

The Postal Record

Volume 136/Number 1

January 2023

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NALC President Brian L. Renfroe

sees challenges for new leadership team:

- crime
- staffing
- postal operations reorganization

Vows to work to protect letter carriers

—PAGES 12-29





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Empowered solidarity



Brian L. Renfroe

I am thankful to the members of our union for electing me to serve as NALC's 19th president. I am also humbled by their confidence in me and the other 27 national officers to lead our union over the next four years. I speak for all 28 of us in expressing our excitement and optimism about the future of NALC and its members.

I learned about letter carriers, the Postal Service, and our union at a very young age. My father, Ken, started as a letter carrier in my hometown of Hattiesburg, MS, in 1977, three years before I was born. Unbeknownst to me as a kid, the opportunity to grow up around

letter carriers and their families planted a seed that would later grow into my passion for our union and for representing our members.

In college, I was the student who never could pinpoint what I wanted to do as an adult. When I was hired as a letter carrier in my early 20s, I didn't even know if that was what I wanted to do long term. I soon started attending branch meetings, attended a Region 8 training led by then-National Business Agent Lew Drass—and my life changed forever. Upon returning home from the training, I volunteered to be the shop steward in my station. I'm forever grateful to two now happily retired former leaders in Branch 938, Winfred Johnston and Larry Morgan, for giving me that first opportunity to serve our union.

The feeling of finding my life-long passion is something I will never forget. The realization that our union would enable me to fight for all letter carriers to have a good middle-class career and a dignified retirement just like my father had continues to motivate me to this day.

Our union has a proud history. From its founding in 1889 to the wildcat strike in 1970, we have often celebrated our past. Each of my predecessors has embraced our history while moving our union forward. The 28 national officers elected in 2022 intend to do the same.

While the 28 of us have the responsibility to lead at the national level, it takes all of us. The successes of our past have been the result of all of us coming together to harness the strength of empowered solidarity. It starts with

the fact that we are the most well-organized union in the labor movement—with 93 percent voluntary membership—an anomaly in the broader labor movement.

In my speech at NALC's installation of officers on Dec. 17, I said:

"We have the force of empowered solidarity in the NALC, thanks to the unity and commitment of our 285,000 members. For that I am eternally grateful."

That empowered solidarity is created by the hard work and togetherness of our staff at NALC Headquarters—both our letter carrier and professional staff. It is fueled by our bargaining-unit employees who work every day to keep our union running, including many of the processes and information that our regional offices and branches rely on daily.

The dedicated women and men at the NALC Health Benefit Plan and the Mutual Benefit Association come to work every day, and together they provide the insurance benefits that were created by letter carriers for letter carriers.

In our regional offices, NALC's regional administrative assistants, full-time advocates, legislative and political organizers, regional grievance assistants, regional office assistants and regional workers' compensation assistants work long hours to represent our members.

Our state associations are a key part of the network that advances our legislative and political interests that are very important for our future.

The branch level is where the rubber meets the road when it comes to the representation of our members. Branch officers, shop stewards and all others who have stepped up to take on the often thankless responsibility of representing letter carriers are the core of what we do as a union.

Most importantly, our empowered solidarity is created by all of us—the members of NALC, active and retired alike, standing and moving forward together. You are our strength and will continue to be, as you have for the last 133 years.

My job is to lead and guide our union into the future. As we begin our next chapter on the heels of a pandemic, intense public scrutiny and the satisfaction of having finally achieved postal reform, and as we prepare for another round of bargaining, I am eternally grateful to our members for choosing me to serve as your president. My duty is to empower you so that we can all stand together, no matter our respective responsibilities, and create that force of empowered solidarity. My promise to you is that I will work to do just that every day.

A handwritten signature in black ink, appearing to read "Brian L. Renfroe". The signature is fluid and cursive, written over a light blue background.



National Association of Letter Carriers, AFL-CIO

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100 Indiana Ave. NW
Washington, DC 20001-2144
202-393-4695 | nalc.org

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New York, NY 10036

NATIONAL BUSINESS AGENTS

Region 1: MARKEISHA LEWIS
(California, Hawaii, Nevada, Guam)
3105 E. Guasti Road, Suite 200
Ontario, CA 91761
909-443-7450

Region 2: NICK VAFIADES
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5115 NE 94th Ave., Suite A
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360-892-6545

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256-828-8205

Region 9: EDDIE DAVIDSON
(Florida, Georgia, North Carolina, South Carolina)
1101 Northchase Parkway SE, Suite 3
Marietta, GA 30067
678-942-5295

Region 10: SHAWN BOYD
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23760 Hwy. 59 North
Kingwood, TX 77339
281-540-5627

Region 11: MARK CAMILLI
(Upstate New York, Ohio)
5445 Beavercrest Drive, Suite 7
Lorain, OH 44053
440-282-4340

Region 12: BRIAN THOMPSON
(Pennsylvania, South and Central New Jersey)
4 Neshaminy Interplex Drive, Suite 111
Trevose, PA 19053
215-824-4826

Region 13: VADA E. PRESTON
(Delaware, Maryland, Virginia, West Virginia, Washington, DC)
P.O. Box 2660
Ashburn, VA 20146
703-840-2010

Region 14: RICHARD J. DICECCA
(Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)
33 Boston Post Road W., Suite 360
Marlborough, MA 01752-1813
617-363-9299

Region 15: BRUCE DIDRIKSEN
(Northern New Jersey, New York, SW Connecticut, Puerto Rico, Virgin Islands)
347 W. 41st St., Suite 102
New York, NY 10036-6941
212-868-0284

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Flipping the script



Philip
Dine

We know of letter carriers saving residents. This story reverses that, yet it too involves heroism, modesty and gratitude.

On a Saturday evening in October 2021, Thomas Barnes, retired 53-year-member of Aurora, IL Branch 219, was at a railroad crossing—and in peril. Thomas, who had health problems, had lost his way in the poorly lit area.

Lewis Medina, longtime road construction driver and Teamsters Local 673 member, had just left his nearby driveway to take his grandson home. The night was warm, his windows were down. “I heard a car’s wheels squealing,” he recalls, “and I see this car teetering on the tracks, tires spinning.”

He parked, called 911, told his daughter, Hannah, to wait in the car, and went to help the driver. Suddenly Lewis spotted a train barreling toward the stuck vehicle.

As crossing alarms sounded and gates descended, he got the unresponsive Thomas in a bear hug and pulled him from the car, saying, “We got no time.” The carrier fell between the railroad tracks, but the construction driver “slung him to the other side of the tracks,” then dragged him 17 feet to the hill’s bottom.

Six seconds later, the train hit the car, sending it 1,000 feet as parts flew everywhere.

“I was terrified trying to locate my dad,” Hannah says. “I heard the train horn, then the bell. I was holding my nephew, trying to calm him down. Then I heard the squealing of the brakes. After that I couldn’t hear anything. I was thinking, ‘please don’t let him be on the tracks still.’”

Emergency personnel arrived at Barnes Road (by coincidence—named after local farmers); a deputy sheriff told Lewis he’d get him “recognition” for his actions. Lewis demurred.

“I’m proud of him,” Hannah, 21, says. “He’s a hero. No matter if he believes that or not, he’s a hero.”

Lewis doesn’t believe it: “I had to get him out of the vehicle. I was just doing what I thought anybody would do.” (Sound familiar?)

Tom’s view: “He undid my seat belt and got me out of the vehicle. So I owe him my life. I’m a very lucky man to be rescued by Mr. Medina.”

A few days later, after reading his deputy’s report, the sheriff asked Lewis, “You don’t want any publicity on this, right?” Right, Lewis said. The sheriff countered, “There’s no way we cannot say something”—citing recent negative news and a need for something “positive.”

Lewis relented and the sheriff gave his number to a TV station.

Within an hour, his phone “went wild” with reporters’ calls at his construction job. The sheriff later honored Lewis as the 2021 Citizen of the Year, leaving Lewis “humbled by the whole thing.”

Let’s sketch the two men. Thomas Barnes, 73, carried mail for 49 years. Currently branch sergeant-at-arms, he also has served the branch in other roles.

As a youngster, “Rocky” played tuba in his high school band at the 1964 New York World’s Fair. (I told him that for all we know, we might have crossed paths at the fair.)

He then worked for Illinois Bell as an installer/repairman, until the IBEW went on a national strike. After being laid off from a factory job, “The next day the Post Office called me. Talk about lucky.”

Two weeks later, the 1970 Great Postal Strike began, and Tom found himself “on picket duty.”

Over the next five decades, Tom followed his father’s advice: “You’re in a good place, be all you can be.” Besides delivering mail, he was a vehicle operations maintenance assistant (VOMA) and crisis intervention officer—counseling carriers using skills developed from his night job with people experiencing mental health needs—while helping postal customers facing health crises.

And, he notes, “I still have the dog-bite record in our office. I got nailed 23 times.”

Lewis Medina, 61, has worked 23 years at a unionized road construction company. After years of “trying to make ends meet” he considers himself “blessed”—using the same term to describe the chance to rescue someone.

In yet another script flip, the resident got a national award for rescuing the letter carrier. On Dec. 13, Lewis received the Carnegie Medal from the Carnegie Hero Fund Commission, founded in 1904 by steel magnate/philanthropist Andrew Carnegie—featuring an individually struck medallion specifying a hero’s name and action, Fund President Eric Zahren said. Recipients not only saved or attempted to save someone’s life; they risked their own.

Margaret Parker, a regional grievance assistant, carried mail in Aurora and was branch president. “Tom has always been a devoted union member,” she says, “and I’m very thankful that Mr. Medina was there to rescue him in his time of need.”

EDITORIAL STAFF:
Director of Communications and Media
Relations Philip Dine
Managing Editor Mike Shea
Writer/Editor Rick Hodges
Writer/Editor Jenessa Wagner

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USPS to purchase 66,000 electric vehicles by 2028

On Dec. 20, the Postal Service announced its plan to purchase 66,000 electric delivery vehicles starting now and lasting until 2028. The agency will acquire a total of 106,000 delivery vehicles, replacing nearly half of its 220,000 vehicle fleet.

The 60,000 Next Generation Delivery Vehicles (NGDV) to be purchased from U.S. defense contractor Oshkosh include

45,000 electric NGDVs—meaning that 75 percent of the NGDVs will be electric. That figure is notably higher than the 10 percent that the Postal Service had previously announced in February of 2022. The agency also announced on Dec. 20 that 100 percent of NGDVs purchased after 2028 are expected to be electric.

The remaining 46,000 will be commercial off-the-shelf vehicles. The

Postal Service will prioritize domestic manufacturing with these purchases, and at least 21,000 of these vehicles will be electric.

All new vehicles, regardless of electrification, will include air conditioning and advanced safety technology.

The Postal Service will invest \$9.6 billion, including \$3 billion from the Inflation Reduction Act, in these vehicles.

“NALC is pleased that the Postal Service is leading the way in electrifying the federal vehicle fleet,” NALC President Brian L. Renfroe said. “With these delivery vehicles, letter carriers will deliver in much-needed safer and more reliable vehicles, while the Postal Service lowers its carbon footprint.”

President Renfroe attended an announcement event at Postal Service Headquarters in Washington, DC, on Dec. 20. Postmaster General Louis DeJoy, Senior Advisor to the President for Clean Energy Innovation and Implementation John Podesta, Chairwoman of the White House Council on Environmental Quality Brenda Mallory, and Assistant to the President and National Climate Advisor Ali Zaidi delivered remarks. **PR**



Above: NALC President Brian L. Renfroe (seated) and USPS Governor Daniel Tangherlini are photographed with a Next Generation Delivery Vehicle at the announcement.

Right: Renfroe with Senior Advisor to the President for Clean Energy Innovation and Implementation John Podesta





News from Washington

118th Congress convenes

The 118th Congress was set to convene on Jan. 3, after this issue went to print, with party control of the chambers divided. For the first time since 2018, Republicans have the majority in the House. Meanwhile, Democrats maintain control in the Senate.

In the House, 435 members—222 Republicans and 213 Democrats—were to be sworn in, giving Republicans narrow control of the chamber.

In the Senate, after Sen. Raphael Warnock (D-GA) won reelection in a runoff last month, Democrats were expected to hold 51 seats to the Republicans' 49. However, days after the Georgia runoff, Sen. Kyrsten Sinema (I-AZ) announced that she was switching her party registration from Democrat to independent. Sinema's announcement is not expected to affect Democrats' control in the Senate, and she stated that she plans to continue to caucus with the Democrats. Sinema will join two other Senate independents who also caucus with the Democrats, Sens. Bernie Sanders (I-VT) and Angus King (I-ME).

Seven new senators were to be sworn in on Jan. 3: Katie Britt (R-AL), former Missouri Attorney General Eric Schmitt (R-MO), former Rep. Ted Budd (R-NC), J.D. Vance (R-OH), former Rep. Markwayne Mullin (R-OK), former Pennsylvania Lt. Gov. John Fetterman (D-PA), and former Rep. Peter Welch (D-VT).

Seventy-seven newly elected members will be joining the House. With 84 new members in total, including the seven senators, the 118th Congress is also growing in diversity. A record 149 women—107 Democrats and 42 Republicans—will serve, including 24 newly elected women. The new Con-

gress also includes five more military veterans than the 117th, with a total of 97 veterans—72 Republicans and 25 Democrats.

“While a divided Congress will present new challenges, with a majority of NALC-endorsed candidates winning in the midterm elections, we are fortunate to have many pro-letter carrier and pro-labor members of Congress by our side,” NALC President Brian L. Renfroe said. “NALC’s key to legislative success has always been working in a bipartisan manner. We will take the same approach in the 118th Congress and continue working on both sides of the aisle to enact policies that will improve the lives of letter carriers.”

House and Senate select party leaders

Republicans and Democrats in the House and Senate have selected their leaders for the 118th Congress. Formal elections will not be held until Jan. 3, when the new Congress is sworn in.

In the House, Republicans chose former House Minority Leader Kevin McCarthy (R-CA) as their top leader. However, in the balloting for the Speaker of the House election, scheduled for Jan. 3, all 435 representatives will be eligible to vote. Rep. Steve Scalise (R-LA), the former minority whip, was unanimously selected as majority leader. Rep. Tom Emmer (R-MN), former chairman of the National Republican Congressional Committee (NRCC), was chosen to serve as majority whip. Rep. Elise Stefanik (R-NY) was selected as GOP conference chairwoman, and Rep. Richard Hudson (R-NC) was unanimously chosen to replace Emmer as NRCC chairman.

On the Democratic side, the party has chosen new leaders and approved changes to its leadership structure. Following the midterm elections, former Speaker Nancy Pelosi (D-CA) and former Majority Leader Steny Hoyer (D-MD) announced that they would remain in Congress but not seek leadership positions, paving the way for what Democrats are calling a new generation of leaders.

Former Democratic Caucus Chairman Hakeem Jeffries (D-NY) was selected by acclamation to lead Democrats as minority leader, which would make him the first Black person to lead a party in either chamber of Congress. Rep. Katherine Clark (D-MA) was chosen as minority whip and Rep. Pete Aguilar (D-CA) was selected as chairman of the Democratic caucus. Both were unanimously approved.

Former Majority Whip Jim Clyburn (D-SC) was selected as assistant leader, a position that is now fourth in the leadership structure, instead of third. He was unopposed after Rep. David Cicilline (D-RI) dropped his bid for the position before the vote.

Rep. Ted Lieu (D-CA) was selected to serve as caucus vice chairman after four rounds of voting, defeating Reps. Debbie Dingell (D-MI), Joyce Beatty (D-OH) and Madeleine Dean (D-PA).

Structural changes to the caucus include approval for the Democratic Congressional Campaign Committee (DCCC) chairperson to be appointed by leadership, rather than selected by the caucus, and the creation of the Democratic Policy and Communications Committee. Rep. Joe Neguse (D-CO) was named by acclamation as chairman of the new committee. The caucus established another new

News from Washington (continued)



leadership position that focuses on assisting candidates in competitive reelection campaigns—that of battleground leadership representative. Rep. Abigail Spanberger (D-VA) was chosen for this role.

In the Senate, Democrats chose their top leaders. Majority Leader Chuck Schumer (D-NY) and Majority Whip Dick Durbin (D-IL) were both unanimously selected to once again fill those roles. Assistant Democratic Leader Patty Murray (D-WA) was elevated to president pro tempore, replacing Sen. Patrick Leahy (D-VT), who retired last year.

Democrats added a deputy conference secretary position to their leadership structure, which will replace the position of assistant leader. Sen. Brian Schatz (D-HI) was tapped for this role.

Other returning leaders include Democratic Policy and Communications Committee Chairwoman Debbie Stabenow (D-MI), Steering Committee Chairwoman Amy Klobuchar (D-MN) and Conference Vice Chairpersons Elizabeth Warren (D-MA) and Mark Warner (D-VA).

Republicans also selected their top leaders. Minority Leader Mitch McConnell (R-KY) defeated Rick Scott (R-FL) to continue in the party's top Senate position. Sen. John Thune (R-SD) will continue serving as minority whip, and Sen. John Barrasso (R-WY) was selected again as Republican conference chairman.

Stay tuned to the “Government Affairs” section of nalc.org for more updates on the 118th Congress.

Committee leadership update

The House Committee on Oversight and Reform (COR) and the Senate Homeland Security and Governmen-

tal Affairs Committee (HSGAC) are the primary congressional committees with jurisdiction for the Postal Service. Some leaders of these committees will change in the 118th Congress.

As this magazine was going to print, the caucuses had yet to officially announce who will lead committees. However, now under Republican control, COR is expected to be led by former Ranking Member James Comer (R-KY). The former top Democrat on the committee, Carolyn Maloney, lost her primary, so the party's top committee member will change. Rep. Jamie Raskin (D-MD), who received the endorsement of the Democratic Steering and Policy Committee, is expected to serve as the ranking member.

HSGAC is again expected to be led by Chairman Gary Peters (D-MI). Following the retirement of former Ranking Member Rob Portman, Sen. Rand Paul (R-KY) is expected to serve as the ranking member.

Check the “Government Affairs” section of nalc.org for updates regarding the committees' leaders and members.

President Biden signs bill averting rail strike; paid sick leave measure excluded

On Dec. 2, President Biden signed a bill that forces a contract between rail workers and carriers. The legislation blocks rail workers from striking and implements a contract that was rejected by four of the 12 rail unions in September of 2022.

President Biden had called for congressional action to avert a rail strike, which would have disrupted the economy, costing as much as \$2 billion per day, according to some estimates.

On Nov. 30, in a 290-137 vote, the House passed the bill, and the Senate passed the bill with an 80-15 vote the next day.

While the contract includes a wage increase, among other positive elements, thousands of workers voted against its ratification due to the omission of paid sick leave. Currently, rail workers do not receive any paid sick leave, and they continued fighting for its inclusion in the contract.

Because many members of Congress said they would not support the legislation that forced the contract without a measure that provided paid sick leave for rail workers, a separate bill was introduced that would have provided seven days of paid sick leave for rail workers through the imposed contract.

This bill passed in the House with a 221-207 vote but fell short in the Senate with a 52-43 vote, failing to meet the 60-vote threshold needed for Senate passage.

“NALC is disappointed that paid sick leave for our rail union brothers and sisters did not pass in the Senate,” President Renfroe said. “Like letter carriers, rail workers’ labor is essential and keeps the American economy running. They deserve a fair workplace, which includes paid sick leave. NALC will continue advocating for this necessary leave for all working people.”

House and Senate calendars released; plan district visits with your members of Congress

The 2023 House and Senate congressional calendars have been released. It is important for letter carriers to familiarize themselves with the schedules

and to know when their representative and senators plan to be in their districts.

Recesses and district workweeks frequently occur around holidays, including the entire month of August. These are the best times to plan district visits with representatives. District visits are one of the best ways for letter carriers to get to know their representatives, educate them on letter carrier issues, and work to gain their support.

“Letter carriers’ work in the field directly translates to our victories in Washington,” President Renfroe said. “Every district visit is a chance to educate your representative on NALC’s legislative priorities. I encourage all NALC members to start organizing district visits now so that we can continue celebrating successes in the 118th Congress.”

Below are the scheduled dates for House and Senate district and state work periods.

2023 congressional calendar		
	House	Senate
New Year’s Day	Jan. 2	Jan. 2
Martin Luther King Jr. Day	Jan. 13-23	Jan. 4-20
Presidents Day	Feb. 10-24 March 2-6 March 13-21	Feb. 20-24 March 10-13 March 17-20
Easter	March 31-April 14 May 1-May 8	April 3-14 May 5-8
Memorial Day	May 26-June 2	May 22-29
Juneteenth	June 16-19	June 19
Independence Day	June 26-July 10 July 21-24	June 26-July 7 July 17 July 24
August recess/Labor Day	July 31-Sept. 11 Sept. 22-25	July 31-Sept. 4 Sept. 15 Sept. 25
Columbus Day	Oct. 2-Oct. 16 Oct. 27-Nov. 3	Oct. 9-13
Veterans Day	Nov. 10	Nov. 10
Thanksgiving	Nov. 17-Nov. 27	Nov. 20-24
Christmas	Dec. 15-29	Dec. 18-29

News from Washington (continued)

House passes VA Employee Fairness Act in lame-duck session

On Dec. 15, during the lame-duck session of the 117th Congress, the House passed the VA Employee Fairness Act (H.R. 1948). This bipartisan bill, which passed in a 219-201 vote, would give collective-bargaining rights to Veterans Health Administration employees, who include nurses, physicians, dentists and physician assistants who care for veterans.

Currently, these employees are hired under Title 38 of the U.S. Code, which prohibits collective-bargaining rights for these workers. H.R. 1948, introduced by former House Committee on Veterans' Affairs Chairman Mark Takano (D-CA), would remove this ban, which affects nearly 100,000 employees.

"For our country to ensure that veterans receive the highest quality treatment, we must treat VA front-line health care workers with the same level of dignity and respect as other federal health care workers," Rep. Takano said. "Throughout the 117th Congress, this committee prioritized providing veterans with the health care they earned, and we are reinforcing that by providing VA's front-line workers, who wholeheartedly provide critical care for veterans, with the workers' rights they deserve."

"NALC applauds the House on the passage of this bill," President Renfroe said. "These federal workers who treat our nation's veterans deserve the right to collectively bargain for a better workplace. NALC supports this bill and the expansion of collective bargaining in all fields."

The legislation needed to be approved by the Senate before the new Congress convened. As this magazine was going to print, a Senate vote had not been held.

Congress releases end-of-year omnibus package; includes increased funding for NLRB

As this magazine was going to print, Congress had released its end-of-year omnibus package. At press time, the House and the Senate had not yet voted on the expansive package; however, it was expected to pass in both chambers.

Overall, the 12-bill appropriations package includes \$1.7 trillion to fund the government. This includes \$858 billion in defense spending, a \$76 billion increase from Fiscal Year (FY) 2022, and \$772.5 billion in discretionary spending, a \$42.5 billion increase from FY 2022. This funding would provide \$44.9 billion in emergency aid for Ukraine, \$118.7 billion for medical care provided by the Department of Veterans Affairs and \$38 billion for assistance in recovery from natural disasters. The package also includes a provision that would solidify the vice president's role in the counting of electoral votes as "ministerial," in response to legislation that was introduced in both chambers following the attack on the Capitol on Jan. 6, 2021.

Notably, for the first time since 2014, Congress included increased funding for the National Labor Relations Board (NLRB). The package provides \$299.2 million for the agency. This is about \$25 million more than the \$274 million that the agency has received over the

past eight years; however, it falls short of the \$319.4 million the Biden administration requested. The NLRB makes important decisions that can affect the organizing efforts of unions, and the agency also provides critical support for existing unions. The NLRB warned of furloughs and delays in its daily operations if the agency did not receive an increase in funding in 2023. The additional \$254 million is likely sufficient to avoid furloughs.

"NALC is pleased to see Congress increase funding for the NLRB," President Renfroe said. "NALC members, and all unionized workers, rely on the NLRB to oversee their elections and protect their rights as workers. Investment in the NLRB is an investment in the American workforce."

Also of note: No language regarding six-day mail and package delivery was needed in the omnibus bill. The Postal Service Reform Act codified six-day delivery into law, and NALC no longer must rely on the appropriations process to ensure six-day delivery across the country.

NALC also made a push to include the Social Security Fairness Act (SSFA), which would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) titles of the Social Security Act, in the end-of-year spending package. Ultimately, these efforts were unsuccessful and the provisions in the SSFA were excluded from the package. The SSFA is expected to be introduced early in the 118th Congress, and NALC will continue working to gain co-sponsors to move this priority legislation forward. **PR**

MRS and *Shop Steward's Guide* updated

In the past two months, NALC has updated two resources for letter carriers—the Materials Reference System (MRS) and the *NALC Shop Steward's Guide*—and published them on the union's website, nalc.org.

The NALC's MRS Index and Summaries has been updated to include summaries of key contractual documents and direct links to all M-number documents as well as a select group of C-numbered arbitrations. The MRS has a new look and format, which will allow NALC to provide updates in real time.

The MRS is a prime resource for all NALC representatives who enforce and administer the National Agreement. While the format has been changed to allow for an easier search experience, the document still contains both a table of contents and a detailed index.

The MRS is located under the "Workplace Issues" tab and "Resources" section, easily accessible from the main

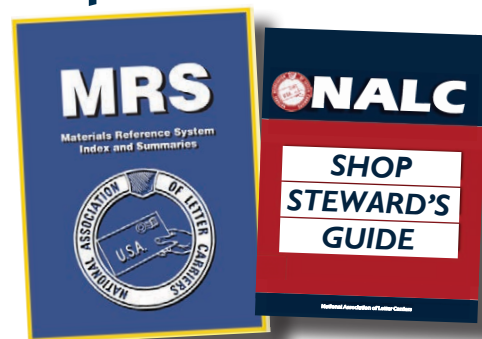
page of the website or by going to nalc.org/mrs.

The revised *NALC Shop Steward's Guide*, along with many updated grievance starters, is now available on the Members Only portal of the website. The guide is written for any NALC member who handles grievances at the Informal Step A and/or Formal Step A of the grievance procedure.

Older versions of the *Shop Steward's Guide* or Toolkit are obsolete and will no longer be available. NALC plans to update the guide in real time while ensuring that all stewards, activists and members have access.

To access the guide from the NALC website, log on to the Members Only portal, and click the "Members Documents" button, where you will find the *Shop Steward's Guide* and the available Grievance Starters in a drop-down menu.

Many letter carriers worked to update the MRS Index and Summary:



Special Assistant to the President Michelle McQuality; Region 1 Regional Administrative Assistant Colleen Karnthong; Jim Ruetze of San Antonio, TX Branch 421; and Brad Jasper of Yonkers, NY Branch 387. Communications Specialist Madeline Alvis prepared the document for the website.

Jasper also worked on updating the *Shop Steward's Guide* with Assistant to the President for Contract Administration Greg Dixon and Assistant to the President for Contract Administration Danielle Fake-Moorman. **PR**

Last chance to contribute through CFC

It's not too late to sign up to support the charities of your choice this year through the Combined Federal Campaign (CFC). But hurry—the open enrollment period for CFC ends on Jan. 14.

Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks. To make recurring donations, active letter carriers may use payroll deduction, a credit or debit card or a bank account. They also may make a one-time donation using any of these methods except payroll deduction. Retired letter carriers also can give through CFC by making a

one-time or recurring e-check or credit card contribution. Participants can even volunteer for the charity and count the value of the hours as a donation.

The easiest way to sign up to make automatic donations 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.

Letter carriers can choose from among more than 2,000 nonprofit charitable organizations to support through CFC—including the Muscular Dystrophy Association (MDA), NALC's official charity since 1952. 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 any of these diseases. For more information, go to mdausa.org.

Since its inception in 1961, the CFC has raised more than \$8.5 billion for charities and for people in need. NALC President Brian L. Renfroe encouraged letter carriers to participate in the program. "Giving through CFC is an easy way for letter carriers to make a difference in their communities," he said.

For more information, go to nalc.org/cfc. **PR**



From l: Bryant Almario, Michelle McQuality, Brent Fjerestad, James Frankford and Joel Malkush

Renfroe makes HQ, regional appointments

NALC President Brian L. Renfroe has made a series of appointments. **Bryant J. Almario** has been appointed as assistant to the president for grievance-arbitration. Almario, a member of Santa Clara, CA Branch 1427, became a letter carrier in 1987 and joined NALC as a member of Salinas, CA Branch 1046. (Branch 1046 merged with Santa Cruz Branch 269 in the early 1990s; that branch later merged with Branch 1427.)

Almario served his branch as a steward, vice president and president. He also has served as a joint route inspection process co-leader for the San Jose District, and he was a member of the Bay Valley District's Employee Assistance Program (EAP) advisory committee.

In 2004, NALC President William Young appointed Almario to be a regional administrative assistant (RAA) for Region 1. Almario was appointed national business agent for Region 1 in 2017 by NALC President Fredric Rolando to fill a vacancy. He ran uncontested in 2018 and was elected by acclamation at the NALC Biennial Convention in Detroit.

The president appointed **Doug Lape** of Cincinnati, OH Branch 43 as special assistant to the president. Lape, a Marine Corps veteran, has served Branch 43 as a shop steward, Formal A representative and vice president. He became an assistant to the president for city delivery in 2017.

Lape graduated from the NALC Leadership Academy in 2014.

Michelle McQuality was named special assistant to the president. A member of Dayton, OH Branch 182 since 2007, McQuality has served her branch as a trustee, steward, Formal A representative and route adjustment

team member. On the regional level, McQuality has had roles as an arbitration advocate, Step B representative, local business agent and chairperson of the EAP district advisory committee, and also as state food drive coordinator. She has served as assistant to the president for city delivery since 2019. McQuality graduated from the NALC Leadership Academy in 2011.

Renfroe appointed **Brent Fjerestad** of Sioux Falls, SD Branch 491 as special assistant to the president for legislative and political organizing.

Fjerestad began his letter carrier career in 1999. He has served his branch as steward, trustee and vice president. He was a trustee for the South Dakota State Association before serving as president from 2009 to 2017. He also has served as a Carrier Academy instructor, organizer for Region 7, regional food drive coordinator and district safety lead.

From 2017 until his appointment as special assistant, Fjerestad worked as a legislative and political organizer (LPO) for Regions 3, 5, 6, 7, 10 and 11.

Fjerestad served in the South Dakota Air National Guard. He graduated from the NALC Leadership Academy in 2010.

The president appointed **Tamara Twinn** of Albuquerque, NM Branch 504 as assistant to the president for administrative affairs. Twinn began carrying mail in Albuquerque in 2006. She served as steward, Formal A representative, legislative coordinator and Letter Carrier Political Fund (LCPF) coordinator for her branch. She also was vice president of the New Mexico State Association.

Twinn transferred to Englewood, CO, in 2020 and joined Centennial Branch 5996, where she served as recording secretary, shop steward, Formal A representative and LCPF coordinator.

She was a member of the Colorado State Association executive board and a letter carrier congressional liaison. She also served on the executive board for the Colorado AFL-CIO. She was an arbitration advocate and was named Activist of the Year at the Region 10 Spring Training School in 2020. Twinn became an assistant to the president in October 2021. She transferred back to New Mexico in 2022 and rejoined Branch 504.

