) applies only to retirees who did not maintain their membership in the NALC upon retirement and to all non-postal federal employees. These enrollees of the NALC Health Benefit Plan pay yearly dues of \$36, which are billed directly from Headquarters in the early part of the year.

Branch mergers

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

Buy union

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

Dues rosters and retiree lists

Branch 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.

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

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

Changes of officers

Branches and state associations are asked to please notify the Office of the Secretary-Treasurer in writing as soon as possible after a change of officers. This can be done via a letter or, for branches, by filling out a “Branch Information Record” card. New officers will not begin to receive their mail from Headquarters until NALC is notified of their names, titles and addresses. NALC’s membership database stores the names of branch and state presidents, and secretaries and treasurers, and the information in the database is used for mailings and for access to dues roster information on the Member’s Only portal as well as other membership-related programs.

National conventions

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

Veterans Day

Although I am not a veteran, I am profoundly honored that so many of our members are and that I get the opportunity to represent our veterans as a national officer. Let’s all be sure to thank the men and women who have served in our military for the sacrifices they and their families have made for this great country.

Electronic bylaws submission method



**Paul
Barner**

Article 15 of the *NALC Constitution* sets forth rules that branches and state associations must follow to approve a change in their bylaws. Branch or state associations bylaws may contain additional provisions. After the proposed bylaws have been approved by the branch or state association, the proposed changes must be submitted to the Committee of Laws for approval.

Over a year ago, NALC developed an electronic bylaw submission method accessed through the Members Only portal on the NALC website. This database will also begin the process of creating

an electronic library of branch and state association bylaw submissions and the resulting rulings by the Committee of Laws that will be accessible to branches and state associations.

To access the bylaws database, branch and state association presidents, secretaries and treasurers can go to the NALC website at nalc.org and log on to the Members Only portal. Once logged in to the Members Only portal, click the “By-Laws” button, which will access the “Maintain By-Laws” page of the database. From there, bylaws can be created or amended and submitted to the Committee of Laws for action. Bylaw proposal language can be typed directly into the program or copied and pasted. A PDF copy of current bylaws can be submitted by using drag and drop into the database. After the file has been successfully uploaded, a “File Uploaded Complete” verification will appear. Files can be reviewed by clicking the “View Your Uploaded File” tab. Before submitting requests, please ensure that the correct branch information is provided, article and section identifiers are entered for the corresponding bylaw provision or proposed change, and a complete copy of the latest version of bylaws is uploaded into the portal. A detailed PDF tutorial is available for download at every step of the “Maintain By-Laws” application.

Once the Committee of Laws renders its decision, the portal will be updated allowing for viewing of the decision(s) of the committee. A hard copy of the committee’s decision also will be mailed to the address of record of the submitting branch or state association.

The new electronic bylaws submission database is intended to offer an alternative for submitting bylaw proposals for review by the Committee of Laws. Branches and state associations may continue to submit bylaw proposals by mail. Regardless of the submission method, the historical library of bylaw submissions and corresponding decisions from the Committee of Laws will be available for view. Branches and state associations will not be able to view other branch or state association bylaw proposals or those corresponding decisions from the Committee of Laws.

In addition to the electronic format, the NALC will continue to make available a form to make submissions convenient for branches and state associations. The forms and instructions can be found on the NALC website at nalc.org.

“Over a year ago, NALC developed an electronic bylaw submission method accessed through the Members Only portal on the NALC website. This database will also begin the process of creating an electronic library of branch and state association bylaw submissions and the resulting rulings by the Committee of Laws that will be accessible to branches and state associations.”

Once on the homepage, click “Union Administration,” then click on the assistant secretary-treasurer page. There will be a link for “Branch By-Law Changes.” Click this link to find links for the bylaw form that the NALC has made available. The PDF form is executable, allowing it to be completed online and printed out. A non-fillable version of the form also can be accessed by clicking the second form link. This version of the form can be printed and completed manually. Both forms can be used on any operating system (PC, Mac, Linux, etc.). To assist you, there also is an instruction page.

(continued on next page)

Bylaws (continued)

The text space on the form used for entering current and proposed bylaws is not very big. Sometimes a very small font is required to accommodate the required verbiage. When this occurs, please attach a separate sheet in a larger font to the form so it can be more easily read or use multiple forms for the same section.

All parts of the form must be completed, including the date of the first reading/notification, the date of the vote and the signature of a branch officer or state association. Please make sure to include a contact phone number in case the Committee of Laws needs more information.

The exact wording of the prior language must be included along with exact wording of the new language. A general description of the intended change is not adequate. If the prior language has been deleted, write “deleted” in the new language box. If the proposed language is new, write “new” in the current language box. Submit the form along with two copies of your current bylaws to: Assistant Secretary-Treasurer, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Once received, the bylaws are uploaded into the bylaws database, and previous correspondence from the Committee of Laws to the branch/state association is attached for review by the assistant secretary-treasurer, who then makes a recommendation to the Committee of Laws. The current members of the Committee of Laws are: Manuel L. Peralta Jr., James “Jim” Yates and Paul Barner, chairperson.

“The exact wording of the prior language must be included along with exact wording of the new language. A general description of the intended change is not adequate. If the prior language has been deleted, write ‘deleted’ in the new language box. If the proposed language is new, write ‘new’ in the current language box.”

The Committee of Laws has three possible decisions that can be rendered when reviewing proposed changes. They are: approved, approved with exception(s) or in conflict with the *National Constitution*.

“Approved with exception(s)” means the item(s) listed as exception(s) are in conflict and not approved. To remedy the exception(s) and amend the bylaws, the entire

“A common problem with the process involves forms not being filled out correctly. The committee needs exact language for both the old and new language. Each section where there is a word change needs to be listed. If, for example, you are changing every reference of vice president to executive vice president, it is not proper to write your intention to change every reference. You must list each reference with the old and new language.”

process addressed in Article 15 of the *NALC Constitution* must be completed again (submitting, notifying, voting and mailing to the Committee of Laws).

A common problem with the process involves forms not being filled out correctly. The committee needs exact language for both the old and new language. Each section where there is a word change needs to be listed. If, for example, you are changing every reference of vice president to executive vice president, it is not proper to write your intention to change every reference. You must list each reference with the old and new language. (It is helpful if you **bold** only the new language changes.)

Provisions in bylaws may not be implemented without the approval of the Committee of Laws, pursuant to Article 15. Exceptions are bylaws fixing the amount of initiation fees, dues, and reinstatement fees, or the time and place of meetings. They become effective at the time determined by the branch or state association. However, it is recommended that you send a copy to the committee so that we have a record of the change or can notify you of any problems that may exist with the language. Hopefully, this can assist branches and state associations when altering or rescinding bylaws.

City delivery updates



Christopher Jackson

In my May article for *The Postal Record*, I discussed updates on a few initiatives from the Postal Service. Now that we are into the fall season, I think it's important to share more updates on topics we have encountered in city delivery since the spring.

Sunday hub expansion

In May, USPS advised me of its intent to expand Sunday hub delivery operations by 2,393 additional ZIP codes nationwide. Initially, the first three phases of the expansion were going to include 784 ZIP codes that would align with existing hubs across the country. However, in August USPS reduced this number to 528 ZIP codes,

which were implemented in July. The remaining ZIP codes will begin providing delivery service in the fourth phase as soon as hubs and ZIP codes are decoupled for the 2022 peak season.

Flat Sequencing System (FSS)

In July, I informed the membership of the Postal Service's intent to discontinue the use of the Flat Sequencing System (FSS) in various locations across the country. In another letter from USPS, NALC was notified FSS would be discontinued at an additional 321 facilities. For more information on the discontinuation of FSS, read my article in the July 2021 *Postal Record*.

Nimbio pilot program

Over the summer, USPS introduced Nimbio, a pilot program that USPS hopes will facilitate secure, first-attempt parcel delivery using an alternate method of accessing locked delivery points. Nimbio provides access to buzzer buildings and gated communities utilizing secure, patented, innovative software and hardware technology that allows letter carriers to access locked facilities directly with their Mobile Delivery Device (MDD).

Upon approaching a Nimbio enabled building, the MDD will display a message asking the carrier if he or she wishes to unlock access to the location. If the carrier selects yes, the Nimbio unit will allow entry to the secure facility/delivery point. USPS says that the response time from MDD open request to open is nearly instant. Time to entry with the Nimbio solution is significantly faster than when using a key keeper, duplicate keys or arrow keys to gain entry.

Preliminary testing began in April in New York City with additional testing planned through 2023. In June, USPS expanded testing to include parcel post routes. Nimbio plans to have

1,000 installations in New York City by December and a total of 8,000 locations installed in New York City by the end of 2023.

USPS says that Nimbio's system provides an extra layer of security against thieves looking to access community mailboxes and packages, and it hopes that the technology will result in an efficient, safe, secure entry by the carrier every time.

eBike testing

In continued efforts to determine whether eBikes are a viable option for use in city delivery, USPS sent notification of a renewed partnership with Coaster Cycles to test two Freighter eBikes on walkout routes at the Fredericksburg, VA Post Office. The testing of the eBikes began on Aug. 13, and will continue for a three-month period.

Electric delivery vehicle testing

USPS sent notification of its plans to conduct two pilot tests of all-electric delivery vehicles. USPS states that the purpose of the tests is to evaluate the performance and maneuverability of the vehicles when used in Postal Service operations. During the tests, both vehicles, the BrightDrop EV600 and the Ford E-Transit, will be operated by employees who normally operate the Promaster vans, 2-ton vehicles, Flex Fuel Vehicles (FFVs) and/or Long Life Vehicles (LLVs).

Testing on the BrightDrop EV600 began Oct. 10 and is expected to be ongoing through Nov. 10 at the Falls Church Post Office in Fairfax, VA. Testing on the Ford E-Transit began Sept. 27 and is anticipated to continue through Nov. 18 at the Vienna Post Office in Vienna, VA.

Small Delivery Unit Sorter (SDUS)

In my January article, I explained that USPS had resumed deployment of Small Delivery Unit Sorters (SDUS) throughout the country. The SDUS is capable of sorting 2,250 packages an hour to carrier routes and/or segments within a carrier route. In September, USPS provided me with an additional list of 34 SDUS machines scheduled for installation through Nov. 5.

USPS also advised that additional SDUS machines are tentatively scheduled to be installed in January and February 2023, and that it would provide specific locations and installation dates once they are finalized. For more information on the SDUS, read my article in the April 2021 edition of *The Postal Record*.

The Postal Service frequently initiates programs and updates technology for potential use in city delivery. I will continue to update the membership on any effects these actions may have on city carriers and will provide more information as it becomes available. Be sure to read my article each month and visit nalc.org for all of the latest updates.

Investigation of training records



Manuel L. Peralta Jr.

In my last column, I brought attention to the fact that in many cases management has made claims that our employees were trained on specific subjects when they weren't.

Some subjects are covered repeatedly, and our workforce gets the message. Other subjects are less appealing to your managers, and in their opinion, any stand-up talk on the subject is a waste of time. Regardless of the magnitude of the subject being covered, the training should all be done correctly.

I recently was asked what we should cite and how we handle such an issue through the grievance procedure.

Article 14, Section 1 of the National Agreement provides that:

...It is the responsibility of management to provide safe working conditions in all present and future installations **and to develop a safe working force...** (Emphasis added.)

This language begs the question, how can management develop a safe working force when they are being untruthful about the training they were required to conduct?

Article 19 of the National Agreement provides a mechanism to enforce rules that affect wages, hours or working conditions of employees. The following is a brief listing of relevant provisions from Chapter 8 of the *Employee and Labor Relations Manual (ELM)*:

811.24 (d); **All employees must be trained in proper work procedures and must be educated to work safely** and to understand that they are responsible for doing so. Management is responsible for the adequate safety training and education of employees. However, all employees are responsible for working safely, and in doing so, they benefit not only themselves but also their organization. (Emphasis added.)

Middle-level managers (812.4) & Supervisors (812.51) are responsible for the safety and health program within their operations. This includes responsibility for:

815.12.b; The area vice president, Retail and Delivery Operations, must establish a system to track and monitor committee activities... The area committee must monitor and review the following:

- (4) Safety and health training and recordkeeping¹

¹ This also applies to district-level management in 815.13.

817.11; All Postmasters, managers, and supervisors must receive safety and health training in accordance with the curriculum established by Safety and OSHA Compliance Programs (SOCP) and Learning and Development. Local offices, districts, and Headquarters provide this training. Postmasters, managers, and supervisors are encouraged to attend annual safety and health training.

817.5; Training Required by OSHA

- HBK AS-556, Asbestos Management Guide
- MI EL-810-2009-4, Personal Protective Equipment and Respiratory Protection Programs
- MI EL-810-2000-2, Bloodborne Disease Exposure Control Plans
- MI EL-810-2000-1, Hearing Conservation Programs
- MI EL-890-2007-4, Lead Hazard Management Program
- MI EL-890-2007-2, Asbestos-Containing Building Materials Control Program
- MI EL-810-2006-3, Response to Hazardous Materials Releases
- MI EL-810-2008-4, Hazard Communication (HazCom) Program
- MI EL-810-2010-1, Confined Space Safety Program

817.9 (Training Records);

For each employee, records of safety and health training must be maintained to demonstrate compliance with Postal Service policies and OSHA requirements. The records must be retained and available to allow inspection by Postal Service and OSHA officials. All safety training must be recorded in the Learning Management System (LMS).

Note: Documentation of safety talks and safety-related on-the-job training must be maintained either at the facility level or, in the case of safety talks, in the Safety Talks module of the Safety Toolkit. These records must be available to allow inspection in a timely manner.

So where does a steward begin in the investigative process?

We frequently use the term “stand-up talk” for multiple purposes, including training which many times “adequately” covers necessary materials. The effectiveness of the speaker and his or her grasp of the material make a serious impact on the quality of the training, so this should be an issue addressed between labor and management in committee meetings.

The *Handbook EL-809, Guidelines for Area/Local Joint Labor-Management Safety and Health Committees* includes the following as permanent obligation on the meeting agenda for local committees (installation):

10. Discuss all matters relating to employee safety, health and ergonomics, except for individual grievances (unless permitted by national agreement), and make recommendations for resolution or improvement to the installation head.

Discussion of all matters relating to employee safety includes the quality of the training being given by the management team at the installation. If the training being conducted fails the test identified in Article 14, i.e., development of a safe working force, then we have to address that deficiency.

If you discover, regardless of how, that there is a specific subject on which management is required to train you, but you don't recall that the subject was covered in a stand-up or specialized training session, then you should approach your supervisor and ask about it. If you happen to review your HERO training on the LiteBlue page and discover that there is a subject listed as completed in your training profile, but you know that such a claim is not true, then you also should approach your supervisor and ask about it.

In some cases, you may need to bring this to the attention of your shop steward, who may need to formally investigate this issue. If it is necessary to formally investigate, then we should consider the following items as a part of our investigation.

Remember, before you get started, we, the union, if it is necessary to process a grievance, will ultimately be required to identify what happened, what contractual provisions are involved and then what remedy we seek.

This is the essence of the union's obligation to put forth its case during the Formal Step A Meeting (Article 15, Section 2, Formal Step A at paragraph (d)), which starts with the words "At the meeting..."

What happened? What rule? What remedy?

If you are a steward beginning your investigation, you should ask management a few questions, such as, but not limited to, the following:

- When was the training conducted?
- Who conducted the training?
- What specific materials (information) were used during the training?
- Were those materials stored for review if necessary? If so, where are they? Take time to review the material to make sure that they reflect what management has claimed. Keep them honest.
- Which carriers were present during the training?
- For those carriers who were not present during the training, when was the make-up training conducted and by whom? If make-up training was not

conducted, did the employer take each employee to a location to review the copies of the materials that were used during the stand-up?

- Did management encourage clarification questions or discourage such questions?

Once you have management's explanation, you should question a number of carriers to determine if management's answers ring true.

In your process of asking our carriers what they recall, be cautious about how you ask questions. Don't put words or ideas in the mouths or minds of the people you are interviewing. Ask them if they were present when the specific item was presented and, if they were present, have them explain what they recall.

Our investigation should always seek out the truth. If the evidence gathered helps you form an opinion that the rules cited earlier in this column were violated, you may have grounds to file and process a grievance.

Hopefully the above gives you a starting point on your investigation and write-up.

In your issue statement, you could frame it simply as follows: Did the employer violate Articles 3, 5, 14 and/or 19 of the National Agreement when it certified that employees had received training? If so, what is the appropriate remedy?

Article 3 applies, as management is required to manage within the law and comply with the National Agreement.

Article 5 applies, as relevant external law, one of which is the Occupational Safety and Health Act, is brought in under the umbrella of the National Agreement.

Article 14 applies, which requires that the employer develop a safe workforce, which it fails by making false claims about training.

Article 19 applies, as it brings in enforceable handbook and manual provisions that affect wages, hours and working conditions.

Separately, the outcome of the above investigation may be very useful when defending a letter carrier who has received discipline for a safety violation, when he or she truly was not trained on the subject.

This process may also be applicable when there is a question relating to whether or not the employee was aware of any specific rule, even if not related to safety.

The more you learn, the better you serve your membership on the front lines.

Keep an eye on each other.

The repeal of the Windfall Elimination Provision



Dan Toth

The Windfall Elimination Provision (WEP) is a formula that modifies Social Security benefits for workers who receive “non-covered” pensions and qualify for Social Security benefits based on other covered work, such as work in the private sector. Work under the Civil Service Retirement System (CSRS) is non-covered work, so many of our current, and some of our future, retirees will be negatively affected by the WEP.

The WEP has been infamous among letter carriers for several decades already. Although the WEP did not become law until 1983, the NALC passed a resolution in 1980 at

the 52nd Biennial Convention in Atlanta to oppose reductions to Social Security benefits, including reductions to so-called windfall benefits. The NALC has remained steadfastly opposed to the WEP and other reduction provisions, such as the Government Pension Offset (GPO). The GPO reduces Social Security spouse, widow or widower benefits for those who receive a pension based on their own work for which they didn't pay Social Security taxes (such as CSRS).

Social Security benefit calculations are complicated and involve several factors, including taking into account one's lifetime earnings. To understand the WEP, two important aspects to understand are how non-covered work is viewed by Social Security, and how the benefit calculation is progressive.

Under non-covered employment (such as CSRS), one does not pay into Social Security. That means that earnings from non-covered employment are not taken into account when Social Security calculates lifetime earnings. Lifetime earnings are an important component of the Social Security benefit payment calculation, as they are used to determine the average indexed monthly earnings (AIME). From there, the AIME are applied to a few bend points to determine a benefit.

Now consider that the Social Security benefit formula is progressive. That means that the more money one earned through their life, the less their replacement rate will be. Conversely, lower income earners have higher replacement rates. This is due to the structure of the bend points.

The replacement rate represents the percentage of benefits received compared to the AIME. For example, if one earned a lifetime average of \$3,000 per month (AIME) and received a Social Security benefit of \$1,200 per month, they would have a 40 percent replacement rate.

As Social Security doesn't take into account the non-covered earnings, the calculated lifetime earnings—and therefore the AIME—will not reflect the actual lifetime earnings (covered plus non-covered earnings). This results in employees with non-covered work receiving a higher replacement rate than an equally situated person performing covered work. Some politicians considered this a “windfall” and attempted to correct this deviation in the replacement rate by creating the WEP which artificially reduces the first bend point.

Unfortunately, the WEP simply reduces the first bend point of the benefits calculation. That means that the WEP disproportionately affects lower earners whose benefits are derived primarily—or entirely—through the first bend point. Those with high earnings beyond the first bend point don't face as large a reduction of their benefit. At the end of the day, the WEP does not accurately or fairly account for non-covered earnings and needs to be fixed.

The GPO reduces Social Security spouses, widows or widowers benefits if you receive a retirement or disability pension from federal, state or local government based on your own work for which you didn't pay Social Security taxes. These benefits are reduced by two-thirds of the government pension. So if your CSRS pension is \$3,000, two-thirds of that is \$2,000. This would result in your Social Security spousal benefits being reduced by \$2,000 per month!

Additionally, the WEP and GPO affect government employees—those who have spent all or a significant chunk of their career dedicated to a vital service for the country. Imagine a life of dedicated public service, finally hanging up the satchel, and then having your retirement benefits penalized for being a government employee.

Fortunately, H.R. 82, the Social Security Fairness Act of 2021, would repeal the WEP and GPO provisions that erroneously reduce, and sometimes eliminate, benefits for millions of federal workers. Toward the end of September, the bill was approved by the House Committee on Ways and Means. At the time this magazine was headed to press, the bill had 305 co-sponsors, which shows that there is immense bipartisan support.

I mention it often, but this issue regarding the WEP/GPO is just another example of why active and retired letter carriers must remain an active part of democracy by voting in every single election and supporting candidates who support us and our service to the country. Please be sure to contact your representatives and let them know your position on the repeal of the WEP and GPO. If they already support repeal, call them to thank them and remind them where you stand on the issue. And if we aren't successful passing legislation this year, let's be sure to contact any new representatives as we head into the 118th Congress in 2023.

MBA term life policies



**James W.
“Jim” Yates**

The United States Letter Carriers Mutual Benefit Association (MBA) offers four term life insurance plans to city letter carriers who are NALC members and their families. Term life insurance policies offer affordable insurance protection over a defined period of time.

