

# The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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# OPENING OF NEGOTIATIONS



**NALC, USPS  
formally begin  
bargaining  
talks** — PAGE 4



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## Making progress at the bargaining table and beyond



**Brian L. Renfro**

**O**n Feb. 22, we officially opened negotiations for NALC's 16th contract with the Postal Service. Our Executive Council and Headquarters staff have been busy preparing for these negotiations for quite some time. Thanks to their dedication and hard work, I am proud to report that NALC is in a strong position to bargain for our next agreement. I am confident that we are prepared and positioned to fight for an agreement that will reward our members for their contributions to the Postal Service.

Our goals for this contract, which you can read more about in this magazine's cover story on page 4, are guided by what we have heard from you. We are pursuing strategies and initiatives based on

resolutions passed at previous conventions. Additionally, we read every letter that comes to NALC Headquarters, and we appreciate your opinions and ideas. Please know that we keep them top of mind in our preparations for negotiations. As always, we're here to serve you, so please keep the good ideas coming.

With collective bargaining underway, NALC certainly has busy weeks and months ahead of us; however, there still are several other ongoing priorities that we are actively working to address. I want to update you on several of them.

### USPS Board of Governors and Postal Service leadership

Two members of the nine-person USPS Board of Governors (BOG) are serving in holdover years for their terms that expired on Dec. 8, 2022. Capt. Lee Moak's and William Zollars's holdover terms expire on Dec. 8, 2023.

We are hopeful that President Biden will renominate our union brother, Capt. Moak. Stability at the BOG and the Postal Service's leadership is key for NALC, especially during contract negotiations.

Postmaster General DeJoy's support was instrumental in finally achieving the postal reform legislation that was enacted last year, and he has been open to hearing from NALC on many key issues.

### Segal Report

For years, we have encouraged the administration to implement the recommendations of the 2010 Segal Report commissioned by the Postal Regulatory Commission that called on the Office of Personnel Management to accurately value the Postal Service's pension assets and liabilities. We have continued to meet with the Biden administration to request executive action on this top priority for NALC. This is the next step needed to ensure the long-term financial stability of USPS and our jobs.

### Investment strategy for Postal Service's retirement funds

We are in the early stages of conversations with a bipartisan group of lawmakers regarding the investment of the Postal Service's retirement funds, the Civil Service Retirement System (CSRS), the Federal Employees Retirement System (FERS) and the Postal Service Retiree Health Benefits (RHB) Fund.

Currently, the funds are invested in low-yield Treasury bonds. NALC is proposing to diversify the investment portfolio with stocks and bonds by purchasing Thrift Savings Plan-style index funds, which could yield hundreds of millions of dollars more annually. Previous proposals would shift funds from the RHB. While this will be a complicated and likely time-consuming process, I am pleased to hear lawmakers' interest in addressing this issue.

### Federal Retirement Fairness Act

As I write this article, the Federal Retirement Fairness Act (FRFA), a key piece of our legislative agenda, has yet to be introduced in the 118th Congress. FRFA would allow certain federal employees, including letter carriers who spent time as non-career employees—such as casuals, transitional employees or city carrier assistants—to make catch-up contributions for time spent in these non-career positions.

While the FRFA has garnered increasing bipartisan support in recent years, it has been difficult to move the legislation forward due to the high price tag. NALC is actively working with the bill's authors and the relevant House committees to ensure that the version of the FRFA introduced in the 118th Congress is set up for maximum success.

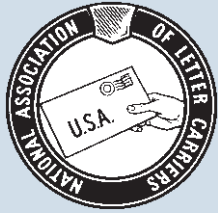
### Social Security Fairness Act

The Social Security Fairness Act (H.R. 82) was reintroduced in the House on Jan. 9. As I write this article, the bipartisan bill already has 151 co-sponsors. The legislation, which would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including CSRS retirees, has been a longtime priority for NALC. I remain focused on utilizing our resources to continue growing bipartisan support for this bill.