Twinn graduated from the NALC Leadership Academy in 2017.

James Frankford was appointed an RAA for Region 2 (Alaska, Idaho, Montana, Oregon, Utah and Washington). A member of Vancouver, WA Branch 1104, Frankford began his letter carrier career in Anchorage, AK, in 1997, joining Anchorage Branch 4319. He served as a steward and Formal A representative for his branch, and was elected branch vice president in 2016, a position he held until transferring to Branch 1104 in 2020.

Frankford also served as a national assigned assistant and full-time advocate for Region 2. He served in the Marine Corps before joining the Postal Service.

Frankford graduated from the NALC Leadership Academy in 2020.

The president appointed **Joel Malkush** of St. Paul, MN Branch 28 as an RAA for Region 7 (Minnesota, North Dakota, South Dakota and Wisconsin).

Malkush began as a casual carrier in 1992 in St. Paul and joined Branch 28. He became a career carrier in Minneapolis in 1995 and transferred to Minneapolis Branch 9. After transferring to South St. Paul Branch 1532, Malkush was elected vice president and president of that branch. When Branch 1532 merged with Branch 28, Malkush was elected executive vice president and then president.

Malkush also has served as dis-



From l: Arturo “A.G” Ramirez, Mike Brim, Anthony Mitchell, Matt Tanner, Anna Mudd, Richard Gould and Kori Blalock Keller

pute resolution team (DRT) full-time backup, arbitration advocate, regional steward training facilitator and Formal A representative.

He graduated from the NALC Leadership Academy in 2009.

President Renfroe appointed **Arturo “A.G” Ramirez** of Houston, TX Branch 283 as an RAA for Region 10 (New Mexico and Texas). Ramirez began carrying mail in Houston in 1998. His various activities on behalf of NALC include serving as a Step B representative, local business agent and regional grievance assistant (RGA) for Region 10. Ramirez has also served the union as an organizer, route inspection team leader, food drive coordinator, steward trainer and member of the Texas State Association executive board. He graduated from the NALC Leadership Academy in 2013.

The president appointed **Mike Brim** as an RAA for Region 11 (Upstate New York and Ohio). Brim, a member of Columbus, OH Branch 78, began carrying the mail in Columbus in 2006. He served as a branch trustee from 2013 to 2015, when he became health benefits and mutual benefits representative through 2018. Brim also has served on the Step B team and as an arbitration advocate. He was named an RGA in 2019.

Brim graduated from the NALC Leadership Academy in 2015.

Renfroe named **Anthony Mitchell** of Kansas City, MO Branch 30 as an LPO for Regions 5 (Missouri, Iowa, Nebraska and Kansas), 7 (Minnesota, North Dakota, South Dakota and Wisconsin) and 10 (New Mexico and Texas). Mitchell began carrying the mail in 1998, joining Independence, MO Branch 827. He served that branch as a steward, e-Activist coordinator, sergeant-at-arms and president before transferring to Branch 30 in 2012,

where he became a steward and AFL-CIO delegate.

Mitchell has held several positions with the Missouri State Association, including district representative, treasurer, vice president, director of education and congressional district liaison. He also has served as a route adjustment team member, district safety committee member, LPO assistant and community services assistant at NALC Headquarters.

Mitchell graduated from the NALC Leadership Academy in 2010.

President Renfroe appointed **Matt Tanner** of Lansing, MI Branch 122 as an LPO for Regions 3 (Illinois), 6 (Kentucky, Indiana and Michigan) and 8 (Alabama, Louisiana, Mississippi and Tennessee), and for Oklahoma and Arkansas. Tanner started his postal career in 1996 as a rural carrier, becoming a city carrier part-time flexible (PTF) in 1998. He served his branch as an alternate steward, steward, food drive coordinator, secretary and vice president. He was elected branch president in 2014.

Tanner also served on the Michigan State Association board and as DRT team lead.

He graduated from the NALC Leadership Academy in 2014.

The president appointed **Anna Mudd** of Louisville, KY Branch 14 as a regional grievance assistant for Regions 6 (Kentucky, Indiana and Michigan) and 11 (upstate New York and Ohio).

Mudd began working as a letter carrier in Louisville as a PTF in 1996. She served her branch as a steward and scribe before her election as assistant secretary in 2013 and secretary in 2015. The next year, she ascended to branch vice president. She was appointed an LPO in 2019.

Mudd was elected Kentucky State Association vice president in 2017.

She also has served the union as an arbitration advocate, DRT member and city carrier assistant (CCA) orientation organizer. Mudd graduated from the NALC Leadership Academy in 2017.

President Renfroe named **Richard Gould** of San Antonio, TX Branch 421 as an RGA for Region 10 (New Mexico and Texas).

Gould began his career as a PTF in Fort Stockton, TX, in 1991 and transferred to San Antonio in 2002. He served his branch as a trustee and vice president, and then was elected branch president in 2020.

Gould also served as a Step B team backup and arbitration advocate—he was named Advocate of the Year for Region 10 in 2018.

He graduated from the NALC Leadership Academy in 2013.

Headquarters staff appointments

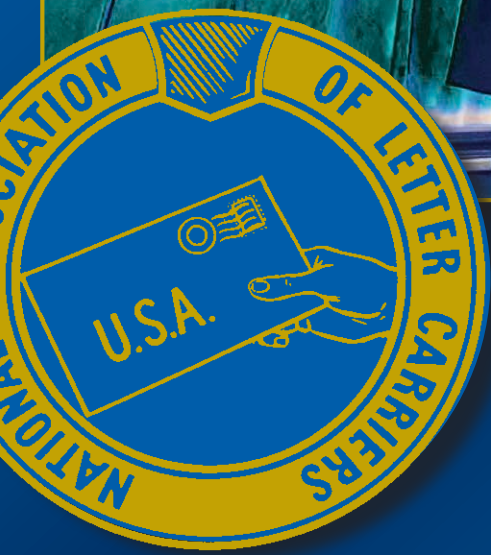
President Renfroe also made several staff appointments at NALC Headquarters.

Kori Blalock Keller, former director of legislative and political affairs, was named chief of staff, replacing James Sauber, who retired (for more on Sauber’s retirement, see page 46). She will continue to lead NALC’s efforts with the White House and Capitol Hill.

Holly Feldman-Wiencek, formerly an assistant to the president, was named research director effective Jan. 16, filling a vacancy.

Madeline Alvis, former digital communications specialist, was named to the new position of communications specialist.

Mike Shea, former designer/web editor, was named managing editor of *The Postal Record*, overseeing daily operations. Phil Dine remains editor-in-chief of the magazine. **PR**



After the Executive Council and AFL-CIO delegates were sworn in (opposite page), Brian L. Renfroe (above) delivered his first speech as NALC president.

NALC President Brian L. Renfroe sees challenges for new leadership team:

- crime
- staffing
- postal operations reorganization

Vows to work to protect letter carriers

On Saturday, Dec. 17, on an evening that served to close the book on one era and mark the beginning of another, Fredric Rolando performed his last act as president by leading new NALC President Brian L. Renfroe and the other 27 recently elected members of the union’s Executive Council through the oath of office. Gathered in the ballroom of the Marriott Marquis Washington, DC in the nation’s capital, the men and women chosen to direct NALC for the next four years recited the pledge as prescribed by the *NALC Constitution*:

“I do solemnly promise on my honor that I will faithfully execute the laws of the National Association of Letter Carriers. I will perform, to the best of my ability, the duties of the office to which I have been elected, guard all property placed in my charge and, at

the expiration of my term of office, turn the same over to my successor. I will do everything in my power to promote the welfare of the National Association of Letter Carriers and its members.”

Secretary-Treasurer Nicole Rhine kicked off the evening event and served as the evening’s master of ceremonies. She called on Lisa Hayden, administrator of the Mutual Benefit Association, to sing “The Star-Spangled Banner” *a cappella*. Retired Vice President Lew Drass led the recitation of the Pledge of Allegiance, followed by the Rev. Richard J. White, pastor of the St. Paul AUMP Church in Washington, DC, who led the invocation.

Representatives from dozens of NALC branches purchased tickets and attended the dinner ceremony. The crowd also contained friends, family and labor leaders who came out to support the union’s Executive Council,



including Mark Dimondstein, president of the American Postal Workers Union, APWU Secretary-Treasurer Liz Powell and AFL-CIO President Liz Shuler, who offered her solidarity with Renfroe and the other members of the Executive Council.

“Tonight, we welcome the next generation of leaders who will carry on the incredible work of this union. I want to congratulate the NALC’s new president, Brian Renfroe,” she said. “I think Brian’s election says so much about where the labor movement is,” she said, pointing to his relative youth and to his being from Mississippi. “When I look at where so much of the energy and opportunity are for the labor movement right now, it is with young people and it is in the South. So, what a dynamic combination.”

After a pause in the ceremony to eat dinner, Secretary-Treasurer Rhine called Rolando to the podium. Before leading the Executive Council in the administration of the oath, Rolando

took a moment to say goodbye before performing his last duty as NALC president.

“Tonight is certainly not about me,” he noted. “One of the most important duties of someone in a leadership role is to do what? It’s to find and develop those who will replace you.

“I’ve had the privilege and opportunity to select, mentor and/or work with the women and men who I’m going to be installing tonight. On top of that, we have such a deep bench of letter carrier staff at Headquarters and at the regional offices behind them. And that’s what allows leaders to move on while maintaining the confidence that the union will remain strong and continue to grow.”

He then expressed his confidence in the Renfroe-Barner Team. Both President Renfroe and Executive Vice President Paul Barner spent time as President Rolando’s special executive assistants.

“Brian spent a couple of years as director of city delivery,” he said. “And

for the past six years, he’s been an amazing executive vice president. Brian is ready to lead, and this 28-member Executive Council is ready to face and conquer the challenges we face ahead. I’m so looking forward to watching them navigate, execute and succeed.”

“My sisters and brothers,” he concluded. “It’s been fun. It’s been an honor. Stay together and stay strong. I love you.”

Rolando then called forward the 10 resident national officers, three national trustee and 15 national business agents who make up the 28-member Executive Council. NALC’s seven elected AFL-CIO delegates were invited to the stage as well; only AFL-CIO delegate Lloyd Doucet was unable to attend.

After administering the oath of office, Rolando excused the other officers and called Renfroe to the podium to perform his first act as NALC president. Below is his speech in its entirety.

Thank you.

Thank you, brothers and sisters.
Thanks, Fred.

Good evening, brothers and sisters.

Tonight, I have a lot of people to congratulate and to thank—after which, I want to outline some of the serious challenges facing our union and its new Executive Council. As a native of Mississippi, I feel a little like a Southern minister about to give a sermon to a congregation that’s already thinking about the Sunday potluck to follow—so it’s probably best not to go on too long.

Adding strength to this wisdom are a few complicating factors: this “congregation” has already eaten; it’s

Saturday night, not Sunday morning; we’re in Washington, not Hattiesburg; and ... you’re all thinking about a party with music and alcohol, not a church potluck.

So I promise to do my best to keep this speech relatively short so that we can all head over to the holiday party and celebrate together.

I’ll start by offering my congratulations to all my sisters and brothers who just took the oath of office. It is a tremendous honor to be installed with each of you and to be part of the new Executive Council of our great union, the National Association of Letter Carriers.

We are a team, first and foremost. The members of the NALC have entrusted

us with the leadership of something very precious, their union. I know that every one of you share my commitment to work together every day for the best interests of America’s 290,000 city letter carriers, active and retired alike.

I also want to congratulate and thank the families and friends of our national officers. Union activism at any level is impossible without their love and support. The long hours, the travel, the phone calls from members at all hours of the day place a special burden on union representatives—but also on their families. We appreciate all of you for that.

I want to welcome our special guests—especially APWU President



Mark Dimondstein and Secretary-Treasurer Liz Powell. It means a great deal to us that you took the time to attend our installation. Our unions have a long and proud history of cooperation and solidarity—a history that has made each of our unions stronger. We all look forward to continue our work together.

I would also like to thank AFL-CIO President Liz Shuler for being here as well. I am excited to continue strengthening our bonds of union solidarity in the years to come.

I also want to offer a special welcome to my family members that are here with me tonight—my sister, Elizabeth Bracey, and her husband, Josh, from Hattiesburg, MS. They are here representing my mom and dad, who could not be here tonight in per-

son—though they are certainly here in spirit.

It's not just that my parents brought me into this world together—for which I am naturally grateful—but also because I probably would not have become a letter carrier if not for my father, Ken Renfroe. He started as a letter carrier three years before I was born and is a proud retired member of my branch—NALC Branch 938 in Hattiesburg, MS. (I've never asked him—but I hope my dad didn't get in trouble for giving me a ride in his Jeep when I was 2 years old!)

I grew up immersed in the issues facing letter carriers—because they affected my father and my family. I saw how hard my dad worked and how important the union was to all of us. I developed a deep appreciation of the value—and the values—of the NALC from a very early age.

When I became a letter carrier in 2004, I had the pleasure of occasionally working alongside my dad in the same station for a couple of years before he retired. I got involved in the union because I wanted to help the people I worked with every day. I'm thankful I was given the opportunity to serve as a shop steward and I'm thankful for every opportunity I've been given to serve our members since then. So on this wonderful evening, I wish to express the overwhelming sense of gratitude I feel toward my Branch, Region 8 and, most importantly, my dad and our family. Liz and Josh—thank you for being here with me tonight. Your presence makes this very special. I love you both.

I also have two huge mentors and friends I want to recognize tonight. First, of course, is Lew Drass—who led us in the Pledge of Allegiance earlier

this evening. I literally cannot thank Lew enough for the many opportunities he gave me to serve NALC over the years. He recognized my potential before I did—and then helped me (over and over) to develop as an advocate, a trainer, and as a union leader. As national business agent, Lew was an endless source of creativity and innovation in his approach to representation, organizing, fundraising for our political action fund, training and advocacy—and he mentored me all along the way. As a 20-something-year-old branch president, long late-night conversations with my national business agent about our union and my future motivated me to do all I could do to help our members—and it still does to this day.

Lew's effectiveness and success led him to Washington, where he rose to the vice presidency of the NALC—and became a beloved national leader. That love was evident every time he took the stage at a rap session, a convention ... or indeed, as we saw earlier tonight, at an installation ceremony—proven by a chorus of “Lewwws” each time. Thank you, Lew, for all you've done for NALC and for all you've done for me. I could never repay you for everything you've taught me, but I will repay it to those you always cared about and worked so hard for—our members.

Second, I want to express my love and appreciation for the 18th president of the NALC, Fred Rolando. We've had some great presidents over the history of this union, such as Bill Dougherty and NALC's greatest president, Vince Sombrotto. Fred Rolando belongs among these greats. Over the past 14 years, Fred has led us through recessions, three rounds of bargaining



AFL-CIO President Liz Shuler expressed her excitement to work with President Renfroe and all of the newly sworn-in NALC leaders.



Former Vice President Lew Drass

and a pandemic with steadiness, intelligence and sound judgment. All at a time when the Postal Service has been forced to transform itself in the face of dramatic technological change and repeated political attacks targeting the postal monopoly, six-day delivery and affordable universal service.

Through it all, he mobilized all our union's resources to make the best possible case for letter carriers in bargaining and in interest arbitration, while leading a broad coalition of political and legislative allies to fight back and to win. He leaves office with our union stronger than ever—financially, politically and organizationally.

For me personally, Fred has been an excellent mentor. In 2013, when I worked for Fred as an executive assistant to the president, he told me, *"You are going to have to do this job one day."* In the nearly 10 years since that time, he's prepared me for my new responsibilities by giving me the opportunity to serve as chief spokesperson in two rounds of bargaining, work with our management counterparts at USPS Headquarters on a daily basis to help our members and oversee our

organizing and political and legislative affairs activities. He has been diligent about teaching me all that he has learned over the years.

His work ethic and integrity are an inspiration to me and all the incoming members of the Executive Council. He has led by his good example and always with good humor.

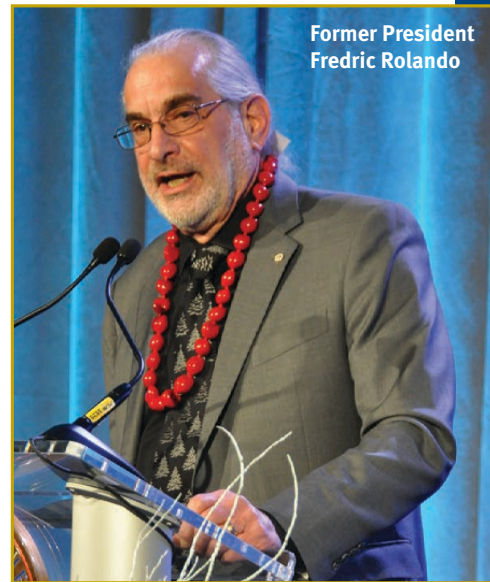
In fact, his sense of humor is his secret weapon—he knows that union work is serious business, but it can also be a lot of fun. From dressing up as Rocky to our Blues Brothers act a few months back in Chicago, our members have seen Fred's humorous side. In that spirit of fun, I do have one last bone to pick with Fred. On occasion, I have heard Fred referred to as the first NALC president from the South, which seems right at first. Not one of our predecessors were from the South—most came from all great labor towns of America—New York, Detroit, Boston and Philly, as you might expect. And Fred's home branch is in Sarasota, FL. So the claim seems to be true. But Fred is not really our first president from the South. He's a Yankee, through and through—and by that, I mean, a New York Yankee. Despite being born in Queens, his adult life in Florida might have qualified him as the NALC's first Southern president. But his refusal to shed his love for the hated New York Yankees makes that claim dubious at best. So, brothers and sisters, I humbly present myself as the real first NALC president from the South—born in Mississippi, and a diehard fan of America's team, the Atlanta Braves.

[Audience boos] That did not quite

work out like I planned!

In any case, brothers and sisters, Fred really did make it fun for NALC officers and staff to come to work. We will all miss him very much.

Thank you, Fred, my brother and my dear friend. I know you will always be here for us, and I am sure I will be able to rely on you for wisdom and advice as I take on my new responsibilities. And let me be the first to call you president emeritus of the NALC—I am



Former President Fredric Rolando

certain that the first general resolution to be adopted by the delegates to the 2024 Boston Convention will be one to give you that well-earned title.

Challenges

Let's turn to major challenges facing our union in the months and years to



come. We can begin by acknowledging that, despite our best efforts, the working conditions for letter carriers—in what we hope is post-pandemic America—are as difficult as we've seen since the creation of the Postal Service in 1970.

Over the past two rounds of collective bargaining, we've grappled with a staffing crisis that has progressively gotten worse. Massive turnover and staffing shortages, which are drivers of managerial abuse, excessive overtime, and unsafe working conditions—were huge problems even before the pandemic. COVID-19 made these problems even worse.

We've responded in two rounds of bargaining—by significantly raising CCA pay, accelerating the transition to career status, and establishing a variety of initiatives designed to improve CCA conditions and to reduce turnover. This approach has been met with limited success.

In the last several months, we've reached agreement with the Postal Service to move hundreds of installations around the country to an all-career model. This has resulted in some improved staffing in these locations. But it is not enough. We must phase out non-career employment in the city carrier craft and significantly raise starting pay to solve the staffing crisis. This is the goal we will take up in February, when our next round of bargaining begins.

But there are solutions we need even before contract talks begin. That's because a wave of crime against letter carriers has taken hold across the

country. Increasingly, our members are working in fear because so many of our brothers and sisters are being attacked on American streets by violent criminals. Just a week ago Friday, we lost a member named Aundre Cross in Milwaukee, WI. Aundre was shot and killed in a robbery while delivering mail after dark. He was just 41 years old and had 18 years on the job. He is survived by his wife and four children. It's heartbreaking and appalling.

Sadly, such robberies have become commonplace around the country. At our convention in Chicago, this was a huge subject of conversation. This violence against our members is UNACCEPTABLE. IT. MUST. BE. STOPPED.

[Moment of silence for Aundre]

Let us together make a commitment as a union to do all we can to make it stop.

Why is this violence happening? There was a time not too long ago that nobody would attack a letter carrier, an employee of the federal government and a greatly admired member of every community, even those ridden with crime. That has changed. We know that crime in general rose in America during the pandemic, and that carriers have been targeted by thieves who attempt to steal our keys with the hope of stealing mail. Protecting our members is and must be our No. 1 PRIORITY.

In fact, in recent weeks we have been working with postal management, the Postal Inspection Service and the Office of Inspector General to find ways to deter crime and violence against letter carriers. We have made it

crystal clear to all that are charged with protecting postal employees: *We need measures to protect our members now.*

Of course, as I mentioned earlier, we will seek lasting solutions to the staffing crisis when we begin work on a new National Agreement in 2023. Let me repeat what I said earlier: That means moving toward an all-career workforce and significantly raising starting pay. We will also fight to protect and improve all our members' standard of living. To achieve this goal, we will seek general wage increases and fight to preserve our cost-of-living adjustments, which has provided significant, though partial, protection against the surge in inflation we've suffered over the past two years. Another major topic in negotiations will be the Postal Service's plans to restructure its delivery operations. We recognize that the USPS is attempting to reorganize its delivery operations in response to a massive shift in the mix of mail over the past two decades—letter volume is down 50 percent and package volumes are up 300 percent over this period. And we know that our network of delivery facilities has been starved of investment. We welcome new investments, but the overall restructuring plan will only work if the NALC is part of the planning and execution of the effort. In this round of bargaining, we will demand to continue to have a seat at the table and increase our involvement to make sure we protect the interests and rights of the men and women we represent.

As in the past, preparations are well underway for bargaining. As part of



that process, we are also preparing for the possibility of binding interest arbitration, should we fail to reach a negotiated settlement. In the last contract, we ended up reaching a voluntary agreement after we started an interest arbitration. No matter which way the contract talks go, I can assure you that the NALC will be ready to deploy all of its resources to achieve a fair contract for our members.

As we bargain for better wages, we will continue to focus our legislative and political agendas in support of active and retired letter carriers. The 117th Congress was a huge success for the NALC and our allies. After more than a dozen years of sustained effort, we finally got Congress to enact postal reform legislation that both repealed the crushing mandate to pre-fund retiree health benefits and made six-day delivery the permanent law of the land.

We also made significant progress on building support on other key legislation—most notably, the Social Security Fairness Act to repeal the WEP and GPO provisions that discriminate against our CSRS retirees. That bill, which will be reintroduced in the next Congress, gained the support of a bipartisan majority in the House of Representatives. The task now is to replicate that success in the U.S. Senate, a challenge we will seek to meet in the 118th Congress. At the same time, we will fight to improve future pensions by passing the Federal Retirement Fairness Act, which would allow former TEs and CCAs to buy pension credit for their non-career service.

We will also pursue new ways to strengthen the Postal Service on both ends of Pennsylvania Avenue. In Congress, we will work on new ways to financially strengthen the Postal

Service, such as permitting the Postal Service to better invest its hundreds of billions of dollars in CSRS and FERS pension assets. Under current law, we are forced to invest those funds in low-interest government bonds. Allowing a more-sensible-but-safe investment policy to invest in private securities would generate billions in savings for the Postal Service. That would reduce the cost of these pensions for both us and the agency. It is not a new idea, but it is one that needs to be executed with bipartisanship and precision to provide the greatest impact. At the same time, we will continue to press the Biden administration to take executive action to implement the recommendations of the Segal report, a 2012 Postal Regulatory Commission report that called on the Office of Personnel Management to accurately—and fairly—value the Postal Service’s pension assets and liabilities. This would save the Postal Service billions annually. And we will urge the White House to explore initiatives by federal agencies to better use the Postal Service to achieve their missions—providing jobs and revenues to postal workers, while improving government services to America’s households and businesses.

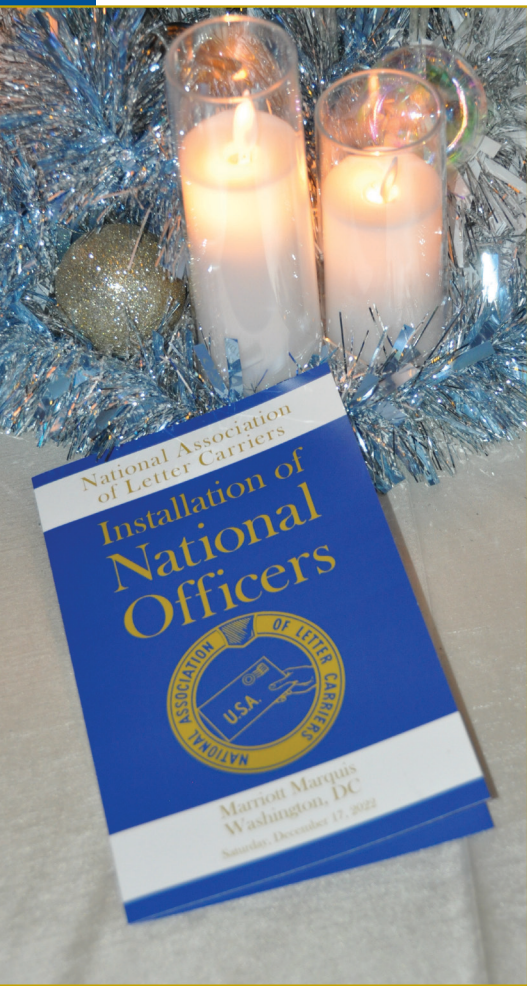
Our recent success on the legislative front has hinged on our ability to work with legislators in both parties and a broad coalition of allies to take advantage of the public’s overwhelming support for the Postal Service. This ability will be central to our success in the future. The just-concluded midterm election did narrowly shift control of the House of Representatives to the Republican Party, but the outlook for bipartisan support for the Postal Service remains positive. However, as

we’ve seen in the past, a divided Congress often leads to budget fights that threaten the health benefits and pensions of federal workers. We must—and we will—fight any misguided efforts to target federal and postal employees and retirees for unfair cuts. An-



Secretary-Treasurer
Nicole
Rhine

other source of our success has been the strength of our political organizing and fundraising for the Letter Carrier Political Fund. The money we raise to support pro-letter carrier candidates in both parties—and to finance extensive get-out-the-vote efforts with our allies in the AFL-CIO—is essential to making our voices heard in Washington. In the recently concluded midterm election, we supported hundreds of candidates from both parties who showed support for our issues. Amazingly, 95 percent of the candidates we supported won their races—including 84 percent of the challengers.



In the years ahead, we aim to build on the recent success of LCPF. We will aggressively work to educate all NALC members on the importance of contributing to the PAC. I know our members always do the right thing, and I'm convinced that we have an opportunity to rapidly grow LCPF through education. This will allow us to amplify and expand our influence on debates that affect the wages, benefits and working conditions of letter carriers, as well as the health of the Postal Service.

It will also allow us to fight for other important legislation, including the PRO Act and other labor law reforms, as well as the John Lewis Voting Rights Act to expand vote-by-mail and strengthen American democracy. Both these bills are essential to improve the ability of unions to grow and to raise living standards for all workers across

America. They are also essential for the pursuit of economic and racial justice.

We will complement our pro-labor efforts in Congress with continued engagement, cooperation and solidarity actions with the broader labor movement. Of course, this starts with the other U.S. postal unions but also involves working with our allies in both our domestic and international federations—the AFL-CIO and UNI Post & Logistics. These bodies provide platforms to improve labor conditions universally. For example, NALC works with both federations to help workers employed by Amazon to organize, both nationally and internationally. We cannot, and must not, let Amazon's delivery operations set the labor market standards for our industry. Its non-union—and therefore powerless and low-paid—delivery workforce is a threat to every NALC member.

Another priority I want to highlight for the coming years is to build on the progress we have made in expanding the networks of NALC representation available to city letter carriers. These networks—which include regional workers' compensation assistants, regional grievance assistants, legislative and political organizers and, most recently, full-time advocates—are among President Rolando's greatest achievements. My administration will grow and strengthen these networks. We will embrace new technology to give our representatives the tools they need to better serve our members—and to educate our members about all the ways that NALC can help improve their working lives. We will also use technology to develop online learning and training programs to supplement our extensive in-person training capacity. Robust training is the key to

arming all NALC representatives with the knowledge and skills needed to best represent our members. We are committed to using all available tools to provide that education to those that have stepped up to represent letter carriers.

Expanding and improving the representation we give is the best way to maintain—and perhaps even improve on—our organizing success. Ninety-three percent of all active city letters are members of the NALC—and we intend to remain the best organized open-shop union in America!

A final priority I want to mention for the years to come is our continued commitment to defend the Postal Service itself—as a public service with affordable service for Americans, no matter where they live and how much money they have. We've always embraced a dual mandate—to fight for our members and for the public interest in a public post office. NALC and the other postal unions have been battling for decades against privatization and deregulation with great success. We will continue to do that in the future. In a few short years, we'll mark the 250th anniversary of the U.S. Post Office. We will celebrate:

- Ben Franklin's Post Office that delivered the Federalist Papers that helped create the U.S. Constitution;
- Montgomery Blair's Post Office that created city delivery in 1863 and helped reelect Abraham Lincoln in 1864 with an innovation called absentee voting—one that allowed hundreds of thousands of union soldiers to vote from the battlefields of the Civil War;



- John Wanamaker's Post Office that helped create a continental market economy with the invention of Parcel Post and mail-order catalogs;
- Louis DeJoy's Postal Service that helped America survive the COVID-19 pandemic in 2020 by delivering essential goods to every American household and facilitating the highest-turnout election since 1900, thanks to vote-by-mail.

No matter who leads the Postal Service, no matter how visionary or how misguided they may be, NALC will be there to defend this great American institution. We will do that not only because it's in our members' best interests, but also because it supports the common good for all Americans.

Closing

I started my speech with a note of gratitude. Let me finish on a similar note by thanking the most important people in our union—the members we represent. They have been the key to our success for 133 years. There is no more powerful force in America than empowered solidarity. We have the force of empowered solidarity in the NALC, thanks to the unity and commitment of our 290,000 members. For that I am eternally grateful.

I am also tremendously thankful for the NALC—our union. In many ways, it has given my life meaning and purpose—as I am sure it has done for all of you.

Every day, NALC makes it possible to go to work and fight for the dignity

and rights of our members who deliver the mail—and for the dignity and security of the hard-earned benefits of our retired members who served this country so well, even as they built and improved a powerful union.

Every day, NALC gives us a platform to fight for racial and economic justice in the workplace, not just for letter carriers, but for all postal workers and all other workers here and abroad.

Every day, NALC gives us the capacity to join forces to protect one of America's greatest institutions—the United States Postal Service—a part of the social fabric in every American community and an indispensable

element of our economy and our democracy.

And every day, NALC makes it possible for men and women of every race and ethnicity from every corner of a gigantic country to embrace the power of solidarity and to fight for each other and for the common good.

For all these reasons, and many, many more, I am extremely proud and honored to be the 19th president of the National Association of Letter Carriers! Thank you very much!

Short biographies of each member of the Executive Council are on the pages that follow.



President

Brian L. Renfroe



Brian L. Renfroe was elected president by mail balloting of NALC members in 2022.