The MBA’s term life insurance is offered in either a five-, 10- or 20-year term, or term to age 65. Each plan of insurance provides the protection and convenience of having life insurance at a reasonable cost. The plans are available for the NALC member, their spouse, children, step-children, grandchildren, step-grandchildren, great-grandchildren, step-great-grand-

children and even the parents of the NALC member. The proposed insured at the time of purchase must be between the ages of 17 and 70 for the 10-year term and between 17 and 60 for the other three options. The face value (death benefit) for each insured may be any amount from \$10,000 to \$100,000.

Term life insurance policies are designed to be a low-cost option compared to whole life insurance. They do not build a cash value that may be borrowed against in the same way as MBA’s whole life products.

The 5-Year Renewable and Convertible Term Life plan provides insurance protection for a period of five years as long as premiums are paid on the policy. After each five-year term, the policy owner may choose to renew for an additional five-year term without providing evidence of insurability, or taking a medical exam. The premium rate at the time of renewal will be at the insured’s current age (premiums will generally increase). The policy is renewable until age of 80. A 36-year-old letter carrier could take out a \$100,000 life insurance policy and pay the same low biweekly premium rate of \$9 for a five-year period.

The 10-Year Renewable and Convertible Term Life plan provides insurance protection for a period of 10 years as long as premiums are paid on the policy. After each 10-year term expires, the policy owner may choose to renew the policy for an additional 10-year term. As with the five-year policy, the insured may renew the policy without providing evidence of insurability, or taking a medical exam. The premium rate at the time of renewal will be at the insured’s current age. The policy is renewable until age 80. A 25-year-old letter carrier could take

out a \$100,000 life insurance policy and pay the same low biweekly premium rate of \$8 for a 10-year period.

Coverage for both the five- and 10-year plans terminates on the policy anniversary date after the insured’s 80th birthday.

The 20-Year Term Life plan offers insurance protection for a period of 20 years. The premium rate is based on the current age of the proposed insured and the amount of life insurance coverage. The premium rate will never increase over the entire 20-year period. As long as the premiums are paid on the policy, the insured is guaranteed life insurance for a period of 20 years. A 28-year-old letter carrier could take out a \$100,000 life insurance policy and pay the same affordable biweekly premium of \$8 for the entire life of the policy.

The Term to Age 65 plan offers insurance protection until the insured reaches age 65. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65, as long as the premiums are paid on the policy. Like the 20-Year Term plan, the premium rate is based on the current age of the proposed insured and the amount of insurance desired. The premium rate will never increase during the lifetime of the policy. This plan of term insurance is especially valuable to those individuals who will not need additional insurance during their retirement years. An affordable biweekly premium of \$12 can provide a 31-year-old letter carrier a \$100,000 life insurance policy until age 65.

All four term life options are convertible to whole life insurance policies until the insured reaches the age of 65 without providing evidence of insurability, or taking a medical exam. Premium rates will change to a whole life premium at the insured’s current age at the time of conversion. The face value of the new whole life policy cannot be greater than the existing term policy.

For more information about the term policies offered by the MBA, including rates and applications, please see the “MBA Brochures, Applications and Forms” section of the MBA website at nalc.org/mba. When filling out an application, please make sure that you circle the type of policy that you want. Florida, South Dakota and California residents, please make sure you use the application specific for your state.

You may also call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays from 8 a.m. to 3:30 p.m.; or call 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time.

Highlights of Open Season



Stephanie Stewart

Open Season is finally here and I am excited to talk to you about our new benefits and our new partnership with Aetna.

Starting Jan. 1, 2023, we will offer the new NALC High Option Plan—Aetna Medicare Advantage. This enhanced level of benefits is designed exclusively for NALC Health Benefit Plan High Option annuitants, and eligible dependents enrolled in Medicare Parts A and B as their primary coverage.

As many of you may know, the plan encourages member feedback and recommendations to improve our benefits. We have received many suggestions from our retired

members, and over the last couple of years we have been diligently working behind the scenes to incorporate your suggestions and make them happen.

With that said, let's jump right into the details.

The NALC High Option Plan—Aetna Medicare Advantage—is designed to provide you with extra savings and enhanced benefits and programs, while allowing you to continue to be an important part of the NALC Health Benefit Plan and remain in the Federal Employees Health Benefits (FEHB) Program.

Eligible High Option members who choose to opt into the program will have no additional premium costs. You will continue to pay only your High Option Plan premiums.

Highlights of the program include:

- ✓ A \$75 monthly Part B premium reduction (up to \$900 a year) for each eligible member
- ✓ Prescription drug coverage as low as \$0
- ✓ Dental coverage
- ✓ Vision coverage
- ✓ Silver Sneakers® fitness program (a registered trademark of Tivity Health Inc.)
- ✓ Non-emergency transportation program
- ✓ Meal benefit program

All eligible members of the High Option Plan should consider whether they want to remain a High Option member with Original Medicare or opt into our new Medicare Advantage program.

If you choose to opt in, you'll be enrolled and will receive a new NALC High Option Plan—Aetna Medicare Advantage ID card. You will not need to do anything further other than use your NALC High Option Plan—Aetna Medicare Advantage ID card when you get care, and let your doctors and pharmacy know about the change.

If you are not a current member of the NALC High Option Plan,

to be eligible to opt into our new Medicare program, you will need to enroll in the High Option Plan during Open Season.

To help you learn more about the program, a series of webinars will be offered during the months of November and December. You can visit NALCHBP.org/Annuitant to register for a webinar or to find more about the NALC High Option Plan—Aetna Medicare Advantage benefits.

If you are ready to opt in, please go to AetnaRetireeHealth.com/NALC or call the Aetna Retiree Solutions service center at 866-241-0262 to provide your Medicare effective dates for Parts A and B.

Hello Heart

Another exciting new benefit for 2023, and available at no cost to members, is the Hello Heart program. Because we know that the heart is vital to a healthy lifestyle, we want to equip our members and dependents 18 years or older with the tools they need for maintaining cardiovascular health.

Hello Heart is an essential tool for remote care of cardiac conditions and enables you to measure your blood pressure using a free monitor. Once you have the reading, you are able to send the data privately to your doctor.

Plan members with a blood pressure reading of 130 over 80 (130/80) or above, or those taking blood pressure medication are eligible to enroll.

You can go to join.helloheart.com/NALC or text NALC to 75706 to register.

More for 2023

Just when you thought the good news ended, there was more.

- ✓ The Plan now covers doula services provided by a certified doula, with a maximum Plan payment of \$500 per pregnancy.
- ✓ The Plan now covers prescription drugs for the treatment of infertility up to a maximum payment of \$2,500.
- ✓ The Plan now covers certain FDA-approved prescription weight loss drugs with prior authorization. A list of medications can be obtained by contacting CVS Caremark® at 800-294-5979.

Please make sure to check us out. Big changes are taking place and we want to make sure you are on board as we move forward into another great Open Season.

These are only some of the features of the NALC Health Benefit Plan. Detailed information on the benefits for the NALC Health Benefit Plan can be found in the official 2023 brochure (RI 71-009). All benefits are subject to the definitions, limitations and exclusions set forth in the official brochure.

Contract Administration Unit

Brian Renfro, 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

Penalty overtime pay, assignment of overtime and work-hour limitations during December

During the month of December, there are some exceptions to the normal rules regarding the payment of penalty overtime, the assignment of certain overtime, and work-hour limitations for some individuals. At times these exceptions can be confusing, so it is important to understand the contractual language that addresses them.

The rules governing the payment of penalty overtime are found in Article 8 of the National Agreement. The rate of pay for penalty overtime is governed by the provisions of Article 8, Section 4.C, which states:

C. Penalty overtime pay is to be paid at the rate of two (2) times the base hourly straight time rate. Penalty overtime pay will not be paid for any hours worked in the month of December.

(The preceding paragraph, Article 8.4.C., shall apply to City Carrier Assistant Employees.)

While this provision applies to all letter carriers, determining when the penalty overtime rate is applicable depends on the classification of the employee. The entitlement to penalty overtime for full-time regular and full-time flexible employees is addressed in Article 8, Section 4.D. of the National Agreement, which states:

D. Penalty overtime pay will be paid to full-time regular employees for any overtime work in contravention of the restrictions in Section 5.F.

Article 8, Section 5.F states:

F. Excluding December, no full-time regular employee will be required to work overtime on more than four (4) of the employee's five (5) scheduled days in a service week or work over ten (10) hours on a regularly scheduled day, over eight (8) hours on a non-scheduled day, or over six (6) days in a service week.

The explanation for this section is found on page 8-17 of the 2022 *Joint Contract Administration Manual (JCAM)*:

Article 8.5.F applies to both full-time regular and full-time flexible employees. The only two exceptions to the work hour limits provided for in this section are for all full-time employees during the penalty overtime exclusion period (December) and for full-time employees on the ODL during any month of the year (Article 8.5.G). Both work and paid leave hours are considered "work"

for the purposes of the administration of Article 8.5.F and 8.5.G.

The rules governing how part-time flexible (PTF) and city carrier assistant (CCA) employees receive penalty overtime pay are found in Article 8, Section 4.E, which states:

E. Excluding December, part-time flexible employees will receive penalty overtime pay for all work in excess of ten (10) hours in a service day or fifty-six (56) hours in a service week.

(The preceding paragraph, Article 8.4.E., shall apply to City Carrier Assistant Employees.)

This language requires the payment of penalty overtime to PTF and CCA letter carriers for all work in excess of 10 hours in a service day or 56 hours in a service week. Part-time regulars (PTRs) are in the same category as PTFs for penalty overtime purposes.

“The penalty overtime exclusion period for calendar year 2022 will be Dec. 3 through Dec. 30 (pay periods 26 of 2022 and 1 of 2023).”

When determining the entitlement to penalty overtime pay, both the actual hours worked and any paid leave hours are counted. This is explained on page 8-3 of the *JCAM*, which states:

All bargaining unit employees are paid postal overtime for time spent in a pay status in excess of 8 hours in a service day and/or in excess of 40 hours in a service week. Hours in pay status include hours of actual work and hours of paid leave.

The first exception to these rules, which affects all carriers, involves the payment of penalty overtime during the month of December. In accordance with Article 8, Section 4.C, penalty overtime will not be paid for any hours worked in December. This is commonly referred to as the penalty overtime exclusion period.

Although Article 8, Sections 4 and 5 identify the month of December, in 1985 the national parties agreed that

(continued on next page)

During December (continued)

the month of December referenced in these sections is understood to mean four consecutive service weeks, rather than the entire month (M-01508 in NALC's Materials Reference System). The specific period is published each year in the *Postal Bulletin* and *The Postal Record*. The penalty overtime exclusion period for calendar year 2022 will be Dec. 3 through Dec. 30 (pay periods 26 of 2022 and 1 of 2023).

The second exception during December pertains to the daily and weekly work-hour limitations. Article 8, Section 5.G provides that full-time employees on the Overtime Desired List (ODL) or Work Assignment List may be required to work up to, and are limited to, 12 hours in a day or 60 hours in a service week. However, these work limits do not apply to these carriers during the penalty overtime exclusion period. Management may, *but is not required to*, assign ODL carriers to work in excess of the 12- and 60-hour limitations during the penalty overtime exclusionary period.

“Management may, but is not required to, assign ODL carriers to work in excess of the 12- and 60-hour limitations during the penalty overtime exclusionary period.”

Section 432.32 of the *Employee and Labor Relations Manual (ELM)* establishes the maximum hours allowed for full-time employees not on the ODL or Work Assignment List, PTRs, PTFs and CCAs:

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.

Step 4 settlement (M-01272) clarifies that the 12-hour limit established by *ELM* 432.32 continues to apply to full-time employees not on the ODL or Work Assignment List, PTRs, PTFs and CCAs even during the penalty overtime exclusion period.

Similar to the previous reference that paid leave counts toward overtime, page 8-19 of the *JCAM* states that the 12- and 60-hour limitations are inclusive of all hours, including any type of leave taken.

The third exception during December pertains to letter carriers on the Work Assignment List. As stated above, excluding December, Work Assignment List carriers are available to work up to 12 hours in a day or 60 hours in a service week. Outside of the penalty overtime exclusion period, management has the right to assign an employee on the ODL to work regular overtime to avoid paying penalty overtime to a carrier on the Work Assignment List. This can limit a carrier on the Work Assignment List to 10 hours in a service day, even if additional overtime is available on his or her bid assignment. This is explained on page 8-21 of the *JCAM*:

Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid.

During the penalty overtime exclusion period, the carrier on the Work Assignment List has the right to work the additional time over 10 hours, since penalty overtime is not paid. Keep in mind, this exception applies only when management wants to assign a carrier from the ODL to work the overtime. Management still retains the right to utilize a letter carrier at the straight-time rate or a PTF or CCA at the straight-time or overtime rate prior to assigning additional overtime to a carrier on the Work Assignment List. The explanation for this provision is found on pages 8-20 and 8-21 of the *JCAM*, which states in part:

Management may always assign another carrier to perform the work at the straight-time rate rather than assigning overtime to a carrier on the Work Assignment List. Management may also assign PTFs and CCAs at the straight-time or overtime rate (up to the *ELM* limitations).

If you have any questions related to these or any other contractual provisions, contact your local shop steward or branch officer. Complete copies of the “M” documents referenced in this article can be found in NALC's Materials Reference System at nalc.org/mrs.

Choosing your appeal route



Assistant to the President
for Workers' Compensation
Kevin Card

Under the Federal Employees' Compensation Act (FECA), an injured worker has the "burden of proof" for submitting the evidence to establish that a claim meets all five basic elements:

1. That the claim was timely filed.
2. That the injured worker is a civil employee.
3. Fact of injury—factual and medical.
4. That the injury occurred in the performance of duty.
5. That there is a causal relationship between the injury and work factors.

A formal decision is required in any case where one or more of the five basic elements of the claim has not been met. As a claim is being developed, injured workers must be provided an opportunity to perfect their claim. Before preparing an initial case denial, the Office of Workers' Compensation Programs (OWCP) must develop the claim and advise the injured worker in writing of their burden of proof in establishing entitlement to benefits.

A development letter will be issued, informing the injured worker of the deficiencies in the evidence submitted, the information necessary to correct them and the deadline for submitting the evidence and the consequences for failing to do so.

After all appropriate development, if one of the five basic elements has not been met, the case will be denied. A formal decision with appeal rights is sent to the injured worker, explaining the deficiencies in the claim.

OWCP reviews each of the five basic elements in order and will stop reviewing the claim file when one of the elements has not been met. In many cases, the fact of injury element is not met when the medical evidence does not have a valid diagnosis. In this instance, OWCP stops reviewing the claim file, the claim will be denied for fact of injury, and the performance of duty and causal relationship elements will not be reviewed.

Injured workers should read OWCP decisions carefully. After a review of the background of the claim and the evidence in the claim file, the decision usually has a few key sentences explaining the exact basis for the denial.

The specific deficiencies in basis for denial must be resolved for a successful appeal. In most cases, the claim is denied based on the lack of a doctor's explanation of the causal relationship between the diagnosed condition(s) and work factors. A medical report that sat-

isfies the deficiencies noted in the denial letter will be needed for a successful appeal.

The FECA provides four avenues of appeal. Each appeal route has statutory time limits for when the appeal must be made.

An appeal to the Branch of Hearings and Review (BHR) for an oral hearing or review of the written record must be made within 30 days from the date of the decision. In many cases, this may be the best appeal route for initial denials. Hearings representatives at the BHR are highly experienced claims examiners.

The give and take in an oral hearing allows the injured worker to ask for and understand exactly what's needed to get the claim accepted. If the injured worker submits sufficient documentation for the claim to be accepted, the hearings representative can accept the claim without going to hearing. Reviews of the written record at the BHR have similar advantages.

All decisions by the BHR are merit decisions, entitling the injured worker appeal rights to reconsideration with the Employees' Compensation Appeals Board (ECAB).

The second avenue of appeal is to request reconsideration, which must be filed within one year of the date of the denial. While the one-year deadline is generous, injured workers should never wait that long to file an appeal. To receive a merit decision entitling further appeals, the request must be accompanied by relevant new evidence or argument not considered previously.

While no special form is required, the request must be in writing, and it must be signed and dated by the claimant or the authorized representative. The request should also identify the decision and the specific issue(s) for which reconsideration is being requested.

Requests for reconsideration are adjudicated by an OWCP quality assurance and mentoring examiner (QAM) or higher authority who was not involved in making the decision being appealed. All reconsideration decisions, whether affirmative or negative, must be issued by a QAM or higher authority.

The final avenue of appeal is to the ECAB. The ECAB will examine only the evidence in the claim file on the date of the decision. In most cases, an injured worker should not appeal an initial decision directly to the ECAB.

NALC workers' compensation specialists generally appeal to the ECAB in cases where previous decisions failed to sufficiently review medical evidence or points of law. NALC members are encouraged to contact their national business agent's office and request that a regional workers' compensation assistant review any denial prior to appealing to the ECAB.

Monthly CSRS annuity payments for letter carriers who retire on Jan. 1, 2023

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 Jan. 1, 2023. 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 : \$68,701			CC Grade 2 / High-3 Average ¹ : \$70,144		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,075	\$185	\$1,890	\$2,119	\$189	\$1,930
21	2,190	196	1,993	2,236	201	2,035
22	2,304	208	2,096	2,353	213	2,140
23	2,419	219	2,199	2,470	224	2,245
24	2,533	231	2,303	2,587	236	2,350
25	2,648	242	2,406	2,703	248	2,456
26	2,762	254	2,509	2,820	260	2,561
27	2,877	265	2,612	2,937	271	2,666
28	2,991	277	2,715	3,054	283	2,771
29	3,106	288	2,818	3,171	295	2,876
30	3,220	300	2,921	3,288	306	2,982
31	3,335	311	3,024	3,405	318	3,087
32	3,449	322	3,127	3,522	330	3,192
33	3,564	334	3,230	3,639	341	3,297
34	3,678	345	3,333	3,756	353	3,403
35	3,793	357	3,436	3,873	365	3,508
36	3,907	368	3,539	3,989	376	3,613
37	4,022	380	3,642	4,106	388	3,718
38	4,136	391	3,745	4,223	400	3,823
39	4,251	403	3,848	4,340	412	3,929
40	4,365	414	3,951	4,457	423	4,034
41	4,480	425	4,054	4,574	435	4,139
41+11 months & over ⁵	4,580	436	4,145	4,676	445	4,231

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Jan. 1, 2020, and Dec. 31, 2023, 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 \$523.75 per month if for self plus one (code 323), \$457.82 if for self and family (code 322), or \$223.12 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 Jan. 1, 2023

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 Jan. 1, 2023. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$68,701			CC Grade 2 / High-3 Average ¹ : \$70,144		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,145	\$115	\$1,031	\$1,169	\$117	\$1,052
21	1,202	120	1,082	1,228	123	1,105
22	1,260	126	1,134	1,286	129	1,157
23	1,317	132	1,185	1,344	134	1,210
24	1,374	137	1,237	1,403	140	1,263
25	1,431	143	1,288	1,461	146	1,315
26	1,489	149	1,340	1,520	152	1,368
27	1,546	155	1,391	1,578	158	1,420
28	1,603	160	1,443	1,637	164	1,473
29	1,660	166	1,494	1,695	170	1,526
30	1,718	172	1,546	1,754	175	1,578
31	1,775	177	1,597	1,812	181	1,631
32	1,832	183	1,649	1,870	187	1,683
33	1,889	189	1,700	1,929	193	1,736
34	1,947	195	1,752	1,987	199	1,789
35	2,004	200	1,803	2,046	205	1,841
36	2,061	206	1,855	2,104	210	1,894
37	2,118	212	1,906	2,163	216	1,946
38	2,176	218	1,958	2,221	222	1,999
39	2,233	223	2,010	2,280	228	2,052
40	2,290	229	2,061	2,338	234	2,104
Each additional year ⁵	57.25	5.73	51.53	58.45	5.85	52.61

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Jan. 1, 2020, and Dec. 31, 2023, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$523.75 per month if for self plus one (code 323), \$457.82 if for self and family (code 322), or \$223.12 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.



Making deposits for military service

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

The law that permits certain veterans to make deposit for their time in the military to count toward Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirement (eligibility and amount of annuity) requires the employee to completely pay the full amount of the deposit prior to separation for retirement.

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

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

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

The Office of Personnel Management (OPM) is the federal agency that has authority over CSRS and FERS retirement matters. OPM regulations require that deposits for military service be paid in full prior to the date of retirement. The deposit must be made to the employing agency (in our case, the Postal Service). The amount of the deposit is 7 percent

of basic military pay under CSRS, or 3 percent of basic military pay under FERS. Interest will begin to accrue two years after beginning career employment at the Postal Service, and is compounded annually. However, if desposit is completed prior to the third year, there is no interest charged.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides an alternative method to calculate the deposit under certain conditions. Where military service interrupts creditable civilian service and reemployment, the deposit payable may not exceed the amount that would have been deducted and withheld from basic pay during civilian service if the employee had not performed the period of military service. The Postal Service, when applicable, should calculate the deposit under the normal method and the alternate method under USERRA. The deposit will be the lesser of the two.

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

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

affirmatively asks for information regarding the amount of the military deposit or the consequences of failing to make a deposit, the government commits administrative error if its response either misrepresents the dollar amounts in question, or is so indirect, inaccurate, or incomplete as to confuse the employee as to the amount of the deposit or the effect of any failure to make the deposit on the annuity recalculation.