### Crimes against letter carriers

Alarming, crimes against letter carriers have been on the rise in recent months. As I have said many times, these attacks are appalling and must be stopped. No letter carrier should fear for his or her life while on the job. NALC is actively engaging with all the stakeholders, including postal management, the Postal Inspection Service, the Office of Inspector General and law enforcement, on potential solutions that will protect us. We must hear from all those involved to reach a consensus on actionable steps to implement that will keep us safe on our routes.

**Overall, it is certainly a busy and important time for our union. I look forward to what we will accomplish for NALC members at the bargaining table and beyond.**



## National Association of Letter Carriers, AFL-CIO

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

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# The Postal Record

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# Media: An asymmetric battle



**Philip  
Dine**

**A**s discussed last month, we've entered a new day in our communications efforts, tackling issues such as letter carrier safety and staffing shortages. While the topics have shifted, getting the message out remains vital to our union's success.

Today, we'll drill down on what the battle now looks like, how to wage it, and what to watch for. Discipline and vigilance are key—more about that in a minute. First, let's put this in the context of the past dozen years, during which our efforts (better; your efforts) largely focused on postal reform, which required changing the national conversation about USPS finances. If folks believed that postal red ink resulted from the internet's growing impact or that taxpayers fund

the Post Office, reform was a non-starter. Why should people pay—or fight—for a lost cause?

Toward that end, NALC had to show the public and lawmakers that this wasn't a story of postal obsolescence due to society's technological advances (about which little could be done), but instead reflected poor public policy in the form of pre-funding (about which much could be done).

That meant educating uninformed or agenda-driven journalists advancing postal misconceptions. No easy task, but NALC's leaders and rank-and-file members met the challenge.

When the pandemic hit, two new media phases were ushered in. Initially, journalists depicted letter carriers as essential workers delivering goods so millions could shelter at home. The stories didn't involve politics or economics, but rather the value and valor of letter carriers. These were largely general assignment or feature reporters new to the postal beat, aware of how much they didn't know and open to learning. So they needed context and contacts, which we gladly supplied.

Things abruptly shifted as the 2020 election neared, political reporters entered the fray—and coverage of mail voting, USPS and the new postmaster general became intensely politicized. As it turned out, mail ballots were handled so well by letter carriers that news organizations had to acknowledge that reality.

**Which brings us to the current media approach to postal matters, which is more random and more unpredictable—because attention has largely shifted from broad national topics like finances, legislative reform, the pandemic and elections to breaking local news, such as criminal attacks on letter carriers or residents' concerns about uneven mail delivery.**

The evolving dynamics alter how we deal with the media. It's now less about addressing political agendas or gaps of knowledge across entire media outlets; more about countering the

desire of some reporters to sensationalize events to get better play for their stories. The old journalistic saw—if it bleeds, it leads—poses a mounting threat.

That's not to say that there isn't a national element to these issues. President Renfro and other officers are in continual discussion with USPS about how to protect letter carriers on their routes, and how to address staffing shortages that contribute both to carrier vulnerability (working longer and later) and to delivery snafus.

It is, however, to say that such problems tend to manifest themselves locally, in what resembles asymmetric warfare—involving news outlets here and there or even individual reporters, and unpredictability about where the next episode will arise. While many reporters are conscientious, others aim to stir the pot—asking letter carriers if they should be armed, publicizing arrow keys' black-market value, looking to interview carriers who've been robbed. Imagine the potential headlines.

We need to be vigilant about spotting irresponsible journalism and disciplined about what to do if approached by its purveyors.

In both instances, you should not take it upon yourself to deal impromptu with the media—instead, inform your branch president and/or me, so we can figure out whether, and how, to proceed. What we don't say, the interviews we don't accept, can be just as important to our efforts as where we do engage. (Note—do not tell reporters that you have no comment, or that you need to check. Simply say you're busy and will try to get back to them.)