Renfroe, a second-generation letter carrier, began his career in 2004 in Hattiesburg, MS,

where he joined NALC as a member of Hattiesburg Branch 938. Just two years later, Renfroe was elected vice president of Branch 938. He also served as shop steward until 2008, the year his branch elected him president.

“As the son of a letter carrier, I grew up learning about the issues letter carriers have faced over the years,” he said. “At a young age, I had a deep appreciation for the hard work and sacrifice of the men and women of our union and its positive impact on my father’s job and my family. I quickly got involved in my branch because I felt a responsibility to do all that I could to keep moving forward and improving the jobs and lives of letter carriers. I still feel that responsibility.”

In addition, Renfroe served as a local business agent and arbitration advocate for NALC’s Region 8, which covers Mississippi, Alabama, Louisiana and Tennessee. Renfroe worked extensively on route adjustments in his home state and focused much of his time on training members at the branch, state and regional levels.

In 2011, the Mississippi State Association elected Renfroe its president. A few months later, NALC President Fredric Rolando appointed Renfroe to work at NALC Headquarters in the Contract Administration Unit, where he focused on city delivery issues. In 2013, Rolando appointed Renfroe as a special assistant to the president.

Renfroe was elected NALC director of city delivery in 2014 by acclamation during the union’s 69th Biennial Convention in Philadelphia. President Rolando had

appointed Renfroe to that position earlier in the year to fill a vacancy. In 2016, Rolando appointed Renfroe as executive vice president to fill a vacancy. He was elected to the position via mail balloting of NALC members in 2018.

Renfroe is a graduate of the NALC Leadership Academy, having attended Class 6 in 2008.

Executive Vice President

Paul Barner



Paul Barner was elected executive vice president in 2022 by mail balloting of NALC members.

A member of Roswell, GA Branch 4862, Barner began his

postal career in 1987. His service to the branch started in 1996 upon his election as a steward.

“The military taught me the importance of camaraderie and the strength that comes from solidarity,” Barner, an Army veteran, said. “After witnessing how many carriers were being mistreated, I felt a strong sense of duty to do what I could to support my fellow brothers and sisters.”

Barner served in multiple other roles in his branch, including on-the-job instructor, trustee, and safety and health committee recording secretary. His branch elected him treasurer in 2006. He also served in several roles for the Georgia State Association, including on the executive board.

Barner served as a local business agent, as a primary member of the dispute resolution team for Region 9 (Florida, Georgia, North Carolina and South Carolina) and as an arbitration advocate. In 2012, he was appointed as regional administrative assistant (RAA) for Region 9.

In 2015, he was named to the position of special executive assistant

to the president working at NALC Headquarters, a position he held until his election as assistant secretary-treasurer. He was elected to the position in 2018 by mail balloting of NALC members.

Barner earned a bachelor’s degree in business administration from Georgia State University.

He graduated from the NALC Leadership Academy in 2007.

“We as letter carriers must not settle for anything less than to be acknowledged, respected and valued by management for the service we provide to the public day in and day out,” Barner said. “The strength in our unity as NALC members provides the vehicle to achieve this end.”

Vice President

James D. Henry



James D. Henry of Garden Grove, CA Branch 1100 was elected to the office of vice president by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

A Los Angeles native, Henry began his postal career as a letter carrier in Pomona, CA, in 1988. His path to becoming an NALC activist began that year, when he was unjustly disciplined and his branch came to his aid, resolving the case in his favor.

“Thereafter, I knew I couldn’t stand by and see letter carriers treated unfairly,” Henry said. “I became a shop steward, and my calling of representing letter carriers began.” His appointment as a steward came only six months after he joined the Postal Service.

In 1991, he was appointed as an area steward, and after completing advocate training in 1995, he became an arbitration advocate for Region 1 (California, Hawaii, Nevada and the territory of Guam). In 1998, Henry was appointed

to serve as one of NALC's first Step B representatives for the Step B pilot program, and again when the program was made permanent. He was elected vice president of Branch 1100 in 1999 and senior vice president in 2008.

Henry was appointed as a regional administrative assistant (RAA) for Region 1 in 2011. As an RAA, he oversaw six dispute resolution teams, conducted dozens of interventions, represented carriers during multiple unemployment hearings, negotiated thousands of pre-arbitration settlements, and presented more than 150 cases in arbitration. He also negotiated hundreds of local contracts. In 2015, he was selected as a facilitator/instructor for the Advanced Formal A and Beyond and arbitration advocate trainings.

Henry is a 22-year veteran of the Marine Corps. He and his wife, Janice, have three children.

"My guiding philosophy is 'the best ability is dependability,'" Henry said. "Sometimes we must have the courage to do the right thing, even if it is unpopular or difficult. I strive to live up to that in my work for letter carriers."

Secretary-Treasurer

Nicole R. Rhine



Nicole R. Rhine was reelected secretary-treasurer by mail balloting of NALC members in 2022.

Rhine, a member of Lincoln, NE Branch 8, became a member of NALC as soon

as she joined the letter carrier craft in 1992, regularly attending branch meetings and state conventions.

"I couldn't wait to become a member of the union," she said. "I learned at an early age what unions stood for and could accomplish because my mother worked at a packing plant and belonged to one."

At the branch level, Rhine served stints as assistant steward and stew-

ard. She was elected branch secretary in 1998, a role she held until her election as branch president in 2004. For three years starting in 1998, Rhine also was the Nebraska State Association of Letter Carriers' legislative representative, until her election as state association president in 2001.

Rhine was an arbitration advocate for Region 5 (Missouri, Iowa, Nebraska and Kansas) from 1999 to 2006. In 2006, she was appointed as a regional administrative assistant to fill a vacancy. Then, in 2009, she was appointed as national assistant secretary-treasurer to fill a vacancy and was elected assistant secretary-treasurer the next year at the 67th Biennial Convention in Anaheim. Rhine was elected secretary-treasurer by acclamation in 2014 at the union's 69th Biennial Convention in Philadelphia and was reelected by mail balloting of NALC members in 2018.

"It was my desire to educate letter carriers of their rights, and to defend them when those rights were violated, that inspired me to assume my other union roles over the years," she said.

Rhine holds a journalism degree from the University of Kansas.

Assistant Secretary-Treasurer

Mack I. Julion



Mack I. Julion was elected assistant secretary-treasurer by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Julion began his career as a letter carrier in

Chicago, IL, in 1997 and joined Branch 11. He served his branch as steward, sergeant-at-arms and branch auditor. In 2008, he was appointed to the post of regional administrative assistant for Region 3 (Illinois). The next year, Branch 11 elected Julion as branch president. He was reelected branch

president by the members in 2012, 2015 and by acclamation in 2018. Julion also is an arbitration advocate and intervention specialist.

He was appointed as a national trustee in May 2018 to fill a vacancy and was elected to the position by mail balloting of NALC members later that year. He held the position until his election as assistant secretary-treasurer.

Julion also is a member of the Chicago Federation of Labor's Executive Board and a delegate to the National Executive Board of the Coalition of Black Trade Unionists. In addition, Julion serves on the Chicago Amalgamated Bank Labor Council, University of Illinois at Chicago (UIC) Labor Advisory Board and the Chicago local advisory board for United Way Emergency Food and Shelter Programs. He graduated from NALC Leadership Academy in 2006.

Julion cites the work and life of the Rev. Dr. Martin Luther King Jr. as an inspiration to his own personal journey. "I believe we are all called to serve," he said. "My work in the labor movement is consistent with the core principles of my Christian faith and it is a continuation of Dr. King's fight for social justice."

Julion has an associate degree from Harold Washington College in Mental Health: Addiction Studies and has completed labor courses at UIC and the National Labor College. He is the father of six and resides in Westchester, IL, with his wife, Veronica, who also is a letter carrier.

As assistant secretary-treasurer, Julion said he is committed to working hard for NALC members. "I am excited about the opportunity to continue to serve our members and make the best possible decisions for the well-being and future of our great union," he said.

Director of City Delivery

Christopher Jackson

Christopher Jackson was reelected director of city delivery by acclamation in 2022 at the 72nd Biennial



Convention in Chicago.

Jackson originally began his career with the U.S. Postal Service as a letter sorting machine operator clerk in 1981. He became a letter carrier in

1982 in Downey, CA, later transferring to Riverside, where he came under the guidance of Garden Grove, CA Branch 1100 officer Manuel L. Peralta Jr. His career defending letter carriers began when he became a shop steward in Riverside's Rubidoux Station.

"I would like to personally thank Manuel L. Peralta Jr. for the everlasting impression he left on me during the shop steward training class," Jackson said. "There, Manny said, 'Always remember we are here to represent letter carriers and to enforce the National Agreement, which our national officers have bargained for us.'"

Jackson served as an NALC Joint Route Inspection Team co-leader from 1993 through 2000 for San Diego District North, where he concurrently served on the Employee Involvement Local Joint Steering Committee and as NALC's delivery point sequence (DPS) coordinator. In 1999 he became an arbitration advocate. He also was an area steward through 2001. His other roles have included direct oversight of route inspection processes, serving as NALC team leader for Region 1.

In 2001, he became vice president of Branch 1100, serving until 2005 when he was appointed as a regional administrative assistant for Region 1 (California, Hawaii, Nevada and the territory of Guam). He was elected national business agent for Region 1 by acclamation at the Biennial Convention in Anaheim in 2010. He was reelected to that post by acclamation in 2014 during the 69th Biennial NALC Convention in Philadelphia. Jackson was appointed director of city delivery in 2017 to fill a vacancy. He was elected to the position by mail balloting of NALC members in 2018.

"We, as leaders of NALC, must continue to bring in new talents to teach and educate them, to represent all letter carriers, to enforce the National Agreement and to be ready to step in as leaders of this great union," Jackson said.

Jackson is the proud father of two Cal State Fresno graduates—Krystina and Emmanuel.

Director of Safety and Health

Manuel L. Peralta Jr.



Manuel L. Peralta Jr. was reelected director of safety and health by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Peralta was hired as a letter carrier in 1979 at the Brookhurst Station in Anaheim, CA, and he quickly joined Garden Grove Branch 1100. In 1980, he was appointed as a shop steward, later also becoming a branch trustee. Until 1990, Peralta also served as an equal employment opportunity (EEO) representative, handling complaints through all steps, including formal hearings before the EEO Commission.

"I was inspired to become a union activist by a neighbor named Jim Linton, who was a truck driver and member of the Teamsters," Peralta said. "Jim had talked to me about unions and their value in our society since I was an 8-year-old. He helped me get my first union job before I came to the Postal Service, and it was because of his influence on me that I joined NALC the moment that I was able to do so."

In 1984, Region 1 National Business Agent (NBA) Brian Farris began assigning Peralta to present grievances before arbitrators. In 1985, Peralta became a Branch 1100 vice president; four years later, he became executive vice president. During this period, he also served as NALC co-chairman of

the Employee Involvement steering committee in Long Beach.

In 1990, Peralta was appointed as a regional administrative assistant for Region 1, which covers California, Nevada, Hawaii and Guam. Peralta was elected Region 1 NBA by acclamation during the 2006 Biennial Convention in Las Vegas. He was elected director of safety and health by acclamation in 2010 during the 67th Biennial Convention in Anaheim. In 2014, Peralta was reelected by acclamation at the 69th Biennial Convention in Philadelphia. He was elected again by mail balloting of NALC members in 2018.

"From the beginning of my involvement with NALC," Peralta said, "I have worked to learn the contract, to learn what our members need, to learn how to put a good grievance file together, to learn how to present grievances through the steps of our procedures and then to learn how to best present our cases in front of arbitrators. My hope through the years has been—and continues to be—to teach these skills to others and to inspire others to get hooked on representing our members like I was inspired by all my union mentors."

Peralta attended California State University at Fullerton. He has been married to his wife, Gina, for more than 46 years. "I could not have dedicated myself to the demands of representing the membership without her total support," Peralta said. "She has raised my adult son Michael, my adult daughter Amy—and me."

Director of Retired Members

Dan Toth



The son of a letter carrier, Dan Toth was elected director of retired members by mail balloting of NALC members in 2022 and 2018. In 2005, he had

been named a regional administrative assistant for Region 11, which serves the letter carriers of Ohio and upstate New York. He was appointed in 2009 as the region's national business agent, then was elected to that position in a mail ballot in 2010 and reelected by acclamation in 2014 at the 69th Biennial Convention in Philadelphia.

Toth first became active in the defense of letter carriers when he took a shop steward position with Lorain, OH Branch 583 in 1984, and he has been working on behalf of his brother and sister letter carriers ever since.

"As a second-generation letter carrier, I remember how hard my father worked to make ends meet," Toth said. "During the late 1960s and into the 1970s, letter carriers like my father had to work numerous jobs to provide a solid middle-class quality of life. I decided from the onset of my career that I was going to make a difference in protecting and improving the wages and benefits that the NALC and its members fought to gain.

"From Day One, I was never intimidated by management," he said. "Routinely, I went toe-to-toe protecting the rights of letter carriers from overzealous managers."

Toth served Branch 583 as a local business agent and arbitration advocate, trustee and vice president, eventually rising to become branch president. He also served as director of education for the Ohio State Association of Letter Carriers.

"I was able to rise to the position of national business agent because the NALC dedicated resources to train me, along with mentors who took the time to provide support and knowledge to help me represent the members to the best of my ability," Toth said. "I recognize how important that was to me during my growth, and I want to pay that forward."

"Ultimately, I would like to see letter carriers continue to have a good wage-and-benefit package," Toth said, "a work environment free of bullying and harassment, and a fulfilling career that leads to the promised land—retirement!"

Toth studied industrial psychology at The Ohio State University. He and his wife, Nancy, have two adult sons: Russell and Matthew.

Director, Health Benefit Plan

Stephanie Stewart



Stephanie Stewart was elected director of health benefits by mail balloting of NALC members in 2022.

Stewart was hired as a letter carrier in 1995 for the Morgan Street

Station in Des Moines, IA, and quickly joined Central Iowa Merged Branch 352.

"I became involved as the shop steward because I couldn't sit by and watch management violate our contract and abuse letter carriers," she said. "I knew I had the ability to stand up and defend my co-workers, so I signed up and kept fighting anywhere I was needed."

She served Branch 352 as a shop steward, Formal A designee, safety captain, workers' compensation officer, trustee and vice president, and went on to become president in 2013. She also filled many roles at the request of the national business agent's office, including NALC co-leader for route inspections, District EAP committee member, District Safety Committee co-chairperson, Master Carrier Academy facilitator and arbitration advocate.

"The challenge of representing letter carriers through a variety of ways became my passion," Stewart said. "I was eager to learn and very fortunate to be surrounded by strong mentors who pushed me at every turn. I quickly realized we stay strong by leaning on each other and being proactive through ongoing education." Her desire to help letter carriers in new ways

led to her involvement as an officer with the Iowa State Association of Letter Carriers, where she served as vice president and director of education from 2011 to 2015.

In 2015, Stewart was appointed as a regional administrative assistant for Region 5, serving Missouri, Iowa, Nebraska and Kansas. She was appointed director of health benefits in 2018 to fill a vacancy, and she was elected to the post later that year by mail balloting of NALC members.

As director of health benefits, Stewart's goal is to educate members about our health benefit coverage and promote wellness and healthy living. "When our bodies are taxed by injury or illness, the physical and mental demands of being a letter carrier are even more challenging," she said. "If I can help lessen that burden, it must be a priority."

Director of Life Insurance

Jim Yates



Jim Yates was elected director of life insurance by mail balloting of NALC members in 2018 and again in 2022.

A Long Island, NY, native whose parents were postal employees

and union members, Yates began his letter carrier career in 1994 carrying mail as a part-time flexible in Glen Head, NY, and joined Long Island Merged Branch 6000.

"I grew up in a postal household where my father and sister were letter carriers and my mother a clerk. It was not only a postal household, but a union household—an NALC household," Yates said. "Because of this, I was drawn to become active in my branch as soon as I was hired as a letter carrier."

Yates began his union activism as

branch food drive coordinator and steward, then took on more than a dozen branch and regional roles, including trustee, arbitration advocate, health benefit representative and route adjustment team member. He was named a national field administrative assistant in 2013, a job that brought him to NALC Headquarters. Yates was appointed as assistant to the president for city delivery the next year.

In 2017, he was named assistant to the president for collective bargaining, communications and research, a job that included responsibilities such as support for negotiation of the 2016-2019 National Agreement between NALC and the Postal Service, which was ratified by the members in August 2017.

Yates graduated from the NALC Leadership Academy in 2006. Before joining the Postal Service, he earned a degree in automotive engineering; in 2004, Yates graduated from the National Labor College with a B.A. in labor studies.

“Growing up, I heard about letter carrier and postal issues daily,” Yates said. “I was ready to hit the ground running. All these years later, I am still focused on fighting for letter carriers.”

Chairman, Board of Trustees

Larry Brown



Larry Brown was reelected trustee by mail balloting of NALC members in 2022, a position he had held for seven previous terms since 1994.

With nearly 30 years of experience

as a national trustee to rely on, Brown continues his commitment “to serve the best interests of the letter carriers who have placed their confidence in me.”

In 1998 he began serving as chairman of the three-member NALC Board of Trustees.

Brown has served as president of Los Angeles, CA Branch 24 since 1989. He began his union career as a shop steward at

Highland Park Station in 1973 and served in that capacity right up until his election as Branch 24 president. He also was the branch’s Mutual Benefit Association representative from 1981 to 1989.

Brown credits his parents for his involvement in the labor movement. “Being raised by two parents involved in civic and church activities,” he said, “the union was a natural extension of the leadership qualities and organizational techniques I learned at home.”

A tireless community activist, Brown is vice president of the Los Angeles Federation of Labor and chairman of the Los Angeles Labor Community Services, AFL-CIO; and he sits on the advisory committee of the Los Angeles Trade Technical College.

Brown also plays a prominent leadership role in political affairs as NALC’s congressional district liaison for California Rep. Maxine Waters (D-CA) and as an active member of the Los Angeles County Democratic Central Committee.

Along with safeguarding members’ interests as a trustee, Brown says he also feels a duty to “always be working toward electing government representatives who best serve the needs of our membership.”

Brown’s wife, Carolyn, also is a letter carrier and a Branch 24 member. They have three daughters and a son.

Trustee

Sandy Laemmel



Detroit Branch 1 President Sandy Laemmel was elected trustee by mail balloting of NALC members in 2022.

Laemmel started as a letter carrier in 1976 and began her first

term as president of Branch 1 in 1997. Before her election as president, she served her branch as a steward and then was elected assistant secretary in 1986, secretary in 1988, and vice president in 1992. Laemmel also served as a local business agent and arbitration advocate.

Her activism with the Metropolitan Detroit AFL-CIO includes membership on its executive board. She was appointed as a trustee in 2021 to fill a vacancy.

Laemmel has served NALC in several other roles, including as a member of the national elections committee, a congressional district liaison, Scholarship Committee chairman, lead co-chairman of the Committee of Presidents and an NALC Disaster Relief Foundation board member.

Laemmel and her husband, John, have two children—John Jr. and Julie—and three grandchildren.

“As a letter carrier, I knew it was an honor to serve as Branch 1 president,” Laemmel said. “Serving my peers brought an inner sense of fulfillment in my day’s work. I know that serving the membership of this great union as a trustee will once again provide an opportunity to work for the members of this union and provide the seasoned leadership skills that I have learned along the way.”

Trustee

Charlie Heege



New York, NY Branch 36 President Charlie Heege was elected trustee by mail balloting of NALC members in 2022.

Heege started as a letter carrier and member of

New York Branch 36 in 1979, working in the largest letter carrier station in the branch—FDR Station. There were close to 400 letter carriers working in this 24-hour station. Heege was not happy with the way management treated letter carriers, so he decided to run for shop steward and was elected in 1983. In 1987, Branch 36 President Arty Ullman appointed Heege as a hearing officer to handle the second step of the grievance procedure in several stations.

In 1992, Heege was elected Branch 36 executive vice president and served in this position for 15 years. In 2007, he

was elected Branch 36 president.

Heege was elected treasurer of the New York State Association of Letter Carriers in 2007. He also served as a delegate to the AFL-CIO from 1996 to 2022.

“I always look for ways to help letter carriers,” Heege said, “and make their jobs safe and worthwhile.”

Region 1

Keisha Lewis, National Business Agent



Keisha Lewis was elected national business agent (NBA) for Region 1 (California, Hawaii, Nevada and the territory of Guam) by mail balloting of NALC members in the region in 2022.

Lewis began her career as a letter carrier in 1994, joining Garden Grove, CA Branch 1100. She became a shop steward in 2002 after seeing other carriers treated poorly. “I had a supervisor who picked on young female employees,” she said. “This caused me to want to learn about my rights. I felt compelled to learn our contract to protect my co-workers, and I wanted to change the atmosphere on our workroom floor.”

After serving her branch in several offices, including shop steward, area shop steward, executive council member, director of injury compensation and safety, third vice president, first senior vice president and executive vice president, Lewis became president of Branch 1100, the largest in the country, in 2020.

Lewis graduated from the NALC Leadership Academy in 2011 and has been a co-instructor.

“The NALC has the ability to change how employees are treated on the workroom floor,” Lewis said. “I will always be an advocate to better the conditions on the workroom floor and to enforce the contract. I look forward to working with the members of Region 1 and train and develop our future.”

Region 2

Nick Vafiades, National Business Agent



Nick Vafiades was reelected national business agent (NBA) for Region 2 (Alaska, Idaho, Montana, Oregon, Utah and Washington) by acclamation in 2022 at the 72nd Biennial Conven-

tion in Chicago.

After serving in the Marine Corps for eight years, Vafiades joined the Postal Service as a letter carrier in 1996, delivering mail in Longview, WA, and soon joined Branch 2214.

With no union background, Vafiades learned the value of the union quickly.

“When I started my career, I was amazed at the way the carriers were treated—and coming fresh from the Marine Corps, that was saying something,” he said. “I thought I could make a difference in the union. I had no idea what a shop steward’s job entailed, but I ran anyway and was elected.

“I enjoyed carrying mail,” he added, “but once I became active in the union, I found my passion.”

Vafiades continued his union activism, serving as a local business agent, arbitration advocate and branch vice president before he was elected branch president. He graduated from the NALC Leadership Academy in 2008. He was elected Washington State Association vice president in 2008 and state president in 2013, a position he held until his appointment as a regional administrative assistant for Region 2 in 2014. He was elected Region 2 NBA by mail balloting of NALC members in the region in 2018.

“My goal has always been to leave places better than you found them,” he said. “For Region 2, that means using the talented, dedicated and motivated activists to the best of their ability and give everyone a chance to show their talents and what they can do. That will make the region better, but more importantly, the NALC stronger.”

Vafiades has four children—Nicole, Jake, Jordan and Ivy.

Region 3

Michael Caref, National Business Agent



Michael Caref was reelected national business agent (NBA) for Region 3 (Illinois) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Caref grew up in a union household,

and he said that after he became a letter carrier in 1994, “it didn’t take long to see why letter carriers have a need for a union.”

He began his career as a union activist in 2000, serving for 10 years as a steward for Chicago’s Ravenswood Station.

“My early activism centered around fighting unjust discipline (mine or co-workers’) and other contractual violations,” Caref said. “But I’ve since learned there is much more to our union.”

Caref also served as the Illinois State Association of Letter Carriers’ Muscular Dystrophy Association coordinator from 2001 to 2009, and he was a delegate-at-large from 2011 to 2013.

In addition, he has been an Employee Involvement team member and a member of the Joint District Safety Team. He has participated in all of the various route adjustment processes over the years, and he is an arbitration advocate. Caref also is a 2008 graduate of the NALC Leadership Academy.

Caref served from 2010 to 2014 as vice president of Chicago Branch 11 before first being elected NBA in 2014 following balloting held among his region’s active and retired members.

“I will work tirelessly with the officers and members in the region to make NALC stronger and to better serve the letter carriers who make up this great union,” he said.

Caref is the father of eight—Anthony, Alanis, Solstice, twins Cassius and Clay, Mya, Zuri and Noah.

Region 4

Dan Versluis, National Business Agent



Dan Versluis was elected national business agent (NBA) for Region 4 (Arizona, Arkansas, Colorado, Oklahoma and Wyoming) by acclamation in 2022 at the 72nd

Biennial Convention in Chicago.

Versluis served in the Marine Corps from 1982 to 1990. In 1993, he joined the Postal Service as a letter carrier in Tucson, AZ, and joined Tucson Branch 704.

“Within the first few days of arriving at my first station, I saw the absolute need for the NALC,” he said. “I had never seen abuse the way I saw letter carriers being singled out, belittled and bullied by management. I felt compelled to get involved to help my brothers, sisters and local branch to combat the harsh treatment by many in management.”

Versluis served his branch as a steward, trustee and vice president before serving as branch president from 2002 to 2010 and again from 2016 to 2018. He also served the Arizona State Association as director of education, vice president and as an arbitration advocate. Versluis graduated from the NALC Leadership Academy in 2007.

In 2010, Versluis was appointed as a regional administrative assistant for Region 4, a position he held until 2016. He was elected Region 4 NBA by mail balloting of NALC members in the region in 2018.

“NALC is the only defense to ensure our rights, benefits and way of life for our families and loved ones,” Versluis said. “I firmly believe that without our union, the Postal Service would no longer exist.”

Region 5

David Teegarden, National Business Agent

David Teegarden was elected national



business agent (NBA) for Region 5 (Missouri, Iowa, Nebraska and Kansas) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Teegarden began his postal

career in 1989 as a part-time flexible, joining Kansas City, MO Branch 30. He was elected branch treasurer in 1999, branch vice president in 2004, and branch president in 2008. He served as branch president until 2015, when he was appointed as a regional workers' compensation assistant to support carriers in Region 5. In 2018, he was named as an RAA for the region. He was appointed Region 5 NBA in 2021 to fill a vacancy.

Teegarden also served his branch as a steward, route adjustment co-leader and arbitration advocate. He graduated from the NALC Leadership Academy in 2011.

Having grown up in a union family—his father was a Teamster—Teegarden's union activism began before he joined NALC. He worked for several unions, including the International Brotherhood of Teamsters, the Service Employees International Union, and the United Food and Commercial Workers International Union before becoming a letter carrier.

Teegarden's wife, Kelly, also is a letter carrier. They have two adult children, Tiffany and Andrew.

“I believe that it takes all of us, working together, to make a positive change whether on the workroom floor, at the bargaining table or enforcing the contract,” Teegarden said. “I look forward to working with letter carriers across Region 5 to train and develop branch and state activists to make those positive changes now and in the future.”

Region 6

David Mudd, National Business Agent

David Mudd was elected national business agent (NBA) for Region 6 (Kentucky, Indiana and Michigan) by



acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Following 12 years in the Army and three as a postal clerk, Mudd began carrying the mail in 2003 and joined Louis-

ville, KY Branch 14. He has served as a compensation officer, route adjustment district lead, arbitration advocate and dispute resolution team member. He was named steward of the year for Region 6 in 2008 and he graduated from the NALC Leadership Academy in 2010.

Mudd was elected as Branch 14's vice president in 2010. He served as the branch's executive vice president from 2013 to 2015, when he was appointed as a regional administrative assistant for Region 6. He then was appointed as NBA in 2021 to fill a vacancy.

Mudd's wife, Anna, also is a letter carrier and works for NALC as a regional grievance assistant. They have three children—Taylor, Dalton and Taryn.

“It is a great honor to serve as the NBA for the K-I-M region,” Mudd said, “and I look forward to helping and leading the members of this great region to the best of my ability.”

Region 7

Patrick Johnson, National Business Agent



Patrick Johnson was elected national business agent (NBA) for Region 7 (Minnesota, North Dakota, South Dakota and Wisconsin) by acclamation in 2022 at the 72nd Biennial Con-

vention in Chicago.

Following 11 years in the Army, Johnson joined the Postal Service in 2005 as a letter carrier in Milwaukee, WI, and joined Milwaukee Branch 2. He became

a shop steward in 2006 before serving as a full-time Formal Step A representative in 2011. In 2014, Johnson became the lead Carrier Academy instructor in the Milwaukee installation. Johnson was appointed as Branch 2 Mutual Benefit Association representative in 2015 and was elected Branch 2 vice president in 2016. Johnson also served as an arbitration advocate.

In 2019, he was appointed as regional administrative assistant for Region 7, a post he held until his election as NBA.

Johnson graduated from the NALC Leadership Academy in 2014.

Johnson emphasized that his focus would be to continue to strengthen the region through training and communication. “It is the responsibility of the regional office to provide training and support to branch and state leaders as well as provide effective communication to the membership throughout the region,” he said.

Johnson has an associate’s degree in general studies from Georgia Military College. He has a wife, Evonne, and is the father of five adult children—Chiana, Jared, Sencere, Israel and Christian.

Region 8

Steve Lassan, National Business Agent



Steve Lassan was elected national business agent (NBA) for Region 8 (Alabama, Louisiana, Mississippi and Tennessee) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Lassan, a member of Nashville, TN Branch 4, joined the Postal Service as a city carrier in Nashville in 1985, and soon became a shop steward. He served as dispute resolution team representative for the Tennessee District and then as an arbitration advocate for Region 8.

As arbitration advocate, Lassan was instrumental in winning settlements resulting in awards of several million

dollars, including an award in 2005 that involved a \$1.2 million contribution to the Postal Employees’ Relief Fund to help postal employees affected by Hurricane Katrina.

Branch 4 elected Lassan as branch secretary in 2004. That year, he was appointed as regional administrative assistant for Region 8. In 2018, he was appointed Region 8 NBA to fill a vacancy and was elected by acclamation at the 71st Biennial Convention in Detroit the same year.

Lassan learned the value of unions from his father, a steelworker. “I believe in solidarity—it is a daily indebtedness we must have with each other,” Lassan said. “I will do my part to ensure dignity and respect for letter carriers is recognized.”

Region 9

Eddie Davidson, National Business Agent



Eddie Davidson was elected national business agent (NBA) for Region 9 (Florida, Georgia, North Carolina and South Carolina) by mail balloting of NALC members in the region in 2022.

During and after serving in the Army, Davidson worked in the Postal Service as a letter carrier beginning in 1992 as a casual, then as a transitional employee in Chapel Hill, NC. In 1994, he started his career as a letter carrier in Durham, NC, and joined Durham Branch 382.

Davidson has a solid and clear view of the union, having worked for 24 years in various positions from his local branch to the national level. Davidson began as a steward for Branch 382 in 1996, became branch vice president in 1998, and then president in 2000, where he remained for 17 years.

In 2004, Davidson became president of the North Carolina State Association of Letter Carriers and a North Carolina AFL-CIO vice president. He served as the North Carolina State Association president for 11 years.

He also served as an NALC co-chairman on the Greensboro District Safety and Health Committee, as well as the Greensboro District Lead for route adjustment processes (IARAP, MIARAP, JARAP and CDRAAP) and in other roles the NBA or national president asked him to take on.

He also served as an arbitration advocate and graduated from the NALC Leadership Academy in 2007.

Davidson was appointed as a legislative and political organizer in 2017 and then as executive assistant to the president in 2018, a job he held until his election as NBA.