It is clear from the above that the Postal Service is required to provide accurate and complete counseling regarding making deposit for military service to any employee requesting such counseling. There have, however, been instances where the Postal Service provided inaccurate and incomplete advice about making deposit for military time. Fortunately, there is an exception to completing the full deposit prior to separation: If a veteran did not make deposit prior to separation due to administrative error by the employing agency, the former employee may have the opportunity to make or complete a military deposit after separation.

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

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

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

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

Albuquerque, New Mexico

This is the official notice of the 2022 elections for Branch 504 offices of president, vice president, recording secretary, treasurer, health benefits representative, five trustees and sergeant-at-arms. The term for all offices will be a two-year term, beginning on Dec. 21.

The election will be conducted by mail-in ballot only. Ballots were sent to all eligible branch members in good standing on or before Oct. 14 to the home address on file with the branch. Ballots must be mailed back to the election committee in the preprinted and stamped envelope provided with the ballot. Ballots must be mailed back in a timely manner so they will be received no later than Nov. 16. Branch members who did not receive a ballot should have notified the Branch 504 Election Committee at P.O. Box 4236, Albuquerque, NM 87196, or nalc504ec2018@gmail.com by Oct. 21.

The election tally procedure will begin on Nov. 16, starting at 3:15 p.m. just prior to the branch membership meeting at 6:30 p.m. at the union hall, 123 Quincy St. NE, Albuquerque.

If necessary, the election for state delegates to the New Mexico State Association of Letter Carriers 2023 state convention will be conducted as stated above.

The election committee shall oversee all election procedures.

Connie R. Burns, Sec., Br. 504

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

Alton, Illinois

This is official notice to all members of Branch 309 that nominations for all branch officers, as well as state convention delegates, will occur at our regular meetings on Oct. 27 and Nov. 17 at the Alton VFW Post 1308, 4445 Alby St., Alton, at 7:30 p.m.

The election will take place at the regular meeting on Dec. 15 at 7:30 p.m., also at 4445 Alby St., Alton.

Lawrence Welsh, Sec., Br. 309

Asheville, North Carolina

In accordance with Article 5 of the NALC Constitution and of the branch bylaws, this is official notice to all members of Branch 248 that branch elections will be held on Nov. 22 at 7 p.m. via Zoom teleconference. Contact the branch at NALC, P.O. Box 25072, Asheville, NC 28813 with your email address so meeting login info can be provided. You must be a member in good standing to participate.

Nominations will take place on Oct. 25 at 7 p.m. via Zoom.

Candidates must present or signify their willingness to accept the nomination in writing to the branch secretary prior to the starting time of the Oct. 25 meeting. Voting will be by secret ballot.

Officers to be nominated and elected to a two-year term are president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms and health benefits officer. One trustee will be selected for a three-year term. All stewards for all zones and associate offices will be elected for a one-year term. Chief stewards are to be appointed by the elected president.

Arkavia R. Smith, Rec. Sec., Br. 248

Atlantic City, New Jersey

This is an official notice to all members of Branch 370 that first nominations for all branch officers will take place during the Oct. 12 meeting. Branch officers include president, vice president, secretary, treasurer, sergeant-at-arms, director of retirees and three trustees. If a nominee is not present at the meeting, acceptance of the nomination will be sought out verbally by a branch officer, or must be submitted in writing, before the second round nominations taking place during the Nov. 9 branch meeting.

The election will be held on Dec. 14 prior to our regular agenda, and results will be announced before the meeting is adjourned.

Amber Atkinson, Sec., Br. 370

Billings, Montana

This serves as the official notice to members of Branch 815 for the nominations and elections for the following positions: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative and a three-year trustee.

Nominations will be held at the regular monthly meeting starting at 7 p.m. on Nov. 16 at the Billings Labor Temple, 530 S. 27th St.

Elections will be held at the same time and location at the regular monthly meeting on Dec. 14.

Deb Senn, Pres., Br. 815

Bloomington, Illinois

This is to serve as official notice to all members of Branch 522 that nominations for branch officers for the 2023-2024 term shall be made at the regular meeting at 7 p.m. on Nov. 14.

Elections will be held at 7 p.m. at the regular meeting on Dec. 12.

Stephanie Jaeger, Sec., Br. 522

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

Brookfield, Wisconsin

This is a notice to all members of Branch 4811 that nominations for the next two-year term for the following offices—president, vice president, two stewards, secretary/treasurer and safety captain—will be accepted at the Jan. 11 meeting, which will be conducted at Champps Americana, 1240 S. Moorland Road, Brookfield.

Any member in good standing is eligible for nomination. Those wishing to be nominated must accept such nominations during the January meeting or must submit their willingness to be nominated in writing to the branch secretary prior to January meeting.

If an election is warranted, it will be held during our February meeting. Voting will be by secret ballot. The results will be announced at the February meeting.

Craig Topel, Pres., Br. 4811

Brooklyn, New York

This is an official notice to all Branch 41 members that, in accordance with the NALC Constitution and Branch 41 bylaws, nominations for delegates to the 2023 New York state convention will be held at the regular branch meeting on Nov. 8. The 65th biennial state convention will be held in Brooklyn July 9-11, 2023.

John A. Cruz, Pres., Br. 41

Burlington, North Carolina

This is official notice to all members of Branch 2262 that nominations will be held for delegates to the 2023 state convention at the regular stated monthly meeting on Dec. 20 at The Cutting Board.

Elections, if needed, will be at the regular stated monthly meeting on Jan. 17 at The Cutting Board.

Mark Bare, Pres., Br. 2262

Camden, New Jersey Merged

This is official notice to all members in good standing of Branch 540 that nominations for all officers will be at the regular general meeting on Jan. 12, 2023, at VFW Post 2445, 914 E. Main St., Maple Shade. There will be no written nominations; however, any member wishing to accept a nomination and unable to attend the Jan. 12 general branch meeting must signify their acceptance of the nomination in writing and send it to the recording secretary by the same Jan. 12 general branch meeting.

The officers will be elected for a three-year term, and the officer positions are as follows: president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, three trustees, health benefits representative (must be enrolled in the NALC Health Benefit Plan), director of retirees (must be a retiree) and chaplain/welfare director.

If needed, the election will be by secret ballot and will take place on Thursday, March 16 (which is the third Thursday and a special meeting), at the same VFW Post 2445 in Maple Shade between 7 and 9 p.m. Any member not able to attend the March 16 election meeting may request an absentee ballot no sooner than the Jan. 12 general meeting and no later than March 2, and must be sent to Election Committee, P.O. Box 8878, Collingswood, NJ 08108, no later than the March 16 election meeting.

Any member(s) accepting nominations, or voting by absentee ballot or in person, must be a member in good standing by the time of the nominations and elections.

By virtue of their offices, the president, vice president, recording secretary, treasurer, financial secretary and director of retirees will be automatic delegates to the national and state conventions.

Karen Sweerus, Rec. Sec., Br. 540

Connecticut Merged

This is to serve as an official notice to the members of Branch 20 that nominations for delegates to the 2023 convention of the Connecticut State Association of Letter Carriers will be held at the November regular branch meeting on Nov. 11, 2022. Any/all nominees must be present or signify in writing prior to the meeting.

Tony Currier, Sec., Br. 20

Cuyahoga Falls, Ohio

This is official notice to all members of Branch 1629 that nominations for delegates to the 2023 state of Ohio convention in Columbus Aug. 4-6,

Election Notices

2023, will be held at the regular union meeting on Wednesday, Nov. 2, at the American Legion Post 281, 1601 Front St., Cuyahoga Falls. Per bylaws, the top four elected officers are automatic delegates: president, vice president, secretary and treasurer.

Election for delegates will be held at the Dec. 7 union meeting.

Coleen Sullivan, Sec., Br. 1629

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

Deland, Florida

This is official notification to all members of Branch 2591 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 ballot, with ballots to be in before and results announced at the regular meeting in December.

Elizabeth English, Sec., Br. 2591

Detroit, Michigan

This is a notice to all Branch 1 members that nominations for delegates to the 2023 MISALC state convention May 1-2 shall take place at the general membership meeting on Nov. 10, which shall be virtual. To attend this meeting, contact the branch. All candidates shall sign in writing indicating their willingness to serve. The acceptance form of a member nominated must be received by the branch secretary no later than the following Monday at 9 a.m.

The election of delegates shall take place at the Dec. 8 general membership meeting.

Peter Palmer, Sec., Br. 1

Downers Grove, Illinois

Nominations for the election of officers of Branch 1870 (Downers Grove/Woodridge) were to be held at the regular branch meeting on Oct. 13 at 7 p.m. at the Knights of Columbus hall, 25 N. Cass Ave., Westmont. Candidates must accept nominations at the time made or, if absent, in writing.

Nominations will be held for the delegates for the 2023 state convention in Oak Brook.

Elections will be conducted through mail-in ballots, and all ballots will be counted during the meeting on Dec. 8 at 7 p.m. Meetings are held at the Knights of Columbus hall, 25 N. Cass Ave., Westmont.

Any member in good standing is eligible for nomination.

Jeanie Williams, Sec., Br. 1870

Eagleville, Pennsylvania

This is an official notification of nominations and elections for Branch 542 for three-year terms for all branch officer positions: president, vice president, secretary, treasurer, sergeant-at-arms and three trustees. All members in good

standing are invited to participate in the nomination and election process.

Douglas Avery, Sec., Br. 542

Elizabethton, Tennessee

This is a notice to all members of Branch 2831 that nominations of the offices of president, secretary and treasurer will be held Nov. 10 at 5 p.m. at Elizabethton-Carter County Public Library, 201 N. Sycamore St., Elizabethton.

If required, elections will be held on Dec. 15 at 5 p.m. at Elizabethton-Carter County Public Library, 201 N. Sycamore St., Elizabethton.

Logan Higgins, Member, Br. 2831

Findlay, Ohio

This will serve as official notice to all Branch 143 members that nominations for the offices of president, vice president, secretary, treasurer and three trustee positions will take place at the Dec. 8 branch meeting at 7 p.m.

Elections for the above offices will take place at the Jan. 12, 2023, branch meeting at 7 p.m.

RaighAnn Jackson, Sec., Br. 143

Florence, Alabama

This is an official notice to all members of Branch 892 that nominations of officers as well as delegates to the state convention for 2023 will be on Nov. 3, with the election being held on Dec. 1 at the upcoming union meetings.

The meeting will be held at the Teamsters Local 402, 2208 E. 2nd St., Muscle Shoals. Meetings are held the first Thursday of each month at 7 p.m.

Lisa Jones, Sec., Br. 892

Glenview, Illinois

Let this serve as official notice to all members of Branch 4007 of nominations for all branch officer positions: president; vice president; treasurer; secretary; two steward positions; three trustee positions for three, two and one years, respectively; sergeant-at-arms; and delegate positions to the 2023 state convention.

Nominations will take place at the regularly scheduled branch meeting on Nov. 17 at Hackney's on Lake, located at 1514 Lake St., Glenview, at 6:30 p.m.

Elections will be held prior to the December branch meeting, with time, date and location to be announced.

Brian J. Gavin, Pres., Br. 4007

Greenwood, Mississippi

In accordance with Article V, Section IV of the *NALC Constitution*, this serves as an official notice to the members of Branch 1080 that nominations of officers will be done at November meeting via teleconference and elections will be in December.

The offices of president, vice president, secretary-treasurer, board of trustees (three-, two- and one-year), health benefits representative and sergeant-at-arms are open for nominations. Nominees must be in good standing with NALC and Branch 1080. Any member who wishes to be nominated but will not be present during the nominations can submit his/her request in writing to

the branch secretary before the meeting.

Doris B. Ware, Sec.-Treas., Br. 1080

Hartford, Connecticut

This shall serve as notice that nominations for the position(s) of delegate and alternate delegate to the 2023 Connecticut State Association of Letter Carriers convention will be held at the regular membership meeting of Branch 86 on Nov. 9 at the branch meeting hall at 303 Burnside Ave., 2nd floor, East Hartford.

The election, should one be necessary, shall be by secret ballot and held at the regular membership meeting of Branch 86 on Dec. 14 at the branch meeting hall, 303 Burnside Ave., 2nd floor, East Hartford.

Nominations for officer positions for Merged Branch 86 shall take place at the regularly scheduled membership meeting on Jan. 11, 2023, at 7 p.m.

The positions open for nomination are: president, executive vice president, vice president, vice president-Western Area, director of city delivery, secretary-treasurer, compensation director, assistant compensation director, health benefits representative, director of safety and health, sergeant-at-arms, director of retired members, MBA/NSBA representative and three trustees.

The recipient of the most votes for trustee shall be the head trustee.

Nominees must inform the secretary/treasurer of their intentions in writing within 10 days following nominations. Those members nominated who do not inform the secretary-treasurer shall stand disqualified from running for any office.

All officers shall serve for a term of three years. The elective officers of this branch, by virtue of their office, shall be delegates to the NALC national convention and the CSALC state convention.

An election, should one be necessary, in accordance with Branch 86 bylaws, will be held by mail. Ballots shall be mailed to each member at his/her home by Feb. 11. The elections shall be closed at 4 p.m. on Tuesday, Feb. 28. No ballots shall be accepted after that time. At this time, the election committee will collect the ballots, transport them to the union hall and begin the tally.

David F. Rooks, Sec.-Treas., Br. 86

Hazelwood, Missouri

This is official notice to members of Hazelwood Branch 5847 that nominations will be taken for the offices of vice-president, treasurer, sergeant-at-arms, shop stewards, alternate shop stewards and one trustee. Nominations will be at the regular meeting on Thursday, Nov. 3, at 6 p.m. at Bridgeton Community Center at 4201 Fee Fee Road, Bridgeton.

Candidates must accept nominations at the time made or signify in writing and submitted to a branch officer prior to the meeting. Elections for these offices, if needed, will take place at the December meeting.

Donna Stenshoel, Sec., Br. 5847

Hickory, North Carolina

This is the official notice to all members of Branch 1250 Merged of nomina-

tions for branch officers. Nominations will be held on Nov. 17 at 7 p.m. in the 204b room of the federal building, located at 231 Government Ave., Hickory. In accordance with Article 5 of the bylaws of Branch 1250 Merged, members willing to be nominated for a branch office must be present or signify in writing prior to the meeting.

Nominations will be for president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative and trustees.

If needed, elections will take place in December, with the installation of officers in January 2023.

Todd McNeely, Pres., Br. 1250

Huntington, West Virginia

This is official notice that nomination of officers will take place at the November meeting and the election will be by mail ballot with the results announced at the December meeting.

The offices up for nomination are as follows: president, vice president, secretary, treasurer, health benefits/MBA/NSBA representative, three trustees, sergeant-at-arms, and delegates to the state and national conventions. By virtue of their office, the positions of president, vice president, secretary and treasurer will be delegates to the state and national conventions.

Roberta Duffey, Sec., Br. 359

Idaho Falls, Idaho

This is an official notice to all members of Branch 134 that nominations for all officer positions will be made on Nov. 9 at 6:30 p.m. at 360 N. Freeman Ave., Idaho Falls, during the regular monthly meeting.

Elections will be held on Dec. 14 at 6:30 p.m. at 360 N. Freeman Ave., Idaho Falls, at the December meeting.

Any member in good standing is eligible for nomination. Members need to be present at the meeting to be nominated. All nominees must indicate their acceptance of the nomination.

Members who have held, accepted or applied for a supervisory position are ineligible to hold office for a period of

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., November's deadline is for the December publication.

two years after serving as a supervisor.
Kip Andrus, Sec., Br. 1364

Jackson, Michigan

This is a notice to all members of Jackson Area Local Branch 232 that nominations of all branch officers—president, vice president, secretary, treasurer, one trustee and sergeant-at-arms—and delegates to the Michigan state convention will be held at our regular meeting in November.

Election results will be announced at our December meeting.

Rebecca J. Weaver, Sec., Br. 232

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

La Crosse, Wisconsin

This is official notice to all members of Branch 59 that nominations for all branch offices, with two-year terms beginning on Jan. 1, 2023, will be held at the regular branch meeting on Nov. 3. All candidates for any office must be present at the meeting when nominated or signify in writing their willingness to serve if elected.

Elections will be held at the regular meeting on Dec. 1.

Both meetings will be held at All Star Lanes, 4735 Mormon Coulee Road, La Crosse.

Derek Swanson, Rec. Sec., Br. 59

Lilburn, Georgia

This serves as official notice that the nominations for branch officers will be at the November branch meeting, with voting to be done at the December meeting.

Melanie Busbee, Pres., Br. 1537

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. Friemoth, Sec., Br. 105

Mansfield, Ohio

This is the official notice to all membership of Branch 118 that nominations for all offices were on Oct. 11 at 7:30 p.m.

The election will be held Nov. 8.

Amy Ogborn, Sec., Br. 118

Memphis, Tennessee

This is official notice to all active and retired members of Branch 27 that nominations for the election of delegates to the 2022 state convention will be held at the regular branch meeting on Nov. 3. This meeting will be held at the regular branch meeting at 584 South B.B. King Blvd., Memphis, and will begin at 7 p.m.

Nominees shall voice their acceptance or have a signed letter of acceptance to be presented to the president at the time of nominations. Upon nomination, every nominee must certify that he/she has not served as a supervisor for 24 months prior to being nominated. The president and executive vice president are delegates by virtue of their office.

Absentee ballots will be made available to those members reasonably unable to attend on Election Day. Absentee ballots may be requested through the Election Committee, NALC Branch 27, 584 South B.B. King Blvd., Memphis, TN 38126-3104. Absentee ballots must be requested after nominations have been closed, but at least by Nov. 21.

If necessary, election of delegates shall take place at the Dec. 1 regular scheduled branch meeting. Voting will begin at 3 p.m. Any member in line at 7 p.m. will be allowed to vote.

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

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

Morgantown, West Virginia

This is official notice to all Branch 783 members that we will begin accepting nominations for officers and delegates to the 2023 convention. Nominees must indicate in writing or in person whether they accept their nomination.

Elections will be held by secret ballot at the December meeting. Absentee ballots will be provided if necessary.

Daniel Douglass, Pres., Br. 783

Peoria, Illinois

This is official election notice to all members of Branch 31. Nominations

for one trustee position will occur at the regular Nov. 10 branch business meeting. The terms of office for all elected positions are for two years, with the term beginning on Thursday, Jan. 12, 2023. Candidates may accept nominations for only one office.

Nominations for delegates to the 2023 state convention will take place at the Nov. 10 branch meeting.

Nominations for the trustee position and delegates to attend the state convention will come from the floor. Self-nomination is permissible. You must be in attendance to indicate your willingness to accept the nomination. If you are unable to attend the meeting, you must submit in writing to the recording secretary your intent to accept prior to the nominations.

Elections, if necessary, will be by secret ballot at the Navy Marine Club, 1310 E. Seiberling Ave., Peoria Heights, prior to the branch meeting at 7 p.m. on Dec. 8. An absentee ballot may be requested.

Chris Perera, Rec. Sec., Br. 31

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 delegates to the NALC 2023 Virginia state convention. All nominees must have attended three quarters of all Branch 524 business meetings from December 2021 through November 2022. Nominations will take place at the Nov. 8 regular business meeting.

If necessary, the election of delegates will take place on Dec. 13, beginning at 7 p.m. at the regular Branch 524 business meeting.

The Branch 524 business meetings are held at the union hall, located at 1015 Georgia Ave. NE, Roanoke.

Jack Green, Sec., Br. 524

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

Texarkana, Arkansas

This is official notice to all members of Branch 569 that nominations for the offices of president, second vice president and secretary will be held on Oct. 18 during our regular

meeting at 1 Letter Carrier Drive, Texarkana.

A member need not be present to be nominated; however, they must submit written notice indicating their willingness to serve if elected.

The election of officers will be held on Nov. 15 during our regular meeting, and shall be conducted by secret ballot. All members are encouraged to attend. Write-in votes are not permitted.

Latonia Nailon, Sec./Treas., Br. 569

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.

Kimmery Thomas-Taylor, Sec., Br. 1096

Walla Walla, Washington

This is the official notification to all members of Branch 736 that nominations for all officer positions for 2023 will be held at the regular branch meeting in November, and elections will be held at the regular branch meeting in December.

Kevin Pinkerton, Sec., Br. 736

Wausau, Wisconsin

Nominations for 2023 branch officers will be made at the Nov. 8 branch meeting. Nominations will be for the offices of president, vice president, secretary, treasurer and two trustee positions.

Election results will be announced, if necessary, at the Dec. 13 branch meeting.

Carissa Blasel, Sec., Br. 215

Wisconsin Rapids, Wisconsin

This is official notice to all Branch 1083 members that nominations for all branch officers will be held at the Oct. 18 regular meeting. Voting will take place at the Nov. 15 meeting. All meetings are held at Jammers, 2810 Eagle Road, Wisconsin Rapids.

Those elected will serve a two-year term. If an absentee ballot is required, the member must notify the secretary-treasurer 14 days prior to the election.

John Daven, Sec.-Treas., Br. 1083

Youngstown, Ohio

Branch 385 will be holding nominations at the regular November branch meeting for both officer positions for the 2023-2025 term and delegates to the 2023 Ohio state convention. Any elections necessary will then be held at the regular December branch meeting.

Frederick W. Woodley Jr., Rec. Sec., Br. 385

State Summaries



At the invitation of Sen. Kyrsten Sinema (D-AZ), Arizona State President Jeff Clark gave testimony in July regarding the effects of letter carriers delivering in high temperatures. Pictured (l to r) are Phoenix Branch 576 President Cynthia Staley, Sinema and Clark.