**Thoughtful preparation already has produced notable successes.**

In West Palm Beach, FL, Branch 1690 President Jeffrey Wagner's deft parrying of a local TV reporter seeking to focus on arming carriers and to interview a carrier who'd been victimized led to a constructive story in which Jeff termed the rise in robberies “intolerable,” emphasized our commitment to carrier safety and urged residents to notify police of anything unusual.

In Charlotte, NC, Branch 545 President Sylvan Stevens' skillful handling of safety issues prompted the TV reporter to tell me, “I learned so much from him, have a better understanding of the job,” and to say that he'd like to do other helpful stories moving forward.

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# Parties formally open bargaining talks

**T**he leaders of the National Association of Letter Carriers and the United States Postal Service formally opened negotiations for a new collective-bargaining agreement on Feb. 22, the 16th such event since collective-bargaining rights were achieved with the establishment of USPS in 1971.

In his opening statement, NALC President Brian L. Renfroe told Postmaster General Louis DeJoy, “In this round of collective bargaining, letter carriers have the chance to be recognized, and rewarded, for being the

backbone of this beloved American institution, the United States Postal Service. Letter carriers are the face of the Postal Service. We are the ones customers see delivering to their homes and businesses. They know us and rely on us for dependable, consistent service. We are indispensable and directly carry out the Postal Service’s mission.”

Joining Renfroe for the event—held in the Benjamin Franklin Room at the U.S. Postal Service Headquarters in Washington, DC—were the other members of the NALC Executive Council as well as letter carrier and professional staff from Headquarters and legal counsel. USPS executives and postal headquarters employees joined DeJoy at the Ash Wednesday morning meeting.

Postal Service Deputy Postmaster General Doug Tulino, who serves as the chief human resources officer, kicked off the event, welcoming the leaders of NALC to the bargaining table. “There is one certainty that has existed in each and every round of bargaining that I have participated in, and



NALC President  
Brian L. Renfroe

that is that the parties will encounter new and unique challenges to tackle and address,” Tulino said. “This round of bargaining will be no different, but I am confident that we can and we will find mutually acceptable solutions to the challenges we will face in this round of bargaining.”

Tulino, who will lead the negotiations for the Postal Service, said, “As we continue the strategy of becoming the delivery provider of choice for the American public, it is essential that we continue down the path to modernize our work practices and work rules, be more precise in our operational execution, and provide a work environment that enables our employees to provide the best-in-class service—and that includes the safety and security of all of our city letter carriers.”



Executive Vice  
President  
Paul Barner

## NALC President Brian L. Renfroe’s opening remarks for the 2023 collective-bargaining session

FEB. 22, 2023

Good morning, everyone. Thank you, Postmaster General DeJoy and Deputy Postmaster General Tulino, for hosting this opening ceremony for NALC’s 16th round of collective bargaining with the Postal Service. I am honored to be here today representing the nation’s city letter carriers for the first time as NALC president. We are eager to work in good faith to reach a new contract. As we look forward to the negotiations ahead, I see opportunities for both sides of this table.

We meet at a crucial time for the city letter carrier craft. Almost three years ago, the world as we knew it started shutting

down due to the rapidly spreading COVID-19 virus. While millions of Americans worked from home and sheltered in place across the country, our work became a lifeline for millions of homes and businesses.

Letter carriers seamlessly kept the economy and our communities running by delivering essential goods and medications, school supplies, stimulus checks, at-home COVID tests, and everything else that the American people needed. For months, we enabled our customers to safely shelter at home, a luxury that essential workers like letter carriers did not have. We proudly rose to the occasion, just like we always have.

We also helped to uphold American democracy in two national elections by working directly and successfully with the Postal Service to ensure that American voters could safely and confidently cast their ballots at home during a time of intense polarization and heightened congressional scrutiny. During the pandemic, vote-by-mail skyrocketed, and letter carriers





Deputy  
Postmaster  
General  
Doug Tulino



Postmaster  
General  
Louis DeJoy

He added that USPS's "future success" will depend on "decisions we make relative to maintaining an affordable and flexible workforce capable of responding to a constantly changing business environment where we compete for business every day." Tulino credited letter carriers' ability to adapt through the last three turbulent years.