“I believe leadership is unlocking a person’s potential to maximize their growth and always being able to put your ego to the side and open your ears and mind, so not only can you grow but everyone around can too,” Davidson said. “We must remember always what one of my favorite quotes states: ‘True leaders don’t create followers, they create more leaders.’ ”

Davidson is married to Christina Vela Davidson, assistant to the president for community services, and has three children, Montana Shae’, Mia Sky and Tre’.

Region 10

Shawn Boyd, National Business Agent



Shawn Boyd was elected national business agent for Region 10 (New Mexico and Texas) by acclamation in 2022 at the 72nd Biennial Convention.

Boyd joined the Postal Service in 1997 as a letter carrier in Mesquite, TX, and joined Dallas Branch 132. In 1999, he transferred within the branch to his hometown of Sulphur Springs, TX, where he later became steward.

“When I transferred to Sulphur Springs, I worked with great letter carriers who were passionate about the NALC and unionism,” he said. “A few years after arriving and getting

involved with my union brothers and sisters, I was targeted by an abusive supervisor. I was suspended without pay and the union successfully grieved the action. From that point forward I wanted to learn what I could do to help letter carriers. My local branch was critical in my growth, teaching me the basics of how to help others.”

Boyd served his branch as a steward, Formal Step A designee, trustee and editor. He also served the Texas State Association of Letter Carriers as a congressional district liaison, board member and treasurer. Boyd worked as a local business agent and NALC Headquarters advocate from 2008 to 2014. He has assisted the NALC vice president with arbitration advocate training since 2015.

In 2014, he was appointed as assistant to the president for contract administration, and in 2015 appointed as regional administrative assistant for Region 10. Boyd graduated from the NALC Leadership Academy in 2007.

“The future of the NALC requires that we as members unite on issues that affect us more than ever,” Boyd said. “Preparing the next generation of new union activists across the country for the challenges ahead is essential for our continued success.”

He and his wife, Joyce, have two sons—Caleb, who works for the Department of Veterans Affairs, and Mason, who serves in the Army.

Region 11

Mark S. Camilli, National Business Agent



Mark S. Camilli was elected national business agent (NBA) for Region 11 (upstate New York and Ohio) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

After serving in the Navy, including in Operation Desert Storm, Camilli began his career as a letter carrier in

Schenectady, NY, in 1997 and joined Northeastern New York Branch 358.

“Raised in a union household, I learned at an early age on how important the labor movement is for middle-class families,” he said. “When hired as a letter carrier in 1997, I immediately and proudly became a member of the NALC.”

As a union activist, Camilli’s many activities included serving as Formal A representative, local business agent and lead team member for route adjustments. Camilli also served as vice president of the Saratoga County Central Labor Council. He graduated from the NALC Leadership Academy in 2007.

In 2009, he was appointed as a regional administrative assistant for Region 11. He was elected NBA by acclamation at the 71st Biennial Convention in Detroit in 2018.

Camilli’s union experience taught him the value of political involvement for working men and women. “I then got hooked in political activism when I attended a local labor council event and listened to a local congressman thank the letter carriers for his successful election and his pledge to support us,” he said. “I quickly learned that educating elected officials combined with volunteering some time in get-out-the-vote efforts was a powerful tool.”

“By looking out for each other—by training and developing our current and next generation of activists—and only by working together,” he said, “we’ll keep the NALC the best union in the country.”

Camilli earned a degree in business management from Empire State College, State University of New York. He and his wife, Wendy, have three children—Mark Jr., Kyle and Rachel.

Region 12

Brian Thompson, National Business Agent

Brian Thompson was elected national business agent (NBA) for Region 12 (Pennsylvania, South Jersey, and central New Jersey offices in Bordentown, Bricktown, Hopewell, Princeton,



Toms River and Trenton) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Thompson began his career as a carrier in 2004 after starting as a clerk in 1998. He

joined News Castle, PA, Branch 22 and served as secretary-treasurer and executive vice president before being elected president in 2010, a position he held until 2016. He also attended arbitration advocacy training in 2005 and has served as an arbitration advocate since that time. He was selected a NALC route adjustment team member district team lead for all the joint route adjustment processes from 2007 to 2016.

Thompson served on the Pennsylvania State Association executive board from 2012 to 2016. He participated in the NALC National Joint Task Force for Article 8, Route Adjustment, Workplace Environment and City Delivery in 2013.

He was appointed as a regional administrative assistant for Region 12 in 2016, and then as NBA in 2020 to fill a vacancy.

Thompson grew up around the steel mill industries in Western Pennsylvania, where most of his family members worked as union steel workers in the steel mills. Before he became a career carrier, he started with the USPS in 1989 as a casual carrier and held transitional clerk and transitional city carrier positions. After seeing how the non-career workforce was treated, and experiencing it firsthand, he became involved in union representation as soon as he was hired as a part-time flexible clerk in 1998.

Thompson graduated from the NALC Leadership Academy in 2009.

Region 13

Vada Preston, National Business Agent

Vada Preston was elected national business agent (NBA) for Region



13 (Delaware, Washington, DC, Maryland, Virginia and West Virginia) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

Preston has been a letter

carrier since 1986, having been hired following four years of active service in the Air Force and two years in the Air Force Reserves. He immediately joined Tidewater Virginia Branch 247 and became his branch's scribe; his duties included writing his branch's monthly Branch Items for *The Postal Record*.

In 1992, Preston became a shop steward, a role he served in for four years until his election as vice president of Branch 247. Following six years of service as vice president, he was elected branch president in 2002.

"Coming from a family history filled with union advocates," Preston said, "I became active in the union when it was obvious to me that carriers were not being treated fairly. I saw first-hand management's mistreatment and disrespect of letter carriers."

In addition to his branch office duties, Preston also has served as a backup dispute resolution team member. As a local business agent, he trained fellow members; as an arbitration advocate, he presented cases in arbitration.

"I thought I could make a difference by standing up for my fellow carriers and make a real contribution to improving the work environment," he said. "At that time, and to this day, I've focused on improving the workplace environment."

In 2005, he was appointed to be a regional administrative assistant for Region 13. In 2017, he was appointed as NBA to fill a vacancy, and he was elected NBA by acclamation at the national convention in Detroit the following year.

Preston has an associate's degree in business management and finance. He lives in Maryland. He is the father of two daughters and one son.

Region 14

Richard J. "Rick" DiCecca, National Business Agent



Richard J. "Rick" DiCecca was elected national business agent (NBA) for Region 14 (central and eastern Connecticut, Maine, Massachusetts, New Hampshire,

Rhode Island and Vermont) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

DiCecca began his letter carrier career at the Andover, MA, post office as a part-time flexible in 1984 and joined Massachusetts Northeast Merged Branch 25.

"I was raised in a union household," DiCecca said. "Whenever I started a job, the first thing my father told me to do was join the union. I took his words to heart."

DiCecca became a union activist immediately. "I met both the chief steward and alternate steward within five minutes. I had a contract in my hand within six, and a supervisor on my back within seven," he said.

It wasn't long before DiCecca became a steward. "It took a while for management to realize I was not going to bend the four corners of the contract for any reason. Once the members realized the strength we possessed as a group, things began to change," he added.

DiCecca held a number of positions in his branch, including director of education, before the branch elected him as vice president in 1989 and then executive vice president in 1994. In 1996, he was elected president of the Massachusetts State Association, serving until 1999, when he was appointed as a regional administrative assistant for Region 14. He was elected NBA by acclamation at the 2018 Biennial Convention in Detroit. DiCecca said his goals as NBA include boosting com-

munication, training, Letter Carrier Political Fund participation, organizing, "and most importantly, finding and mentoring the future leaders of Region 14."

DiCecca and his wife, Cathy, have three adult children—Caitlin, Shauna and Ricky.

Region 15

Bruce Didriksen, National Business Agent



Bruce Didriksen was elected national business agent for Region 15 (western Connecticut, northern New Jersey, New York, and the territories of Puerto Rico and the Virgin

Islands) by acclamation in 2022 at the 72nd Biennial Convention in Chicago.

After becoming a letter carrier, Didriksen joined NALC in November of 1971 and just three weeks later was elected president of his small branch, Park Ridge, NJ Branch 4282. He also served as an alternate steward. When his branch merged with Ridgewood, NJ Branch 991, he served as vice president until that branch merged with New Jersey Merged Branch 38, where he then served as first vice president until he was elected president of the branch in 1994.

In 2002, he was appointed a regional administrative assistant for Region 15.

Throughout his career, Didriksen served the union in other ways, including as branch newsletter editor, arbitration advocate and scholarship chairman. He graduated from the AFL-CIO Leadership Academy in 1977.

Didriksen has a son, Erik.

"The thing in my NALC career that I am actually proudest of is the role I played in Branch 991 prior to our merger with Branch 38," Didriksen said. "In a four-year period, we increased branch membership by about 1,500 through dozens of mergers."

BACK IN SERVICE

“I was raised in a military family, so I had 20 years before I enlisted,” Bruce Morgan says dryly.

During his childhood in Utah, “My father insisted that we all know how to change oil, lubricate our vehicles, and minor things like that. And we could take a part off that was bad and replace it with a new part,” he continued. “It was just part and parcel of growing up.”

Following in the footsteps of his grandfather, a World War I veteran, and his father, a World War II veteran, Morgan served six years in the Air Force—two years each in San Francisco, Taiwan and Texas.

In the early 1980s, at the suggestion of his wife, the Salt Lake City, UT Branch 111 member took the postal exam. He delivered mail until his retirement in 2004.

Morgan liked attending air shows and, because he was interested in the history of WWI and WWII, he began spending more and more time looking at the vehicles on display from those eras at the shows.

He joined the Utah Military Vehicle Club even though he didn’t own a military vehicle, but he was already making plans to fix that.

“As a member of the organization, you would assist other people when

you needed an extra pair of hands,” he said. “We worked together on other people’s vehicles.”

The Utah club is one of 100 international affiliates of the Military Vehicle Preservation Association, which has 8,000 members worldwide.

One day in the late 1980s while taking photos in the mountains east of Salt Lake City, Morgan followed a deer into a farm field and noticed a WWII-era truck, an M3A1 armored scout car weighing almost 5 tons.

He found out that a farmer had bought it after the war ended and kept it going, using it every so often for farm work. Morgan soon bought it.

The vehicle, made in 1941 by the White Truck Co., was in good shape but missing many pieces—but that was no problem, he said, adding: “Vehicles can be brought up to speed.”

The M3A1 was produced from 1940 until 1944, with nearly 21,000 vehicles built, and was used in military roles such as scouting and observation, and as an armored command vehicle that offers protection to a convoy.

“I was pretty lucky, because [after] WWII, they were sold to the public as excess vehicles,” he said.

To acquire the antique auto parts needed, Morgan put the word out through his club and scoured military vehicle magazines, and other magazines like farming publications, that he subscribes to.

“We have contacts all throughout the farming community, because that’s where the vehicles are,” he explained.

Because civilian automotive production stopped in early 1942 to concentrate on producing for the war effort, there were no farm vehicles to replace worn-out ones, particularly in the western states. There was a five-year

backup for the supply to catch up with demand for new cars and trucks following WWII, so during that time many farmers turned to the surplus of war vehicles, which was the only source of like-new equipment.

Even the Postal Service was no stranger to military vehicles. Half-track vehicles were used by USPS in rural areas during the winter months.

“I had it for over 15 years,” he said of the M3A1. “And I was able, little by little, to restore a part, or rebuild, or else get a system going. I had fun with it.”

The M3A1 was fully operational and he got it licensed. It had four-wheel drive, gasoline mileage was about 8 miles per gallon, and he could drive it on the freeway at 45 mph.

Morgan restored the M3A1 to replicate a vehicle from the Scots Guard of the Guards Armored Division in the British Army. When he acquired it, the armor had been removed, so he picked up a skate rail, which two replica machine guns (one .50 and one .30) sat on and rotated around the vehicle on an armored plate.

“The guns were, of course, as phony as \$3 bills,” he said, explaining that, for display purposes, “I worked the system [to] where I could fire the .50 machine gun with a propane oxygen system so the gun would actually speak.

“You have to put in the time, the effort and the money for the parts,” Morgan said, adding that although he had a lot of fun with it, “it was just a toy and for the hobby.”

Working on his vehicle was never an issue with his Postal Service career; he always made sure he was able to take off work when he wanted to attend an event, such as a parade.

One day, he was heading to a postal event and, lo and behold, “my civilian



Morgan found this M3A1 in a farmer’s field.

Morgan's restored M3A1 in a parade through downtown Salt Lake City, UT



truck wouldn't start," he recounted. Unruffled, he jumped in his armored military vehicle and drove to the post office.

Branch 111 President **Mike Wahlquist** came out of the post office, surprised and amused to see the vehicle. He told Morgan he'd give him a lift to the union hall instead.

But Morgan didn't regard driving his military vehicle as a big deal. "It didn't mean a thing to me," he says. "It was just another vehicle."

Wahlquist says Morgan is "a wealth of information" about military vehicles. Morgan is known to talk authoritatively and at length about military vehicles of all sorts.

Over the years, Morgan used the vehicle for display in Utah (as well as Idaho and Nevada) for educational events at his children's schools, car

shows, air shows, military events, holiday parades and occasional filming. He was always ready to speak to people and answer questions about his automobiles, and his kids' teachers were impressed with the knowledge of military history that he was able to share with the students.

When the Morgans ran into a small family emergency, they sold the vehicle. "It being a toy, you sell toys. You don't keep them," Morgan said. "And this is what I did. I let it go."

Six months later, an opportunity arose to pick up another vehicle in east Utah—an Army 1943 WC-52 ¾-ton cargo truck. The vehicle, developed at a Dodge subsidiary, the Fargo Motor Corp., was used mostly to haul personnel and ammunition during World War II, and more than 255,000 of this

variant and others were produced from 1942 to 1945.

"I got the vehicle going and was able to fire it up so I could put it in parades and things," Morgan said. "It was my pleasure to put it out there so people could look at the parade and say, 'Oh, yeah, that's an Army vehicle.'"

Though Morgan also sold that vehicle in the early 2000s, "I'm still a member of the club," he says. "If I should decide to do it again, and if my wife will let me, then we can go into it again. But at the moment, there are some other things that the family needs."

He added that he regularly attends club meetings, helps others restore their vehicles, and goes to car shows with members to lend a hand with their military half-tracks, jeeps, trucks and anti-tanks.

Morgan says he loves these vehicles so much because they're part of history.

"It's very much like an antique car, it's just a particular style, make and purpose," he said. "Because of my military history upraising, I found it very easy to continue on the history, and I liked that immensely." **PR**



Morgan's WC-52

Where would we be without NALC?



**Paul
Barner**

As of the publishing of this column, NALC will have entered a new era with the installation of its 19th president, Brian L. Renfro. With this transition comes excitement and expectation for what the future will bring. Undoubtedly, there's a level of anticipation as to what accomplishments NALC will achieve for letter carriers. Looking forward, one thing is for certain—the future will bring with it new concerns for letter carriers. Fortunately, NALC is as poised as ever to address and overcome any challenges on behalf of letter carriers and its members. However, we would be remiss to not take a moment to explore where we would be without NALC.

By pausing to look through the rearview mirror, one can begin to understand the triumphs made through the efforts of NALC on behalf of letter carriers and, in many cases, for working families in general. From the dawn of its existence in 1889, NALC has had a huge impact on the rights and benefits of workers. Bettering the working lives of letter carriers and righting previous wrongs has been at the forefront of NALC's agenda from the beginning.

“NALC has been fortunate over its history to have the right person at the right time to lead our great union during critical junctures.”

Almost immediately after NALC was organized, the confrontations began with the Post Office Department. To put things in context, it is worth mentioning that for close to its first century of existence, there was no collective-bargaining process for NALC. To attain any gains for letter carriers, NALC had to lobby Congress and pursue legislative recourse. However, NALC remained steadfast in its commitment, despite the uphill battles it faced, to secure many of the benefits that letter carriers still enjoy to this day.

It was not until after the Great Postal Strike of 1970 that NALC won collective-bargaining rights in the representation of its members. Following the strike, the Postal Reorganization Act was signed into law in 1970, paving the way for contract negotiations. Since the first such negoti-

ations in 1971 between NALC and the U.S. Postal Service, nine contracts have been negotiated by the parties and ratified by the membership. During that same period, six other contracts have been awarded by arbitration panels.

NALC has been fortunate over its history to have the right person at the right time to lead our great union during critical junctures. There has never been a more compelling example of this than the presidency of Fredric V. Rolando, as displayed daily through his leadership and guidance during his tenure. The legacy he leaves behind will surely remain a remarkable bookmark in NALC history; a few defining moments bear mentioning.

One of his most notable accomplishments was spearheading the passage by Congress and the signing into law of the Postal Reform Act. The 12-year, hard-fought battle ended with great strides toward strengthening the financial stability and long-term viability of the Postal Service, thereby substantially improving the plight of letter carriers and all postal employees. Highlighted in the act was relieving the Postal Service of the onerous requirement to pre-fund future retiree health benefit costs, requiring six-day delivery, and integrating Medicare.

Navigating both NALC and the Postal Service through the financial repercussions of the 2008 Great Recession was another noteworthy feat. The decline in mail volume drastically affected postal revenue, imposing a serious financial strain on the Postal Service. I would venture to say that the outcome would not have been nearly as favorable had it not been for President Rolando's steady hand on the wheel.

Toward the end of his administration, President Rolando was faced with protecting the safety of hundreds of thousands of letter carriers and other postal employees, as well as officers and staff of NALC, during a worldwide pandemic, the likes of which had not been experienced for a hundred years. His tireless efforts and relentless demands for safety protocols most definitely resulted in the saving of countless lives.

The accomplishments are too many to recite. In addition, President Rolando's unwavering dedication to NALC and his steadfast devotion to the membership manifest themselves in his very being.

NALC has been blessed to be able to help craft the history of which letter carriers are the beneficiary. With their unity, solidarity, selfless dedication and hard work, the new leaders of NALC will continue the union's quest to elevate letter carriers.

For more information on the history of NALC, see *Carriers in a Common Cause: A History of Letter Carriers and the NALC*, which can be found on the NALC website or through the NALC Supply Department or online store.

Updating NALC's publications



James D. Henry

You know the saying: The only constant is change. NALC is making sure that we change with the times as well.

If you've been paying attention to NALC's website, nalc.org, no doubt you've seen some of our recent updates to the Materials Reference System (MRS) index, the *Shop Steward's Guide* and Grievance Starters, as well as the 2022 *Joint Contract and Administration Manual (JCAM)*. The Contract Administration Unit (CAU) is responsible for updating these and many other publications that are frequently used by NALC advocates and representatives to enforce and administer the National Agreement.

For months, a significant amount of work was put into updating the *Shop Steward's Guide* and Grievance Starters and it was published in November on the Members Only portal. The guide is written for every NALC member who handles grievances at Informal Step A and/or Formal Step A of the grievance procedure.

Another publication, the MRS index, was reformatted for the website to ensure that everyone has access to the latest documents as quickly as possible. Countless hours have been put into making the MRS index an organized catalog containing summaries—and in some cases the full content—of many important national-level settlements and USPS memorandums. The MRS has evolved over the years from hundreds of photocopied source reference material in three-ring binders to an easily accessible catalog on the NALC website.

Change can be positive, and the updates to these publications proves that. Prior to the creation of the MRS, if advocates or representatives needed an M-number or C-number document, they would have to contact their national business agent's (NBA) office. If the NBA's office did not have the source documents needed, the NBA would contact NALC Headquarters.

The MRS had last been updated and reissued in 2014. Part of the reason it hasn't been updated since then is that it was extremely time-consuming to do so. The modernized MRS that

NALC released last month on nalc.org allows for updates to be accessible to all NALC representatives in real time. This means having the most recent supporting national arbitration awards and/or USPS memorandum source documents accessible when enforcing the National Agreement.

While change is not always comfortable, having these updated publications will help NALC advocates and representatives at every step of the grievance procedure. Take the time to navigate through the recent changes to the *Shop Steward's Guide* and Grievance Starters as well as the MRS index.

Arbitration Advocacy training

The latest Arbitration Advocacy training was held Dec. 4-10 at the Maritime Institute outside of Baltimore, MD, and was once again a success (see photos below). There were 15 qualified applicants representing 14 regions in training for the week and presented cases in front of our four guest arbitrators. Congratulations to the graduates of the last class to be held in 2022.

Two classes for potential advocates will be held in 2023. Check out the updated CAU page on nalc.org under "Workplace Issues" for information on several upcoming NALC trainings to be held in 2023.



Reporting to the DOL: Forms LM-2, LM-3 and LM-4



**Nicole
Rhine**

Unless your branch has no annual income or financial activity, your branch must file with the Office of Labor-Management Standards (OLMS) one of three types of financial reports, depending on the total annual receipts of the branch. The Labor-Management Reporting and Disclosure Act (LMRDA) requires unions to file the report within 90 days after the branch's (or state association's) fiscal year. Most branches' fiscal years end Dec. 31, so most should be filing by March 30 each year. Branch presidents and treasurers are responsible for ensuring that the required reports are filed timely and accurately. The LMRDA

does not provide for or permit an extension for filing for any reason.

The filing requirements are:

- **Form LM-2**—Lengthy report filed electronically by branches with \$250,000 or more in annual receipts.
- **Form LM-3**—Four-page report filed electronically by branches with total annual receipts of at least \$10,000 but less than \$250,000.
- **Form LM-4**—Two-page report filed electronically by branches with annual financial receipts of less than \$10,000.

The officers who are required to file annual financial reports are responsible for maintaining records that will provide, in sufficient detail, the information and data necessary to verify the accuracy and completeness of the report. The records must be kept for at least five years after the date the report is filed. Any record necessary to verify, explain or clarify the report must be retained, including but not limited to vouchers, worksheets, receipts and applicable resolutions.

Willfully failing to file a report or to keep required records can lead to criminal penalties—specifically, a fine of not more than \$100,000, imprisonment for not more than one year, or both. Knowingly making a false statement or representation of a material fact or knowingly failing to disclose a material fact in a report or other required document; and/or willfully making a false entry in, or withholding, concealing or destroying documents required to be kept may result in the same penalties listed above.

As a reminder, since 2005, the OLMS has required labor organizations to submit Form LM-2 electronically. OLMS also requires all filers to file electronically. This new rule was applicable to fiscal years beginning on or after Jan. 1, 2017.

Additionally, more information is available on the Department of Labor's (DOL) website concerning electronic filing as well as information on registering with the Electronic Forms System (EFS). Anyone who needs to prepare or sign an LM form in EFS will need a specific personal identification number (PIN) for his or her union. The DOL advises that each union (i.e., each branch or state association) should select one representative to register with EFS online and obtain a PIN for that union (branch or state association).

More information on filing the appropriate LM form for your branch or state association can be found at dol.gov/olms/.

In addition to information on filing the LM report, the same link can be used to search for other important information including, but not limited to:

- **Conducting audits in small unions**—A guide for trustees with a limited, focused review of financial records that was developed for use by trustees from small unions. The guide can be found at the above link by clicking on "Compliance Assistance" and then clicking "Union Resources" and then "Union Financial Integrity."
- **Bonding requirements under the LMRDA**—All branches and state associations that have liquid assets and annual receipts of \$5,000 or more in value must be bonded.
- **Bonding computation worksheet**—Many NALC branches and some state associations either do not have a bond and should, or are under-bonded. This worksheet will assist the branch treasurer in ensuring that any branch officer who handles funds or who has access to funds is bonded for at least the minimum amount required by the DOL. (Both the bonding requirements and the computation worksheet can be found by following the same links listed above for the guide, but under "Union Financial Integrity" click on "Publications.")

Point of personal privilege—I want to congratulate President Fredric Rolando on his retirement and thank him for his leadership, his dedication and his sense of humor. President Rolando has dedicated his entire adult life to our beloved union—working tirelessly for the betterment of all letter carriers and, as I've said many times, always with joy in his heart and a smile on his face. We are all grateful and we wish you well.

Aggressive representation



**Mack I.
Julion**

This is my first article for *The Postal Record* as your newly elected assistant secretary-treasurer, and I want to start by wishing everyone a prosperous and healthy new year. I hope this past holiday season was an enjoyable one for you, with a chance to step back and spend some quality time with your family. As letter carriers, we work hard and deserve each and every chance we get to relax and get away from the fast-paced and often hostile environment of our workplace.

I also want to start off by thanking all of you for the awesome opportunity to serve you in this

capacity. I am truly honored and humbled to be in a position to represent all of the members of our great union on a full-time basis.

You should know that this is a bittersweet moment for me, as I had to step down as president of Branch 11 in Chicago after serving there for 13 years. As excited as I am about this new beginning, I am equally torn about leaving a branch where we had accomplished so much. I look forward to bringing the same passion, energy and “aggressive representation” to my new position, which I believe made us relatively successful in my home branch where I began my postal career.

My career as a union representative started innocently enough as a union steward in an office where no one else wanted the job. I started with the Postal Service in 1997, and by 2001, I was a steward to about 100 carriers at the Chicago Lawn station on Chicago’s South Side. Although labor is in my blood—both my parents were union reps in their respective jobs—this was not something that I was seeking while working for the Postal Service. I just wanted to provide for my family. But I was compelled to get involved in the union because of the bullying and mistreatment of some of my co-workers by management. You know, they always seem to prey on the weak—those who are hesitant to speak up and/or don’t know their rights. (Of course in the Postal Service, if you don’t know your rights, you don’t have any.)

By 2006, when I was accepted to the second class of the NALC Leadership Academy, I was all in. But it was my time at the Academy that was the game changer for me.

The Academy opened my eyes to so much more than just the daily battles in the trenches on the workroom floor. I realized that the Postal Service needed the NALC as much as letter carriers needed it. If this company was to be saved from itself, it would require some advocacy that it was not willing or able to provide. It also gave me a vision for a better local union—a union where our members were united for a common cause with an expectation of strong leadership and representation.

In 2008, I was appointed a regional administrative assistant in Region 3 by then-President Bill Young. It was there that I was trained on arbitration advocacy and workplace intervention. So in 2010, I decided to go back to Chicago to help improve our local union. It was then that we developed the philosophy of “aggressive representation.” Understand, we were not seeking physical or verbal altercations on the workroom floor, we just were not going to react passively.

That simply means that we were bringing a proactive, passionate and relentless approach to representing our members, every day! We believed our members should work in an environment free of hostility and harassment, and we were actively working to remove from the workroom floor those who violated the Joint Statement of Violence. We also aggressively worked to enforce every other provision within our National Agreement, and to improve our local memorandums of understandings. That is the kind of passion and fight I believe we should have as union activists and representatives. And that is what I bring to you as your next assistant secretary-treasurer.

For the past four and a half years, I also had the honor of serving as a national trustee for the NALC. I believe that will be advantageous in my new position, because of the broad perspective I have on all entities in our union, and because of the fiduciary responsibilities of the assistant secretary-treasurer position. NALC rules require me to step down now from that trustee role. Fortunately, I will be able to continue in my other role as a trustee for Nalcrest. I had the chance to visit our “retirement village” right before the holidays, and there are plenty of good reasons that the waiting list is two years long.

In closing, I congratulate my fellow officers of the Executive Council on their election and/or reelection, and I look forward to working with President Brian Renfroe on ways to improve the working conditions of our brothers and sisters on the workroom floor. In my next article, I will explore more of the duties of the assistant secretary-treasurer. Until then, I leave you in truth and solidarity.

Electric delivery vehicle pilot testing update



Christopher Jackson

However, as I've mentioned in past articles, the Postal Service is currently in need of delivery vehicles to fill the gap created by a reduction of older models in the fleet. To help supplement the delivery fleet between today and the deployment of the NGDV, the Postal Service has continued to consider the use of commercial off-the-shelf (COTS) vehicles. The Dodge Promaster and the right-hand drive Mercedes Metris are examples of COTS vehicles that the Postal Service has acquired to fill this void.

“To help supplement the delivery fleet between today and the deployment of the NGDV, the Postal Service has continued to consider the use of commercial off-the-shelf (COTS) vehicles.”

In my November 2022 article, I discussed a notification received from the Postal Service detailing its plan to conduct two pilot tests using battery electric vehicles (BEVs) for mail delivery. The BrightDrop Ev600 pilot test was conducted at the Falls Church Post Office in Fairfax, VA, and the Ford E-Transit pilot test was conducted at the Vienna Post Office in Vienna, VA.

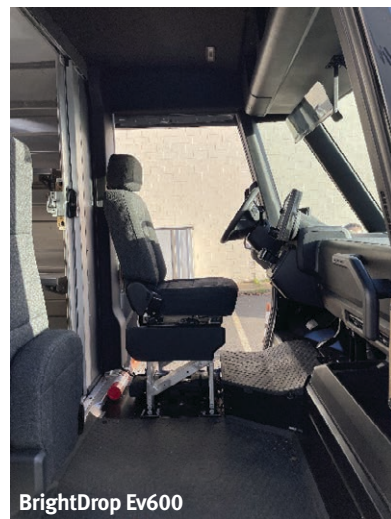
Both of the vehicles tested are left-hand drive models and are similar in size to current delivery vehicles.

As this month's edition of *The Postal Record* reaches you, I want to start off by wishing everyone and their families a belated merry Christmas and a prosperous and happy new year. With the start of the new year, I think it's a good time to update the membership on new vehicle models the Postal Service is considering for the delivery fleet.

Testing of the Next Generation Delivery Vehicle (NGDV) continues, with the first vehicle scheduled to be produced in October 2023. Deployment of the NGDV to delivery units is to begin soon after the first vehicle is produced.

The BrightDrop model is a little smaller than the current 2-ton truck while the E-Transit is about the size of a Promaster van. Both vehicles require a key fob to unlock the doors and start the engine. Both vehicles also are equipped with many of the safety features found on modern passenger vehicles. These include driver's-side airbags, front and rear cameras, blind spot warning lights located in the side mirrors, and sensors to notify the driver when they are in danger of striking an object. They also are equipped with a display monitor in the cab area that communicates information to the driver and contains the climate controls. They also have a drive mode referred to as One Pedal Drive. The One Pedal Drive mode utilizes regenerative braking, which causes the vehicles to start slowing down whenever the driver is not pressing on the acceleration pedal. This feature, common to most BEVs, helps to recharge the battery, which extends the effective range of the vehicle.

Some features unique to the BrightDrop Ev600 are heated side-view mirrors containing blind-spot warning lights and a retractable passenger-side jump seat on the right side of the cabin. The cargo area of the BrightDrop contains two levels of shelving with three shelves along each side of both levels for a total of 12 shelves available for use. The shelves are raised and lowered manually and gas pistons keep them in the stowed position. There are six to eight fixed metal anchor points along the floor of the cargo



area to assist with transporting equipment. This vehicle also comes with an additional drive feature called Delivery Mode that, when activated, unlocks all doors for 15 seconds and honks the horn twice. A representative from the producer of the vehicle comes to the work unit to connect and disconnect the vehicle from its charging station daily. The charge port on the BrightDrop is located in the rear of the vehicle on the



left-hand side, similar to the fueling location on a gas-powered vehicle.