Arizona

There has been a lot of exposure on the Jan. 6 Senate subcommittee hearings and Jeffrey Clark's testimony.

I am now going to explain a totally different Jeffrey Clark testimony on a July 15 Senate subcommittee field hearing: "Dangerous Heat: The Effects of Hot Vehicles on USPS Operations in Arizona." I was invited by Arizona Sen. Kyrsten Sinema, the chair of the Subcommittee on Government Operations and Border Management of the U.S. Senate Committee on Homeland Security and Government Affairs, to testify relating to the short- and long-term effects on letter carriers regarding temperatures reaching 120 degrees Fahrenheit.

The field hearing was held at the USPS district office in Phoenix, with Sen. Sinema as chair. In attendance were USPS District Manager John Morgan; NALC Phoenix Branch 576 President Cynthia Staley; National Association of Postal Supervisors' James Salmon; Anthony Papian of HSGAC, Erin Schulte, legislative aide for the U.S. Senate Committee on Homeland Security and Government Affairs Subcommittee on Government Operations and Border Management; U.S. Senate Committee Hearing Channel recorders and staff; and CNN and various local and national news media, all being transmitted and recorded to Washington, DC.

The hearing can be seen on the best NALC state website (in my opinion): asal.org, with Edmundo Sanchez as webmaster. I hope you all get a chance to review the field hearing. It put a spotlight on the problem of heat, not just in Arizona, but the problems letter carriers are having all over the country.

I want to thank Sen. Sinema for all she did for letter carriers. The prep work was extensive. Thank you, Erin Schulte, for "No Coronary #101," Cynthia Staley for keeping me "on the ledge," "Fast Eddie" Davidson for always answering, Kori Blalock Keller "for being you," Brian Renfro for being "Mr. Q&A," and Fred Rolando, for "always knowing when to hug!"

In unity—

Jeff Clark

California

So on social media the latest fad is to call the NALC an "ineffective union." The reasons for this, as far as I can tell, are the following. We can't eliminate Table 2 of the pay scale, new employees can't make a deposit for CCA/TE time so that it counts toward retirement, CCAs don't get COLAs, etc. Well, our union is working through collective bargaining and the legislative process to fix these issues, and that doesn't happen overnight.

Here's a question for the complainers: How about all the attacks our political enemies have mounted against us the last 30 years I've worked for the USPS that we've beaten off? Namely the following:

1. Elimination of the Special Retirement Supplement for FERS employees who retire before the age of 62
2. Pensions to be based on high-5 as opposed to high-3
3. Elimination of official time, that is to say, time on the clock a steward uses to work on grievances
4. Elimination of at least one day of regular mail delivery
5. Elimination of door delivery where it currently exists
6. Elimination of collective bargaining
7. The banning of any future possibility of postal banking
8. Contracting city routes out to private bidders
9. Elimination of COLAs for FERS retirees
10. Cutting COLAs for CSRS retirees by half a percentage point per year
11. Raising FERS pension contribution to at

least 6 percent of base salary

12. Elimination of the Private Express Statutes (which would open the mailbox to UPS/FedEx)

13. Elimination of the Thrift Savings Plan match (the USPS matches you dollar for dollar the first 5 percent)

14. Elimination of the Postal Service's off-budget status

15. Cutting the amount of annual/sick leave earned by at least a third

16. Privatization of the USPS

Eric Ellis

Florida

Once again, Florida has suffered a direct hit by a major hurricane. Hurricane Ian was reminiscent of Charley in 2004. On a track for the Tampa Bay area, it veered off through the Fort Myers/Port Charlotte area, creating a large swath of damage and devastation across Florida.

We have several members from Fort Myers Branch 2072 and West Coast Florida Branch 1477 (Port Charlotte/Punta Gorda area) who suffered severe losses. Those members have been provided personal assistance in completing the necessary forms to apply for funds from the NALC Disaster Relief Foundation. Their relief from the Foundation has already been deposited directly into their accounts. The FSALC has made a \$1,000 donation directly to the fund. Several branches throughout the state have also made similar donations. Additionally, several branches have collected truckloads of much-needed supplies and taken them directly to the areas where needed.

As we all should know, the 2022 midterm elections could have a major impact for working men and women and for organized labor. Due to the importance of the Senate races in Georgia and North Carolina, six NALC retirees have been placed on release staff to work with the AFL-CIO in Warner Robins, GA, and Charlotte, NC. FSALC Treasurer Mike Clark, FSALC District 3 Chairperson Shane Ulbin and FSALC State Legislative Liaison Kevin Byrne have been assigned to Warner Robins. FSALC VP O.D. Elliott (me) and Region 9 retirement instructor Gerard Lonergan have been assigned to Charlotte to work with Eileen Ford, assistant to the president for legislative and political organizing.

O.D. Elliott

Kentucky

I was never so proud to represent KYALC as in Chicago at our national convention. Our delegates from across the commonwealth attended and participated.

Thanks to NALC's lobbying all members of Congress on NALC issues, all 50 states are important when it comes to votes needed for our bills. President Rolando emphasized that in the 2022 midterms, we are voting for democracy.

Some misguided U.S. citizens would let our system of elections die to support dangerous causes that run contrary to our rule of law. As leaders in the labor union movement who love this country, we can-



Delaware letter carriers recently met with Rep. Lisa Blunt Rochester (D-At large) to encourage her to sign on to H.R. 82 (the Social Security Fairness Act) and H.R. 4268 (the Federal Retirement Fairness Act). Pictured (l to r) are State President Bob Wilkerson, Blunt Rochester, State Letter Carrier Congressional Liaison Desiray Perez and State Vice President Shawn Collieran.

not allow mob rule to replace the U.S. Constitution. The U.S. Postal Service predates that sacred and historic document. Yet this vital service that binds the nation together was threatened in the last election because the sitting president was afraid that votes in the U.S. Mail would be against him!

Letter carriers and delegates to future national conventions like Boston and L.A. should now get ready by working in your own branches and state associations. NALC has great leadership at all levels. There is no time better than now to take our momentum into the future. So vote for pro-labor candidates in our Kentucky elections on Nov. 8.

Our freedoms and individual choices are in eminent danger. Who ever thought states would try to pass laws that deny their citizens the right to receive medicines delivered by U.S. Mail?

Bob McNulty

Louisiana

It's beginning to feel like fall. In Louisiana, that means temperature highs in the upper 80s—not very cool at all. It also signals football season, which we live and die for here in the Bayou State.

Oh yes, lest I forget, it's also political season. This year we don't see any really competitive races for Congress. Sen. John Kennedy has several challengers, but I don't think either one can force a runoff in November. The AFL-CIO has endorsed Democrat Luke Mixon as labor's candidate. His resume is quite impressive: Naval Academy graduate, Top Gun fighter pilot, combat veteran in Iraq and Afghanistan. He's currently a pilot for Delta Air Lines, and a union man. Other candidates who will get consideration include Gary Chambers, a Baton Rouge Democrat, who has a great message, but is underfunded.

The state executive board met in September to write letters to our members of Congress in support of H.R. 82 and S. 1302, the Social Security Fairness Act. This bill would end the Government Pension Offset and repeal the Windfall Elimination Provision, which hurts our CSRS members the most. We also contacted our House members and senators to urge passage of H.R. 4268; the Federal Retirement Fairness Act. This bill would allow employees to receive credit for time spent as non-career employees who were hired after Dec. 31, 1988.

We also decided we would do something to help our brothers and sisters in Jackson, MS, with their ongoing water crisis. The Louisiana AFL-CIO and Baton Rouge Branch 129 came through big time, with assistance from Kenner Branch 4323 and New Iberia Branch 988, Harold John assisted in the effort as well as Mississippi State President Keisha Bryant.

The Louisiana state convention will be in Shreveport next year, June 4-6, 2023.



At a celebration hosted by Flushing, NY Branch 294 to commemorate the passage of H.R. 3076 (the Postal Service Reform Act of 2022), the New York State Association thanked Rep. Carolyn Maloney (D-12) for her efforts as House Committee on Oversight and Reform chairwoman by presenting her with a plaque. Pictured (l to r) are Region 15 National Business Agent Larry Cirelli, Rep. Grace Meng (D-6), Maloney, New York State Association President Mangold and Branch 294 President Tony Paolillo. Also in attendance was Senate Majority Leader Chuck Schumer (inset).

Texas

I hope everyone who joined us at the convention enjoyed the experience. If you are like me, you were encouraged and motivated by the speakers and workshops. Me, I attended the legislative session as your state president. I could not be prouder to see three branches from Texas recognized for their members' participation in the Letter Carrier Political Fund. North Texas Branch 4065, Odessa Merged Branch 3964 and Austin Branch 181 did a fantastic job.

We are approaching the holiday season and the end of the congressional calendar. Time is running out in this Congress to get a vote on H.R. 82, the Social Security Fairness Act. It has 305 co-sponsors in the house as of this writing. Contact your representatives to support this bill. Many of our senior members are not allowed to collect Social Security or get a reduction in benefits they may have earned prior to joining the Post Office Department (USPO). All this changed in 1970, when the USPO became the United States Postal Service, and we gained collective-bargaining rights.

H.R. 4268, the Federal Retirement Fairness Act, modifies the federal civilian service that is creditable service under the Federal Employees Retirement System (FERS). Currently, the non-deduction service performed before Jan. 1, 1989, is creditable under FERS so long as a deposit is made in the retirement fund to cover the period of non-deduction service. This bill would allow non-deduction (non-career, e.g., TEs, CCAs and casuals) service performed on or after Jan. 1, 1989, to be creditable under FERS so long as a deposit is made into the retirement fund.

Troy Scott

Let's get these bills passed and show the political strength of letter carriers across this country.

Happy Thanksgiving to all, and remember to share your blessings. Consider donating to the NALC Disaster Relief Foundation.

Carlos Rodriguez Jr.

Wisconsin

The Milwaukee, WI, Laborfest had not been held since 2019 due to the pandemic. This year, Eduardo Marquez, member of LIUNA Local 113, introduced the most pro-union president ever, saying, "Thank you, President Joe Biden, for all that you do for workers!"

President Joe Biden spoke on a variety of topics, including protecting unions and working-class American families, his infrastructure bill and about the need to protect Social Security. He also praised the unions and their support of him over the years. "I wouldn't be here without unions," President Biden exclaimed. "I got elected when I

was 29 years old to the United States Senate in a state that had been right to work. You know why? Union labor endorsed me and fought for me. The middle class built America, everybody knows that. Unions built the middle class."

The president also made it a point to voice his support for Gov. Tony Evers, who is up for reelection this fall, and Lieutenant Gov. Mandela Barnes, who is looking to unseat Republican U.S. Sen. Ron Johnson. Biden said that Barnes is going to be our next United States senator. Barnes was at Madison's Laborfest with the South Central Federation, along with several unions representing workers in south central Wisconsin. AFL-CIO President Shuler and Wisconsin AFL-CIO President Bloomingdale attended both the Madison and Milwaukee Laborfests.

In closing, President Biden told his crowd of supporters that America is facing a crucial time in our nation's history, indicating that it's important to work toward the future. "Everything's changing. Everything is changing," President Biden said. "We're going to have to ask whether we want to be a country that moves forward or backwards. Are we going to build a future or obsess about the past?"

Dawn Ahnen



Wisconsin letter carriers attend Laborfest in Milwaukee.



Anchorage, AK Branch 4319 hosted the 2022 Committee of Presidents meeting. Pictured (l to r) are past Branch 4319 President Jim Raymond, NALC Director of Health Benefits Stephanie Stewart, NALC Executive Vice President Brian Renfro, NALC President Fred Rolando and Branch 4319 President Tommy Devros.

Anchorage, Alaska

Anchorage Branch 4319 hosted the first-ever Committee of Presidents (COP) meeting in Alaska. I nominated the branch to host the COP in April of 2020, but the pandemic began to take hold and we had to cancel. The COP Committee gave the Western Region another chance to host the COP meeting for the fall of 2022, and I again submitted Alaska.

The delegates were excited to come to Alaska for the first time. I wasn't sure how many delegates to expect, since the national convention had just taken place the month prior. Well, more than 200 delegates from nearly every state in the country attended. Taking care of the registration table were Cindy Hall, Jospier Villegas, Mary Barich, and Maureen and Dave Berlin.

We also were fortunate to have President Rolando, Executive Vice President Brian Renfro and Director of Health Benefits Stephanie Stewart as our guest speakers. This COP meeting would be President Rolando's last as NALC president, and having him attend was an honor.

Branch 4319 hosted a hospitality night at the branch building, chartering a motorcoach transporting delegates from the hotel to the hall. Our unique Alaskan hospitality awaited them with moose and muskox chili, deep-fried and grilled halibut, and smoked, grilled and deep-fried salmon. We provided all-Alaskan beers and cocktails to wash it all down. Needless to say, the gratitude from the delegates was overwhelming and again showed how Branch 4319 is a class act.

Thanks go out to hospitality night volunteers Chuck Karjala (who made three pots of moose chili), Kathy Raymond (who made three pots of muskox chili), Alison Harpe (deep-fryer queen), Cindy Hall (chili tender), and bartenders JT Mendoza, Jospier Villegas and Kathy Raymond. Branch President Tommy Devros kept everything going smooth to ensure the delegates didn't go hungry or thirsty. Thanks to Andrew Grant, who helped set up the building as well.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Branch 425 recently had its annual retirement luncheon at the Brownstone in Paterson. A great time was had by all as 75 branch members, guests and retirees were in attendance to celebrate this day.

New retirees who attended were Gus Amaya and Tom Crossan; six other new retirees could not make the luncheon and we wish them well in their new career.

I would like to thank Region 15 Administrative Assistant Bruce Didriksen and Region 15 National Business Agent Larry Cirelli for attending our affair, and also James Henry, the newly elected vice president of the NALC.

Branch President Jeff Fox will be stepping down and Paul Bonassi will be Br. 425's new president.

Larry Cirelli will be retiring in December and Bruce Didriksen will be Region 15's new national business agent. Good luck to Larry and enjoy your new every-day-is-Sunday schedule.

It was good to see everyone, and stay safe.

Dennis Spoto, Branch 425

Centennial, Colorado

Chicago was my 10th convention, and the first as a retiree. Seeing all the newbies in our delegation gave me hope that NALC continues to innovate as well as represent all letter carriers. The workshops were timely and full of information. Monday morning, before the convention began, was a very interesting one that addressed the new plan called Delivering for America.

After Jim Sauber and Lee Moak (of the postal Board of Governors) gave their thoughts, they opened the microphones to letter carriers and listened as those present expressed their views and concerns with the plan. It seemed to set the stage for the rest of the week. There are so many opinions in a group that large, and only through discussion and listening can a cohesive action be made. When our leaders listen and come up with a plan, that's how democracy works, and that is exactly what we have with NALC.

Other workshops I attended dealt with retirement, and it's an issue that touches all career letter carriers. Anyone who is facing 30 years in this position has an opportunity to amass enough money and benefits to live comfortably after they hang up the satchel. And NALC is working to make sure there is a Postal Service in 30 years.

One interesting class was the rollout of a new mentoring program called the New Employee Experience. Knowing how a day in the life as a letter carrier can go, I found that this ambitious idea will work if all parties involved are committed to its success. It makes me sad that I'm not able to be part of such a forward-thinking idea. Let's keep moving ahead, letter carriers.

In unity—

Barb Larson, Branch 5996

New Orleans, Louisiana

"Making America a true democracy where every voice is heard and every vote is counted" —Attorney General Eric Holder at Xavier University, Sept. 30

Imagine being in a corner office located at 100 Indiana Ave. NW, Washington, DC, on Jan. 6, 2021, and you're the current leader of a union comprised of 290,000-plus active and retired letter carriers who are the heart and soul of America and its territories, and witnessing those who purport to love America assault law enforcement and deface our Capitol. The first organizations that history shows us are targeted by authoritarians and fascists are unions.

I can only imagine witnessing this spectacle, where democracy in "Amer-I-Cans" has been confronted by those who would deny the will and vote of the people. It has not been challenged since 1860 and can be disheartening. As a descendant of Crispus Attucks, Salem Poor, Harriet Tubman and Shirley Chilsom—all patriots—the road to freedom is not for the faint-hearted. As a son of a veteran, and also a veteran and having family members on active duty, I'm concerned that we are headed down the wrong path. We will prevail!

As active and retired carriers, we are the beneficiaries of the greatest democracy in world. Our benefits, wages and pensions are the results of engaging in the arena of ideals.

We now as retired and active carriers are obligated and mandated to once again continue this ongoing experiment called America and democracy. Vote! Stay tuned for Tuesday, Nov. 8, results and the new selection of national officers.

Fred Rolando has charged us with, "I'm Voting for Democracy in 2022!" Help to make that result true.

VIA—Victory is assured.

Stanley L. Taylor, Branch 124

Paterson, New Jersey

At one time (many moons ago), letter carriers came into work, cased all their mail on their route, left no mail behind and, providing there was no mail on the floor and no customer complaints, a supervisor would say another job well done.

Things have changed over the years with the implementation of a scanner, which was initially brought in to track items of accountability, packages, etc. This brought better customer service by allowing the customers of the United States Postal Service to know exactly when and where these items are and times of delivery.

Leave it to our Postal System not only to track items of delivery, but also to utilize this tool to track letter carriers' whereabouts for possible more work. Is this a productive move on the Postal Service toward its employees? The jury is still out.

Letter carriers need to be made aware that they now must satisfy a computer system rather than taking it upon themselves to find the most efficient way to deliver our nation's mail. As the saying goes: Work smarter, not harder.

Joseph Murone, Branch 120



From the Trustees

In these articles, we often extoll the many amenities and features of our Nalcrest community.

One of these features we have available to all letter carriers is our short-term rental apartments. These units have proven to be so popular that there is often a waiting list during certain times of the year.

However, at the end of September, we had someone cut in line to make a short visit to the Nalcrest community.

Ian was his name. He was an uninvited and unwanted “guest”—a guest who brought a lot of rain and wind, but, fortunately for us, departed without any major damage.

The lagoons rose to cover the walkway that provides a path around them, but no apartments were flooded and all of our roofs held fast.

The storm left a lot of tree branches and other debris around the grounds that needed to be gathered for disposal.

This leads me to highlight the cleanup activity at Nalcrest following Ian’s departure. Not only did our management and maintenance employees do a wonderful job of cleanup, we had a large cadre of residents join in the effort. In short order, the debris was gathered into piles awaiting pickup by the trucks.

Once again, letter carriers responded to a need and, with a smile, helped put things back in order.

Thank you to all our residents who stepped up and volunteered to make their Nalcrest home beautiful again.

In solidarity—

Tom Young

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



Above: Nalcrest is represented at NALC’s 2022 Biennial National Convention in Chicago. Pictured (l to r) are Nalcrest Trustees Tom Young and Matty Rose, Nalcrest Property Manager Lisa Senecal, Nalcrest Trustee Don Southern and Nalcrest resident Bruce McDowell.

Right: The Nalcrest booth in the convention hall at McCormick Place in Chicago



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.

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*.