Members of my staff visited the Falls Church Post Office recently to observe the testing of the BrightDrop Ev600. As part of the visit, a member of my staff had an opportunity to test drive the vehicle and had the impression that the vehicle could be a good option to replace 2-ton trucks in those areas where a 2-ton truck could not be driven; however, the BrightDrop Ev600 might be too large to serve as a replacement for the Promaster. On a positive note from the test drive, the front crash warning feature was sensitive enough to detect a carrier who walked in front of the vehicle.

During this visit, my staff spoke with a carrier who had been using the BrightDrop for the past month. This carrier stated that the vehicle handled like a 2-ton, although he uses it in the same way he would use a Promaster. The carrier did not report any issues with the functioning of the vehicle or the life of the battery.



The Ford E-Transit's cargo area also contains two fixed levels of shelving with two shelves along one side and four on the other (providing a total of six shelves available for use), two electrical outlets, and a side board on the outside of the cargo sliding door to help dismount the vehicle. During the E-Transit pilot testing, carriers

are tasked with charging the vehicle themselves by plugging the vehicle into the charging station when they return to the office in the afternoon. The charge port is located in the front grille area above the license plate holder.

My staff and I visited the Vienna Post Office to observe the Ford E-Transit pilot program as well. During our visit, we spoke with the carriers involved in the test to get their feedback about the vehicle. These carriers stated that they had no issues with the battery life and at most used only about 20 to 25 percent of the battery life daily. Among the negatives the carriers reported were problems dismounting and mounting the vehicle using the side board as it gets slippery when wet, difficulty fitting 775 tubs on the top shelves in the cargo area, and constant bending required to reach the bottom shelves in the cargo area because they are so low to the floor.



I want to thank the city carriers in the Falls Church and Vienna post offices for their helpful insight about their experience on the battery electric vehicles. I will update the membership once we have an opportunity to meet with the Postal Service to discuss their findings from these pilot tests.

Conversion to career cleans the slate



Manuel L. Peralta Jr.

Happy New Year!
In March and November of 2016 and in June of 2018, I addressed the subject of Counseling at Risk Employees (CARE) with a focus on holding management true to the commitments that it made to the union and the comments made within the body of the CARE training materials. If you are not familiar with that topic, I invite you to go to my Safety and Health web page (nalc.org/workplace-issues/safety-and-health) and review those columns, which are listed in the “Select an article” icon under my photo.

In my June 2022 column, “Improper use of information against you,” I addressed the rules govern-

ing record keeping and misuse of discipline records to support further (and more severe) discipline against you. If you are not familiar with that, please review it, too.

Can discipline issued to a CCA be used against that employee when the employee is converted to career?

The 2006 National Agreement was due to expire in November 2011. The NALC and the USPS bargained for months and reached an impasse. Our differences were put before Arbitrator Das, who, by authority of the Postal Reorganization Act of 1970, was empowered to create the terms of a national agreement after presentation of evidence from both the USPS and the NALC.

His January 2013 award created the city carrier assistant (CCA) category of employee. A very large segment of the letter carrier workforce of today began their employment with the USPS as CCAs.

In February 2013, the National Postal Mail Handlers Union (NPMHU) ended up with a similar category of employees in its craft through an award by Interest Arbitrator Fishgold. Seven years later, the USPS and the NPMHU arbitrated a dispute relating to the use of discipline issued to a mail handler assistant (MHA) after that employee had been converted to career.

Our postal contracts (NPMHU, NALC, APWU and NRLCA) provide for a mechanism to go before a neutral arbitrator when there is a dispute as to the interpretation of language in our agreements.

On June 2, 2020, the NPMHU and the USPS presented their disagreement. The selected arbitrator was none other than Arbitrator Das, who had created the CCA category.

In his award, Das identified the issue in dispute as follows:

The issue in this national level interpretive dispute is whether discipline issued to an employee while employed as a noncareer Mail Handler Assistant (MHA) may be considered or cited in determining whether to issue discipline to the employee after his or her conversion to full-time career status, or whether the noncareer employee’s disciplinary record is eliminated and his or her record starts anew upon conversion and appointment to the career position.

The parties presented their cases and argued their positions in summaries. On Oct. 14, 2020, Arbitrator Das issued his decision ruling as follows:

As set forth in the above Findings, discipline issued to an employee while employed as a noncareer Mail Handler Assistant (MHA) may not be considered or cited in determining whether to issue discipline to the employee after his or her conversion to fulltime career status.

In my opinion, Arbitrator Das had the opportunity to reflect on his 2013 decision and its impact on pre-career employees.

In October 2020, a letter carrier was involved in an on-duty vehicle accident, which resulted in an investigation and issuance of a removal in November 2020. The removal made reference to discipline issued to the employee while serving as a CCA; however, the employee had been converted to career status in September 2020. This removal and the emergency suspension that went with it were grieved, processed through the grievance procedure and then presented to an arbitrator in October 2021, resulting in a favorable decision in February 2022.

The arbitrator’s decision on the removal states:

The only previous disciplines in the record for grievant, however, were from the time he was a CCA. Under the Das National Award, cited above, those disciplines cannot be considered in deciding whether to discipline an employee after s/he has become a regular employee.

The current *Joint Contract Administration Manual (JCAM)*, at page 16-11, provides the language of Article 16, Section 10, Employee Discipline Records, which is followed on page 16-12 with the Discipline Procedures for a CCA. Most important is a standalone sentence found on page 16-13, which simply states:

Discipline issued to a CCA may not be considered or cited in determining whether to issue discipline to the CCA employee after his or her conversion to career status.

This standalone sentence should be better explained, however. It is a modified quote from the Oct. 14, 2020, Das award, as referenced earlier in this column. This rule is enforceable and should be used every time a career employee’s CCA discipline is used to support discipline after the employee is converted to career.

Keep an eye on each other and learn as much as you can about your contract, which protects you.

Now that you are retired



**Dan
Toth**

The most common time to retire is at the end of the year. So, each January we tend to have a large number of fresh retirees starting a new phase of their lives. This article will cover some of the resources available to help retirees on their new journey.

Retirees who receive notice from the Postal Service regarding an alleged debt should be sure to act quickly. In accordance with Memorandum of Understanding Re: Debts of Retired Employees (page 217 of the National Agreement), the retiree may initiate a grievance through the local branch of their former employing office. Retirees who are not sure

whether the amount, or the debt itself, is valid, should contact their local branch immediately upon receiving notice.

Another time-sensitive issue involves maintaining your NALC membership by completing Form 1189 Dues Check-off Provision. National per capita dues for retirees are only \$7 annually. Some state associations and some branches charge additional dues. NALC Headquarters mails all recently retired members a packet that includes Form 1189 when NALC is notified by the Postal Service of a retirement. If you haven't received or need Form 1189, ask your branch or your national business agent, or call the Headquarters switchboard at 202-393-4695. Be sure to include your Civil Service Active (CSA) number when completing the form.

Cost-of-living adjustments (COLAs) are based on the difference of the average monthly consumer price index for urban wage earners and clerical workers (CPI-W) during the third quarter (July through September) of the current calendar year and the third quarter of the previous year. The COLA becomes effective in December and appears in the January payment. All Civil Service Retirement System (CSRS) annuitants receive COLAs, but Federal Employees Retirement System (FERS) annuitants under the age of 62 do not (exceptions for disability and survivor annuitants). Projections of the COLAs, based on the latest CPI-W, can be found at nalc.org and several times a year in *The Postal Record*.

Once you've received your CSA number from the Office of Personnel Management (OPM), you can access your account through Services Online. This OPM website allows you to perform a few functions, such as reviewing your payments, updating your bank account, modifying tax withholding, and viewing tax documents.

Each year you'll receive Form 1099-R from OPM, which is a tax form used to detail distributions from pensions. OPM will mail out the 1099-R to all annuitants by Jan. 31 for the preceding year. You may not receive it until mid-February, according to OPM. Typically, the form is ready and available for viewing online starting the third week of January.

The Thrift Savings Plan (TSP) launched a new version of its user portal in 2022. By setting up and accessing your account, you can view your investments, complete forms and sign electronically, as well as manage withdrawals and distributions. If you're always on the go or would rather take care of business from your smartphone, it also offers a TSP mobile app.

When approaching age 65, or if older and just retired, it's time to consider your Medicare options. Remember that Part B has a late enrollment penalty that generally becomes cost prohibitive if you let it accrue. Choosing from your health care options can be complex and will depend on which health insurance plan you are enrolled in, and its interaction with Medicare.

Each person will have to make their own decision by weighing the costs, benefits and individual circumstances. An average of 80 percent of postal annuitants elect to enroll in Part B. Those who retire in 2025 or later and are under age 64 as of Jan. 1, 2025, will be required to enroll in Parts A and B when eligible if maintaining their Federal Employees Health Benefits Program coverage.

Want to learn more about a particular topic? Head over to the Retirement page under "Workplace Issues" at nalc.org and you can find more than 10 years of retirement columns covering a variety of topics, as well as other resources and information to answer all your questions. And as always, retirees and future retirees should feel free to reach out to my office with suggestions for columns.

Need direct assistance? The NALC Retirement Department is here to help our members with answers to and guidance on all retirement-related issues. The department is fortunate to be staffed by knowledgeable professionals, Assistant to the President for Retirement Nina Kunkel and secretary Cheryl Pugh. They, along with myself, are here to help you. You can reach us by calling 800-424-5186 (toll free) Monday, Wednesday and Thursday, 10 a.m. to noon and 2 to 4 p.m. (Eastern times), or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department. And most importantly, be sure to enjoy your retirement!

Beneficiaries



**James W.
"Jim" Yates**

As the new year begins, we often make resolutions. These resolutions are usually to improve ourselves or to handle something that we may have been putting off. Often overlooked is reviewing the beneficiaries we have selected on various policies.

Simply defined, a beneficiary is the person designated to receive the benefits of the policy upon the death of the insured. This relatively simple concept can be quite complicated and should be reviewed regularly.

Applications for the Mutual Benefit Association (MBA) and most other life insurers include a section where the applicant designates who will be named as the beneficiary of the policy.

Some life insurance applications have specific language for the designation of a beneficiary or a default pecking order for who will be paid if the policy owner doesn't specifically name anyone. For example, "Death benefits will be paid to the spouse of the insured, if living. If the spouse of the insured is not living, death benefits will be paid to the living children of the insured, in equal amounts. If no spouse or children are living, death benefits will be paid to the estate of the insured."

A policy applicant is well advised to specifically designate a beneficiary on his or her life insurance policy. This will ensure that the person (or persons) whom they desire to receive the life insurance proceeds actually does. Each beneficiary should be identified as clearly as possible, using the full name, Social Security number and relationship to the insured. Providing this information can help in locating, and properly identifying, the beneficiary after the insured's death.

Choosing a beneficiary for a life insurance policy can be challenging, and no one can tell the applicant who to name. In addition, the applicant is not limited to having only one beneficiary. The "primary beneficiary" (or beneficiaries) of a life insurance policy is the first person (or persons) who will receive the benefits upon the death of the insured. More than one person may be named as primary beneficiary. A "contingent beneficiary" (or beneficiaries) will receive benefits only if the primary beneficiary predeceases the insured. This beneficiary is often called a secondary beneficiary. As with the primary beneficiary, more than one person may be designated as contingent beneficiary.

In a case where there are multiple beneficiaries on a life insurance policy, the proceeds generally are divided equally

among all beneficiaries. However, the applicant or policy owner, prior to the death of the insured, may designate a specific percentage or amount to be given to each beneficiary.

A beneficiary may be "revocable" or "irrevocable." Naming a beneficiary as revocable means that the policy owner has the right to change the beneficiary at any time (prior to the insured's death). If a beneficiary has been named as an irrevocable beneficiary, the policy owner may change the beneficiary only with the consent of the original beneficiary.

One consideration when deciding whom to designate as beneficiary is the person's age. Minors cannot legally manage their own money. A life insurance company cannot pay the proceeds of a policy to a minor. However, the policy owner can name a guardian for the minor and the insurance company can pay the proceeds of a life insurance policy to the minor's guardian, for the benefit of the minor.

A policy owner may choose to make the "estate of the insured" or the "insured's living trust" the beneficiary. If so, the life insurance company must receive a copy of the living trust prior to paying benefits. In addition, the executor of the estate or a trustee of the trust must complete all the forms for requesting the proceeds.

A will also is an important part of securing the financial future of family members, and it plays a critical role in helping them after the death of the insured. Listing life insurance policies in a will can help family members know that the coverage exists. However, life insurance proceeds will be paid to the beneficiary designated in the life insurance policy, regardless of what is stated in the will. That is why it is so important to specifically designate a beneficiary on life insurance policies.

Designating a life insurance beneficiary is not something that a policy owner should do once and forget. The policy owner should review the policy every few years and after major life events such as marriage, having children, or divorce.

It is wise to tell beneficiaries about life insurance policies. They should know where the policy is, how to obtain it, and how to contact the insurance company. This knowledge can aid the beneficiary at the time of the insured's death. It will save time and possible confusion during a very stressful period.

To update a beneficiary on an MBA life insurance policy, please contact the MBA home office for a beneficiary designation form or download it from the "MBA Brochures, Applications and Forms" page of the MBA website at nalc.org/mba. Simply complete the form and send it to the MBA home office.

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

Postal Service Health Benefits Program



**Stephanie
Stewart**

I know all of you are familiar with the Postal Service Reform Act and its congressional passage last year. However, after receiving several inquiries, I realize this has left many of you wondering how it will affect your health insurance. My goal in this article is to help you understand the changes, what they mean to your NALC Health Benefit Plan enrollment, and help promote peace of mind for our membership.

There are two main areas of the legislation that relate to your health care—changes within the Federal Employees Health Benefits (FEHB) Program and Medicare

integration. Right off, I know this might sound unsettling, but rest assured, it's not as alarming as it sounds.

Let's start with the term Postal Service Health Benefits (PSHB) Program and address the three biggest questions about it:

- **What is it?** Letter carriers currently elect to receive our health benefit coverage through the FEHB Program. Effective Jan. 1, 2025, FEHB will be divided into two groups. One group will be for postal employees and the other for all other federal employees. Pretty simple so far, right? The postal employee group will be called the Postal Service Health Benefits (PSHB) Program. So, in other words, postal employees will retain their FEHB enrollment benefits, but will be placed into the Postal Service segment called PSHB.
- **What effect will it have on my health care coverage?** This is where it gets a little more complicated, but once you understand it, I'm confident you'll find it's not as unsettling as it sounds. According to the law, if a FEHB insurer has more than 1,500 Postal Service employees enrolled in its plan (active or retired), the insurer is eligible to create plans for Postal Service employees. If the insurer chooses to participate, it will offer both postal and federal employee health benefit plans.

The NALC Health Benefit Plan falls into this category, and it is our intention to fully participate at the highest level. For example: The NALC HBP currently offers three plan options—the High Op-

tion, the Consumer Driven Health Plan (CDHP) and the Value Option. Fast-forward to January of 2025. Instead of three plan options, the NALC would offer six. Three of those would be available to Postal Service employees and the other three would be available for all other federal employees. Initially, the law requires insurers to create plans with the identical health benefits for Postal Service employees that they offer to all other federal employees. Thereafter, this requirement will be removed, allowing insurers the ability to customize health benefits between plans. For the NALC HBP, this is a good thing. Many times, the benefit needs of letter carriers can be very different than those of other federal employees.

- **What will I need to do?** For now, nothing, except to help spread the word and stay aware. But, as a Postal Service employee, you eventually will need to select your PSHB plan and enroll. This enrollment will be available during Open Season in late 2024, which is almost two years from now. We will remind you several more times before then, but if you're a planner and want to mark your calendar, open season is always the second Monday in November through the second Monday in December.

The other element I would like to speak about is the Medicare integration component of the Postal Reform Act. Under this law, future Postal Service retirees will be required to enroll in Medicare Parts A and B.

However, there are some individuals who are exceptions to the rule: 1) Any postal employee who is retired before Jan. 1, 2025; 2) any active postal employee who is 64 or older as of Jan. 1, 2025; 3) any postal annuitant who can prove that they do not reside in the United States; or, 4) any postal annuitant who receives benefits provided by the Department of Veterans Affairs or Indian Health Services. If you meet any of these criteria, you will not be required to enroll in Medicare; however, if you were previously eligible and chose not to enroll but now wish to, there will be a special enrollment period in the spring of 2024 allowing Postal Service annuitants to enroll without paying the Medicare late enrollment penalties.

Although these are big changes, they are not as complicated as they appear. The Plan is focused on making the transition as seamless as possible, and we will keep you informed about important dates and when there are actions you need to take.

Contract Administration Unit

Paul Barner, 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

Office time—Management’s arbitrary and often unrealistic expectations

Throughout the years, Postal Service management has attempted many times to devise a system or a “tool” that projects a letter carrier’s daily workload. Believers in these systems or tools think they can take a mathematical formula and simply plug in some mail volume numbers, arbitrarily select a street time for the day, and apply some non-existent work standards to determine what time a carrier will leave the office and what time they will return from the street. Their goal is to determine how much “down time” the carrier has in order to pivot off another route.

In addition to using such time-projection systems, managers occasionally just pick arbitrary time allotments out of the air and attempt to apply such numbers to a letter carrier’s office and street time, and then expect them to meet those times. **One recent application arbitrarily limits letter carriers to no more than one hour of office time in the morning. No matter how much mail they have to case or how much other office work they must perform, they are instructed to be on the street no later than one hour after they begin their tour.** Another arbitrary time allotment by managers limits letter carriers to a predetermined amount of time in the evening, usually five minutes, to perform their required p.m. office duties.

Whether management is using a time-projection tool or simply applying arbitrary time allotments for letter carriers to adhere to, such ways to determine office times often do not allow for fixed office time to perform such necessary daily functions as vehicle inspections, stand-up talks, retrieving mail from the throwback case, withdrawing mail, and retrieving or signing for accountable items, to name a few morning office duties. If your office has an office break, that time is most likely not factored into these projections or allotted times either. Arbitrary projections and time allotments certainly do not take into consideration how much actual work needs to be performed and the actual time allowed for each of these office functions.

Letter carriers are required to perform certain tasks in the morning, before leaving for the route, and in the afternoon, upon returning to the office. Management’s projections or arbitrary time allotments are not the sole determinant of a carrier’s leaving or return time, or daily workload. **Using a time projection or applying an arbitrary amount of time does not change the letter carrier’s reporting requirements** outlined in Section 131.4 of *Handbook M-41, City Delivery Carriers Duties and Responsibilities*; the su-

pervisor’s scheduling responsibilities outlined in Section 122 of *Handbook M-39, Management of Delivery Services*; or the letter carrier’s and supervisor’s responsibilities contained in Section 28 of *Handbook M-41*.

The letter carrier’s reporting requirements outlined in Section 131.4 of *Handbook M-41* read, in relevant part, as follows:

131.4 Reporting Requirements

131.41 It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

131.43 Complete applicable items on Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

131.44 Report on Form 1571 all mail undelivered—including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

131.45 Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on Form 1571.

131.46 Before you leave the office, enter on Form 1571 the mail curtailed; when you return, add any mail which was not delivered, and which was returned to the office. Follow any special local procedures set up to identify errors and corrective actions for mail returned because it was out of sequence.

Section 28 of *Handbook M-41* outlines the procedures for letter carriers to fill out PS Form 3996, Carrier—Auxiliary Control, and to submit it to the supervisor when the letter carrier estimates that the daily workload cannot be completed in the allotted time. It also details the requirements of the supervisor in Item L of the form. A complete explanation of Section 28, PS Form 3996 and related USPS supervisor responsibilities can be found in the *Letter Carrier Resource Guide* available at nalc.org/resourceguide.

Section 122.33 of *Handbook M-39* requires a supervisor to provide a letter carrier with PS Form 3996 upon request once the supervisor has been verbally informed why the request is being made. That section states:

122.33 The employee, upon request, will be provided a Form 3996, Carrier - Auxiliary Control, after the supervisor has been

verbally informed as to the reason for the request. The employee shall not be denied the form and, upon request, a duplicate of the completed form will be provided the employee.

Article 41, Section 3G of the National Agreement reinforces the carrier's rights and management's responsibilities related to the PS Form 3996. It states:

G. The Employer will advise a carrier who has properly submitted a Carrier Auxiliary Control Form 3996 of the disposition of the request promptly after review of the circumstances at the time. Upon request, a duplicate copy of the completed Form 3996 and Form 1571, Report of Undelivered Mail, etc., will be provided the carrier.

Letter carriers are responsible for estimating the amount of time it will take to complete their assigned duties, and management has a responsibility to manage that workload within the confines of the handbook language. In attempting to meet bogus time projections or arbitrary time allotments, some required office duties are, at times, ignored or overlooked.

Vehicle inspections

Vehicle inspections are often overlooked office duties. Letter carriers should be afforded time to properly inspect their delivery vehicle according to USPS Notice 76, Expanded Vehicle Safety Check, every day before operating the vehicle. Vehicle inspections should be performed as soon as possible after clocking in to allow letter carriers to promptly report vehicle deficiencies to management. These requirements are found in Sections 832 and 842 of *Handbook M-41*, which state:

832.1 Inspect vehicle as described on Notice 76, Expanded Vehicle Safety Check (see exhibit 832.1) for deficiencies, body damage, or inoperable items. See section 842 for reporting defects.

842.1 Reporting Defects

Driver must (a) report all mechanical defects or failures and major body damage on Form 4565, Vehicle Repair Tag (see exhibit 842.1) as soon as noted, and (b) immediately turn in the completed form to a dispatcher or manager. Minor body damage can sometimes await repair until the next regular inspection and need not be reported more than once.

Section 922.51.f of *Handbook M-41* indicates how the time for vehicle inspections is credited on the PS Form 1838-C, Carrier's Count of Mail – Letter Carrier Routes Worksheet, during the route inspection process. The minimum time allowance for performing vehicle inspections is three minutes; howev-

er, a proper vehicle inspection may take longer.

As indicated in Section 922.51, this inspection should be performed as part of morning office duties and should receive office time credit accordingly. Notice 76 specifies that letter carriers should perform Items 16 and 17 on the list with assistance from another person if possible. Vehicle inspections are an important part of maintaining letter carrier safety and should not be overlooked.

Hold mail

Letter carriers also should be afforded the proper amount of office time to process hold mail. Mail may be held for many reasons, including customers being temporarily away or on a 10-day hold in anticipation of processing a change of address. The procedures for processing hold mail vary based on the type of mail and the reasons for the hold. These procedures are explained in depth in Chapter 2 of *Handbook M-41*. Whatever the reason mail is being held, letter carriers should process this mail on office time.

Handbook provisions instruct management to have letter carriers retain hold mail at the carrier case. This language is found in Section 117 of *Handbook M-39*:

117.1 Workroom Floor Layout

k. Hold Mail. Instruct the carrier to place hold mail in a central location only when space is not available at the carrier's case.

Letter carriers also must retrieve accountable items and special services mail on office time. Accountable items are keys, postage due, customs duty and special services mail. Letter carriers receive these items in the morning from the accountable clerk. These items are handled in accordance with Section 261 of *Handbook M-41*:

261.11 Accountable items are keys, postage due, customs duty, and special services mail.

261.12 Generally, carriers are required to call at the finance cage for accountable items. They may be called in groups by call of route numbers or by passing a paddle (see "Paddle System" in the Glossary). At some offices, the items are delivered to the carrier at his/her case.

This handbook language makes clear that the processing of these items should be credited to office time. Letter carriers should ensure that they are on office time when handling accountable items, whether in the morning before leaving for the route or in the afternoon upon returning.

(continued on page 44)

Office time (continued)

(continued from page 43)

Rest breaks

City letter carriers are entitled to two paid 10-minute rest breaks during each eight-hour workday. One of these rest breaks may be taken in the office on office time if your local branch has chosen this option. The negotiated two 10-minute break periods are the required minimum. Longer breaks may be established by past practice or by the local memorandum of understanding (LMOU). Letter carriers are required to take the negotiated breaks. The *Joint Contract Administration Manual (JCAM)* on page 41-28 explains this requirement as follows:

National Arbitrator Britton ruled that the Postal Service must ensure that all employees stop working during an office break. Contractual breaks must be observed and cannot be waived by employees (H4N-3D-C 9419, Dec. 22, 1988, C-08555).

If your branch has chosen an office break, letter carriers must take this break on office time. During the route inspection process, letter carriers receive credit for this office break on the PS Form 1838-C, and it is included in the office time evaluation for each route. Letter carriers should never skip their negotiated rest breaks whether they are taken in the office or on the street.

P.M. office duties

In some locations, supervisors instruct letter carriers to complete their assigned p.m. office duties within a predetermined amount of time. Oftentimes, afternoon office duties can be unclear for city letter carriers. Section 4 of *Handbook M-41* specifies what duties letter carriers should perform as p.m. office functions after clocking back in from the street. The supervisor's responsibilities can be found in *Handbook M-39*. Those duties include the following:

127 Office Work When Carriers Return From Route

The carrier unit managers must observe and direct carrier activity when carriers return from the route. Observe such things as:

- a. See that carriers promptly clock in on return to office.
- c. See that clerks are available to check in accountable items as efficiently and promptly as possible.

As indicated, handbook provisions state carriers should clock back into the office immediately after unloading their vehicle and before disposition of collected mail. This is indicated in Section 42 of *Handbook M-41*:

42 Disposition of Collected Mail

Place the mail collected on designated table or in receptacles.

Sorting of outgoing collection mail and all other end-of-day activities should be conducted on office time. Letter carriers also should return accountable items to the clearing clerk for proper clearance while on office time, as indicated in Section 43 of *Handbook M-41* and Section 127.c of *Handbook M-39* cited above. See the following sections of *Handbook M-41* for detailed explanations of the p.m. office duties pertaining to accountable items:

43 Clearance for Accountable Items

- 431 Keys
- 432 Registered and Certified
- 433 Insured Mail
- 434 CODs
- 435 Customs Duty Mail
- 436 Postage Due

Processing of undelivered mail also should be performed on office time, whether this mail is processed in the morning or in the afternoon upon return from the route. Section 44 of *Handbook M-41* explains this requirement:

44 Undelivered Mail

441 Processing Undelivered Mail

Follow procedures listed in part 24 to process forwardable and undeliverable mail (1) that you didn't process before leaving the office and/or (2) that you picked up on route. After processing,

place this mail in throwback case, as explained in part 24.

442 Completing PS Form 1571

442.1 After return from your trip, obtain PS Form 1571, Undelivered Mail Report, from unit manager.

442.2 Add any mail which was not delivered but was returned to the office.

442.3 Sign the form and give it to a unit manager.

There is no set time in which the above duties must be performed. These duties are equally as important as morning office or street duties. Letter carriers still are responsible for estimating the amount of time it will take to complete their assigned duties. Likewise, management still has a responsibility to manage that workload within the confines of the handbook language.

If letter carriers are not allowed to perform office duties, or if they are not afforded adequate time to perform these duties, a shop steward or branch officer should be notified so they can investigate and, if appropriate, file a grievance.

Three steps to find reliable information on neuromuscular disease research



Christina Vela Davidson



Dr. Angela Lek is the Muscular Dystrophy Association's vice president of research. Lek offers three guidelines for staying well informed on neuromuscular diseases and research:

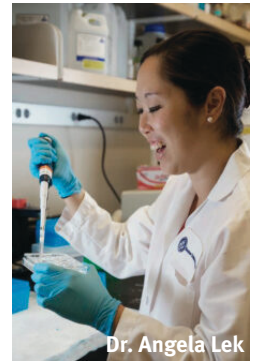
1. Evaluate health information you find through the internet or social media.
2. Establish a trusted network of institutes and organizations to go to for information.
3. When in doubt, ask an expert in the field, such as a doctor, scientist or patient advocacy organization.

worthy as a public health institution or nonprofit organization dedicated to improving health.

When?

Find out when the health information or its sources were written, reviewed or updated. Medical and scientific knowledge changes with each new discovery, so make sure you're reading the most up-to-date information.

You also can go to the following link and find more information and research: mdaquest.org/3-steps-to-find-reliable-information-on-neuromuscular-disease-research/



Dr. Angela Lek

Always remember, MDA and NALC dream of a day when every child and adult diagnosed with muscular dystrophy will have access to treatment or even to a cure. NALC's fundraising helps MDA with that promise as it builds on recent successes.

On that note: The beginning of the new year is a time when many people make resolutions to better themselves or those around them. Has your branch set any goals for community service for 2023? If not, I hope your executive board sits down soon to plan for the year and considers helping with MDA and the needs that are still there.

“Don't take what you read at face value; look for the original source of the information. Many reliable online resources cite their scientific sources at the bottom of the page or note if an expert has reviewed and approved the information. Any site that does not make it easy to learn who is responsible for the site and its information should be viewed with skepticism.”

How to evaluate health information

Examine any health-related information you find on the internet or social media for trustworthiness by asking three simple questions:

Who?

Don't take what you read at face value; look for the original source of the information. Many reliable online resources cite their scientific sources at the bottom of the page or note if an expert has reviewed and approved the information. Any site that does not make it easy to learn who is responsible for the site and its information should be viewed with skepticism.

Why?

Think about the intent of the organization or individual providing the information. Are they presenting opinions as facts? Is their site or social media account trying to sell something? A commercial site generally is not as trust-

“The beginning of the new year is a time when many people make resolutions to better themselves or those around them. Has your branch set any goals for community service for 2023? If not, I hope your executive board sits down soon to plan for the year and considers helping with MDA and the needs that are still there.”

And if your branch is planning an activity, please let me know well in advance. We will use the “Deliver the Cure” Facebook page to promote the event once we know the exact date. NALC has MDA-branded items that we can make available to help with your event. Requests will be handled on a first-come, first-served basis until the supply is exhausted. Please call me at 202-662-2489 for details about this incentive.

Thanks again for all your hard work, sisters and brothers!

Thank you for everything, Jim



Chief of Staff
Kori Blalock Keller

It is impossible to put into words the impact that our beloved chief of staff, Jim Sauber, has had on our postal universe and the labor community over his 37-year career at the NALC. He has been a force, fixture and muse in fighting for workers and a strong Postal Service. His exceptional knowledge and background as an economist and researcher while raising three amazing daughters into women during his NALC tenure has made him the voice

of reason, compassion and respect in every room.

As I step into my version of Jim's role, I am profoundly affected by Jim's grace and humility. I've always compared him to a postal and labor history encyclopedia, something I am not and will never be. Reflecting on the last nine years that I've attempted to absorb his wisdom by osmosis, there have been laughs and lessons that I will cherish. Jim and I have always approached action with opposing views and approaches—Jim with soft diplomacy and me with a sledgehammer—always meeting somewhere in the middle. I am one of many who have been affected by Jim's intellect and commitment to his work.

His dedication to the men and women of NALC is best told through the voices who have the utmost respect and appreciation for all that our favorite Michigander has done over the years:

"It has been a privilege to work with Jim for more than 10 years. He is a respected leader in the postal community, and the NALC and our members have benefited tremendously from his passion, dedication and expansive knowledge on postal and labor issues. I am grateful for all that Jim has given to the NALC and even more grateful to call him a friend. We'll miss you, Jim."