Additionally, the national secretary-treasurer's office handles

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



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

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

75-year pins

Rudolph A. Tempesta	Chapel Hill, NC	Br. 2613
Robert J. Wallace	Cape Atlantic, NJ	Br. 903
Edwin A. Erickson	Southeast PA Mgd.	Br. 725
Leslie M. Simmler	Southeast PA Mgd.	Br. 725

70-year pins

Theodore C. Holdorf	Central FL	Br. 1091
Clinton R. Russell Jr.	Monroe, LA	Br. 136
Edmund F. Aniszewski	Dunkirk, NY	Br. 150
Thomas J. Clark	Southeast PA Mgd.	Br. 725
William J. Lyons	Southeast PA Mgd.	Br. 725
John U. Mathews	WI Rapids, WI	Br. 1083

65-year pins

Robert A. Petrovic	S. Suburban Mgd., IL	Br. 4016
Harley C. Harned	N. Oakland Co., MI	Br. 320
John H. Pollitt Jr.	N. Oakland Co., MI	Br. 320
Robert C. Gignac	Royal Oak, MI	Br. 3126
Joseph W. Leitch	Royal Oak, MI	Br. 3126
Joseph A. Novak	Royal Oak, MI	Br. 3126
John Parker	Royal Oak, MI	Br. 3126
Kenneth A. Potts	Royal Oak, MI	Br. 3126
Robert N. Crandall	Western Wayne Co., MI	Br. 2184
Charles J. Durfee	Western Wayne Co., MI	Br. 2184
Alexander A. Haykus	Western Wayne Co., MI	Br. 2184
Frank J. Korige	Western Wayne Co., MI	Br. 2184
Robert L. Kreager	Western Wayne Co., MI	Br. 2184
Lawrence L. Marshall	Western Wayne Co., MI	Br. 2184
James P. McMahon	Western Wayne Co., MI	Br. 2184
Robert F. Sedore	Western Wayne Co., MI	Br. 2184
Milton N. Somppi	Duluth, MN	Br. 114
Keith B. Lewis	Chapel Hill, NC	Br. 2613
Thomas F. Crawford	Cape Atlantic, NJ	Br. 903
William D. Ruth	Cape Atlantic, NJ	Br. 903
Michael J. Schiavone Jr.	Garden State Mgd., NJ	Br. 444
Gerald R. Kelly	Findlay, OH	Br. 143
John M. O'Connor	Southeast PA Mgd.	Br. 725
Leland A. Phillips	Anderson, SC	Br. 1871
Willie J. Clark	Memphis, TN	Br. 27
Charles E. Flowers	Memphis, TN	Br. 27
Cecil L. Leverton	WI Rapids, WI	Br. 1083
John U. Mathews	WI Rapids, WI	Br. 1083

60-year pins

Victor L. Bradley	Stamford, CT	Br. 60
James H. Price Jr.	Stamford, CT	Br. 60
Ralph L. Weeks	Clearwater, FL	Br. 2008
Joel J. Kowalewski	Rockford, IL	Br. 245
William A. Koelling	S. Suburban Mgd., IL	Br. 4016
Ralph B. Leinen Jr.	S. Suburban Mgd., IL	Br. 4016
Robert L. Ertel	Batesville, IN	Br. 3293
Charles E. Thomas	Baltimore, MD	Br. 176

Robert I. Bursley	Battle Creek, MI	Br. 262
George B. Hungerford Jr.	N. Oakland Co., MI	Br. 320
Richard J. Rompa	N. Oakland Co., MI	Br. 320
Romeo V. Marson	Royal Oak, MI	Br. 3126
Frank J. Korige	Western Wayne Co., MI	Br. 2184
John F. Lowry	Western Wayne Co., MI	Br. 2184
Lyle R. Rosan	Western Wayne Co., MI	Br. 2184
Maurice E. Flanagan	Duluth, MN	Br. 114
Lee R. Brumley	Billings, MT	Br. 815
Robert M. Cornell	Cape Atlantic, NJ	Br. 903
Richard C. Wrublevski	Garden State Mgd., NJ	Br. 444
Gerard A. Rosato	Flushing, NY	Br. 294
Leon T. Ricks	Barberton, OH	Br. 897
Donald F. Sabatino	Barberton, OH	Br. 897
Richard J. Galen	Lancaster, PA	Br. 273
Francis J. Disanti	Southeast PA Mgd.	Br. 725
Clarence R. Atherton	Memphis, TN	Br. 27
Burnan B. Decker	Memphis, TN	Br. 27
John J. Farris	Memphis, TN	Br. 27
Graham A. Frank	Memphis, TN	Br. 27
George W. Hooper	Memphis, TN	Br. 27
James H. Whitworth	Memphis, TN	Br. 27
Charles B. West	Austin, TX	Br. 181
James D. Christensen	Salt Lake City, UT	Br. 111
Ronald L. Van Ry	Salt Lake City, UT	Br. 111
Gary R. Lavann	Milwaukee, WI	Br. 2
Michael J. Okus	Milwaukee, WI	Br. 2
Cecil L. Leverton	WI Rapids, WI	Br. 1083
John U. Mathews	WI Rapids, WI	Br. 1083
Lawrence E. Matthews	WI Rapids, WI	Br. 1083

55-year pins

Edward F. Carlin	Van Nuys, CA	Br. 2462
Glenn H. Delino	Van Nuys, CA	Br. 2462
Clarence W. Jensen	Boulder, CO	Br. 642
Richard D. Mauler	Boulder, CO	Br. 642
Donald W. Zimmerman	CO Springs, CO	Br. 204
Joseph Evaristo Jr.	Stamford, CT	Br. 60
Thomas J. Gallo Jr.	Stamford, CT	Br. 60
Andrew M. Grisko Jr.	Stamford, CT	Br. 60
Vincent E. Migliano Jr.	Stamford, CT	Br. 60
Michael J. Aman	Washington, DC	Br. 142
John H. Anderson	Washington, DC	Br. 142
William M. Braswell	Washington, DC	Br. 142
James S. Clowe	Washington, DC	Br. 142
Melvin J. Gardner	Washington, DC	Br. 142
Kenneth H. Gaskins	Washington, DC	Br. 142
William E. Meadows	Valdosta, GA	Br. 998
Lloyd E. Green	Muncie, IN	Br. 98
Jerrald A. Leturgez	Terre Haute, IN	Br. 479
Charles E. Lapp	Austin, IN	Br. 5276
Ralph A. Renna Jr.	Boston, MA	Br. 34
Charles E. Thomas	Baltimore, MD	Br. 176
Richard D. Herr	N. Oakland Co., MI	Br. 320
Aime E. Brabant	Royal Oak, MI	Br. 3126

John D. Burkheiser	Royal Oak, MI	Br. 3126
Ronald J. Chapman	Royal Oak, MI	Br. 3126
Geraldine W. Homeszyn	Royal Oak, MI	Br. 3126
Clara L. Odom	Royal Oak, MI	Br. 3126
William A. Williams	Royal Oak, MI	Br. 3126
Synthia A. Kilgoar	Western Wayne Co., MI	Br. 2184
Carol E. Maxwell	Western Wayne Co., MI	Br. 2184
Warren H. Mewhorter	Western Wayne Co., MI	Br. 2184
Elaine C. Stacho	Western Wayne Co., MI	Br. 2184
Thelma Watts	Western Wayne Co., MI	Br. 2184
Thomas F. Wagner	Duluth, MN	Br. 114
Robert J. Yernberg	Duluth, MN	Br. 114
Kenneth G. Hackney	Chapel Hill, NC	Br. 2613
Edward V. Oerther	Cape Atlantic, NJ	Br. 903
Ronald A. Nauden	Garden State Mgd., NJ	Br. 444
Donato J. Meola	NJ Mgd.	Br. 38
Richard D. Manning	NJ Mgd.	Br. 38
James H. Walsh	Brooklyn, NY	Br. 41
Laurence S. Hall	Lancaster, PA	Br. 273
T R. Kilhefner	Lancaster, PA	Br. 273
Robert B. Eppley	Memphis, TN	Br. 27
Richard T. Kalusok	Milwaukee, WI	Br. 2
Terry L. Strobel	Milwaukee, WI	Br. 2
Richard T. Szalacinski	Milwaukee, WI	Br. 2
Cecil L. Leverton	WI Rapids, WI	Br. 1083
John U. Mathews	WI Rapids, WI	Br. 1083
Lawrence E. Matthews	WI Rapids, WI	Br. 1083

50-year pins

Patrick J. Ryan	Van Nuys, CA	Br. 2462
John A. Suarez	Van Nuys, CA	Br. 2462
A. T. Anderson	Boulder, CO	Br. 642
John Boltrucyk	Boulder, CO	Br. 642
Laurie J. Bowser	Boulder, CO	Br. 642
Timothy B. Gaetzke	Boulder, CO	Br. 642
David R. Gaw Jr.	Boulder, CO	Br. 642
K. L. George	Boulder, CO	Br. 642
Richard A. Graves	Boulder, CO	Br. 642
Thomas J. Harper	Boulder, CO	Br. 642
Michael L. Heiser	Boulder, CO	Br. 642
Robert M. Hinton	Boulder, CO	Br. 642
David J. Kloosterman	Boulder, CO	Br. 642
Richard A. Kounovsky	Boulder, CO	Br. 642
James R. Marzano Jr.	Boulder, CO	Br. 642
Edward L. Merchant	Boulder, CO	Br. 642
Victor R. Miller	Boulder, CO	Br. 642
Theodore C. Montoya	Boulder, CO	Br. 642
Rafael V. Perera	Boulder, CO	Br. 642
Joseph L. Runyan	Boulder, CO	Br. 642
R. A. Sells	Boulder, CO	Br. 642
Lois A. Thompson	Boulder, CO	Br. 642
Joseph S. Golas Jr.	CT Mgd.	Br. 20
Charles A. Kelly	CT Mgd.	Br. 20
Alvin C. Cain	Washington, DC	Br. 142
Eugene C. Reiger	Gainesville, FL	Br. 1025

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

Reace A. Thompson Jr.	Key West, FL	Br. 818	James Korolowicz	South Macomb, MI	Br. 4374	Dennis Hladky	Long Island Mgd., NY	Br. 6000
John T. Brown	South FL	Br. 1071	Patricia A. Berchulc	South Macomb, MI	Br. 4374	Alan M. Sentner	Long Island Mgd., NY	Br. 6000
Harley E. Carter	Valdosta, GA	Br. 998	Joyce G. Carter	South Macomb, MI	Br. 4374	Frank W. White	Long Island Mgd., NY	Br. 6000
Bobby E. Harris	Valdosta, GA	Br. 998	Glenn H. Baske	Western Wayne Co., MI	Br. 2184	Thomas E. Eckert	Barberton, OH	Br. 897
Richard L. Ray	Central IA Mgd.	Br. 352	Rita G. Constantakis	Western Wayne Co., MI	Br. 2184	Floyd R. Lockhart	Barberton, OH	Br. 897
James A. Mitchell	Chicago, IL	Br. 11	Mary K. Ferrari	Western Wayne Co., MI	Br. 2184	Charles R. Kelley	Findlay, OH	Br. 143
Phillip L. Englert	S. Suburban Mgd., IL	Br. 4016	James E. Johnson	Western Wayne Co., MI	Br. 2184	Herbert Black Jr.	Memphis, TN	Br. 27
Timothy Hoch	S. Suburban Mgd., IL	Br. 4016	Joyce E. Marx	Western Wayne Co., MI	Br. 2184	Jerry F. Byrd	Memphis, TN	Br. 27
Robert S. Knight	S. Suburban Mgd., IL	Br. 4016	Linda D. Peterson	Western Wayne Co., MI	Br. 2184	William E. Crutchfield	Memphis, TN	Br. 27
Clifford J. Nagel	S. Suburban Mgd., IL	Br. 4016	Ismael G. Ramirez	Western Wayne Co., MI	Br. 2184	Kenneth D. Gill	Memphis, TN	Br. 27
Charles E. Lapp	Austin, IN	Br. 5276	Wallace Roach	Western Wayne Co., MI	Br. 2184	J. B. Haynes	Memphis, TN	Br. 27
Charles E. Thomas	Baltimore, MD	Br. 176	Andrew E. Sueta	Western Wayne Co., MI	Br. 2184	Tommie L. Nix	Memphis, TN	Br. 27
Paul F. Barrett	Royal Oak, MI	Br. 3126	Alvin E. Grams	Duluth, MN	Br. 114	James C. Pennington	Memphis, TN	Br. 27
Walter L. Clingan	Royal Oak, MI	Br. 3126	Carroll L. Michaelson	Duluth, MN	Br. 114	Richard H. Thomas	Memphis, TN	Br. 27
Robert L. Cox	Royal Oak, MI	Br. 3126	Douglas McKeel	Goldsboro, NC	Br. 876	Peter C. Duran	Austin, TX	Br. 181
John C. Dennis	Royal Oak, MI	Br. 3126	James Webb Jr.	Goldsboro, NC	Br. 876	Robert T. Grissom	Austin, TX	Br. 181
Craig A. Hull	Royal Oak, MI	Br. 3126	John J. Moscatello	Garden State Mgd., NJ	Br. 444	Buddy E. Tripp	Austin, TX	Br. 181
Thomas J. Murray	Royal Oak, MI	Br. 3126	Ronald D. Williams	Hudson Valley Mgd., NY	Br. 137	Bruce M. Zivley	Austin, TX	Br. 181
Terence M. Opsahl	Royal Oak, MI	Br. 3126	R. M. Seybold	Dunkirk, NY	Br. 150	Lawrence E. Matthews	WI Rapids, WI	Br. 1083
James F. Wodowski	Royal Oak, MI	Br. 3126	Alfonso Monaco	Binghamton, NY	Br. 333	Gerald L. Yanta	WI Rapids, WI	Br. 1083

In Memoriam

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

Dennis M. McGrew	Br. 469	Mobile, AL	Harold W. Conley	Br. 2902	Tri-Valley, CA	Richard A. Randol	Br. 352	Central IA Mgd.
Lowell T. Clute	Br. 543	Hot Springs Natl. Park, AR	Lois L. Perkins	Br. 2902	Tri-Valley, CA	Wesley D. Redhead	Br. 352	Central IA Mgd.
John A. Failla	Br. 1902	AZ Mgd.	Lawrence E. Kneitel	Br. 2462	Van Nuys, CA	Fredrick D. Plum	Br. 352	Central IA Mgd.
Vincent J. Galgano	Br. 1902	AZ Mgd.	Michael W. Mckernan	Br. 2462	Van Nuys, CA	Anthony J. Sciacchitano	Br. 352	Central IA Mgd.
Laurence F. Whitaker	Br. 1902	AZ Mgd.	Ralph H. Santman	Br. 2462	Van Nuys, CA	Michael A. Cavanaugh III	Br. 927	Pocatello, ID
Linda L. O'Brine	Br. 704	Tucson, AZ	Jerry A. Dryden	Br. 5996	Centennial, CO	Edward J. Matushek Jr.	Br. 11	Chicago, IL
Ernest C. Avalos	Br. 231	Central CA	Richard Eisenberg	Br. 5996	Centennial, CO	Sam A. Sparacino	Br. 11	Chicago, IL
Clifford R. Maxwell	Br. 231	Central CA	Louis H. Boette Jr.	Br. 47	Denver, CO	Leo F. Cotter	Br. 11	Chicago, IL
Marvin B. Cox	Br. 1100	Garden Grove, CA	George L. Torrez	Br. 47	Denver, CO	Macario Ortiz Jr.	Br. 11	Chicago, IL
Richard F. Mesmer	Br. 1100	Garden Grove, CA	Paul A. Cerrone	Br. 47	Denver, CO	Larose Simpson	Br. 11	Chicago, IL
Donald T. Rentch	Br. 1100	Garden Grove, CA	Oscar Dominguez	Br. 47	Denver, CO	Chester R. Stelmachowski	Br. 11	Chicago, IL
Damien A. Dennis	Br. 1100	Garden Grove, CA	P. E. Noble	Br. 32	Bridgeport, CT	Robert C. Bain	Br. 1870	Downers Grove, IL
Kevin O. Mc Millan	Br. 1100	Garden Grove, CA	Norman A. Gaudet	Br. 109	Derby, CT	John M. Dolosic	Br. 305	Joliet, IL
Robert D. Schorer	Br. 1100	Garden Grove, CA	James R. McNamara	Br. 19	New Haven, CT	Charles W. Meverden	Br. 245	Rockford, IL
Gary R. Southerland	Br. 1100	Garden Grove, CA	Timothy J. Haffner	Br. 19	New Haven, CT	Richard C. Oakley	Br. 245	Rockford, IL
Thongleang Thaopaset	Br. 1100	Garden Grove, CA	Frank J. Leonetti	Br. 19	New Haven, CT	Donald D. Ruenger	Br. 245	Rockford, IL
Daniel C. Villagomez	Br. 1100	Garden Grove, CA	Joseph H. Graves Jr..	Br. 142	Washington, DC	Monique D. Hopps	Br. 4016	S. Suburban Mgd., IL
Mamoru Hanamoto	Br. 1111	Greater E. Bay, CA	Gale A. Brooks	Br. 1091	Central FL	Denzil F. Herbershoff	Br. 4739	Wheeling, IL
Robert L. Lawson	Br. 1111	Greater E. Bay, CA	Louis M. Aviles	Br. 2550	Fort Lauderdale, FL	Dexter E. Cloud	Br. 489	Anderson, IN
Juanita D. Medina	Br. 24	Los Angeles, CA	Charles T. Lyle	Br. 2550	Fort Lauderdale, FL	Andrew Williams	Br. 547	Elkhart, IN
Brian Ramos	Br. 24	Los Angeles, CA	Percival M. Regis	Br. 1025	Gainesville, FL	Leonard E. Mauzy	Br. 116	Fort Wayne, IN
Denni J. Ferrer	Br. 1310	Monterey, CA	Clifford Dailey Jr..	Br. 53	Northeast FL	Terrence D. Fitzwater	Br. 466	Lafayette, IN
Jesse H. Swan II	Br. 133	Sacramento, CA	Cledas J. Dicks	Br. 53	Northeast FL	Stacy L. Lamb	Br. 828	South Central IN
Ramon Armendariz	Br. 70	San Diego, CA	William K. East	Br. 53	Northeast FL	Rudolph I. Sweet Sr.	Br. 201	Wichita, KS
William L. Bach	Br. 70	San Diego, CA	Don C. McDonald	Br. 53	Northeast FL	Martin A. Binns	Br. 4341	Scott City, KS
Winfred A. Stewart	Br. 70	San Diego, CA	F. J. Petersen	Br. 53	Northeast FL	David A. Bensing	Br. 14	Louisville, KY
Jana L. Hodgins	Br. 70	San Diego, CA	George C. Phillips	Br. 53	Northeast FL	William L. Kaelin	Br. 14	Louisville, KY
Robin L. Arnold	Br. 214	San Francisco, CA	Merald R. Woods	Br. 53	Northeast FL	John M. Osborne	Br. 14	Louisville, KY
Robert H. Boggs	Br. 214	San Francisco, CA	Richard A. Rink	Br. 1477	West Coast FL	John T. Patterson Jr.	Br. 14	Louisville, KY
Michael W. Conroy	Br. 214	San Francisco, CA	Derrick G. Sampson	Br. 1477	West Coast FL	Edwin G. Sulzer	Br. 14	Louisville, KY
Roland G. Liggay	Br. 214	San Francisco, CA	Robert R. Sweet	Br. 1477	West Coast FL	Javier Rodarte	Br. 5799	Leitchfield, KY
Robert D. Mesick	Br. 214	San Francisco, CA	Clarence L. Leathers Sr..	Br. 73	Atlanta, GA	Arthur Simon Sr.	Br. 124	New Orleans, LA
Roosevelt Taylor III	Br. 214	San Francisco, CA	Charles E. Moss	Br. 73	Atlanta, GA	David J. Fitzgerald	Br. 34	Boston, MA
Dale H. Vesterfelt	Br. 214	San Francisco, CA	Pozie L. Redmond Jr.	Br. 73	Atlanta, GA	Dante W. Tramonte	Br. 34	Boston, MA
Colin J. Gerlach I	Br. 193	San Jose, CA	Willie J. Sims	Br. 73	Atlanta, GA	Edward J. Bohld	Br. 34	Boston, MA
Ernie L. Lipari Jr.	Br. 193	San Jose, CA	Robert N. Hopkins	Br. 73	Atlanta, GA	Jacky D. Lunceford	Br. 34	Boston, MA
Scott E. Adamson	Br. 737	Santa Ana, CA	Milton Reed	Br. 73	Atlanta, GA	Joseph Gonzales Jr.	Br. 51	Fall River, MA
Eddie L. Hammontree	Br. 737	Santa Ana, CA	Robert L. Smith	Br. 73	Atlanta, GA	Jay C. Guimond	Br. 51	Fall River, MA
Emmett D. Peake	Br. 1427	Santa Clara, CA	Cqurteshia Williams	Br. 73	Atlanta, GA	James E. Beattie Jr.	Br. 25	MA Northeast Mgd.
Robert J. Furfaro	Br. 2200	Pasadena, CA	Clyde A. Burnette	Br. 4568	Forest Park, GA	Armand V. Gagne	Br. 25	MA Northeast Mgd.
Robert E. Dixon Jr.	Br. 2207	Torrance, CA	Matt Peebles	Br. 2882	Vidalia, GA	Edward S. Karpeichik	Br. 25	MA Northeast Mgd.
Edward E. De Rueda	Br. 2902	Tri-Valley, CA	John N. Reichard	Br. 860	Honolulu, HI	John D. Lamard	Br. 25	MA Northeast Mgd.

In Memoriam

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

Mei Q. Rodenbush	Br. 742	Norwood, MA	James E. Coxe	Br. 540	Camden, NJ Mgd.	John T. Kell	Br. 78	Columbus, OH
George L. Delorie	Br. 18	Southeast MA Mgd.	Scott G. Yaede	Br. 444	Garden State Mgd., NJ	Javan G. Rowe	Br. 78	Columbus, OH
Paul T. Farrell	Br. 12	Worcester, MA	Didier Honore	Br. 272	Morristown, NJ	Thomas B. Clutter	Br. 118	Mansfield, OH
Roger Haroyan	Br. 12	Worcester, MA	Joseph E. Tregenza	Br. 272	Morristown, NJ	Charles V. Eichar	Br. 118	Mansfield, OH
Urvin P. Laperriere	Br. 12	Worcester, MA	Jacob Van Loon	Br. 38	New Jersey Mgd.	Richard L. Hawk	Br. 118	Mansfield, OH
Vincent J. Lombardozzi	Br. 12	Worcester, MA	Hubert M. Dotzauer	Br. 38	New Jersey Mgd.	Burdell J. Kryling	Br. 100	Toledo, OH
Stanley T. Mendys	Br. 12	Worcester, MA	James J. Eagen	Br. 38	New Jersey Mgd.	Carmen Tripepi	Br. 3688	Willoughby, OH
James A. Monroe	Br. 12	Worcester, MA	Harry B. Vivian	Br. 38	New Jersey Mgd.	William E. Burchfiel	Br. 458	Oklahoma City, OK
Stanley Grucan	Br. 12	Worcester, MA	Leroy J. Dolce	Br. 380	Trenton, NJ	David L. Flesner	Br. 458	Oklahoma City, OK
Steven Ferguson Jr.	Br. 176	Baltimore, MD	Charles J. Dusenshine	Br. 380	Trenton, NJ	Beryl D. Jones	Br. 458	Oklahoma City, OK
Mark S. Boyce	Br. 2611	Silver Spring, MD	Carl T. Gatti	Br. 380	Trenton, NJ	Lowell L. Smith	Br. 458	Oklahoma City, OK
Brian Bryant	Br. 4819	Lanham, MD	Clodovio Herrera	Br. 504	Albuquerque, NM	Conrad M. Thompson	Br. 458	Oklahoma City, OK
Phillip R. Viola	Br. 92	ME Mgd.	John G. Rubio	Br. 504	Albuquerque, NM	Floyd J. Voorhies	Br. 458	Oklahoma City, OK
David W. Beck	Br. 262	Battle Creek, MI	John P. Bogucki	Br. 29	Albany, New York	Harry D. Wilson	Br. 1491	Norman, OK
Charles S. Walker Jr.	Br. 262	Battle Creek, MI	Alexander P. Brousseau	Br. 29	Albany, New York	Martin E. Smith	Br. 1358	Tulsa, OK
Arthur R. Chupailo	Br. 1	Detroit, MI	Russell R. Brown	Br. 29	Albany, New York	Clyde G. Wilson Jr.	Br. 82	Portland, Oregon
Alfred E. Mele	Br. 1	Detroit, MI	William M. Brown	Br. 29	Albany, New York	Fredrick W. Shahan	Br. 920	Bux-Mont, PA
Omer A. Moynes Jr.	Br. 1	Detroit, MI	William G. Beyer	Br. 3	Buffalo-Western NY	Mark A. Virgle Jr.	Br. 920	Bux-Mont, PA
Foster L. Yancy	Br. 1	Detroit, MI	W. R. Tilton	Br. 3	Buffalo-Western NY	Gerard E. Zimmer	Br. 284	Erie, PA
Kenneth J. Baier	Br. 1	Detroit, MI	Richard L. Bailoni	Br. 3	Buffalo-Western NY	Gary R. Shunk	Br. 500	Harrisburg, PA
Brenda J. Ducker Spencer	Br. 1	Detroit, MI	Norman J. Bealer	Br. 3	Buffalo-Western NY	Frank E. Karkoski Jr.	Br. 22	New Castle, PA
India L. Hogan	Br. 1	Detroit, MI	Ronald R. Smith	Br. 3	Buffalo-Western NY	Donald J. Young	Br. 22	New Castle, PA
John L. Murry	Br. 1	Detroit, MI	Robert J. Altmayer	Br. 294	Flushing, NY	William J. Constantino	Br. 157	Philadelphia, PA
Duncan E. Pea	Br. 1	Detroit, MI	Norman Bard	Br. 294	Flushing, NY	Caren Franklin	Br. 157	Philadelphia, PA
Bryan J. Zaydel	Br. 1	Detroit, MI	J. M. Benz	Br. 294	Flushing, NY	Robert A. Beetem	Br. 84	Pittsburgh, PA
Donald L. Czurak	Br. 56	Grand Rapids, MI	Angelo S. Deperino	Br. 294	Flushing, NY	John D. Hoelle	Br. 84	Pittsburgh, PA
Stephen J. Nelson	Br. 246	Kalamazoo, MI	Carl J. Gallo	Br. 294	Flushing, NY	Walter W. Murray	Br. 84	Pittsburgh, PA
Robert D. Stuu	Br. 246	Kalamazoo, MI	Gerald J. Healy	Br. 294	Flushing, NY	Gordon B. Houck	Br. 509	York, PA
Glen M. Carlton	Br. 256	Mid-MI	Michael D. Herron	Br. 294	Flushing, NY	Carlo Pucino Jr.	Br. 15	Providence, RI
Albert E. Fethke Jr.	Br. 13	Muskegon, MI	Walter G. Lehrer	Br. 294	Flushing, NY	Samuel W. Gore	Br. 3902	Charleston, SC
Randall Seifers Jr.	Br. 13	Muskegon, MI	D. Novello	Br. 294	Flushing, NY	Gerald D. Jones	Br. 439	Greenville, SC
Roger L. Vos	Br. 13	Muskegon, MI	Edward C. Ripple III	Br. 294	Flushing, NY	Hilary A. Williams	Br. 439	Greenville, SC
Arthur L. Kieft	Br. 13	Muskegon, MI	Vito D. Spagnuolo	Br. 294	Flushing, NY	Mark D. Hunt Jr.	Br. 5423	Travelers Rest, SC
Vincent W. Misuraca	Br. 4374	South Macomb, MI	Jay Weiner	Br. 294	Flushing, NY	Ruben Fontes	Br. 364	Clarksville, TN
Cheryl M. Wasnick	Br. 4374	South Macomb, MI	William M. Dubinski	Br. 137	Hudson Valley Mgd., NY	Claude W. Ferguson Jr.	Br. 419	Knoxville, TN
Monique R. Johnson	Br. 4374	South Macomb, MI	Ahkem Chu III	Br. 5229	New City, NY	Billy H. McCulley	Br. 419	Knoxville, TN
Robert Zeleny	Br. 4374	South Macomb, MI	Matthew J. Dimmler	Br. 36	New York, NY	James S. McMurray	Br. 419	Knoxville, TN
Earl D. Anderson	Br. 9	Minneapolis, MN	Edward M. Abreu	Br. 36	New York, NY	Robert W. Wolfenbarger	Br. 419	Knoxville, TN
John L. Hilden	Br. 9	Minneapolis, MN	Henry P. Bernbach	Br. 36	New York, NY	Lonnie G. Jones	Br. 2585	McKenzie, TN
Kelvin E. Kemmer	Br. 9	Minneapolis, MN	Kokdow Chue	Br. 36	New York, NY	Vincent W. Hart	Br. 181	Austin, TX
Todd J. Wescott	Br. 28	St. Paul, MN	Isidore E. Ferber	Br. 36	New York, NY	Abel A. Sanchez	Br. 1259	Corpus Christi, TX
Brad A. Pennington	Br. 217	Jackson, MS	Michael J. Fox	Br. 36	New York, NY	Michael Ayala	Br. 226	Fort Worth, TX
Jourdan Thompson	Br. 30	Kansas City, MO	David H. Goldblatt	Br. 36	New York, NY	Lucinda Hernandez	Br. 226	Fort Worth, TX
Frank J. Ferro	Br. 30	Kansas City, MO	David B. Madill	Br. 36	New York, NY	Benjamin J. Orlando	Br. 283	Houston, TX
Drenna M. Gilmore	Br. 30	Kansas City, MO	Joseph Mercury	Br. 36	New York, NY	Nathaniel Giles Jr.	Br. 283	Houston, TX
Glennon J. Ameis	Br. 343	St. Louis, MO	Victor A. Picarello	Br. 36	New York, NY	Billie Brittingham	Br. 421	San Antonio, TX
Fred W. Bargmann	Br. 343	St. Louis, MO	Rosario Priore	Br. 36	New York, NY	Elmer Garza Jr.	Br. 421	San Antonio, TX
Jerome R. Becker	Br. 343	St. Louis, MO	James T. Saunders	Br. 36	New York, NY	Bobby N. Jemison	Br. 421	San Antonio, TX
Leonard J. Bogucki	Br. 343	St. Louis, MO	Harry D. Semsey	Br. 36	New York, NY	Jaime L. Martinez	Br. 421	San Antonio, TX
Vernon E. Goede	Br. 343	St. Louis, MO	Sherman M. Silverman	Br. 36	New York, NY	Samuel G. Perez	Br. 421	San Antonio, TX
Anthony L. Immken	Br. 343	St. Louis, MO	Carl Spinella	Br. 36	New York, NY	Paul N. Vargas	Br. 421	San Antonio, TX
James E. Kluempers	Br. 343	St. Louis, MO	Joseph Giuseppetti	Br. 661	N. Tonawanda, NY	Wallace M. Chaviers Jr.	Br. 1227	Wichita Falls, TX
Leonard P. Kratzer	Br. 343	St. Louis, MO	F. E. Brucker	Br. 358	Northeastern NY	Theodore E. Drummond	Br. 1227	Wichita Falls, TX
Lois M. Laird	Br. 343	St. Louis, MO	J. J. Krupka	Br. 134	Syracuse, NY	David C. McNeill	Br. 1227	Wichita Falls, TX
Peter A. Maniscalco	Br. 343	St. Louis, MO	Sheldon R. Soule Jr.	Br. 134	Syracuse, NY	Jerele R. Moree	Br. 1227	Wichita Falls, TX
James W. Mayer	Br. 343	St. Louis, MO	John A. Graziano	Br. 693	Westchester Mgd., NY	Ernest L. Cephas	Br. 3520	Northern VA
Erman W. Parrott	Br. 343	St. Louis, MO	Albie C. Papademetriou	Br. 693	Westchester Mgd., NY	Donald L. Slaton	Br. 3520	Northern VA
Clementine W. Tucker	Br. 343	St. Louis, MO	Jose L. Rodriguez	Br. 387	Yonkers, NY	Urban H. Dupont	Br. 521	Burlington, VT
Joe W. Taylor	Br. 545	Charlotte, NC	John S. Brewster	Br. 6000	Long Island Mgd., NY	J. M. Budmats	Br. 79	Seattle, WA
Earnest A. Barsh	Br. 876	Goldsboro, NC	Robert J. Heaney Jr.	Br. 6000	Long Island Mgd., NY	Anne C. Jewell	Br. 79	Seattle, WA
Alton W. Hill	Br. 876	Goldsboro, NC	Alfred F. Vito	Br. 6000	Long Island Mgd., NY	Gary L. Nolta	Br. 79	Seattle, WA
Wayne E. White	Br. 876	Goldsboro, NC	Nick Amanatides	Br. 238	Canton, OH	Manfred R. Baumbauer	Br. 442	Spokane, WA
Ronald S. Jones	Br. 3114	Morehead City, NC	Francisco Garcia	Br. 238	Canton, OH	Cecil T. Nuxoll	Br. 442	Spokane, WA
Leslie L. Parnell	Br. 459	Raleigh, NC	Delano L. Hoagland	Br. 238	Canton, OH	George B. Knodl Jr.	Br. 2	Milwaukee, WI
Derald D. Drbal	Br. 8	Lincoln, NE	John W. Mikstay	Br. 238	Canton, OH	Carla D. Linson	Br. 2	Milwaukee, WI
Jon D. Vance	Br. 8	Lincoln, NE	James Schiavone	Br. 238	Canton, OH	James R. Millard	Br. 2	Milwaukee, WI
Donald S. Duros	Br. 5	Omaha, NE	Donald A. Smith	Br. 238	Canton, OH	Leeroy E. Brooks	Br. 880	Bluefield, WV
Roger A. Rhoads	Br. 5	Omaha, NE	Scott B. Workman	Br. 238	Canton, OH	William D. Irvin	Br. 880	Bluefield, WV
Anthony Grzebyk	Br. 425	Bergen Co. Mgd., NJ	Shirlaine M. Flake	Br. 40	Cleveland, OH	Jack H. McGowan	Br. 880	Bluefield, WV
Frank J. Howley	Br. 425	Bergen Co. Mgd., NJ	Matthew Galla	Br. 40	Cleveland, OH	Otis F. Sheffield	Br. 359	Huntington, WV
George E. Serafin	Br. 425	Bergen Co. Mgd., NJ	Ronald D. Sharp	Br. 43	Cincinnati, OH			
Alfred A. Springstead	Br. 425	Bergen Co. Mgd., NJ	Gary L. Eisnaugle	Br. 78	Columbus, OH			



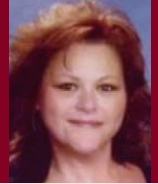
Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Happy fall to all of our Auxiliary sisters and brothers. It is great to feel the weather cooling off this time of year.

We were so fortunate to have a national convention this August in the beautiful city of Chicago. Our Country Store and raffles were well received. A huge thank-you to our members, Crystal and Chris Bragg, for organizing the store. Chris ran the store during our sessions and made a postal vehicle to raffle. Crystal made so many beautiful handmade items to sell. We said a fond goodbye to Gerome the Gnome, our traveling letting carrier (crafted by Crystal), as he was raffled off. I also want to thank all of our members who donated a wonderful variety of

items to fill our tables.

Below are some photos from our convention.
Photo 1: Marsha Haskins from Dayton, OH (left) and Warditra Hancock from High Point, NC Branch 936 (right) volunteered to be on our organization committee.

Photo 2: Secretary Samantha Johnson, Treasurer Regina Cropp and President Renita Bostic from Newport News, VA Aux. #1200 are going to help with technology. A special thank-you to Jean Gaskin, my longtime friend for mentoring new members.

Photo 3: Eddie Mann of Arizona (left) won one of the raffles from our Country Store.

Photo 4: Gaye Meredith, Linda Becker, Donald Becker and Caroline Meredith of Texas

Photo 5: Our retired secretary, George Anna

Myers, and the 2018-2022 board (me, Linda Davis, Cythensis Lang and Crystal Bragg) following our introduction onstage

NALC Executive Vice President Brian Renfroe came to greet us with the welcoming committee and Chairwoman Elisabeth Goodwin of Houston, TX Branch 283. Brian spoke to us about legislative issues and health benefits. Most importantly, he told us that the Auxiliary was very important to him and that he would be working with us. We are so excited about the news and very appreciative of the opportunity.

Thank you to everyone who supported our store and raffles.

In solidarity—

Cynthia A. Martinez

2022 NALCA convention in Chicago



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5

Branch Items

Albany, New York

The ballots have been cast, the votes are being tallied, and we will soon find out the direction of our democracy. No, I'm not talking about the 2022 midterm elections; I don't have nearly enough space in this article to tackle that can of worms. I'm talking about the direction of the National Association of Letter Carriers.

Whichever candidates you supported in this last election, I hope that you exercised your right to vote. It amazes me each time there is an election, whether it be local, state or national politics, or in our very own union to see that often fewer than 50 percent of people exercise their right to vote. Democracy is about voting and determining what the majority holds as priorities for the future. Especially in the NALC; you signed up to be a member. You are part of this exclusive group of city letter carriers; we as a collective group need your input.

Far too often, a majority of the work is left to the minority of people who actually get involved. Then the majority of people question what the minority is doing or has done, without ever providing any input when it was time to provide it. Our chosen leaders will only know our priorities if we tell them as often as possible, and one of the strongest ways to tell them is with our vote.

If you are one of the carriers who didn't vote in this election, I would like to leave you this month with a quote from Thomas Jefferson—"We do not have government by the majority. We have government by the majority who participate." *Vote!*

Norris Beswick, Branch 29

Anderson, Indiana

It was great to finally have another NALC national convention after the 2020 national convention was canceled due to the COVID-19 pandemic. Thanks to NALC National Secretary-Treasurer Nicole Rhine and her team for all of the hard work that they did to put on the convention. As usual, the classes were fantastic. Thanks to all of our instructors for a job well done. Thanks to Chicago Branch 11 for hosting the convention.

Branch 489 delegates were Tyler, Josh, Julie, Matt, Jenny, Steve and I. Julie, Matt and Jenny were attending their first national convention. All of our delegates attended multiple workshops.

I was shocked when nominations for national officers started and we learned that President Fred Rolando was not running for reelection. Fred will retire at the end of his current term in December. In my opinion, Fred has been an outstanding president for the NALC. He has guided us through several contracts under several postmasters general. Under Fred's leadership, we finally got the postal reform bill passed and signed into law earlier this year. Fred, we hope that you enjoy a long, healthy and well-deserved happy retirement!

On a positive note, our own national business agent, David Mudd, was elected by acclamation the delegates from the K-I-M region. Well done and well deserved, David.

It's important to use our conventions and other training sessions to meet fellow carriers

from across the country who are dealing with the same issues that we are dealing with.

On a personal note, it was great talking to three of our former NBAs: Jim, Pat and Troy. It was also good to visit with Jim Beach, John Crader, Larry Jackson and my longtime traveling buddy John Halkitis.

Hope to see everyone in Boston in 2024!

Danny Gore, Branch 489

Atlanta, Georgia

Annual meeting notice: The Atlanta Letter Carriers, Inc. of Branch 73, NALC will hold its annual meeting on Thursday, Jan. 12, 2023, at Branch 73's union hall, located at 1842 Candler Road, Decatur, GA, near the intersection of



Central Florida Br. 1091 honored 70-year member Theodore C. Holdorf with a plaque. Pictured (l to r) are Branch Executive Vice President Bruce Hamilton Jr., Branch President Byron Shelton, Holdorf and Holdorf's son Chris.

Glenwood Road. The meeting will begin at 5:30 p.m., prior to the regular branch meeting. The Atlanta Letter Carriers will conduct the meeting based on COVID-19 restrictions:

1. All members must show proof of vaccination.
2. Temperature will be taken.
3. Mask on.
4. Social distancing.

Denise Reed, Branch 73

Baton Rouge, Louisiana

I would like to first thank host Chicago Branch 11 for a job well done in hosting the recently concluded convention. Our branch was represented by 26 delegates, who were required to attend the workshops as well as the general session. Most were able to come away with some information that they didn't know before. That's the whole purpose—to learn about your job. We were able to see the prototype of the new delivery vehicle. It's ugly, but hopefully it will be functional; anything would be an improvement over the 34-year-old LLVs.

There will be changes at the top of our organization. President Fred Rolando announced he's not seeking reelection. Former Vice President Lew Drass has stepped away as well. Those who've been to Tunica for the Region 8 trainings have Lew to thank for the format.

As with any organization, we move to the future, and I'm sure whoever fills those two giants' shoes will be up to the task. There will be some contested races, but Region 8 NBA Steve

Lassan was reelected by consent. Branch 124 member Lloyd Doucet was reelected as national AFL-CIO delegate for another four-year term.

We have reason to celebrate; Charles Davis (retired) has earned his 60-year pin for continuous membership in the NALC. I presented the award at his home in July. We also were able to see Old Hammond Station T-6 Alice Johnson finally get her transfer back home to Opelousas. Good luck, Alice.

Troy M. Scott, Branch 129

Camden, New Jersey Merged

Thanks to all the members of Branch 540! We just held our first "Music for MDA" fundraiser. It was an outdoor event with five bands playing live. Everyone had fun, and no one noticed the few little hitches there were. Almost everything was donated, from the venue and the food to the prizes and the entertainment. Basically, the only thing the branch had to pay for was the beer.

There were many moving parts putting this thing together, and there were a lot of people who helped. Many volunteers were not even letter carriers. Dana Nolan from MDA set up our donor landing page (for online donations) on the MDA website. I had some of my musician friends donate their time and a lot of gear. Our branch would not have been able to pull this off without all of their help and kindness. Thanks to Mike McAleer (Branch 42) for bringing his "Just Delicious Kettlecorn."

Thank you to our chaplain/director of welfare, Karen Dickerson. She handles all of our MDA events and took care of the inside stuff (silent auction, etc.). Suzette Cheeseman worked the door all day taking tickets. We had all hands on deck for the set up the morning of the event. Ken Mueller, John Jaskel and Bill Lambert worked their magic by putting together a 10-by-30-foot canopy, without instructions! The three of them also took care of running the 50/50, working the traffic detail and serving food. Doug Smith and Bob Sweerus helped count the money, but I think Bill Lambert put in the most hours that day. He went around with his trailer to pick up stuff at our houses, did all the loading and unloading, and did it all again at the end of the day.

Chuck Goushian, Branch 540

Carmel, Indiana

Branch 888 keeps moving in the right direction. A few months ago, we lost our president and we were left with only two stewards in our branch. After taking advantage of the training Region 6 offers, we now have nine trained stewards in our branch.

When the branch voted against merging, many people said they would step up and help; it's easy to say that but a whole lot harder to actually sacrifice the time and energy to do it. In my short time as president, I can't say how proud of our branch members I am, from the retirees with their time and experience to the younger carriers with their energy and willingness to learn all taking part.

We recently had a school of stewards in our region and five of the 16 people in the class were from Branch 888. It was a special thing to see. Since April, we have added seven stewards, and with upcoming training, hopefully we'll be adding an OWCP and Letter Carrier Political Fund rep. We are moving in the right direction. If anyone from the branch who doesn't attend our meetings is reading this, I encourage you to come to a meeting. If you can't attend, reach out to me anytime or get on our Facebook page, which we are getting active again. We still have a long way to go, but if you want to join in on the positive momentum, we need you.

Josh Armacost, Branch 888

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy Thanksgiving and Veterans Day. To all of the veterans who served our country, we cannot show enough appreciation for your service. We all are truly honored to work beside you each and every day, and the professionalism with which you conduct yourselves does not go unnoticed. Thank you again for your service to our country and all the sacrifices that you endured to provide the freedoms that we have.

We would also like to recognize our fellow carrier Kindahl Thompson on her recent retirement. Kindahl was a carrier at our Minuet Station with 23 years of service. We all wish you the best in the next chapter of your life.

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

Justin Fraley, Branch 545

East Lansing, Michigan

An injury to one is an injury to all." There's a lot of meaning packed in those few words. As a union steward, it meant to me that there's a basic equality among workers; no one is more important or deserving of our help than anyone else. But as the years have passed, I've discovered a deeper understanding. It's not just about unions, not just about having a caring point of view—it applies to life in general. It teaches you to look at the big picture, to see that every time you ignore injury it leads to greater harm—think pollution and global warming.