—Brian Renfroe, NALC president

"On behalf of APWU's members, retirees and officers, we thank you for nearly four decades of dedication to the labor movement. Your contributions have helped improve the lives of letter carriers and all postal workers and helped to secure the quality public Postal Service millions of people rely upon every single day. Your contributions to the landmark postal reform bill, the Postal Regulatory Commission, UNI Global Union, Employee Thrift Advisory Committee, and your work with the Vote at Home Institute will have a lasting impact on all postal workers and the working class both here and abroad. We wish you and your wife, Heidi, a long and healthy retirement."

—Mark Dimondstein, president
American Postal Workers Union



"Jim has been a tremendous resource to not just the Letter Carriers, but to all the postal unions. The NPMHU appreciates his decades of work to improve the United States Postal Service and his dedication to all postal employees. I wish him the best of luck in his retirement."

—Paul Hogrogian, president
National Postal Mail Handlers Union

"During his long and illustrious career at NALC, Jim has served as an economist, research director and a veritable jack of all trades in his exemplary service to the union. I have always enjoyed working alongside Jim on our mutual legislative priorities and goals over the years. While I know Jim is not completely walking away, I wish him nothing but the best as he embarks on the next stage of his life."

—Ronnie Stutts, president
National Rural Letter Carriers' Association

"I hit the career jackpot when I began working at the NALC; while there are many reasons for this, working with Jim was at the top of the list. One could only wish to be as lucky as I was, and still am, to call him my friend and my mentor. To say I learned from him would be an understatement. Everything that I have applied to my work, whether it was during my 10 years with the NALC or in the many years since, can be attributed in one way or another to Jim. I wish him nothing but the best as he turns the corner to the next part of his life. I know he will take it on, as he always has, without guile and changing lives along the way."

—Jennifer Warburton,
former NALC staff member and current government
affairs director, Postal Regulatory Commission

"The gifts Jim Sauber has given to all those who have worked around him cannot be captured in one *Postal Record* article. We not only benefited from being exposed to one of the most brilliant minds in the labor movement, but he also brought us into his love of Springsteen, labor history, obscure economists, and unfortunately his dedication to University of Michigan sports. It was truly amazing to see how his mind works and how he used that intellect to help NALC members and all workers. I can sincerely say that my time working with him made



me a smarter, nicer and all-around better person (despite all the Michigan nonsense).”

—Tucker McDonald, former NALC field director

“Jim Sauber is a statesman. From the industry point of view, after decades of sharply divergent views and disagreements between the postal unions and the mailing community, he engineered an approach that enabled labor and customers to work together to pass the critical Postal Accountability and Enhancement Act. That cooperation and collaboration continued through the enactment of the Postal Service Reform Act. Intellectually, he was a driving force on key issues that were resolved in both pieces of legislation. We respect his leadership, acumen and persistence within his own community and in the larger postal context. He ‘delivered’ for all of us. And all the while he was doing that, he was a nice guy and a good friend! He will certainly be missed.”

—Art Sackler, manager
Coalition for a 21st Century Postal Service

“It has been a wonderful honor to know and work with Jim for a number of years. I met him early in my time working on postal issues in the Senate and I always appreciated his tremendous experience in the industry, his insightful approach, and his kind demeanor. I always walked away from every meeting feeling like I had learned another unique and memorable piece of postal history. I am glad to call him a friend and I know he will continue to make a valuable impact on the postal world wherever his journey takes him next.”

—Ashley Polling, commissioner
Postal Regulatory Commission

“Jim Sauber has been an incredible partner in the pursuit of postal reform. His vision and technical expertise in identifying and developing opportunities to improve USPS finances, forge partnerships with USPS management and the mailing industry and find the common ground needed to move legislation forward has been invaluable. We are grateful for his leadership, open-heartedness, and willingness to work with us to find opportunities that recognized the special connection between and advanced the mutual interests of the mail and mail carriers.”

—Rafe Morrissey, vice president of public affairs
Greeting Card Association

“Jim is truly Mr. Postal. It’s been a privilege working with him for the past 28 years on the many issues confronting our nation’s Postal Service. He was always unwavering in his commitment to the Service’s dedicated employees and the success of the organization.”

—Robert Taub, commissioner
Postal Regulatory Commission

“Jim was a consummate professional and brought

grace and outstanding policy acumen to the postal community (if you overlook his alma mater).”

—Michael Kubyanda, chairman
Postal Regulatory Commission

“Jim, it’s no exaggeration to say your work has improved the lives of millions. Generations of letter carriers and other postal workers, both here and abroad, and the public they all proudly serve, have benefited from your creativity and dedication to our movement and public postal services. Perhaps less importantly, but no less profoundly, you’ve also touched those of us who’ve had the privilege to work alongside you. Your guidance, generosity of time, and confidence in us have formed and inspired us all to be better trade unionists. You’ve been a brother and a friend. A working-class hero. That’s something to be.”

—Stephen DeMatteo,
former NALC research director and current executive assistant to the president, American Postal Workers Union

“I’ve had the honor of working with Jim, both as executive assistant to the UFCW international president and the AFL-CIO chief of staff. Jim is quite literally the best. His intellect, calm, understanding of the labor movement and passion for letter carriers is the gold standard. Whether it’s the complexities of navigating the federal government as an employer or the intricacies of bargaining for members or the role of letter carriers in defending our democracy, he is the expert. He is also a wonderful peer, thoughtful and supportive of those who, like himself, are dedicated to the strength and integrity of labor organizations in service to working families.”

—Christyne Neff, chief of staff, AFL-CIO

“Jim has been a pillar of UNI Global Union for so many years. ... An expert on postal policy, U.S. politics, planning a convention, good music and so much more. ... A real gem in our labor movement, who always puts the collective interests first, he is widely respected across the world for his insight, integrity and leadership. We will miss you, Jim—let’s hope that you have some time in your retirement for UNI!”

—Christy Hoffman, general secretary
UNI Global Union

All the heartfelt words above showcase how much Jim has affected the NALC, the postal community and his colleagues in the labor movement. His progressive, trade unionist heart will be missed, but thankfully he will be around to help guide NALC into a new era.

One last thing I’ll mention that Jim is right about—there is no such thing as “South Detroit.”

Thank you for everything, Jim. We wish you all the best.

You haul 16 tons and what do you get?



Assistant to the President
for Workers' Compensation
Kevin Card

The USPS Office of Inspector General (OIG) recently released a report that examined how changes in the mail mix, specifically the increase in parcel volume, have affected letter carriers' physical health by leading to more workplace injuries. Some of the findings may not be surprising to many of you.

The report noted that online sales have been a main driver of the parcel delivery growth, which surged nearly 200 percent between 2010 and 2021. The increasing package volumes, along with a decline in First-Class Mail, changed the composition of mail processed through Postal Service's delivery network.

For the period from January 2020 through September 2022, for every 2,000 pounds of packages a carrier delivered in a quarter, the average injury rate increased by an average of 4.4 percent. This percentage is significant, considering that each carrier handled and delivered about 8,800 pounds per quarter, on average. That's an average of over 16 tons of parcels delivered by a letter carrier every year.

Are CCA turnover, understaffing and workplace injuries all related? The OIG report did not address those issues. The OIG made one very limited recommendation, calling on the USPS vice president of human resources to "develop and implement standard operating procedures outlining how a carrier should safely handle and deliver a heavy package (weighing 35 pounds or more)."

Despite the limited recommendation by the OIG, how can we as workers change our work culture to reduce injuries to our newest colleagues? That question goes to the core of what made the union movement in the first place—workplace solidarity.

When I carried mail, it was not uncommon for career letter carriers to tell new probationary employees that they should never report an injury or they would never pass probation. If that attitude still prevails, and injured city carrier assistants are not reporting injuries, it's likely the OIG's numbers do not reflect the true magnitude of injuries suffered by our newest letter carriers.

There is an old saying, attributed to the Industrial Workers of the World: "The bosses' brains are under the workers' hats." The OIG's report found that senior letter carriers suffer fewer injuries. Our senior letter carriers may be the best qualified to teach our newest employees how to carry the mail safely. The OIG report makes obvious the need for new and senior letter carriers to help each other learn how to work safely and avoid injuries.

A unified workforce that looks out for each other and shares insight on how to do our jobs safely could be our solution to the problems raised in the OIG report. When possible, we should work with local management to help our newest colleagues learn how to perform their letter carrier duties safely.

Section 818 of the USPS *Employee and Labor Relations Manual (ELM)* suggests that the Postal Service develop safety, health and ergonomics awareness and promotional programs. Given the OIG's findings, this is a perfect opportunity to bring up ergonomics in meetings with management.

After serving the last nine years as the assistant to the NALC president for workers' compensation, I am retiring. I appreciate NALC leadership's support of me and for the injured NALC members we represent. No other public-sector union helps its injured workers like the NALC. We have a great union that deserves your continuing support. Keep up the good work, brothers and sisters, and remember, an injury to one is an injury to all.

"No other public-sector union helps its injured workers like the NALC. We have a great union that deserves your continuing support. Keep up the good work, brothers and sisters, and remember, an injury to one is an injury to all."

Total package weight delivered had a bigger impact on newer carriers with less than one year of tenure than on more experienced carriers.

Some differences between age brackets emerged in the data. Specifically, the average carrier injury rate was highest for carriers between the ages of 40 and 55. On average, 4 in 10 injured carriers (39.8 percent) were between the ages of 40 and 55, which was slightly higher than the percentage of all carriers in that age range (36.0 percent). In contrast, the injury rate was lower for carriers younger than 40 years of age or older than 55.

Register for the food drive



Assistant to the President for Community Services
Christina Vela Davidson

It seems like we just finished talking about the 2022 Stamp Out Hunger® Food Drive and it's now time to start the conversation for the 2023 food drive. That amazing giving event, close to the hearts of so many of us, is just around the corner. May 13 will mark the 31st anniversary of our first national food drive. It's awe-inspiring to think that letter carriers have, for nearly a third of a century, delivered hope and sustenance to those in need.

Registering for the drive

We've improved and evolved in terms of the mechanics and organizational aspects over the years. There is a quick and easy way to register for the drive. Using the Members Only portal at nalc.org, branch presidents can simply click the "Food Drive" button, update their branch information, click the "complete registration" button and get confirmation of registration at the top of the "review" screen. That's it.

This also is the place to order posters to help get the word out. All branch presidents who register online are guaranteed food drive reminder postcards.

Are you not yet registered for Members Only access?

It's easy, it can be done from any computer, and it provides all members, not just branch presidents, with important and specific information tailored to them. If you're not a branch president, please remind yours that only he or she can register for the food drive online. That is the only way to secure reminder postcards early. Otherwise, registration forms will be mailed out by the end of January to branches that have not yet registered.

Save the date

Saturday, May 13—get used to talking about it. Whether you're new to the drive, have been with us since the beginning or are somewhere in between, thanks and congratulations are in order. Your work, day in and day out, to create the trust we enjoy with our customers is what makes the drive so successful.

Thanks to that trust, to date we've collected approximately 1.9 billion pounds total of food. We know that letter carriers are the "eyes and ears" of our communities. Our food drive proves that we are also their hearts and souls.

Please join us to make our 2023 national food drive the best ever. The Food Drive portal is already open for branch online registration, so please do it as soon as you can.

The Stamp Out Hunger Food Drive is right around the corner, so let's all get ready!

The image shows two screenshots of the NALC Members Only portal. The top screenshot displays the 'Member Information' page, which includes fields for Member ID, Date of Birth, Branch #, Home Phone, NALC Entry Date, P.O. Finance #, Cell Phone, USPS Enter on Duty, Region, Work Phone, EIN Number, and Congressional District. Below these fields are three image options: 'DIGNITY AND RESPECT', 'LETTER CARRIERS', and 'Stamp Out Hunger FOOD DRIVE'. The bottom screenshot shows the 'OFFICIAL REGISTRATION AND POST CARD REQUEST FORM' with sections for 'Branch Information', 'Food Drive Coordinator Information', and 'Address Choice'. The 'Branch Information' section includes fields for Branch #, President, and Region. The 'Food Drive Coordinator Information' section includes fields for Coordinator Name, Address 1, Address 2, City, State, and Zip. The 'Address Choice' section includes radio buttons for Branch and Home. A 'Complete Registration' button is visible at the bottom of the form.

After logging into the Members Only portal (above), branch presidents should click on the Stamp Out Hunger Food Drive logo to get to the registration area (right).

Veterans Group

For more information, go to nalc.org/veterans



Join the NALC Veterans Group today

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have more than 18,273 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation.

The creation of the NALC Veterans Group is intended to be something tangible and useful.

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It also is intended to give veterans a sense of family and more brotherhood/sisterhood. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

NALC has made it easier for all veterans to sign up for the group. You can fill out the form on the website and mail it in, or you can fill out the form shown below and mail it in.

And you can go to nalc.org/join-veterans, which will generate an email. You then will need to enter the information requested—name, address, branch number, military branch and any affiliated veterans groups. Once the fields are completed, press “send” and the email will be sent to me. I will then enter you in our NALC Veterans Group and send you an NALC Veteran pin.

Don't forget about the Veterans Group memorabilia that is available to purchase if you are a member of the Veterans Group. These items would make a great gift from a branch to its veterans; call the Supply Department at 202-662-2873 to order. All proceeds go toward future Veterans Group projects.

Always remember, brothers and sisters: Serving you is my job, and



Joining the Veterans Group online is easy. Simply go to nalc.org/join-veterans, click the link to generate an email and send your information to NALC Headquarters.

...serving our communities is all of our jobs. As I always say, “Help those in need, because you never know when it might be you in need.”

This month's column was written by Assistant to the President for Community Services Christina Vela Davidson.

Join the NALC Veterans Group

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

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

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



You continue to serve your country—**THANK YOU!**

NALC Veterans Group

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

NAME: _____
ADDRESS: _____
CITY, STATE, ZIP: _____
NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):
 AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Free
to join

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

Ruben D. Becerra Prato Br. 4491 Fairbanks, AK
 Walter M. Pacheco Br. 1902 AZ Mgd.
 Steven Scott Br. 3745 North Little Rock, AR
 Donald A. Pierce Br. 231 Central CA
 Kathy A. Rubly Br. 1100 Garden Grove, CA
 Eduardo T. Munoz Br. 1707 Hayward, CA
 Nien T. Vo Br. 24 Los Angeles, CA
 Yulonda Williams Br. 24 Los Angeles, CA
 Louis M. Kapustin Br. 2200 Pasadena, CA
 Newlyn C. De Luna Br. 70 San Diego, CA
 Freddy Gudiel Br. 214 San Francisco, CA
 Laurence A. Schofield Br. 183 Santa Rosa, CA
 Kthryn E. Haley Br. 2902 Tri-Valley, CA
 Tiki A. Easley Br. 32 Bridgeport, CT
 Ralph L. Lucas Br. 142 Washington, DC
 Benny L. Lucas Sr. Br. 142 Washington, DC
 Richard W. Beuth Br. 1779 Lakeland, FL
 John P. Loving Br. 53 Northeast FL
 Sahadeo Seenarraine Br. 1071 South FL
 John A. Egermann Br. 1870 Downers Grove, IL
 Louis McHugh Br. 1870 Downers Grove, IL
 Anthony E. Lorenzo Br. 305 Joliet, IL
 Gregory Herres Br. 825 Oak Brook, IL
 Verle W. Safford Jr. Br. 31 Peoria, IL
 James J. Zameska Jr. Br. 2421 Greenwood, IN
 Joseph R. Pressnell Br. 580 Hammond, IN
 Donald R. Craft Br. 352 Central IA Mgd.
 Larry D. Swaim Br. 726 Fairfield, IA

James A. Daniels Br. 5521 Shawnee Mission, KS
 Melissa N. Nichols Allen Br. 14 Louisville, KY
 Kenneth W. Nichols I Br. 14 Louisville, KY
 Robert B. Williams Jr. Br. 129 Baton Rouge, LA
 Sean W. Peters Br. 124 New Orleans, LA
 John L. Cherry Br. 176 Baltimore, MD
 William H. Jubb Br. 176 Baltimore, MD
 Thomas J. Pfaff Br. 176 Baltimore, MD
 Joseph C. Losciuto Br. 34 Boston, MA
 Freddie Babiczuk Br. 51 Fall River, MA
 William J. Leavy Jr. Br. 286 Pittsfield, MA
 Linda A. Daniels Br. 1 Detroit, MI
 Gerald L. Guess Br. 1 Detroit, MI
 Edgar A. Kirkindall Br. 4374 South Macomb, MI
 Arthur A. Heikkila Br. 9 Minneapolis, MN
 Jerry L. Smith Br. 476 Natchez, MS
 Maurice H. Snare Br. 30 Kansas City, MO
 Delbert T. Jones Br. 343 St. Louis, MO
 Terry G. Gaver Br. 1043 Columbus, NE
 Harold A. Ruland Br. 425 Bergen Co. Mgd., NJ
 Derek S. Sealy Br. 38 NJ Mgd.
 Isles Wohlfahrter Br. 30 Trenton, NJ
 Albert E. DuBois Br. 29 Albany, NY
 Robert E. Alcide Br. 6000 Long Island Mgd., NY
 William H. Burrows Br. 6000 Long Island Mgd., NY
 Norman W. Kyea Br. 36 New York, NY
 Janice E. Chiappone Br. 210 Rochester, NY
 Ronald J. Ingrassia Br. 99 Staten Island, NY
 John C. Webert Br. 302 Watertown, New York
 Caylon C. Bentley Br. 2262 Burlington, NC
 Allen R. Blakely Br. 545 Charlotte, NC
 James M. Herrin Br. 545 Charlotte, NC
 Charles J. Parker Br. 545 Charlotte, NC
 William Ruiz Br. 1128 Fayetteville, NC
 Issac H. Baity Jr. Br. 461 Winston-Salem, NC
 John M. McGurran Br. 517 Grand Forks, ND
 David H. Schwab Br. 238 Canton, OH

Raymond P. Layman Br. 43 Cincinnati, OH
 Michael D. Russo Br. 43 Cincinnati, OH
 John D. Young Br. 426 Hamilton, OH
 Frank W. Bagola Br. 583 Lorain, OH
 Carol R. Austin Br. 4195 Mentor, OH
 Richard L. Byler Br. 458 Oklahoma City, OK
 John H. Garrouette Br. 1358 Tulsa, OK
 Carl J. Buttillo Br. 254 Bethlehem, PA
 Horace C. McCormick Br. 233 Columbia, SC
 George N. Bell Br. 27 Memphis, TN
 Herschel F. Peirson Br. 950 Abilene, TX
 Paul K. Arceneaux Br. 283 Houston, TX
 Jarvis A. Broussard Br. 283 Houston, TX
 C. L. Buck Br. 283 Houston, TX
 Romelo L. Cabral Br. 283 Houston, TX
 Latroy D. Carroll Br. 283 Houston, TX
 Harold A. Schneider Br. 643 Temple, TX
 Daniel L. Thomas Br. 518 Charlottesville, VA
 Thomas S. Assaid Br. 524 Roanoke, VA
 John T. Terry McVey Br. 524 Roanoke, VA
 Leonard D. Hatch Br. 450 Bellingham, WA
 Michael S. Maxwell Br. 450 Bellingham, WA
 Long K. Kha Br. 79 Seattle, WA
 James E. Anderson Br. 359 Huntington, WV
 Larry R. Dexter Br. 359 Huntington, WV
 Clyde A. Dobby Jr. Br. 359 Huntington, WV
 Detroit Lewis Br. 359 Huntington, WV
 John S. Meadows Br. 359 Huntington, WV
 William T. Parsons Br. 359 Huntington, WV
 William C. Robinson Br. 359 Huntington, WV
 James A. Stoddard Br. 359 Huntington, WV
 Gerald J. Bitney Br. 507 Madison, WI
 Norbert A. Balsewicz Br. 2 Milwaukee, WI
 Audre D. Cross Br. 2 Milwaukee, WI
 Leon A. Grimm Br. 2 Milwaukee, WI
 Thomas J. Lapinske Br. 2 Milwaukee, WI

David H. Goldblatt and Cheryl M. Wasnick were erroneously listed as deceased in a previous issue of *The Postal Record*. We regret the errors and apologize for any problems they may have caused.

Election Notices

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for delegates to the regional rap session in Myrtle Beach Oct. 6-8 will be held at the regular stated monthly branch meeting on Feb. 21, and election of delegates will be held at the regular stated monthly branch meeting on March 21 if needed. Election will be by secret ballot.

Mark Bare, Pres., Br. 2262

Canoga Park, California

This is official notice to all members of Branch 4006 that nominations will take place at our Feb. 9 meeting at 6 p.m. for president, vice president, secretary-treasurer, assistant secretary-treasurer, sergeant-at-arms and trustees.

Alfonso Gamboa, Pres., Br. 4006

Idaho

This is official notice to all active and retired members of the Idaho State Association of Letter Carriers that elections of all officers shall take place at the state convention to be held in Twin Falls April 28-29. The elected positions are president, vice president, secretary-treasurer, director of education, director of retirees, and an executive board consisting of six members.

Matthew Parkin, Pres., ISALC

Pawtucket, Rhode Island

This is official notice to all members in good standing of Branch 55 that nominations for all positions will take place on Wednesday, Feb. 8. Our meeting and the nomination of officers will take place at Spumoni's Restaurant, located at 1537 Newport Ave., Pawtucket. The meeting starts at 7 p.m.

Any member in good standing wishing to accept a nomination and unable to attend the meeting must submit a letter in writing to the recording secretary, Kenneth Cahoon, and signify the acceptance of the specific position/nomination prior to the meeting. The following positions are up for nomination: president, executive vice president, vice president, financial secretary-treasurer, recording-secretary, health benefit representative (must be enrolled in the NALC Health Benefit Plan), sergeant-at-arms and three trustee positions.

The officers/positions will be elected for a two-year term. The election will be by secret mail ballot and election results will be shared with the members in accordance with the Branch 55 bylaws.

Kenneth Cahoon, Rec. Sec., Br. 55

Waukesha, Wisconsin

This is a notice to all members of Branch 397 that nominations for the next two terms for the following offices will be accepted at the February meet-

ing, with elections to be held at the March meeting: president, vice president, treasurer, secretary, two stewards in Waukesha, a steward in New Berlin and three trustees. The meetings will be held the second Tuesday of the month (Feb. 14 and March 14) at Foss View Lanes, 2440 W. Sunset Drive, Wukesha. Any member in good standing is eli-

gible for nomination. Those wishing to be nominated must accept nominations in person at the February meeting or submit their willingness to accept nomination in writing prior to the meeting.

If an election is necessary, it will be at the March meeting, where all members in good standing can vote.

Bob Gratz, Rec. Sec., Br. 397

Regarding Election Notices

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

To submit items by mail: Mail to The Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-

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

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

State Summaries

Alabama

The Alabama State Association state convention will take place June 22-25 in Birmingham at the DoubleTree Hotel at Perimeter Park.

This is an election year, so if you have any nominees or plan on running for a position, please be prepared to submit your nominations at the microphone. Please submit your delegates, any submissions for bylaws changes, and any names of brothers and sisters whom we have lost since the 2019 state convention by May 1.

Host letters have been mailed to your branches. We look forward to seeing there, and safe travels to you all.

Accacia S. Hammonds

California

Your vote matters!

As I write this, one of our endorsed candidates for state Senate, Melissa Hurtado, won her election in the southern San Joaquin Valley by 20 votes. Yes, you read that right. Twenty votes! 68,457 to 68,437 in the 16th District, the closest state Senate election in the Golden State in more than a century.

Then there's California's Congressional District 13, the last to be called in the country, where our candidate, Adam Gray, lost by 564 votes (67,060 to 66,496), in a seat where Joe Biden won by more than 10 percentage points. What does that mean? It means that some of the president's voters didn't show up to vote! And it has consequences.

Because of voter apathy among some voters, which happens in every midterm election that a pro-labor politician occupies the White House, some pretty scary people will chair very important House committees. Jim Jordan chairing the House Judiciary Committee should scare the living hell out of every truth-and-justice-loving American, as he has pledged to go after the president (for what, I have no idea).

If you want a preferred piece of legislation to pass the House with the new cast of characters and—surprise—it doesn't get through because a committee chair doesn't feel like bringing it up and you didn't bother to vote, well, whose fault was that? You can look in the mirror for the answer!

On behalf of the California State Association of Letter Carriers, I wish all my brother and sister letter carriers around the country a joyous holiday season! And best wishes to our newly elected president, Brian Renfroe, and his team! And thank you, Fred Rolando, for all your years of service!

Eric Ellis

Colorado

While the new year is already here, the work never ends. COSALC is working together with the NALC Region 4 NBA's office on the Colorado Steward's College that will be held later this month, Jan. 26-28. Please visit cosalc.org for details on the location and reservation details. Day One is for new stewards. The remaining days are for experienced stewards. We look forward to seeing you at the training.

COSALC President Doug Jaynes is already working hard to prepare for our future legislative trip to DC to help educate the new members in Congress on postal issues. Nick Rosen-

gard has been appointed the new LCCL for Congressional District 5 and Stephnie Greatheart has been appointed LCCL for Congressional District 8. We welcome them to the team and thank them for stepping up to help their sisters and brothers throughout Colorado.

It is up to all of us to take an active role in our union across the board. That can be as an officer of the branch, or even just attending monthly meetings. Each and every one of us combined creates our great union. Please step up and take an active role in your local branch or state association.

In unity—

Richard Byrne

Florida

The 77th FSALC convention and training seminar will be held Aug. 24-26 at the Naples Grande Beach Resort at 475 Seagate Drive, Naples (phone: 239-594-6328). Room rates are \$159 per night, single or double. This rate includes free parking and Wi-Fi. There will be no resort fees. Hotel reservations can be made by using the booking website: <https://book.passkey.com/go/FSALC23>. You can also make reservations by calling 844-489-9663.

Delegate registration is \$50 per delegate. You must register your delegates with the state secretary no later than March 1. There will be a family night dinner for \$45 per person (children 12 years old or younger are free.) Ads for the convention booklet are \$200 for full inside page of the front or back cover, \$100 for a full page, \$75 for a half page and \$50 for a quarter page. Region 9's newly elected NBA, Eddie Davidson, will be in attendance. The training for the training session has not been determined.

I, along with Gerald Lonergan, a retiree from Branch 2008 and region 9's retirement specialist, have recently returned to Florida after serving for a month as part of the NALC release staff in Charlotte, NC, to work with the AFL-CIO for Labor 2022 in the midterm elections. At the same time, Shane Ulbin, chairperson for District 3; Mike Clark, state treasurer; Kevin Byrne, state legislative liaison; and Jackie Daly, letter carrier congressional liaison from Branch 1091, were serving as release staff in Georgia. Shane, Kevin and Jackie continued as release staff through the runoff election, which resulted in the election of Sen. Warnock, giving the Democrats a much-needed edge in the U.S. Senate.

O.D. Elliott

Kentucky

Just want to wish all of our union letter carriers across the commonwealth a happy 2023, along with their families and friends.

All of the wages and benefits we have are ultimately because of our union, the National Association of Letter Carriers. So let's all dedicate some time and resources back to NALC in the new year.

Important dates for the KYSALC state convention are June 11-12 in Louisville, with Branch 14 hosting. Details on site and agenda will be forthcoming.

Thanks to all of our officers and executive board. We look forward to working with our LPO, Anna Mudd, and our K-I-M NBA, David Mudd, as well as all of our brothers and sisters across the K-I-M re-

gion. We always need new union members to step up and become the next generation of leaders.

See you soon!

Bob McNulty

New Jersey

President Richard O'Connell, the officers, and the executive board of New Jersey State Association of Letter Carriers congratulate NALC President Brian Renfroe and his officers, as the newly installed leaders of NALC. I am confident that Brian and his officers will continue the unwavering and excellent representation that this great union is accustomed to.

I have had the opportunity to work with President Renfroe as director of education for the NJSALC. As executive vice president, Brian has spearheaded the growth and transformation of NALC's legislative program. Brian's knowledge, persistence and leadership qualities have been a critical asset in the success of our legislative efforts, culminating in the recent passage of the Postal Reform Act.

On Jan. 3, the 118th Congress was sworn in. The landscape of Congress changed during the midterm elections of 2022. The House of Representatives is controlled by the Republican Party, and the Senate is controlled by the Democrats. The White House continues to be held by Democrat President Biden. The split in leadership will be problematic for the passage of postal legislation, including the Social Security fairness and federal retirement bills. Both bills will be provided with new bill numbers under the 118th Congress. Securing co-sponsors for each bill begins anew. The fight is not over for these two bills, which are important to our retired and active members.

There are a few important dates to remember this year. The Richard P. O'Connell Scholarship application is available at NJSALC.com. The final packet must be returned by April 28. The New Jersey state convention will be held Sept. 10-12 at the Tropicana Hotel in Atlantic City. As we start this new year, I hope you remain safe and successfully maintain your resolutions for the new year!

Christine A. Strasser

Texas

2023 starts a new year and a new congressional session. I hope each of you had a wonderful Christmas. I would like to congratulate Javier Bernal on his retirement and Shawn Boyd on his installation as Region 10 national

Please note:

There will be no Branch Items, State Summaries or Retiree Reports in the February 2023 *Postal Record*. That edition will be the special annual tribute issue honoring contributors to LCPF during 2022.

business agent. Congratulations to all branch officers newly elected and those reelected.

With postal reform in the books, we can now focus on the reintroduction of the Federal Retirement Fairness Act, Social Security Fairness Act and USPS Shipping Equity Act.

The fight is never over, and we need to hit the ground running. Along with a new Congress come new members and new congressional districts. Texas added two new districts, totaling 38. New members include Districts 3: Keith Self; 8: Morgan Luttrell, 15: Monica De La Cruz, 30: Jasmine Crockett, new to 34: Vicente Gon-

zalez and 35: Greg Casar. Newly created District 37 is represented by longtime supporter Lloyd Doggett, and 38: Wesley Hunt.

We look forward to seeing all branch presidents at the State Committee of Presidents on Jan. 28. The time of this meeting is 9 a.m. at the Royal Sonesta, 2222 W. Loop S., Houston. Make reservations at <https://book.passkey.com/e/50446628>. Individuals will make reservations directly with the hotel's reservations department or via the online link provided. Attendees, contact the reservations department at 855-463-3091 and identify yourselves as par-

ticipants of the Texas State Association of Letters Carriers group, or group ID #012623TXLC, to receive your special group rates. The hotel must receive reservations by attendees by 5 p.m. prior to the cut-off date, Friday, Jan. 9.

Branches, please provide your 2023 Texas state convention delegates list to secretary, tsalc@gmail.com and/or mail to: Kimberly Arnold, TSALC Secretary; 17703 Heritage Cove Drive; Webster, TX 77598.

If you have any questions, call 281-413-3319.

Carlos Rodriguez Jr.

Retiree Reports

Anchorage, Alaska

So, how many of you are new retirees? Well, you should know that you won't be receiving your regular retirement check for at least a few months. OPM is backed up—really backed up. Hopefully you'll receive your first interim check in February, but I wouldn't count on it. Maybe March if you're lucky. Sit tight, because OPM does catch up all that you are owed. I'm guessing middle of May and then you'll start getting your full retirement in June, so be prepared. Everything will still be covered (health and life insurance), so sleep easily.