Back in the 1980s, I was working to get assistance for veterans who were injured by the atomic bomb testing, but were denied treatment in VA hospitals because they didn't consider atomic testing injuries service-related. Our biggest opposition at the time came not from fiscal conservatives, but from fellow advocates at the VA, who were competing for funds to help veterans injured in Vietnam from Agent Orange exposure. One such guy argued vehemently at the Senate hearing against the "atomic veter-

ans" saying that they didn't "deserve recognition" because they weren't injured during actual combat. He said there's only so many slices of the pie and he wanted to make certain *his* guys got theirs first. I disagreed with that notion then as I disagree with it now. I told him: "An injury to one is an injury to all; it wasn't right to pit one group of veterans against another."

The answer is, of course, universal health care; no one should wait when it's literally a matter of life and death. We can and should take care of all, be they burn-pit veterans or Camp Lejeune Marines. It's the only way to preserve our democracy.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

The old saying, "the more things change, the more they remain the same" has a meaning. I see this every day in my office. We have a very good office, great carriers (regulars, PTFs and CCAs) and we all try to work toward a common goal—and that is to get the mail delivered. I must say, the carriers take pride in what they are doing, and that is a great thing.

If you notice, I am talking about the employees; I haven't mentioned the other side of the equation, and that's management. Every morning when I arrive, I see them at the white board trying to figure out what CCA is working where. It starts with one supervisor, then there is a second, then a third, and even the postmaster may get involved on occasion. They are writing, then erasing, writing, and again erasing then they may finally get it straight.

We are a large office, and have at least 18 CCAs. We are averaging five to six routes down per day, and you would think with 18 CCAs there would be no problems covering the vacant routes, right? Well, you must consider they will loan the CCAs to other offices, working them on the rural side, giving CCAs days off, which leaves us with a shortage of CCAs to assist us. This forces them to violate the contract; now they must mandate non-OTDL to work. When the union questions them concerning this practice of giving them days off and forcing others to be mandated, their answer is that the CCAs have too many hours and they must be given a day off, according to the district. Well, my answer to that is that we take care of home first. That's the answer.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Irecently had a conversation with some fellow postal workers who started their careers with me in 1997. The talk was about how many people took the postal exam in the fall of '96 when it was administered at the Civic Center over a week-long period with more than a thousand people taking the exam. The fact that today we can have job fairs around town and receive very few applicants, if any at all, was puzzling to all of us who have made this our career.

The common theme was when we all took the test, we were all looking for a well-paying job and a stable career. When talking to people who might have an interest in a postal job, let them

know of the other benefits that we receive—benefits that would be hard to find elsewhere. Our health insurance, sick leave, life insurance, annual leave and TSP retirement plan add to



Honolulu, HI Br. 860 recognized the last three winners of its annual Sam Hips Award for exceptional service to the branch. Pictured (l to r) are Terry Kaulolu (2020 winner), Cynthia Ishizaki (2021) and Suzie McGinn (2022).

the overall package of a decent career. It might be easy to say, "I'm not going to help find employees; that's not my job," but with job fairs not producing much, a way to help fill all the job openings is to promote the job a little. Working at the Postal Service, at times, can be miserable when there is mandated or forced overtime and you are working every non-scheduled day for weeks and months in a row. The way to eliminate that part of the job that makes some people frustrated is to help fill open jobs by sharing the good aspects.

I am not sure if it was nationwide, but here in Fargo, the Postal Service made the right choice to convert all CCAs to career positions. Hopefully they will continue to hire right into career and eliminate the CCA position in our next contract.

Congratulations to Becca on converting to regular and Christopher, Kim, Matt, Luke, Megan and Emily on converting from CCAs to PTFs.

Brian Prinszano, Branch 205

Flushing, New York

On Sept. 9, Flushing Branch 294 hosted a special event to celebrate the passage of the Postal Service Reform Act of 2022, H.R. 3076. This bill is one of the most critical pieces of postal legislation in modern history. More than 12 years in the making, this bill received overwhelming bipartisan support. Among those who attended were Sen. Chuck Schumer; Rep. Carolyn Maloney, chairwoman of the House Committee on Oversight and Reform; and Rep. Grace Meng. Also joining us were Region 15 NBA Larry Cirelli, New York State Association President George Mangold and LPO Marc Ashmon. Thank you to our brothers from Branches 36, 41, 562 and 6000, and MHU Local 300 for joining us in celebration.

Stay strong—

Tony Paolillo, Branch 294

Fresno, California

My mother always told me to do the right thing. For years I used that thought to represent letter carriers, defend democracy, more

Branch Items

so when it came to my family, and our country. I will never apologize for that. Why should I? It's the right thing to do. Worker rights, human rights, women's rights and voting rights. It's all the same to me.



Spokane, WA Br. 442 awarded a 75-year plaque to Cecil Nuxoll. Pictured (front, l to r) are Branch President Eric Pardick, Nuxoll, (back, l to r) Nuxoll's daughters Patty and Alice, Branch Vice President Steve Thrift, Branch Trustee Sharee Eschenbacher and Region 2 RAA Debbie Dixon.

Yet, there are those intent on taking all of that away. Why? For greed, bigotry, the lust for power? Supporting traitors is not the right thing to do. Sad to say, some of our very members choose to do so. We are as strong as we are united. So at voting time, vote. Not just that. Vote your conscience. Do not vote in the name of helping only the wealthiest, or a foreign power, to abuse the needy, to aid traitors to our country, or to deny workers, voters and women their rights. You have a vote—vote wisely. Far too many people forget how powerful that is.

Jesse Dominguez, Branch 231

Jackson, Michigan

I'm probably going to step out of what my role is as a writer for this magazine, but I usually try to understand why certain things are. I usually come up with a few reasons why it's done this way, but for the life of me I cannot figure out why the USPS delivers mail on Saturday. I know there are many reasons, but I believe there is a system out there that can make this more adaptable to the normal workforce.

I realize this might take away jobs, but I really believe it won't. I also believe it will keep more individuals from quitting, especially CCAs. If regulars work Monday through Friday, then each group's T-6s can be permanent subs. Now, I'm only talking about Jackson, but every day we have the need for extra people. This is where T-6s could have their workload between extra casing and absent routes. So you ask, what about the CCAs? There are plenty again, and this is where you use them on Saturday. They will have more days off during the week but work Saturday. Now the almighty overtime people! What about them? This is where Saturdays and Sundays come in. Regulars on the big list can still be used during the week, but if they sign up to be on the big list, they become Saturday and/or Sunday workers.

I feel this will lighten the load for CCAs and give regulars 40 hours but weekends off. It still gives OT individuals the opportunity to get their extra hours. I believe the overall attitude will reach an all-time high with regulars. It also will allow people to enjoy family and have a job that is consistent with the rest of the country.

It's a win-win and might keep people happier on the job!

Mark Raczowski, Branch 232

At the December meeting, Branch 232 will be considering a resolution calling for the merger of Homer to the Jackson Branch.

Rebecca J. Weaver, Branch Sec., Branch 232

Kansas City, Missouri

Hard to imagine it is almost "our season" already, but first we must get past the monthly holidays and the midterm elections. Yes, it is that time of year, when anticipation of what is to come begins to interfere with your sleep.

However, it is important to remember to cast your vote. We are not only voting for those in the halls of Congress. Also worthy of your consideration is whom will lead the NALC nationally as well on the branch level. Over the years, we've all heard people who did not elect to utilize their right to choose complain the loudest, while many of those who hold the future of the USPS in their grubby little hands started out on the local level. Some emphasis should be placed on how a politician's actions will affect the USPS, and how NALC should support those, regardless of political affiliation. On the other hand, it is important to elect competent leadership on a national and branch level to assure that all the gains the NALC has made are retained. But is there a vision for the future? What is to be done about the declining quality of performance in the letter carrier craft? Once again, chronic absenteeism, a demoralizing factor on its own, along with nationwide instances of delayed mail, undermines the public's confidence and trust in our abilities to deliver the mail.

If the number of parcels delivered during the prior four months is an indication of what is ahead, it seems the 2022 peak season will be a challenge like no other. Whether or not the USPS/NALC is successful is dependent on each member taking pride in doing only what the NALC can do—deliver the nation's mail.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, letter carriers of information!

A couple of issues: I wrote an article about the new Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). Well, it has arrived at a couple of our stations (Cedar Bluff, South and West Stations). Since I'm retired, I relied on the opinions of carriers to provide pros and cons of the program.

First, carry your scanner and keep a notebook of what you did on what day. This is super valuable because the team will question you on street activities that you performed on your route, and it gives you and your team representative the ammunition they need to account for your time. These scanners are monitoring your

steps from the moment you leave the office and translating it into seconds and minutes.

So, always carry it with you, even when you go to the bathroom. They can track a parcel to the door but have an issue when the houses are together. Bad reception is an issue when scanning a parcel into a locker and in a dead zone (e.g., NDCBU in building basements). It tracks your in-and-out from lunch. It won't record repeated parcel trips, so carry your scanner and scan the parcel at the door. If there's a safety issue (e.g., dog in yard), enter "attempted" and do a notebook entry. Take notes when you have a stationary event (accident, customer inquiry) or any unexpected event that delays you.

Your data is not downloaded until the next day into the Workhour Workload Report. Both parties have agreed to a daily posting of all routes in each office. This daily posting gives every letter carrier the opportunity to review data recorded for his assignment daily. Bottom line: *Keep a notebook.*

Tony Rodriguez, Branch 419

Lehigh Valley, Pennsylvania

I want to give a shout-out to one of our letter carriers from the East Stroudsburg, PA, Post Office. Justin Possinger was delivering mail on June 30, when he saw smoke coming from the roof of one of the homes on his route in the oo block of Sunset Drive. He hastily called 911, and paramedics and fire crew quickly arrived to get the blaze under control. There were no fatalities and only some damage to the house.

Branch 274 thanks you, Justin, for your quick action and decisiveness in the situation! Just another reason why our mailmen and mailwomen of our communities are so important. Thank you, Justin! Hip, hip, hooray!

Tom Cser, Branch 274

Minneapolis, Minnesota

On May 10, the Postal Service and NALC agreed to a new joint route evaluation and adjustment process. It is called TIAREAP, yet another postal acronym to memorize. What it stands for is Technology Integrated Alternate Route Evaluation and Adjustment Process. TIAREAP contains many provisions like previous joint processes, with the added use of new, improved USPS technologies. One new USPS system being used when evaluating street time is Digital Street Review (DSR). DSR uses GPS breadcrumb data obtained from the letter carrier's scanner to create a daily, virtual PS Form 3999. Did you catch that last part? I hope so, because this is very important. *Every day* that carriers are on their own routes, a 3999 is created. It is very important that we always have our scanners with us while we are on our routes. It is also important to remember to scan each parcel and accountable item at the doorstep or mailbox when we deliver it.

There are some important things to understand about this new process. While technology provides more information than ever before

about each route, the evaluation and adjustment are based on what the letter carrier did and their input on the route. *There are no projections involved.* Another area of improvement is in the adjustment process. In past adjustments, managers and supervisors would accompany carriers on the route to create a PS Form 3999 that was used to determine the value of territory transferred from one route to the other. The DSR program allows the teams to choose a representative day and generate a PS Form 3999 DSR. No more unscrupulous managers walking with you deducting time for frivolous things like tying your shoes or putting on a sweater....

In solidarity—

Scott Bultena, Branch 9

Monterey, California

The long-awaited arbitration was once again “postponed.” I’m amazed that a man who is out on paid administrative leave can’t come to the post office through the basement door and testify. If someone was paying my salary, I’m willing to bet I’d be given a direct order to show up.

Many thanks to Jeff Frazee and his two cohorts, Yesenia and Justin. I was on the Jeopardy team with Justin and it was great to see him again. We need a retake on that tournament.

I am looking forward to a resolution, as we’ve worked on this issue for four years and management has failed to comply with all of the decisions.

By the time you read this, a new group of officers will be on board for Branch 1310. Congratulations to each of them. Learn the contract, know your local and follow the rules. Anything less could bring you conflict and possible discipline. The contract was signed by both parties—it isn’t a one-way street.

Did you know that if you are a T-6 you can’t be moved off your assigned route on any given day? The T-6 owns their assigned route on their schedule. It’s in the local agreement and should be followed. You might wonder why it was negotiated that way. Previously management was moving T-6s off their assigned route and moving them. Each of the T-6s were asked for their input and all of them wanted to be able to stay on their assignment. We all know some routes are more desirable than others, so it made sense.

Be safe out there—there are way too many robberies of letter carriers while performing their assignments. Some have brought bodily harm. Be aware of your surroundings!

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

Salutations, my brothers and sisters of this great union of ours, namely the NALC. It has been more than a month since our national convention in Chicago, IL. Congrats go out to those elected to or reelected to office. We had a successful convention. We had dynamic speakers, especially Rep. Hakeem Jeffries of New York. I trust all had a wonderful Labor Day holiday. We had our annual AFL-CIO picnic that was happily anticipated because of COVID-19 making

it MIA for two years. At the time of this writing, the queen of England, Elizabeth II, has died. Condolences go out to royal family and to the people of the United Kingdom. At the age of 96, 70 years as ruling monarch established her as England’s longest-ruling monarch.

We have nominations and elections in the coming months. So, let’s be aware and respond accordingly. Those running to be delegates to upcoming state and national conventions should be in attendance regularly at branch meetings. We have one quarter of 2022 left. The year went by fast. Where did the time go? I wish everyone well and good health to all! Do your utmost to be in attendance and on time as you report to your duty station. We should continue to be vigilant and beware of the pitfalls and obstacles that can and will make life tumultuous for us as we go about our business of delivering for America!

In closing, may I remind you to continue coming to meetings but also participate by commenting, complimenting and questioning. Be engaged! Continue to give to LCPI!

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Good morning, good afternoon, good evening and good night; this is what I say to my customers. Because we are delivering at all hours...when they are making their kids breakfast till they are putting their kids to bed and see the mail truck out front delivering their mail. Today I get to tell my supervisor I am hitting 60 at 3 o’clock, she’ll give a sad face and say, “Can ya help me out?” And she did. Came over and said “Can you do a pickup that takes an hour?” I said no! Then, half-hour later, she said, “Can you hit a blue box?” I said, “No, I don’t have keys and I’m done at 3!”

They created this problem by treating their employees like crap, including the new hires. They push them out the door as fast as they pulled ‘em in! Another carrier is leaving to go to another craft, and another has retired. (Congratulations, Tony Lascala, for all your service to the USPS for more than 40 years. Enjoy Florida, and thanks to your wife for being an avid reader of my articles!)

In KOP, we have half the routes not being covered with employees. Who wants to work for a company that takes your life away and tries to blame the carriers that they are not working hard enough? Sixty hours a week? Not working hard enough? And the PMG said we are fully staffed? He has no clue. Why haven’t we gotten rid of him yet? This proves that the higher-ups don’t care about craft employees and especially the contract they signed.

Want to give a shout-out to my old friend Bernie B. Saw him at a reunion and he works for the P.O. also and reads my articles every month.

Thanks! Peace!

Joel Stimmler, Branch 542

Northeast Florida

Newly hired CCAs in Jacksonville are not getting the “shadow day” they are supposed

to get before any training is done. Management cannot understand why so many quit within weeks of being hired; well, here is Reason No. 1. The other reason is management not allowing new carriers to properly learn the job. Instead, they are being sent out without a trainer or they are being pushed to go faster with more mail added to them. Branch 53 officers and stewards are working to make necessary changes.

Unfortunately, this year’s NALC national elections are becoming much like the national political elections. Social media has gotten out of hand to the point that members are slamming other members, creating divisions amongst the membership. It used to be that if you were running for office, you ran on your own qualifications and not slamming an opponent. Remember, we are a union, and we must stick together. Congratulations to all officers elected by the members who put their trust in you.

Florida took a major hit with Hurricane Ian that left a lot of devastation. Many postal workers were affected from Southwest Florida through the Daytona Beach area. Please take the time to make a donation to the NALC Disaster Relief Fund. Let’s help our sisters and brothers through this terrible situation.

Branch 53 will be a participant in this year’s Jacksonville Veterans Day parade. Those wanting to participate, please contact the union office for details. To all you veterans, please enjoy this Veterans Day and thank you for your service and dedication to this country.

Bob Henning, Branch 53



Arizona letter carriers participated in a day of action in Phoenix in October.

Phoenix, Arizona

On Oct. 7, this letter carrier, Jeffrey Clark, was at the White House. That extensive report will be in the December issue’s State Summaries, God willing.

On Columbus Day, Oct. 10, at 9 a.m. an onslaught of union brothers and sisters converged upon Branch 576 for an Arizona AFL-CIO/NALC day of action. An aura of political power came over that union hall. First it was Kori Blalock Keller, NALC director of legislative and political affairs. Screams of joy erupted when the letter carriers recognized her! Everyone knew the NALC deputy chief of staff was there to speak for NALC President Fredric V. Rolando. One by one, they all came up to thank her for actually lobbying all 100 U.S. senators and 435 representatives and getting the Postal Reform Act passed!

The shouts became louder when CNN star and HBO’s “Real Time with Bill Maher’s” favorite guest, Arizona Rep. Ruben Gallego (D-7) walked in. It was USMC’s greetings of “Ooh ra!” and “Semper fi!” I myself shouted true power in the house when President Joe Biden’s confidant,

Branch Items

ally, and Chicago's top detective, Arizona Rep. Tom O'Halleran (D-1) did his best John Wayne entrance ever. When former Phoenix mayor and Arizona Rep. Greg Stanton (D-9) came hand in hand with daughter Violet, she did not realize how well loved her dad is by the Arizona letter carriers until she experienced the hugs, accolades and history of protest marches with his other family of brothers and sisters! A feeling of great enthusiasm and eagerness hit the doorway next with the "new kid on the block," the one and only Jevin Hodge, Democratic candidate for Arizona Congressional District 1. The shouts of power in the house came from him, us and the neighborhood! Three hundred words is not enough; this photo is a thousand words of love. Thanks and appreciation to everyone.

In unity—

Jeff Clark, Branch 576

Pittsburgh, Pennsylvania

Not much that needs to be discussed this month, but there is a message that the branch leadership would like reinforced to the members: *Carry your routes in a professional manner.* It seems something that could go unspoken, but the environment in which we do our jobs has changed, and you may not even realize it.

The dawn of the new route adjustment process is upon all of us. Your scanner now drops a bread crumb each and every second of your day. Terabytes of data will tell the tale of all routes in the country (including yours). The first round of inspected carriers will be the guinea pigs so that the NALC can understand the effects of this new program. This means any of your detrimental practices should be corrected *now*.

If you're scanning parcels at the truck, then delivering to the porch...*stop*. If you're not keeping the scanner on your person at all times...*stop*. If you're running all of your parcels in the morning, then starting the route after...*stop*. The program knows if the scanner is inside or outside of the truck, it learns where the parcel delivery point of an address should be and, if any segments show time over "parameters," it will have to be answered for. A carrier's best bet is to simply deliver the route in the manner intended.

Management will more than likely eliminate more routes under this program, so you need to prepare now because...when your station is picked for adjustment, there's a good chance it might already be too late.

John Conger II, Branch 84

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.

Portland, Oregon

John Unterseher, a Branch 82 gold card member, recently passed and was recognized in both our newsletter, the *B-Mike*, and also at our general membership meeting. This is an important part of what we do as unionists: recognize our newest members coming aboard while honoring those who have moved on.

Many times, it can be hard to find members who remember working with our departed brothers or sisters who are mentioned. Often, Branch 82 President David Norton will mention how long the departed member was retired. John Unterseher lived 22 years in his retirement. Whether or not you worked with the man or knew him from meetings or gatherings, you get the sense that he had a long life away from the craft. That is time to spend with family, hobbies, and doing the things he wanted to do.

We should all be so lucky. With all of the struggle and long days, at the end of our careers, that is what we strive for. It is why we do this job—often for the love of it, but also for the hope that we will walk away with a retirement that allows us to finish this life in relative comfort with the ones we love. It is possible for all of us as letter carriers. It is true that there is some luck involved, but John and others like him remind us of the possibility.

Mrs. Unterseher called the Branch 82 office and requested that her beloved John be mentioned in the *B-Mike* regarding his passing. Of course we were going to mention John, not only because he was a longtime member, but also because he had the opportunity to enjoy the fruits of his labors. That is what we all look forward to.

Suzanne Miller, Branch 82

Providence, Rhode Island

About a week ago, I overheard some carriers in my station talking about what they had been told by our station manager the previous day. From Postmaster General DeJoy to management, it was said that city carriers who show up to work with what they deem dirty uniforms will be sent home to change into clean uniforms.

Now I know that the *ELM*, Section 930 talks about how we should wear correctly fitted and clean uniforms; however, let's be practical about this. A brand-new postal shirt takes maybe one hot summer day to develop a stain line from the satchel strap. Also, at the current prices of uniform items, it is not really feasible to purchase more than a few shirts and pants if planning to purchase any additional items.

You could, in theory, buy five shirts and five pairs of pants for the workweek within the current allotment. Still, you'd be without postal-approved footwear, shorts, raingear or winter wear, all of which would ruin those new shirts and pants.

That being said, I am also aware that NALC is continuing to address uniform issues. The City Carrier Uniform Task Force is exploring modified or alternative methods to supply city carriers with sufficient uniform items. I know the vast majority of us do our best to dress appropriately for work; I'm just not so sure that those who

brought up this idea thought through the full range of ramifications, which isn't too shocking.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Congratulations to West Racine carrier Pete Putra, celebrating 50 years with the USPS. Pete's career spanned longer than a CVS receipt. Way to go, Pete!