Hopefully you have put away a little nest egg to live on while you're waiting for your retirement to be finalized. But don't forget, you'll have your TSP to fall back on to get you through it, if needed. Usually at the time you're reading this, TSP has been notified you are an "annuitant." You can start withdrawing from your TSP without any penalties. If you haven't set up direct deposit yet, there will be a seven-day delay. Fast-forward a few months and in the middle of May, you'll notice a deposit from OPM and it's usually substantial unless you are 62 or older. If under 62, you receive the FERS supplement, which you won't receive until they finalize your retirement. Age 62 and older, you won't get the FERS supplement because you can start taking your Social Security if you choose. There are decisions to be made whether you take Social Security as soon as you're eligible or wait until a later date. Just remember, the longer you wait, the older you get, and there may come health issues which prevent you from doing the things you could at age 62.

To the new retirees, welcome to the good life!

Jim Raymond, Branch 4319

Centennial, Colorado

The days are getting shorter—time to get the headlights out. When I started my career, we seldom worked in the dark. But once delivery processing began to get more automated, it seemed to push us into the later parts of the day. Because I was low in seniority, I found myself out in the dark. I will never forget watching an older carrier, Charlie Gump, deliver mail with a flashlight under his arm pit. It was a year or two later when "snake lights" were introduced so we could work with both hands. Ah, those were the days!

At the last branch meeting there was an interesting discussion about how to handle the collection of union dues when a carrier is in a "no deduct" status. Since the branch continues to pay National for its members, we need a policy to address this issue, and our president will be formulating a letter. We also talked about the December Penalty Exclusion and why it was introduced back in the '80s. Carriers who are working 12-hour days, six days a week are exhausted, and getting less pay for four weeks. RAA John Robles explained how our union negotiations work and why a resolution introduced at the next national convention could address this issue.

It was great to see the next generation taking up the "common cause." Our newer members are stepping up as stewards, getting advocate training and taking full advantage of belonging to a union. Makes me proud as we move forward.

Happy New Year!

In unity—

Barb Larson, Branch 5996

Hartford, Connecticut

The political season is over (for now), and NALC succeeded in limiting losses in the House, and actually picked up a seat in the Senate. (Of course, then came the news about Arizona Sen. Sinema leaving the Democratic party.)

Aside from trusting that NALC would put my LCPF contributions to good use, I made direct donations to the likes of Crist and Demings in Florida; Evers and Barnes in Wisconsin; Fetterman in Pennsylvania; Warnock in Georgia; O'Rourke in Texas; and Hayes and local candidates in Connecticut. Some were successful; some were not. But that is never the point, is it? One takes a stand and then puts their money where their mouth is. I won't miss the money.

I am attending the national installation of officers in December and am especially proud to do so. It's a special moment for newly elected union officials, and it's important to support the new direction that begins after such an event. NALC President Emeritus James Rademacher used to tell me that the event is the only opportunity for the newly elected to feel good about their achievements. After that, they belong to the members for the other 364 days of the year!

I cannot, nor do I wish to, allow this opportunity to go without expressing my heartfelt thanks to (now) NALC President Emeritus Fred-

ric V. Rolando for all of his efforts to continue advancing the causes and hopes of the membership. As the president of Branch 86 for the entire tenure of his stewardship, Fred never hesitated to take my calls, offer encouragement, or respond to the needs of Branch 86 members. I never once heard him complain about anyone or anything. All members are better off today, and he set a high bar for President Renfroe. President Rolando, you honored yourself!

Michael L. Willadsen, Branch 86

New Orleans, Louisiana

Branch 124's retirees meetings are the second Wednesday of the month at 1 p.m. At our next meeting on Jan. 11, we will set the agenda for 2023. Consider this an open invitation to be involved and stay informed as to how your benefits can be either enhanced or be placed in jeopardy depending on the political climate.

Case in point: Louisiana Rep. Julia Letlow (R-5) is of the few Republicans who has gone on record to repeal the Windfall Elimination Provision/Government Pension Offset. This is a big deal, as it pertains to money you're entitled to under Social Security if you retired under the Civil Service Retirement System. This is *your* money, and you're being unfairly penalized by having your money/benefit being reduced by as much as two-thirds—it's just blatantly wrong, end of story.

I'm going to take a moment of privilege to acknowledge the passing of Mr. Sie L. Terrell. Mr. Sie drove to the Branch 124 retirees meeting, long before I got involved with retirees, from Baton Rouge when he was a youngster at 88. Mr. Sie was 91 when he joined the ancestors. Rest in power, Mr. Sie, and thanks for all you did for Branch 124 retirees. Peace and blessings to your family.

Speaking of youngsters, congratulations and happy birthday to Brother Fred Conerly, who turned 100 years young. My first encounter with Mr. Conerly was as QWL Coordinator for the Mailhandlers; at that time, the NALC had E.I. (Employee Involvement). Lord, we need that now more than ever. Mr. Conerly was a past president of Branch 124.

All the best in 2023. Contribute to political fund of NALC—it keeps your hard-earned benefits safe.

Be involved in 2023. VIA: Victory is assured.

Stanley L. Taylor, Branch 124

Branch Items

Albany, New York

It is an honor to be reelected executive vice president of Branch 29 for the next three years. I'd like to express my thanks to all the members of Branch 29 for putting their trust and faith in me to fight for their rights. I'd also like to congratulate the rest of the executive board and all of the shop stewards elected to their respective positions.

It is a strange feeling not to hoist the satchel onto my shoulder each day and head out the door with my NALC brothers and sisters as I have for the past 17 years. My new job as the NALC Step B representative for the Albany/Western New York DRT is even more challenging, though. I'm happy to irritate and frustrate a whole new group of managers by holding them accountable to the contract they swore to uphold. It took many brave NALC members to put it all on the line to fight for the future that I am currently enjoying, which is why I consider it an honor to fight for the future of tomorrow's letter carriers—even if that future is a self-driving van with a carrier case in the back for you to sort the mail as you load robots and drones to drop off packages on your way to the route.

It surprises me every time I see a letter carrier drop a box on a porch and walk away without ringing the doorbell or knocking on the door. Treat your customers like they are your friends or family, and treat their neighborhood as if it was your own. Everyone is exhausted and frustrated with the continued staffing shortages, forced overtime and delayed mail, but we can't let that affect the service we provide to our customers.

Norris Beswick, Branch 29

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy new year and a blessed 2023. We would also like to recognize and congratulate our fellow carriers on their recent retirements: Wayne Forte at our Yorkmont station with 21 years of service, Donald Stinnett at our Ballantyne station with 28 years of service, and Oscar Outen at our Monroe station with 29 years of service.

Also, it is my honor to recognize two of the finest carriers from Northeast station I have ever had the privilege of working with. These men distinguished themselves with their incredible work ethic and dedication to the Postal Service, customers and, most of all, their families. Sam Holmes served the Postal Service for 34 years and worked at multiple stations around the city. Ronald Carroll served the Postal Service for 32 years, was a former union steward, and also served our country in the Air Force. Thank you both for your mentorship, your kindness, and making Northeast station feel like a family, for you will truly be missed. We want to wish all our retirees the best in the next chapters of your lives and thank you again for your service.

The union leadership would like to let all our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending and we are continuing to work within the parameters

established by our local government leaders in regard to COVID-19. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

Emerald Coast, Florida

The year 2022 has been one hell of a ride, and I will say that I will be glad when the last days of December are over. We have endured a lot during this year—shortages of carriers, COVID-19, heavy onslaught of packages, long hours, and don't let me forget management constantly violating the National Agreement. We endured it all because we are dedicated and believe in the mission. I am not going to say that management is totally to blame, and we do have our share of poor performers, but we just pick them up and



Emerald Coast, FL Branch 4559 held its installation of officers in December.

help them across the finish line.

I remember my grandmother, who was a very religious person, often told me that the tongue was the one thing God could not control. I always remembered that statement, because I see it so often coming from the carriers' and managers' mouths. Sometimes we need to think before we speak, and be mindful of what we are about to say before we say it. The working environments within the USPS seriously need to be addressed; the working conditions are the worst that I have ever seen. It's all about numbers, but I have always told management that they need to know their people, know that what they need to do in order to get the most from the carrier, and still meet the goal. The union is always here to show management the way if only if they would be willing to listen to our suggestions.

I would like, on behalf of our branch, to thank Bob Henning for installing the new officers at the recent Christmas party. It truly was a pleasure to have you back home enjoying the festivities; thank you.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

On behalf of our entire branch, I want to congratulate Cory Carter on being elected as the new president of Branch 205. Cory has proven to be a strong union activist, having served as a trustee, vice president and most recently our interim president. Serving as chief steward in the West Fargo office the last seven years, he has filled hundreds of grievances on behalf of

branch members with a high level of success. I'm confident that the members of Branch 205 are in good hands under Cory's leadership.

We have had a few new people step up to take positions within the executive board of our branch. Included in those are PTFs Luke Burns as sergeant-of-arms and Megan Kenzler as a trustee as well as the new food drive coordinator. Longtime carrier Carmen Bush will be a trustee, and Rich Edgerly Jr. is the new health benefits representative. Jason F., Rachel F., Wayne H., Cory C., Kristi L. and I continue in various executive board positions within the branch.

Good luck to longtime carrier Matt Codgill, who left the carrier craft in November to take a position in the maintenance department.

Congratulations to Matt Henning on recently getting converted to regular.

Congratulations to former Prairiewood carriers Rita Anderson and Darrell Boreen on their recent retirements. We wish you both all the best in your future endeavors.

Reminder that our annual Christmas party, including the installation of the new executive board, is Jan. 21, starting at 6 p.m., at the Fargo Gastro Pub.

Brian Priszano, Branch 205

Fresno, California

Almost anything can, and does, happen while delivering the mail. Letter carriers are assaulted, cussed out, bitten, robbed, kidnapped, and sometimes killed. The holiday season is no exception. Oftentimes, postal management is unsympathetic, blaming the victims. Instead, some laugh, ordering letter carriers to just get back to work. Not even asking the victims how they are feeling. They even accuse you of making up the story. The last thing you need is for your co-workers to also think it is funny, or question your manhood. Management often do not call the police, or postal inspectors. A report is often needed for OWCP claims.

This is not picking on management. It is the truth. Injured employees/victims are expected to follow their doctor's instructions. The same goes for management. But, they consider it to be a burden on their hours by lazy troublemakers. They do this while sitting behind a desk, being obnoxious and gaining weight. You would think they care about those they manage. They are required to provide a hostility-free work environment and safe working conditions. Harassing and laughing at injured employees is far from that.

Working safely includes looking out for your co-workers in the office and out on the street. Be united against abusive, unsympathetic managers. You have union officials who can help. I, for one, take abuse by management very seriously. So should you.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

President Rolando's column in November concluded: "I am proud that the NALC is doing its part to revive the labor movement, and

to heal and strengthen our country with solidarity.”

In the weeks since, with bipartisan support from the corporatist Republicans and Democrats in Congress, Joe Biden’s administration (self-proclaimed “most pro-labor president ever”) struck a blow *against* the railroad workers and the revival of the labor movement of this country.

The current busiest season of the year serves Biden’s argument that railroad workers are “too essential” to be allowed to exercise their right to strike so as to achieve success in negotiations with the greedy railroad corporations. Echoing President Obama’s and President Bush’s rationale in 2008 for saving the Wall Street corporate thieves who had plundered the U.S. economy, Biden now states these railroad monopoly capitalists “are too big to fail.”

With the federal intervention in railroad negotiations timed with the holidays, AP writer Josh Funk enumerated many industries as well as commuters, online orders, etc., that would be adversely affected. But Funk also reported: “The last time U.S. railroads went on strike was in 1992. That strike lasted two days before Congress intervened.” He admitted that, “*an extended rail shutdown has not happened for a century*, partly because a law passed in 1926 made it much harder for [railroad] workers to strike.” (emphasis added) (*Greensboro News and Record*).

This is why the railroad workers currently receive no sick days and rejected the contract. Meanwhile, the railroad capitalists have severely shrunk the railroad workforce; they’re attempting to *casualize* this union workforce!

Yet all through these negotiations, including with Biden, the Democrat, the top AFL-CIO leadership has remained silent. Clearly, as the railway corporations refuse to provide minimal time off, genuine union leaders need to seriously raise the nationalization of the U.S. rail system.

In solidarity—

Richard A. Koritz, Branch 630

Hagerstown, Maryland

Happy New Year!

I would like to congratulate everybody on another successful holiday season. While the hours were long and draining, I hope that we can all appreciate the work that we did to give our customers the service they deserve. While it certainly is understated, the Postal Service would cease to exist without our tremendous daily effort, and for that, I am incredibly proud of our collective effort this past month.

Moving forward, it is important to get back into the rhythm of the everyday, especially with a route inspection looming. While the exact dates are uncertain, it is a near certainty that we will be undergoing the new TIAREAP inspection this year. This means ensuring that you are properly clocked onto your route and doing all of your daily assignments with your scanner on your person. While the new inspection process has gotten mostly positive reviews from offices that have undergone it, the biggest advice that has been given is to take the scanner everywhere. While it may be annoying to have to

answer every question that is asked, it is much easier to answer, and prove the answer, when the scanner will have data supporting each statement.

As the inspection looms closer, a more detailed explanation of how the inspection works can be found through the NALC website going through the Members Only portal. From there, you would access “Member Documents” and go to the “Convention Workshops” tab and scroll down to the TIAREAP file. This file will provide a PowerPoint that was presented at the national convention in August that explains how the new inspection process is to be handled. While I am by no means an expert, I would be happy to try to answer any questions anybody may have.

In solidarity—

Jeremy Kessel, Branch 443

Jackson, Michigan

’Tis the season....

Here we are again in the holiday season. I don’t even need to know the date; I can just tell by fellow colleagues’ attitudes and events. Our office is magnificent when it comes to doing positive things for our community. This Christmas we have adopted two elementary schools in the Jackson area. We will be giving out gifts to 900 people. This was a big task, and people continue to amaze me with volunteering and donating! It truly is a remarkable time—we set up the night before and organize the gifts for pre-K to fifth graders. We then get the local police to escort Santa and his helpers to the schools. We do each S hook on separate days. All volunteers.

How do we get there? Our president organizes this event and we basically ask for donations, do 50/50 raffles weekly and a silent auction. This year we also received a hefty donation from one of our clerks clubs. Deb, our president, will receive money and then buy toys and toys and toys. We then store them in pumpkins, organize them and gift bag them and take them to each S hook the night before. The kids, the teachers and the administrators plus all of the post office volunteers make it a very special day—one the kids can remember!

Yes, Virginia, there is a Santa!

Mark Raczowski, Branch 232

Kansas City, Missouri

Around 250 members of Branch 30, along with guests from Branch 5267, Grandview, MO, dined on Fiorella’s Jack Stack Barbecue; jammed to the groove set by Djeleven; and tossed back drinks from the Masters of the Mix. Everyone who attended and participated in the festivities should be good until Dec. 29. The Branch 30 executive board, according to early reports from RUMor CONTROL, have cemented themselves in the Party Hall of Fame (Organizational). When your resume includes the Ed Gorman MDA Bowlathon, branch cookout and retirees dinner, it is difficult to dispute that Kansas City, MO, knows how to party. The entertainment committee, lead by Branch Treasurer Terry Myers, has turned having a great time into an art form. Missed at this year’s celebration was

Frank Ferro, Frank Mitchell, Drenna Gilmore, Richard Skinner, Chris Stapleton and other family and friends.

With all the elections finally concluded, change has come at all levels. Nationally, Republicans have taken control of the House of Representatives for the 118th Congress (oh



Youngstown, OH Br. 385 members Ross Haught and Steve Hall received Expert Driver awards.

boy). For the NALC—our new president is Brian Renfroe; Branch 30 member David A. Teegarden is the new Region 5 NBA; locally, the Branch 30 executive board and legislative committee had changes as well. Steven Murray was elected to the board of trustees, assuming the seat of Frank Ferro (deceased) and will join Rob Kumpf and Chris Cole. The legislative committee now consists of Anita Franklin and Kevin Williams. Former committee member Anthony Mitchell has been appointed to the position of assistant to the president for legislative and political organizing.

With all that has transpired this past year, my concerns for the future were warranted. However, upon seeing members from Branch 30 doing things on a national scale, Chicken Little has gone to bed.

In unionism—

Calvin Davis, Branch 30

Knoxville, Tennessee

Merry Christmas, brothers and sisters!

The definition of “good faith” bargaining is honesty, fairness and lawfulness of purpose, with absence of any intent to defraud, act maliciously, or take unfair advantage by either party. Recently, a grievance was submitted for a letter carrier seeking reimbursement for her military leave. *Employee Labor Manual* 517.12 authorizes absence from postal duties for hours the employee would have worked during his or her regular schedule, without loss of pay, time or performance rating, granted to eligible employees who are members of the National Guard or reserve components of the armed forces. Easy peasy, right?

Not in management’s eyes. Full-time employees can receive credit for paid military leave up to 15 calendar days (120 hours) each fiscal year. Part-time can receive one hour of military leave for each 26 hours in pay status (including mili-

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tary LWOP) in the preceding fiscal year if they were in a pay status a minimum of 1,040 hours. Difficult to understand?

Not in management's eyes. They just do not want to pay (they do not have a problem when it comes to pay for forced overtime) and are hoping for a favorable decision at Step B.

Good-faith bargaining? We don't think so, which leads us to the NALC Veterans Group, which was created in 2015 to provide access to information and tools specific to veterans' rights and benefits with the Postal Service. If you did the time and have not signed up, please notify your steward, and get my number. We can get you signed up over the phone and get the enrollment card into the mail. Easy peasy.

Tony Rodriguez, Branch 419

Minneapolis, Minnesota

Editor's Note: In the December issue, the Branch Item for St. Paul, MN Branch 28 was erroneously printed in place of the Branch 9 item. The Postal Record regrets the error.

Did you know that about 60 percent of letter carriers were referred by family, friends or someone who they knew was a letter carrier? I know that things are difficult right now. We are shorthanded. I see the issues that are going on across the entire installation. Most stations are forcing daily, and the Post Office is having a hard time recruiting and retaining CCAs and PTFs. To make things worse, we have some managers across the installation that are not treating carriers with dignity and respect.

Things at times with the Postal Service seem to be out of control. While there are many things that we cannot control, there are things that we can do to make things go smoother for ourselves and our co-workers.

How can I help?

The first thing that we can do is to try to keep a positive attitude. I have been with the Post Office long enough to know that things change quickly. We are extremely short-staffed right now, but it will come around, and eventually we will not be as short-staffed as we are right now. Also, it is important to remember that we have a great job with good pay and benefits and eventually, even though sometimes it seems in the distant future, we are going to be able to retire with a pension.

The second thing we need to do is, to the best of our abilities, help those around us. The old saying is true—if you want to help yourself, you need to help someone else. There is great satisfaction in helping other people. CCAs and PTFs need our positive feedback. They need to be encouraged to hang in there. We all need that at times in our careers. Please take the time to be a positive influence on those around you.

In solidarity—

Scott Bultena, Branch 9

Monterey, California

Today, I got news that Dale Hart had passed away. Dale was the NBA when I got fired in 2000.

Dale was brilliant and never backed down from a fight. He was a great teacher, leaving

all those who left his classes empowered and ready to tackle management, and we did. He and I had been texting back and forth since May of this year. I was trying to get information from him and boy, it wasn't easy.



Western Wayne County, MI Branch 2184 President Walt McGregor (l) and Branch Executive Vice President Jackie McGregory (r) presented James Johnson with a 50-year gold card.

After his Quilt of Valor arrived, he wrote, in part, "Patty, what a great surprise. The quilt means a lot to me. My doctor says that I should stare at the side with the repetitive pattern while I am enjoying my medicinal dose of peyote laced with THC. I'm happy that Korthof finally got what he deserved. It jogged my memory. Remember when Sombrotto visited the Monterey PO? 5 minutes before Vince walked in, I walked up to Korthof and said, 'Hey Jim, nice hair. Whatcha do, stick your head in a toilet & flushed it?' He got this startled look on his face & froze. He was a pussycat after that while Vince was there. But setting that aside, I want to thank you profusely for the quilt & the 'Welcome Home Letter.' Your gifts blasted a hole in my heart that will stay with me forever. Thanks so very much, Patty." I will cherish this message from Dale forever. R.I.P., brother—you will never be forgotten.

So excited that after four years of work, and filing the original route inspection grievance and four non-compliance grievances, it's settled. \$993,650. Not bad for a small branch. Thanks go to Chris Calica, Jay La Violette, James Henry and Jeff Frazee for their help.

United, we bargain; divided, we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

It's been quite a while since I last penned a letter to union members of the NALC. Due to a few health issues I was down, but now I am up to my writing ways. Down, but not out. On the road to recovery! How sweet it is being on the mend again.

A lot has happened since we last communicated. Republicans have taken over the House and Dems have control of the Senate! I sincerely hoped everyone had a terrific Thanksgiving. Happy holidays to you all. As we make ready for open season, choose well and wisely. Don't fall for the okie doke.

Congratulations to members of Branch 124 on their victories last month. We have new incoming branch president. Congrats to the delegates who will be attending upcoming state and national conventions. Thanks to our outgoing branch secretary. She's enjoying her retirement. Thank you, CD, for your service to the branch. Much appreciated! *Muchas gracias!*

As we gravitate to obediently attending branch meetings, may your knowledge of how the order of things work grow. Do not be contented to sit on the sidelines. Come in. Get into the game. Shop steward, president, vice president, secretary, treasurer, board of trustee or sergeant-at-arms—any of these positions could be attainable for any union member in good standing. We're not getting any younger! Come on, young ones—take your place; go for it. You are the new leaders now. Don't be afraid to test the waters.

Make the meetings, participate, continue to grow. Do all that is in your power while you're still young. Give to LCPF!

As always, yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Where to start without being redundant? Hmmmm...it's kinda hard cuz not much has changed since my last scribe. Still understaffed, overworked, bein' mismanaged, routes layin' down for days (but the packages are delivered ('cause they are tracked and upper management can see them, so they can't hide it) and carriers tired. They say they are hiring, but yet again nothin'! Not many senior carriers left from the days where you had respect for the job, did it professionally and cared about your customers!

Christmas is right around the corner, and we are starting to get bombed; by the time you read this, it will be all over and we will have survived again. But management will still be confused on how to deliver the mail and packages in a timely manner. Again, I know I am being redundant.

And I'll give a shout-out to our newest retiree. Troy Bailey, you will be missed...and they say you will be replaced, but in these times, you won't be (at least not right away) and we will have more in the beginning of next year and some are trying to switch crafts, so we are still short-handed.

We switched our Christmas party to January just so we could have more of our carriers be able to enjoy! Hopefully it works out. Hope everyone had a great holiday season. Now that's funny!

Joel Stimmler, Branch 542

Northeast Florida

Unfortunately, here in Jacksonville the Veterans Day parade had to be canceled due to Hurricane Nicole. We thank those who were planning to attend with us. We will try again next year.

Robberies of letter carriers for their arrow keys is on the increase. Please be aware of your surroundings and report any suspicious activity

immediately. Do not try to resist when threats are used to get the keys.

Your safety is much more important.

The general election in Florida is over. Of 14.5 million registered voters, only 7.8 million voted. More than 6 million did not vote. Then there was the NALC election of national officers, and our members did not disappoint. Out of more than 290,000 members, only 43,363 actually voted. This is your union that you pay dues for. It should matter to you who will be your representatives. If you want to know why legislation for us doesn't get through, then remember what if 6 million people had voted. In NALC's case, 246,000. Think about it!

Congratulations to Pottsville Station, Jack-sonville carrier Mark Pegram for his quick action putting out a house fire with a garden hose.

Bob Henning, Branch 53

Northeastern New York

It is another year that is rapidly coming to a conclusion. Our national union will have new leadership soon.

President Rolando has guided our union with efficiency and skill. The passage of postal reform was a historic achievement for the NALC. Congratulations to President Rolando and NALC for this accomplishment.

On a local level, Branch 358 will also have a change of leadership. President William Cook is retiring as branch president at the end of this year. Bill became president of the branch in 1994, and has guided us through many changes. Under his leadership, our branch has become one of the top leaders, raising money for MDA, guiding our members to legislative actions, and always assisting our active and retired members.

At a recent retiree breakfast our branch recently hosted, numerous retirees thanked Bill for always assisting them when they needed help. Our branch is thankful for all the hard work President Cook has done for Branch 358.

Frank P. Maresca, Branch 358

Pawtucket, Rhode Island

As I write this, many Branch 55 letter carriers have their alarms set to ungodly hours. They are waking up while the rest of the city sleeps, driving empty roads into work to deliver packages in the dark. They are delivering their routes, then driving home in the same darkness they arrived in, only now with more traffic. Mumbblings about all of the things they've done instead of going to bed at a reasonable hour make up the morning conversation, and if the weather is bad or if it is Monday, the anxiety is doubled...in short, it's December at the Post Office.

You, comfortably bundled up at home reading this a month or so later, with a cup of tea in one hand, a corncob pipe on the windowsill, and snow-covered trees outside, are lucky to be past this part, because it was hard work indeed. But you should stop thinking about negative things, and instead try to reminisce on the positive.

On Dec. 4, Branch 55 held its annual Christmas brunch. Exactly 100 people were in attendance, from CCAs stopping in while delivering

packages to regular and retired carriers and their families. Also present was our esteemed Region 14 national business agent, Richard "Rick" DiCecca, who, along with Branch 55 President Jim Langlois, distributed years-of-service pins to a number of carriers in attendance on behalf of President Rolando. Most notably, retired Pawtucket letter carrier Thomas Collins re-



Above: Greeley, CO Br. 324 President Richard Byrne (r) presented Hollis Stone with a plaque and pin recognizing him for 75 years of membership. Below: Br. 324 member Conrad Ouelette (with wife Carol) received a 40-year pin.



ceived his 50-year gold card! Don Gaulin, Frank Bertoncini, Rick Desautels and Kevin Doyon were each awarded 35-year pins. All five stations represented by Branch 55 had carriers in attendance, and it was great meeting everyone's families, breaking bread with new friends and getting to spend time with a few old ones.

Happy New Year, everyone.

Kenny Cahoon, Branch 55

Philadelphia, Pennsylvania

After nearly 40 years with the Postal Service and Keystone Branch 157, it is time to begin a new chapter in life and take on a new set of challenges.

Good friends and good times become more valuable the older we get. In my position with the branch, I have gained so many great memories and great relationships that will last a lifetime.

I wanted to take this opportunity to simply say...thank you! Thank you to every letter carrier for what you do every day. It's not an easy job and you do it well. There is nobility in what you do and always remain proud. I cannot think of a greater calling than serving the various neighborhoods and communities that depend on you day in and day out.

Additionally, I want to acknowledge my wife, Joyce, for her guidance, patience and support. She understood what letter carriers meant to me and was with me every step of the way.

In closing, I have just one simple request. Please remember the branch's longtime administrative assistant, Denise Dodaro. As you know, our Denise passed away unexpectedly in January of 2022, at the youthful age of 55. If you would think of her in your prayers, I would be so grateful. She loved letter carriers, and you loved her back.

Best wishes to all of you and your family. I will keep the leadership at Branch 157 in my prayers and desire only good things for them as they continue to strive to improve working conditions for all letter carriers.

Until we see each other again, God bless!

Joe Rodgers, Branch 157

Plainfield, New Jersey

A new year has started with a new beginning for our national union. A new president, Brian Renfro, is capable of continuing in the direction of the best president this union has had in the modern era, Fred Rolando. How can I make that statement? I became president of Branch 396 when James Rademacher was national president. I considered him a good president who saved many employees from losing their jobs, and led us into a new positive era.

Fred has enhanced and elevated our union to the top of the labor movement and gained the respect of postal management and Congress—an almost impossible feat, but he did it. He has supported locals and kept us informed with his rational decisions. So has Brian. My first encounter with him was at a COP meeting where I was at the mic discussing a management-caused problem. At the break, he sought me out to get more information and then he advised how to correct the problem.

I believe Fred picked Brian for the executive vice president position so there would be a successor to continue as he would. Now Brian, as the sixth national president as I continue locally, alleviates all worries as we enter another route inspection procedure, a new contract and new locals to negotiate.

Support your union and its elected officials; your future depends on it.

Mike Breslin, Branch 396

Providence, Rhode Island

As busy as the holiday season was—I'm writing this on my lunch break (kidding)—I hope everyone was able to find the time to enjoy it with some family and friends.

Staffing continues to be a forefront issue in our station and many others. Seems like we haven't fully been able to recover post-pandemic. At the time of this writing, it's two weeks until Christmas and we only have one CCA in our station for the past couple of months. Lot of us have been forced on our days off over that stretch, even before the heavy package volume leading up to Christmas. The Post Office's inability to retain CCAs is mostly a laughing point

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now. The ineptitude of management at its finest.

Though there is something to be said about the quality of people's work ethic nowadays, especially post-pandemic, in my opinion. Once you open the can of worms by giving people the taste of staying home and still getting paid, it's hard to go back. The closest we've come to hiring a new CCA is having one come in and shadow for one day but then fail the driving test the next day. It's been great for those of us on the OTDL, but clearly not for those who aren't. At this point, we can only hope for a miracle that the Post Office is able to not only find, but create a way to retain CCAs going forward after the holidays.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Lincoln Logs fresh out of the tin. Play-Doh right out of the can, the ones that can rust on the bottom, not the new eco-friendly plastic container. Or a fresh box of crayons. Smells that last a lifetime. Here we are in January, having to write this in December for the deadline.

As I write this, we are knee-deep in Christmas. When you read this, Christmas 2022 will be in the books. Crazy, huh? We pulled it off again. If they only knew. Now we all need a breather and some liquor to settle and calm our nerves, with time also to be reintroduced to our families we haven't seen in December.

The new year brings plenty to the table. It is a time of renewal, a time to pause and reflect on what is important and what we can do without and what we need more of. A time to focus on the here and now. A time to enjoy our families, connect or reconnect with old friends, or simply to enjoy the company of our co-workers and be grateful.

Racine had our Christmas parade in early November. A few carriers, their sons and daughters, and a couple retirees walked the parade route picking up letters to Santa. Two dedicated, retired angels of Branch 436, Laura Dominquez and Jody Spencer, will respond to those letters. Thank you!

Have you given any thought to the customer who says, during the summertime, mind you, greeting you on the sidewalk and saying, "I'll save ya a few steps," but is nowhere to be found to save those few steps in the dead of winter?

Chris Paige, Branch 436

Rockville, Maryland

Last month I wrote that management had sunk to a new low. A carrier out of Rockville was involved in an accident and was severely injured. He was paid continuation of pay and paid by the Department of Labor for months. When he was cleared for full duty, management told him he was removed from the USPS rolls! As of Dec. 8, the carrier still has not been paid 1 cent. Can you imagine working for months in this very difficult job, and not being paid? It's criminal. I am going to ask Brian Renfro if he can get this carrier back in the system. Renfro has been very helpful with issues like this over the years.