DPS has been embarrassingly substandard. It's better we flip the tray over or go rogue old school and case it up. Fortunately, we were given the time to make the DPS street worthy. It's just as important that we were heard and taken seriously. Floaters, subs or T-6s, whatever title you're comfortable with, are the unsung, behind-the-scenes heroes of the P.O. I've been a T-6 on my same string going on more than 15 years. Been through plenty of regulars. That was the last time I actually bid on a route using pink bid cards and finding out the successful bidder after break time. All electronic job bidding now.

The T-6 position's job is to keep the continuity flowing when the regular is off. There are perks for being a T-6, such as route variety, flexibility and OT availability. However, we catch a lot of customer grief in our nets. A T-6 is never early, always later than the regular. Customers always miss important mail when the sub is on and will *always* ask if the regular guy will be back tomorrow. Even if it's a regular day off, you'll always hear, "the regular guy on vacation?" If a customer says he was expecting a package today and I don't have it, I get that look like I just kicked their dog and took their lunch money. Of course, you have the always popular "I never seem to get any mail when the sub is on; I always get mail." When asked, though, if you maybe accidentally delivered my mail elsewhere, well, that ends the conversation! T-6s, recognize your worth.

Chris Paige, Branch 436

Rockville, Maryland

A new memorandum of understanding dated Oct. 6 and signed by NALC Executive Vice President Brian Renfroe converts all CCAs in Rockville to career status (part-time flexibles) by the first day of the second full pay period after Oct. 6! Also, management must hire and keep 54 PTFs in Rockville! This is a game changer. This will stop all of the maximum-hour violations in Rockville. This will stop non-ODLs from working mandatory overtime. This should also stop management from delaying union/steward time. We also got four PTFs for our Damascus unit. This is a huge pay raise for the CCAs, amounting to \$3 per hour or \$6,240 annually for those CCAs with less than one year in the Post Office. And, on Nov. 19 they will receive another 1.3 percent raise. This will result in close to a \$7,000 raise in one month. I want to thank the NALC leadership for this tremendous MOU and a special thank-you to Brian Renfroe. Great job, Brian!

At the August national convention, Fred Rolando made it official that he would be retiring this December. President Rolando took over as our national president in July of 2009. Under Rolando's presidency, our union faced hundreds

of serious attacks by management and in the legislative arena. Under Rolando's leadership, the NALC fought off these attacks and we came out smelling like a rose. We even scored a huge legislative victory with the passing of the Postal Service Reform Act. Rolando's body of work was truly amazing. Thank you so very much. Fred Rolando is the best!

Please visit our website set up by union brother Chuck Clark at nalc3825.com. We have more than 330,585 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

St. Louis, Missouri

Just read that a recent Gallup poll on work and education indicated that the United States approval of labor unions stands at 71 percent—an all-time high.

According to the Economic Policy Institute, the percentage isn't surprising because U. S. workers see unions as critical to fixing the nation's broken workplace where most workers have little power.

This approval rating comes amid a surge of organizing activity at major companies across this country, including Starbucks, Chipotle and even Amazon. Just this year, the National Labor Relations Board (NLRB) reported a 58 percent increase in the number of union representation petitions filed during the first nine months of 2022.

Missouri AFL-CIO President Jake Hummel says, "There's no excuse for not organizing with an approval rating that high. Now is the time to do it. The NLRB under the Biden administration has shifted back to a pro-worker majority. We have a card-carrying labor secretary in Marty Walsh, and this administration is making it easier than ever to organize."

The organizing trend indicates that workers are just getting tired of being pushed around and not getting what they deserve on their paychecks. The pandemic brought many of these inequities to the forefront. There were many examples of essential workers in health care and food services who were forced to work without pay commensurate with the critical services they were providing.

Hummel stated, "All of this organizing activity and the waves of workers standing up for themselves has brought unions back into the public eye."

The Gallup poll indicated that working conditions across the board exposed these decades-old anti-worker dynamics. Furthermore, the new poll and recent data on strikes and union organizing shows that workers today are rejecting these outdated dynamics and awakening to the benefits of joining a union.

Tom Schulte, Branch 343

St. Paul, Minnesota

This last month here at Branch 28 has seen the return of one of our favorite events. That is, the annual branch picnic! The last few years

dealing with COVID-19 has limited our ability to host all of our brothers and sisters in fellowship and fun, but this picnic was a great one. Congratulations to the Rice Street Station for winning the softball tournament and thanks to all the folks who helped make everything run smoothly on the big day. I'm looking forward to next year's picnic already!

In more local news, it's recently been announced that the Minnesota Nurses Association is going to be heading out on strike in the coming weeks. We hope that their strike is successful and that they're able to force their management to make the changes needed to improve their working conditions. While our fields rarely overlap, it's important to stand together with all union members regardless of field or craft, and we should remember that a victory for one union is a victory for all union members. All across the country we're seeing a massive upswing in workplaces unionizing, and it can only mean good things when more and more people stand together like the NALC has done for more than 130 years.

This is also the time of year where all kinds of elections are going to be taking place. Whether it's NALC elections or local and federal government elections, I encourage all of our brothers and sisters to make their voices heard and cast their vote. As my grandmother was so fond of saying, "If you don't vote, you don't get to complain." I like complaining, so I'll definitely be mailing mine in this year. I hope you all do, too. Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

In a world of relativity, being right is...debatable. Some people believe themselves to be more right than others, while some are alt-right, and some are simply outright idiots. This brings us to management and their ability to cast blame and castigate the workforce for their own mislaid plans. Welcome to the USPS, all you new hires, where you get all of the responsibility, all of the work and all of the blame. It doesn't matter what catastrophic failure happened,

you're going to get the credit for it. Somehow, your misconstruing of their "instructions," and thereby your performing of a wrongdoing, must ultimately lead to disciplinary action. It's sad, but you've been had. It's really no mystery, but management always turns it into a whodunit where the worker gets to play the bad guy.

Thank God for the sleuth, the shop steward, who most times can get the worker off the hook. But our faithful gumshoe, to do his job, needs a paper trail to follow. Documentation—the bread crumbs that can get a carrier back home safely are a necessary staple. Verbal assurances from management are not worth the paper they're printed on—which is *nada*. If their best-laid plans fail to come to fruition, guess who's going to be left twisting in the wind? One clue, it's not going to be them. It doesn't make good sense to do what you're "told" when dealing with the clipboard holders. Get it in writing. It's better for you and the shop steward too. You'll find if all fit-hits-the-shan truth-telling and total recall becomes a matter of convenience. The only time supervisors seem to find a modicum of sincerity is when they're explaining to some poor worker how he or she is to blame for whatever clusterf**k they've been dragged into.

Don Nokes, Branch 79

South Jersey, New Jersey

To quote a Bob Dylan song, "The times they are a-changin'." I am referring to our union and all of the changes we will be addressing in the coming months. Our national president, Fred Rolando, has decided to step aside from running the greatest union in the land, which I can say we will sadly miss. Fred has kept this union going for his tenure, and has accomplished many things we can be proud of. I have been around as long as he has, and I can say he has been the best leader I have had the pleasure to be associated with. His calm demeanor and common-sense approach to running this union was a breath of fresh air. He never spoke down to the members, even if there was a difference in opinion, which is one of his greatest assets. I had many dealings with him while he was

COLA: Cost-of-living adjustment

- ▶ Following the release of the September consumer price index (CPI), the seventh cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$0 annually**. This COLA is based on the change in the CPI from the base index month to January 2023, with the previous COLAs subtracted.
- ▶ The 2023 COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), which are based on the CPI's increase between the third quarter of

2021 and third quarter of 2022, is **8.7 percent**. The 2024 COLA will be based finalized with the publication of the September 2023 CPI in October 2023.

- ▶ The 2023 projected COLA under the Federal Employees' Compensation Act (FECA) is **6.5 percent** following the release of the September 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

moving up the ranks of this union, and he was always available when there were issues that needed to be addressed. He never pushed me aside when there were many things I had to deal with when I became our branch's president. His retirement is well deserved, and I wish him a long and healthy retirement.

This leads me to the new leaders who will be taking the reign for the foreseeable future. I believe we will be in good hand when Brian Renfro takes over as president after the election results get tabulated, which I think is a waste of the members' money, but this is a democracy, and everyone has a right to challenge anyone if they believe they can do a better job. The other positions being challenged will also go by the wayside, so we must wait for them as well.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Thank you! In this month, those words are the greatest thing going! We must be grateful. Thanks to the USPS. Yeah, it sounds cute to belittle the company on this platform, but no, hell no. Why? Because without it, there is no us! Let's take the emotion out of what we do and focus on our best interests.

We know what management is, but the key to success is self-evaluation. As carriers, we are in transition. Post-pandemia has presented challenges the likes of which we have never seen before as unionists. We have become the victim of our own success. Our branch has done such a good job of applying the MOUs agreed to by NALC that the new carriers have misunderstood what we are about. The union has stated goals. NALC wants more jobs. Once we get those jobs, then we can focus on better wages and working conditions. But NALC does so well, we take for granted the negotiations and 24-7/365 advocacy provided by this great union.

We just received the highest cost-of-living allowance (COLA) in history. But that is negotiated! We are that smart. It's like the actor who chooses to take a stake in the success of the

movie (as a percentage) as a part of her/his salary) and less up-front money. Okay, \$1 million salary and 5 percent of future earnings of "Star Wars!"

But if you notice, just like the prices that go up (of our goods with reasons pertaining to the pandemic), when those reasons dissipate, these same prices never go down. But the flip side is that our gains from our COLA never go down. The fact is, we have gained more salary increases through our COLA contractual provision than our stated contractual increases.

#NalCsTheGoat #Don'tBiteTheHandThatFeedsYou #TheMoreUSPSMakesTheMoreWeMake

Eric Jackson, Branch 725

Springfield, Ohio

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes up short again and again. Because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement. And who at the worst, if he fails, at least fails while daring greatly. So that his place shall never be with those cold and timid souls who neither know victory nor defeat." —Theodore Roosevelt

A couple of carriers are wasting everybody's time talking nonsense about how poorly they think the branch is being represented and run. Talk is cheap and actions speak louder than words. Ignore these blatherskites.

Your branch stewards Brian DeWell and Rob Green have filed more than 300 grievances, and got more than \$183,000 paid out to carriers in grievance settlements so far this year. This does

not include the hundreds of hours of admin leave that has been awarded.

Route inspections for all zones are scheduled for next spring.

Scanner data will be used for the route inspections. Carriers are reminded to have their scanners with them during all delivery functions except for breaks and lunch. For any questions, see President DeWell or Vice President Rob Green.

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

Staunton, Virginia

A couple of weeks ago, I had an urgent package to mail, so off to the main Staunton, VA, post office I went. While standing in the line, it was impossible not to notice the person standing behind the clerks talking their ears off while they were trying to wait on customers. As I got closer, I could hear him asking about how staffing at the little downtown window is done and other scheduling questions. I could see the other customers getting antsy, wondering who this guy was distracting the workers. Couldn't he have waited until the clerks were no longer at the window to ask his questions? Mind boggling—another new, untrained supervisor.

Hopefully, this new supervisor and the new postmaster are at least trained to treat carriers and other employees with dignity and respect, unlike in many places around the country.

Recently I assisted NALC at an arbitration hearing elsewhere in Region 13 regarding a violation of the Joint Statement on Violence and Behavior in the Workplace. The actions of a manager resulted in physical and mental injuries to a letter carrier/union rep. Fortunately, the tight-knit group of carriers in this office were willing to support each other and the grievant by initially writing statements detailing the facts of the incident and eventually testifying in person.

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 December issue, the deadline is Thursday,

Nov. 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.

They did this despite the very real possibility of retaliation. So proud of them. It is only through this type of solidarity and vigilance by the union that we can stop these abusers from continuing to supervise.

The workshop on this topic at convention emphasized the importance of grieving harassing behavior that could lead to violence now, before it happens. For more information check out the great resource *Dignity and Respect* in the Members Only section of nalc.org. Solidarity!

Cindy Connors, Branch 513

Toledo, Ohio

Our delegation to the Chicago convention enjoyed a great week in the Windy City. We joined with the entire group in enthusiastically experiencing several speakers who brought the audience to their feet many times.

Prior to the nominations for the next term of national officers, President Rolando announced his retirement at the end of this term. An election for AFL-CIO delegates was conducted the next day. The national officers election was held after the convention by mail-in ballot. Delegates from Region 11 and several national officers attended a gathering at a nearby restaurant hosted by NBA Mark Camilli, celebrating his reelection by consent.

Chicago's Branch 11 should be proud of the excellent job of hosting a national convention. Our delegation thanks you for allowing them to enjoy your great city.

A strong membership participation in the Labor Day parade helped Branch 100 be well represented among the various unions. Rep. Marcy Kaptur was honored as the grand marshal. Again this year, many gathered at Oak Shade Grove for our annual picnic following the parade.

Not only is it a midterm election in Congress and an election year for our national officers, it is also the year for Branch 100 members to select their leaders for the next three years. Election committee appointments will be made and nominations will be at our October meeting. Ballots will be mailed in November, with the results announced at our December meeting. The installation of officers will take place at our January meeting.

Ray Bricker, Branch 100

Tri-Valley, California

Who is responsible for the mis-handling of leave requests? Carriers and managers have opinions on who to blame. The carriers blame management when improper instructions are given to complete and/or submit the leave request form. Conversely, management fault carriers when the form is incomplete or improperly submitted.

One would think that the task of requesting and recording leave wouldn't be so difficult. And, the task should be completed without unnecessary conflict. However, success is predicted by one's actions, so I will attempt to provide information in this article to try to eliminate some of these unnecessary issues.

Time after time, the union addresses the concerns of carriers who submit requests for leave that was disapproved without reason, unanswered, and/or mis-handled by management. Regardless of whom to blame, management is obligated to correct problems before

they become grievances whenever possible. Moreover, the carriers are responsible for the proper completion and submission of the leave request form as well.

When requesting leave, carriers should not place the PS Form 3971 at the supervisor's desk without having the Supervisor Signature and Date Notified section of the form completed. After this section is completed by management, a copy of the PS Form 3971 should be provided to the carrier immediately, and if not, ask for it. Note: This copy will not serve as proof that the leave was approved; rather, as proof that the request for leave was received by manage-



Above: Upland, CA Br. 2168 members gathered to honor deceased carrier Natasha Mix. Below: Worcester, MA Br. 12 honored deceased carrier Gregory Malm.



ment. Most LMOUs provide a time frame for management to answer a letter carrier's request for leave. Management should also provide a disposition on the PS Form 3971 and provide a copy to the carrier(s) as prescribed under Article 19, via the National Agreement. If this is not happening in your office, request to see your shop steward immediately.

James C. Perryman Jr., Branch 2902

Upland, California

I was recently delighted to have our September branch meeting disrupted by my longtime friend and mentor, National Director of Safety and Health Manuel L. Peralta Jr. By disrupted, I don't mean Brother Manny disrupted the meeting, but rather the many brothers and sisters of our branch who attended our meeting—simply to spend most of the meeting honoring a sister who left work, but did not return home to her family, on a day in February.

The many branch brothers and sisters came to see our national director of safety and health present a plaque to the family of branch member Natasha Mix, who left the route in an ambulance, only to pass away at the hospital, not to return home after a day at work. The plaque

is part of National President Fredric V. Rolando's recognition of such carriers. The plaque that honored Sister Natasha and was presented to her family was engraved to read: "In Honor and Memory of Natasha Mix/Beloved mother." Members of Natasha's family were in attendance, including her children, grandchildren, sister, niece and extended family. And almost the entire meeting was spent with brothers and sisters sharing their fond memories and tears about her.

Several in attendance spoke of Natasha's pride in her job, her sweetness, her excellent work ethic, her love of telling stories and her inspiration to other carriers. One carrier stated that even though Natasha was going through the toughest fight of her life, she never complained and she always listened to other carriers' problems and gave advice and encouragement.

Sister Natasha Mix will be missed for all of this and so much more! It was a joy to honor her at our monthly meeting. We took group pictures of everyone, including her family.

Dennis Binder, Branch 2168

Western Massachusetts Merged

Branch 46 is attempting to educate our members in regard to the new joint route adjustment process that is data-driven by the past performance of the regular carrier on the route along with one week of "live data." While some are heeding the advice and doing their routes accordingly, far too many of our newer members are not heeding that advice or educating themselves about the TIAREAP. This may result in disaster in some offices if and when routes and regular positions are abolished and eliminated.

Far too many of those newer members have never been through a route inspection or a joint route evaluation and adjustment process, and unfortunately won't get it until the pain is inflicted and jobs are eliminated. At that point, it will be too late. For those of us who have been around long enough, we've seen it before. Regular carriers exceeded out of their stations when routes were eliminated, some traveling great distances to their new station; Article 12 invoked by management stopping conversions to regular to hold assignments for excessed carriers. Completely avoidable if carriers performed their duties as required by the *M-41*.

While I don't want to be the bearer of doom and gloom, it's frustrating that the efforts to educate our newer members on this subject seem to be falling on deaf ears. I hope I'm wrong but fear otherwise.

Switching gears, the COLAs for both active and retired carriers are, or will be, for retirees the largest of my career. While that's great for us, the cost of those COLAs will bring out opponents claiming that they're too expensive and unaffordable. The COLAs for active employees are subject to collective bargaining, but the retiree COLAs are governed by law—law that can be changed if the right folks aren't elected to Congress. We all have more money in our pockets, and I urge everyone to contribute to the LCPF to protect those COLAs.

Michael Harazmus, Branch 46

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18. Signature and title of editor, publisher, business manager, or owner: /s/ Mike Shea, Editor, 10/19/22.

Mutual Exchanges

CA: San Leandro (8/03) to Boca Raton, FL or nearby areas. Kevin, 510-213-2190 or ktran48@gmail.com.

IL: Chicago (9/93) to Las Vegas, NV or surrounding areas, or any of the following states: TX, FL, GA. Regular carriers only. Large office with lots of overtime, if wanted. North Side of Chicago. Fifteen minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or reena2@hotmail.com.

IL: Zion (9/90) to Spartanburg, SC or surrounding areas. Seeking mutual exchange. Nice area of Northern Il-

linois, 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.

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: Reno (1/22) to Bozeman, Helena, Missoula, Kalispell, MT; Boise, Nampa, Meridian, ID; or Tacoma,

WA. My route is at Reno main office, curbside and park-and-loop. Great area. OT available. Mild winters; one hour from beautiful Lake Tahoe. Dan, 775-750-1852.

NC: Carrboro (2/20) to Indianapolis, IN or surrounding areas. Regulars only. One bidding office. Great weather. Good schools. Lian, 919-937-1965 (call) or hhtoonlian@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.

TX: Austin (8/98) to Grand Prairie, Mansfield, Arlington, TX area. Regular carriers preferred. Easygoing, friendly station. OT available. Excellent opportunity to live/work in a city consistently ranked among the best places to live! Outdoor activities, sports and live music entertainment. Transferring to be close to our first grandbaby. James, 512-557-5415 or sxx2james@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., November's deadline is for the December publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.



MISSING

HELP BRING ME HOME

NCMEC: 1460439

Joi White



Missing Since: Aug 6, 2022
Missing From: Memphis, TN
DOB: Jun 3, 2005
Age Now: 17
Sex: Female
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 5'4"
Weight: 120 lbs

Extra Photo



Both photos shown are of Joi.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST™)
Memphis Police Department (Tennessee) 1-901-545-2677



MISSING

HELP BRING ME HOME

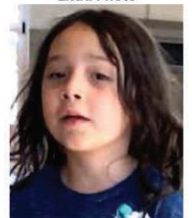
NCMEC: 1460433

Lucian Munguia



Missing Since: Sep 10, 2022
Missing From: Yakima, WA
DOB: Oct 5, 2017
Age Now: 5
Sex: Male
Race: Hispanic
Hair Color: Black
Eye Color: Brown
Height: 3'7"
Weight: 47 lbs

Extra Photo



Both photos shown are of Lucian. He was last seen on September 10, 2022.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST™)
Yakima Police Department (Washington) 1-509-575-6200

Looking for the latest NALC news? Give it a listen!

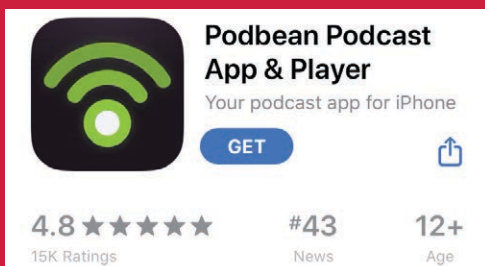
NALC has launched the new podcast “You Are the Current Resident” on Podbean and other popular podcasting venues, including iTunes, Spotify and Google Play.

During each episode, NALC Executive Vice President Brian Renfroe and Assistant to the President for Contract Administration Mark Sims discuss vital topics affecting the letter carrier craft and the union. The show’s format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.

The COVID-19 pandemic and its impact on letter carriers and the Postal Service have dominated early episodes since the podcast debuted in March.



Accessing the podcast is easiest on Podbean



The Podbean app is available in the Apple App Store or Google Play Store

On smartphones, simply go to the Apple App Store or Google Play Store and download the Podbean Podcast App & Player. Once you have downloaded the app, open it and create an account (or sign on as a guest) and go to the search icon at the top and enter “You Are the Current Resident.” From there, you can listen to the available episodes and can click “Follow” to receive updates when new episodes are released.

On your computer or mobile browser, go to the web address youarethecurrentresident.podbean.com and click on the play button of the episode you wish to listen to.