I want to thank Alton Branson for installing our officers on Dec. 7. Alton did a fine job and helped answer questions and stayed after the meeting past 9 p.m. to meet with many carriers. Alton has won millions of dollars for our members over the last 10 years and we will always be appreciative for the fine work he has done for our branch.

Our vice president, Charles Clark, has won another escalating remedy out of our Gaithers-



Pawtucket, RI Branch 55 honored Thomas Collins with a 50-year gold card. Pictured (l to r) are Region 14 NBA Rick DiCecca, Br. 55 President Jim Langlois and Collins.

burg Office. Management failed to provide a carrier with a CA-1, CA-16 and failed to initiate continuation of pay after an injury. Due to prior violations, Clark won this carrier a lump sum of \$500!

Our chief shop steward at the Pike Annex in Rockville won more than \$4,500 at Step B due to inequitable distribution of overtime—88 hours of overtime. Great job, Miryam Peralta!

Please visit our website set up by union brother Chuck Clark at nalc3825.com. We have more than 332,310 hits. We have added many escalating remedies.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

Best wishes to all NALC members and their families for a very happy, healthy and prosperous new year.

It's not enough that postal management sees fit to micromanage the carriers in the office and on the street with bogus data. They feel empowered to intimidate carriers to perform their duties by ignoring the provisions laid out in the National Agreement. There are 12/60-hour violations occurring on a daily basis because of a lack of carriers sufficient to deliver the mail. Who is responsible for hiring and training? Who is the cause of open assignments, delayed mail and insufficient personnel? The answer is postal management, an oxymoron in as much as they can hardly manage themselves much less an office full of carriers.

So, what is the solution for not doing your job as a manager? Harass and intimidate the people you oversee. Like squeezing blood from a turnip, supervisors threaten carriers with discipline for failure to maintain because they call in sick after working consecutive 60-hour workweeks, or discipline for showing up late for work because you had to take you child to the doctor,

or threatening a carrier with discipline because her or she refuses to exceed their 12-hour work limit.

Management created this situation by failing to hire and train appropriately. Just look at the attrition rate of new employees. From the get-go they are treated like garbage to the point that they barely stick around for 30 days. Years ago, if you were hired into the Postal Service, you felt like you had a career for life. Not anymore.

Now more than ever, letter carriers must stick together and force management to adhere to the provisions in the National Agreement. We're in a fight for our jobs. Force management to do theirs.

Tom Schulte, Branch 343

St. Paul, Minnesota

Editor's Note: In the December issue, the Branch Item for St. Paul, MN Branch 28 was erroneously printed in place of the Minneapolis, MN Branch 9 item. The Postal Record regrets the error.

We're finally out of peak! At least I assume we're out of it. I'm writing this on one of those frigid middle-of-December days where the end seems so far away. I'm sure we'll all hear the many ways in which upper management's overly elaborate plans and grand visions shepherded us poor carriers through the brutal holiday season. We all know how it really gets done, though; us carriers and the other craft employees stepped up, worked long hours often in the dark and got it done just like we always do! Here at Branch 28, that's no exception. The hours have been long for months now, but December kicked it up to a whole new level. I hope everyone is able to take a breather and recharge in the coming month.

This is also the time of year that lends itself to reflection on the past 12 months and we've had plenty of things to celebrate and some challenges we're still trying to overcome. Our staffing is tough right now, as I'm sure it is all over the nation. It's not a stretch to say we're being mandated more than most of us would like and the hiring process is just not keeping up. One thing to celebrate, though, is that many of our offices have moved to a wholly career workforce. CCAs were converted to PTFs and new hires are coming in as PTFs! This was just one more big step toward a fully career workforce all across the nation. Now we look forward to the upcoming contract negotiations and all the challenges in the year to come. Solidarity forever!

Kaylee Valerius, Branch 28

San Antonio, Texas

Hello from south Texas! Branch 421 has just certified a bunch of new stewards and we're looking forward to seeing how they'll do. We're excited to see how they respond to the inevitable challenges management throws at them to test them. One such issue is managers announcing in stand-up talks that "the union" has endorsed whatever cockamamie scheme they've decided is the flavor of the month. Sometimes the union is OK with it, and sometimes we're not. If you ever hear a manager speaking for the union, take a mo-

ment and think about why the manager would try to do that if no union representative is there. As far as I can tell, it's for the purpose of lending legitimacy to some new policy that was not negotiated with the union and is therefore in violation of the National Agreement. Hopefully management will just keep to telling the truth so this won't become a problem, but we'll be ready for it if they can't.

In the meantime, we're keeping a close eye on how much effort management makes to escape escalating remedies and comparing it to the effort they make to comply with the contract in the first place. So far it isn't much of a contest. Who knows what it will take to get them to honor the agreement? I suppose we'll find out eventually.

In solidarity—

Jim Ruetze, Branch 421

Seattle, Washington

Sorting back over my salad days of mail delivery, there are several items I would have liked to have had, a ditty-bag of delivery essentials, a "Welcome to the USPS" starter kit, per se.

1) Fingerless gloves. It's difficult, next to impossible, to sort your way through all that mail with frozen fingers. Essentially, you have to douse those numbed digits in your mouth to retrieve any feeling, for them to be of any use; otherwise they're just icy tendrils, wafting over the mail, more a distraction than they are an aid to getting the job done.

2) A headlamp. I mean, you need to see. Winter comes, and it gets dark earlier and earlier, and nobody I know addresses their mail in Braille.

3) Shoes. Now we all know, and by "we" I mean anyone who has carried mail for any stretch of time, that good shoes are essential. We also know there's a snowball's-chance-in-hell of management providing shoes to our new recruits. But what they can do is stop sandbagging on their clothing allowance so these rookies can get a decent pair of delivery shoes, ASAP! It's not your money—it's theirs! Quit putting the squeeze on the new hires. Stop trying to get them to adhere to fantasy street times so that they can qualify for what they've already earned.

4) A map. A little laminated (laminated—to withstand the wear and tear and weather) map for those fledgling carriers getting shuffled from station to station. I mean it would be nice to know up from down at least. A "You Are Here," X marks the spot, and the points of the compass, or at least an arrow pointing North. That would beat getting pushed out the door with a voice trailing behind screaming, "Just follow the mail!"

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Happy New Year! A new year is a time of renewed energy. We welcome that and the spirit it entails. But let's not get it misunderstood, the challenge is the race to information/knowledge.

Our next generation of union members has joined us at an inopportune time. The last three years have handicapped us because we were in "survival" mode. But now we must wake everyone up to the reality of NALC/USPS relations and what the company will expect from us. The problem with the company will always be its lack of vision and its misdirected energy.

They should not focus on the fallacy of discipline. Because of us, the USPS made \$78.5 billion in revenue in 2022. So instead of "riding our backs to billions," it should be "riding our brains to billion." The emphasis must be more union collaborative. We have so much to offer.

You move this company, this country, and therefore, this world's economy! But with great opportunity comes great responsibility. So, let's take this company to the next level so our membership reaps the rewards of that next level.

Our branch will push forward to the aforementioned end. The way we progress is now and always will be through training and personal development. The power of information will always prevail. But also, the power of love over hate.

Let's go to work, have fun, and enjoy ourselves as we progress. Laughter has always been a part of the culture of the workroom floor. It's how we have always dealt with stress. It can never be eliminated from our day to day.

The Media Post Office will be hosting its annual Groundhog Day pancake charity breakfast. It will take place at the beginning of February. Please contact the union office for details.

Stay unified!

Eric Jackson, Branch 725

Springfield, Ohio

To every carrier in Branch 45 for their hard work over the Christmas holiday, thank you.

Congratulations to Kim Donaldson upon her retirement after 28 years carrying mail. Kim spent several years in Springfield before transferring to Enon. Health and happiness to you, Kim.

Branch elections are over. Thanks to everyone who ran for office. Congratulations to our branch officers for 2023 and 2024: President and Chief Steward Brian DeWell, Vice President and Steward Rob Green, Treasurer Alicia Redman, Secretary Jon Veith, Assistant Secretary Andy Gonzales, Sergeant-at-Arms Chris Ogden, and trustees Butch DeSantis, Don Bendure and Brian Eanes.

The installation of officers will be at the Jan. 12 branch meeting. The swearing-in ceremony will be conducted by our national business agent or his regional assistant, followed by a Q&A session. If you attend only one branch meeting this year, this is the one.

Everyone I have talked to says they feel a more positive mood and attitude on the workroom floor now that we have a new postmaster. Patience is still the word of the month. We cannot expect seven years of postmaster indifference and incompetence to be fixed overnight. Things are getting better. Postmaster Baker and President DeWell are working hard to staff the office properly, along with addressing myriad other issues. Attendance and sick leave are also being addressed by management.

Route inspections are scheduled for all zones starting with Zone 3 on Jan. 21. Our last route inspections were in 2018. With all the new carriers, along with the new route inspection process, it will be interesting to see how things shake out.

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

Brian Gourilis, Branch 45

Staunton, Virginia

Recently, I spoke with our congressman, Ben Cline, at a town hall meeting. The constituents had time to dialogue with him and the atmosphere was respectful.

Throughout his comments, Rep. Cline advocated for all parties to work together to strengthen core governmental services. He said

COLA: Cost-of-living adjustment

- ▶ Following the release of the November consumer price index (CPI), the projected accumulation toward the seventh cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$41 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 2024 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), which are based on the CPI's increase between the third

quarter of 2023 and third quarter of 2024, is **0.2 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 **6.8 percent** following the release of the November CPI. This COLA is based on the change in the CPI between December 2021 and December 2022.

Visit nalc.org for the latest updates.

Please note:
There will be no Branch Items, State Summaries or Retiree Reports in the February 2023 *Postal Record*. That edition will be the special annual tribute issue honoring contributors to LCPF during 2022.

that the Social Security trust fund should be in a “lockbox” so Congress couldn’t raid it. This got me thinking. The USPS is a core governmental function, saddled by Congress’s pre-funding mandate for 18 years. So why did Congressman Cline vote “no” on the bipartisan postal reform legislation?

So, I asked. He felt the bad outweighed the good. That USPS employees will overburden Medicare. That it’s fiscally responsible to fund retiree health benefits. Without pre-funding, the USPS would continue to face big losses. To be honest, he didn’t seem to fully understand the pre-funding issue or USPS support for reform.

I explained the 2006 pre-funding requirement’s effect on USPS’s finances and inability to modernize, including safe vehicles that don’t catch on fire.

In response, Congressman Cline said he was unaware of the vehicle fires. The next comment was a doozy! He stated that one of his serious concerns was the lack of a provision to make it voluntary for USPS employees to join the union! And that taxpayer dollars shouldn’t be used to support unions! That caught me off guard. He

seemed surprised to hear all federal agencies are open shops with voluntary membership and his reaction was guarded regarding the fact that the USPS isn’t supported by tax dollars, and neither are the unions. Proudly I told him about our more-than-90 percent voluntary membership nationwide.

Coincidentally, I saw him later at a Christmas parade where he thanked me for attending the town hall. Hopefully this will lead to future conversations.

Happy New Year!

Cindy Connors, Branch 513

Toledo, Ohio

We began the year confronted by a backlog of more than 1,000 grievances to be processed. We ended the year in much better shape. With the dedication of those involved in the Formal A process, we were able to clear most of the backlog by the spring. It would not have been possible without the involvement of the Ohio 1 District. Once they got familiar with the problems, the process moved along successfully.

With the concentration on the backlog, the more current grievances began to mount. Through the summer and fall, our Formal A representatives applied their skills and reduced the more current grievance backlog. But the grievances just keep coming.

As President Rolando stated in the November *Postal Record*, if management would just read Article 8 in the contract, grievances could be substantially reduced. Instead they chose to do it “their way” and there goes the grievance count. Once those grievances were settled the payment amounts increased proportionally. Those carriers receiving the payouts appreciate them, but most would rather have time for their personal lives than having to work when it shouldn’t have been them working. So as long as management ignores Article 8, I guess they’ll continue to pay.

As of this writing, there have been more than 2,200 grievances filed in calendar year 2022. Of

that amount, resolutions were reached on more than 2,000 resulting in substantial payouts to letter carriers.

Will 2023 be a repeat of 2022, or will we finally see if management decides to have managers and supervisors who read the contract and follow it?

Ray Bricker, Branch 100

Tri-Valley, California

Happy New Year to all—words that we have grown accustomed to hear each holiday season. Most people offer words of wishes for continued happiness. Our words have always had the power to heal and also to hurt and harm, but today’s society makes it so much more dangerous than in the past. In the past, words both spoken and written were monitored and limited in scope.

Today, words spoken in anger can be recorded and replayed over and over again. The written words are splashed all over the internet on Facebook, Twitter, Instagram, etc., and are available for the world to see. And, like Pandora’s box, they can’t be taken back. Threats can lead to more than hurt feelings; they can lead to businesses failing and into international incidents. People can feel disrespected, or bullied. Children have committed suicide after being bullied over the internet. Cowards, unwilling to confront issues face to face, use words to make fun of others and draw people into the game. One person who feels insulted may insult someone else who may possibly resort to violence in response, which leads to retaliations until there is an all-out gang war. A person in a car thinks someone has cut him off and so yells insults at the other driver, who may respond by doing damage to the other car and/or the driver.

All this damage because of untamed words that are used. It’s terrible, because words can be used to do so much good. The right word can heal a hurting heart, soothe a crying child, tell someone you love them, and be used to praise and worship God. Let’s make the right choice in how we use our words. Don’t be bitter, rather choose to be better.

James C. Perryman Jr., Branch 2902

How to submit items

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

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

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

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.

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year pins

Edward T. Maesato	Los Angeles, CA	Br. 24
Joe W. Olivo	Los Angeles, CA	Br. 24

75-year pins

Kenneth H. Robinson	Los Angeles, CA	Br. 24
James J. Dietrich	Fort Lauderdale, FL	Br. 2550
Robert A. Bisignani	Pittsburgh, PA	Br. 84
Fred J. Brendel	Pittsburgh, PA	Br. 84
John U. Fitzgibbon	Pittsburgh, PA	Br. 84
Leo R. Korey	Pittsburgh, PA	Br. 84

70-year pins

Arthur E. Fischer	Los Angeles, CA	Br. 24
Joseph J. Kujavski	Los Angeles, CA	Br. 24
George M. Tamayose	Los Angeles, CA	Br. 24
Fred J. Brendel	Pittsburgh, PA	Br. 84
Thomas Grguric	Pittsburgh, PA	Br. 84
John F. Wulz	Milwaukee, WI	Br. 2

65-year pins

Edward J. Kosac Jr.	AZ Mgd.	Br. 1902
James E. Jillson	Los Angeles, CA	Br. 24
Frederic A. Carlson Jr.	Tri-Valley, CA	Br. 2902
John W. Harkins	Fort Lauderdale, FL	Br. 2550
B. E. Jarvis Jr.	New Jersey Mgd.	Br. 38
Patrick Brady	Watertown, NY	Br. 302
Russell A. Gallup	Watertown, NY	Br. 302
Fred J. Brendel	Pittsburgh, PA	Br. 84
Richard J. Blohowiak	Milwaukee, WI	Br. 2
Richard C. Gerhardt	Milwaukee, WI	Br. 2

60-year pins

Melvin B. Shrader	AZ Mgd.	Br. 1902
Gordon D. Duncan	Garden Grove, CA	Br. 1100
Edmund Gennawey	Garden Grove, CA	Br. 1100
Michael A. Kowal	Garden Grove, CA	Br. 1100
Jack W. Mudloff	Garden Grove, CA	Br. 1100
Harold S. Tanemura	Garden Grove, CA	Br. 1100
Thomas H. Young Jr.	Garden Grove, CA	Br. 1100
Jesus Acevedo Jr.	Los Angeles, CA	Br. 24
Robert Barrios	Los Angeles, CA	Br. 24
Frank P. Boyce Jr.	Los Angeles, CA	Br. 24
Karl O. Fretlon	Los Angeles, CA	Br. 24
Samuel S. Hodnett	Los Angeles, CA	Br. 24
James V. Lewis	Los Angeles, CA	Br. 24
Raymond F. Morales	Los Angeles, CA	Br. 24
David Murray	Los Angeles, CA	Br. 24
Gilbert Puga	Los Angeles, CA	Br. 24
Roy L. Reznick	Los Angeles, CA	Br. 24
James C. Szanyi	Los Angeles, CA	Br. 24
Wayne R. Taylor	Los Angeles, CA	Br. 24

Frederick W. Shaw	Tri-Valley, CA	Br. 2902
Henry K. Dudley	Fort Lauderdale, FL	Br. 2550
Franklin D. Ehresman	Lafayette, IN	Br. 466
Robert M. Skinner	Lafayette, IN	Br. 466
Richard A. D'Amario	Western MA	Br. 46
Earl E. Petrone	Western MA	Br. 46
Lloyd M. Bentley	Sedalia, MO	Br. 139
Forrest F. Backer Jr.	Columbia, MO	Br. 763
Maurice S. Helmka Jr.	Columbia, MO	Br. 763
James W. McVeigh	Columbia, MO	Br. 763
Charles D. Mounter	Columbia, MO	Br. 763
Evander H. Bullard	Fayetteville, NC	Br. 1128
Reese A. Bullard	Fayetteville, NC	Br. 1128
Phillip M. Sealey	Fayetteville, NC	Br. 1128
Stephen G. Rist	Wooster, OH	Br. 480
Thomas C. Shallow	Wooster, OH	Br. 2

55-year pins

William M. Lippincott	AZ Mgd.	Br. 1902
Marvin K. Miller	AZ Mgd.	Br. 1902
Albert L. Salasberry	AZ Mgd.	Br. 1902
Edward J. Abakumoff	Garden Grove, CA	Br. 1100
James A. Blake	Garden Grove, CA	Br. 1100
James E. Chernak	Garden Grove, CA	Br. 1100
Joseph E. Cvetko	Garden Grove, CA	Br. 1100
Roy L. Grumbles	Garden Grove, CA	Br. 1100
Darryl W. Painter	Garden Grove, CA	Br. 1100
Dennis J. Popken	Garden Grove, CA	Br. 1100
David L. Rivera	Garden Grove, CA	Br. 1100
Larry L. Schiller	Garden Grove, CA	Br. 1100
Harold L. Schlef	Garden Grove, CA	Br. 1100
Jacqueline G. Seurin	Garden Grove, CA	Br. 1100
Steven L. Stenberg	Garden Grove, CA	Br. 1100
Richard J. Tasonis	Garden Grove, CA	Br. 1100
Philip C. Zirkle	Garden Grove, CA	Br. 1100
Arthur L. Arquette	Los Angeles, CA	Br. 24
Herman E. Baca	Los Angeles, CA	Br. 24
Roy H. Collins III	Los Angeles, CA	Br. 24
George J. Cota	Los Angeles, CA	Br. 24
Lawrence V. Davis	Los Angeles, CA	Br. 24
D. J. Gallegos	Los Angeles, CA	Br. 24
Ramon C. Gamez	Los Angeles, CA	Br. 24
Nathaniel Garner	Los Angeles, CA	Br. 24
Dennis E. Horton	Los Angeles, CA	Br. 24
Tito Ortega	Los Angeles, CA	Br. 24
Robert L. Robella	Los Angeles, CA	Br. 24
Robert Sierra	Los Angeles, CA	Br. 24
James V. Smith Jr.	Los Angeles, CA	Br. 24
Charles E. Cloutier	Fort Lauderdale, FL	Br. 2550
Americo Dizenzo	Fort Lauderdale, FL	Br. 2550
Lawrence A. Heller	Fort Lauderdale, FL	Br. 2550
Florian J. Stolfi	South FL	Br. 1071
Francis B. Healey Jr.	Lynn, MA	Br. 7
Jerry W. Laudenberger	Sedalia, MO	Br. 139
William L. Smith	Sedalia, MO	Br. 139

Anthony N. Depietro	New Jersey Mgd.	Br. 38
Joseph J. Distl	Flushing, NY	Br. 294
Henry W. Wolf	Flushing, NY	Br. 294
John C. Webert	Watertown, NY	Br. 302
Thomas J. Wagner	Dayton, OH	Br. 182
Bobby B. Butcher	Wooster, OH	Br. 480

50-year pins

Frank W. Russell	AZ Mgd.	Br. 1902
Jimmy D. Viers	AZ Mgd.	Br. 1902
Jesus A. Gonzales	Little Rock, AR	Br. 35
George A. Mendoza	Garden Grove, CA	Br. 1100
John G. Tugwell	Garden Grove, CA	Br. 1100
Lawrence D. Brown Jr.	Los Angeles, CA	Br. 24
Salvatore A. Chiarenza	Los Angeles, CA	Br. 24
Charles T. Clark	Los Angeles, CA	Br. 24
Carlos R. Dominguez	Los Angeles, CA	Br. 24
Dagoberto T. Garza	Los Angeles, CA	Br. 24
Clem Gates Jr.	Los Angeles, CA	Br. 24
Gilbert J. Rodriguez	Los Angeles, CA	Br. 24
Raul Silva	Los Angeles, CA	Br. 24
Timothy Thomas	Los Angeles, CA	Br. 24
Robert P. Bolt	San Diego, CA, CA	Br. 70
Donald C. Carnerie	San Diego, CA	Br. 70
Joseph L. Fontenot	San Diego, CA	Br. 70
William T. Maier	San Diego, CA	Br. 70
James N. Schneider	San Diego, CA	Br. 70
James H. Walzenbach	San Diego, CA	Br. 70
Joseph Johnson	South FL	Br. 1071
Floyd H. Johnson Jr.	South FL	Br. 1071
Ronald G. Beeler	Fort Madison, IA	Br. 403
William L. Beel	Glen Burnie, MD	Br. 4422
George F. Bibeault	Glen Burnie, MD	Br. 4422
Richard E. Garde	Glen Burnie, MD	Br. 4422
Paul A. Kelly	Glen Burnie, MD	Br. 4422
David A. Reynolds	Glen Burnie, MD	Br. 4422
Thomas W. Soroka	Glen Burnie, MD	Br. 4422
Dasil E. Stamper	Glen Burnie, MD	Br. 4422
David C. Kateman	Sedalia, MO	Br. 139
Patrick J. Russomano	New Jersey Mgd.	Br. 38
David M. Collins	Albany, NY	Br. 29
Thomas M. Miller	Albany, NY	Br. 29
Joseph G. Pollicino	Albany, NY	Br. 29
Michael R. Stahlman	Albany, NY	Br. 29
Barry M. Verenini	Albany, NY	Br. 29
John P. Pianese	Long Island Mgd., NY	Br. 6000
Charles H. Davenport	Westchester Mgd., NY	Br. 693
Bennie L. Glover	Fayetteville, NC	Br. 1128
Lewis M. Tucker	Fayetteville, NC	Br. 1128
John J. Kowalczyk	Hazleton, PA	Br. 253
Joseph M. Minnici	Hazleton, PA	Br. 253
Leon R. Dickerson Jr.	Florence, SC	Br. 1416
Paul R. Ross	Memphis, TN	Br. 27
Charles F. Evans Jr.	Laredo, TX	Br. 354
Ronnie T. Brewer	Garland, TX	Br. 4065
Ronald E. Oestreich	Merrill, WI	Br. 778

Auxiliary Update



Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
President



Samantha Yerg
Treasurer

From the Secretary

Greetings, sisters and brothers. I hope everyone had wonderful holiday visits with their family and friends.

Aux. #153 from Decatur, IL, celebrated the holidays with a holiday dinner party, and fellowship and good times were enjoyed by all.

2022 gave us a chance to hold a convention, and this was my first time helping to plan our agenda. With very little time to prep, the board put together an agenda of the most important items we needed to accomplish. During the convention, most of our tasks were completed and we discovered there are a lot of things we need to work on in the future.

We said goodbye and good luck to retiring board members: President Cythensia Lang, Treasurer Pam Fore and Assistant Secretary Linda Davis. Former President Linda Kirby installed our current officers: President Cynthia Martinez—Aux. #377 in Arizona, Secretary Crystal Bragg (me)—Aux. #153 in Illinois and Treasurer Samantha Yerg—Aux. #158 in Ohio.

With 2023 here, the new officers will need the membership's help in completing the tasks before us. So when you are asked to be on a committee, please accept the challenge with a "yes." Our success depends on everyone's help.

During the convention, the NALC sponsored several activities. Chris Bragg from

Aux. #153 participated in the veterans Ruck March, and each participant received a medal. Hopefully by the time you are reading this article, the printer's office will not be backlogged and the 2023 per capita registration forms would have been mailed or they will be mailed soon. Secretaries, please double

check all information to make sure it is correct; one number or letter missing would make a big difference. Good luck on your membership drive.

Happy New Year!

Crystal Bragg



AUXILIARY OFFICERS

Cynthia Martinez, President

3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
camslm@yahoo.com

Crystal Bragg, Secretary

835 Westland Drive
Mt. Zion IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer

4553 County Road, #137
Gibsonberg, OH 43431
419-410-6162
samanthayerg@yahoo.com

Top: Decatur, IL Aux. #153 celebrated the holidays with a dinner party. Above, left: The new NALC Auxiliary Board (from l) President Cynthia Martinez, Secretary Crystal Bragg and Treasurer Samantha Yerg are sworn in by former NALCA President Linda Kirby in Chicago at the 2022 Auxiliary convention. Above, right: Chris Bragg of Aux. #153 participated in the veterans Ruck March in Chicago during the convention week.



From the Trustees

The first three days of December 2022, we hosted the annual Nalcrest trustees meeting. Members of the NALC Executive Council on the Nalcrest Trustee Board included Fred Rolando, Nicole Rhine, Dan Toth and Mack Julion. NALC Executive Vice President-elect Paul Barner, Tom Young, Don Southern and I, who make up the Nalcrest Committee, were also in attendance.

From Dec. 1-2, we were planning sessions to ensure the future of Nalcrest remained secure and functional. The group enjoyed its annual luncheon with the Nalcrest employees in the newly renovated Nalcrest Cafe.

On Dec. 4, a meeting was held in the Nalcrest auditorium with the residents. President Rolando addressed the crowd on several NALC issues, the current state of affairs at Nalcrest, and future plans for our union retirement community.

This was Fred Rolando's last meeting at Nalcrest as president of the NALC. As a personal friend and colleague for more than 40 years, I admire him and wish him a healthy and well-deserved retirement. The residents cheered him and gave him a standing ovation.

Looking forward to the Dec. 9 holiday lighting

ceremony, parade and festivities at Nalcrest—an annual event that is spectacular.

We have 269 members on the waiting list to live at Nalcrest. So follow us on Facebook for up-to-date happenings, and from the Nalcrest trustees, we wish all a happy and healthy 2023.

Matty Rose

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, call 863-696-1121 or fax 863-696-3333.

Nalcrest Trustees

NALC Executive Vice President Paul Barner
 NALC Secretary-Treasurer Nicole Rhine
 NALC Assistant Secretary-Treasurer Mack I. Julion
 NALC Director of Retired Members Dan Toth
 Nalcrest Trustees President Matty Rose
 Nalcrest Trustees Vice President Fred Rolando
 Nalcrest Trustees Vice President Don Southern



The Nalcrest trustees met in Florida last month for their annual meeting. Pictured (l to r) are NALC Executive Vice President Paul Barner, NALC Director of Retirees Dan Toth, Nalcrest Trustees Vice President Fredric Rolando, Nalcrest Trustees President Matty Rose, former Nalcrest Trustees Vice President Tom Young, NALC Secretary-Treasurer Nicole Rhine, NALC Assistant Secretary-Treasurer Mack Julion and NALC Trustees Vice President Don Southern.

Mutual Exchanges

CA: La Canada Flintridge (7/06) to Las Vegas, North Las Vegas, Henderson, NV. La Canada is mostly mounted routes. Mark, 323-222-4454 or markus0311axsto@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 reenae2@hotmail.com.

IL: Zion (9/90) to Spartanburg, SC or surrounding areas. Seeking mutual exchange. Nice area of Northern Illinois, close to Illinois State Beach. Short distance to most major con-

veniences and highway. Great office with lots of OT, if desired. Eugene, 224-545-6985 or ecxman1967@gmail.com.

NV: Reno (1/22) to Nashville, Knoxville, Hendersonville, Franklin, Murfreesboro, TN; or Louisville, KY. 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.

SC: Charleston (5/19) to Meriden, CT or surrounding areas. Seven bidding offices with plenty of OT. Mix of walking and mounted routes. For family reasons. Eric, 203-213-5056 or ejbarre@mail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., January's deadline is for the February 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: 1468113

Elijah Bajza



Missing Since: Dec 11, 2022
Missing From: Rialto, CA
DOB: Apr 14, 2008
Age Now: 14
Sex: Male
Race: Hispanic
Hair Color: Black
Eye Color: Brown
Height: 5'7"
Weight: 120 lbs

Elijah may still be in the local area.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Rialto Police Department (California) 1-909-820-2550

MISSING

HELP BRING ME HOME



NCMEC: 1452824

Kiara Newhall



Missing Since: Jun 9, 2022
Missing From: Marrero, LA
DOB: Nov 9, 2006
Age Now: 16
Sex: Female
Race: White
Hair Color: Brown
Eye Color: Brown
Height: 5'4"
Weight: 115 lbs

Kiara may still be in the local area. When she was last seen her hair was dyed multiple colors. Kiara has multiple tattoos.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Jefferson Parish Sheriff's Office (Louisiana) 1-504-363-5500



Join the conversation on social media!

Follow NALC HQ's social media accounts to get the latest letter carrier news and updates straight from the source. Follow our pages; interact with us by liking, commenting and sharing content and encourage others to do the same. For suggestions and photo/video submissions, please use social@nalc.org.



@nalc.national



@NALC_National



@lettercarriers



National Association of Letter Carriers (NALC)



@ThePostalRecord



NALC Member App (iTunes, Google Play)

Nalcrest

Application and Confidential Questionnaire

**All questions must be answered!
Please print legibly or type.**

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent starts at \$372 per month. Prices subject to change due to periodic Trustee approval.)

Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form—please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS AN NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (number and location) _____

ARE YOU A GOLD CARD MEMBER: YES _____ NO _____ ARE YOU A VETERAN: YES _____ NO _____
(50 years of membership in NALC)

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. It is Nalcrest's policy to make reasonable accommodations to our rules, policies and procedures and to permit reasonable modifications as necessary to permit our residents and applicants with disabilities the full enjoyment of their apartment home and community. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

To request a reasonable accommodation or modification, please contact the Nalcrest rental office. In determining whether a requested accommodation is reasonable, Nalcrest may consider, among other things, whether the request places undue burden on Nalcrest or its staff, fundamentally alters its programs, or interferes with other residents' health, safety or quiet enjoyment of the premises.

If accepted, you must be willing to sign a 1 year lease
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____

Date: _____

NALCREST FOUNDATION, INC.
Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

NALC's retirement community



☛ Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

☛ 500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.



☛ Apartments are leased, unfurnished, on a yearly basis. Rent includes water, sewer, trash, free wifi, stove, refrigerator and there is no maintenance fee.

☛ Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

☛ No pets allowed.

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**