"Deploying that same ingenuity and adaptability to this round of bargaining will go a long way to us achieving a negotiated agreement," he continued. "As we begin the process of bargaining, I pledge my commitment to working with you, Brian, and your entire

team to achieve a negotiated agreement that is fair to our employees, meets the objectives of both our organizations, and enables us to continue outstanding service to our customers, the American public."

Paul Barner, who as NALC executive vice president serves as the union's chief spokesperson for this round of bargaining, then kicked off NALC's presentation, saying, "We're glad to be here to begin negotiations on our next national agreement with the Postal Service." He thanked the management team for their hospitality and introduced the attendees representing NALC.

President Renfroe then gave his statement (printed in full below). The video of the statement is available at [nalc.org/cb-opening](http://nalc.org/cb-opening)

Following President Renfroe, Postmaster General DeJoy thanked NALC for its cooperation in working with the Postal Service on the issues that have arisen since he became postmaster general. He recounted the accomplishments of the last three years—weathering the COVID-19 pandemic and guaranteeing the delivery of mail ballots during two nationwide elections. He highlighted the procurement of Next Generation Delivery Vehicles and the



The parties met at  
USPS Headquarters  
on Feb. 22.

and the NALC were proud to play a crucial role in getting tens of millions of ballots delivered securely and on time.

Through all of this, our union and letter carriers across the country led a 12-year effort to finally enact bipartisan postal reform that protected this invaluable network by repealing the pre-funding mandate, which had burdened the Postal Service for over a decade. By achieving this goal, working in concert with you and the other postal unions, we not only put the Postal Service on more solid financial footing, we also demonstrated that productive collaboration is essential to the continued success of our union and the Postal Service.

As everyone knows, our country's economic landscape is drastically different than it was in 2019 when we last sat at a negotiating table. Unemployment rates are at a 50-year low, and we face the increasingly difficult challenge of attracting sufficient applicants for letter carrier jobs at today's starting wages. This has significantly affected our ability to properly

staff post offices and ultimately deliver the nation's mail.

Today, letter carriers are working harder and longer hours than at any other point in our history. The staffing shortages, coupled with the influx of parcel volumes, changing technology and heightened customer expectations, have made our jobs more challenging and demanding.

But that's not all. Too often, we still struggle with the lack of management's contract compliance at the local level. This leads to complications on the workroom floor, which affect morale and productivity, while needlessly costing the Postal Service money.

And perhaps most importantly, crime against letter carriers is on the rise. These repeated attacks against our members are horrific, unacceptable and must be addressed through action. No letter carrier should fear for their life or safety while on the job. Candidly, crime is a deterrent in an already difficult environment to attract letter carriers to join the Postal Service.



Postmaster General Louis DeJoy (l) and NALC President Brian L. Renfro

## Bargaining (continued)

to us what we all want and need, a successful path forward in our working relationship as we continue to transform the Postal Service into an organization that will enjoy a vibrant existence far into the future.”

on May 20. If the parties fail to reach an agreement by then, federal law establishes a system of mediation and binding arbitration to resolve disputes; the law forbids strikes by postal workers. The parties have organized bargaining committees and have begun negotiations.

Future updates on bargaining will be in the *NALC Bulletin*, in *The Postal Record*, on the NALC Member App and on NALC’s social media accounts. **PR**

efforts to streamline the organization’s infrastructure.

“Collective bargaining is an opportunity to address some of our most critical challenges,” he said. “We are better together. We have proven that. Let us jointly focus on how we can reach an agreement that will make the Postal Service stronger than ever with the future of the organization and its people as our main objective.”

DeJoy singled out Renfro and Tulino, saying, “I have the confidence that they will work together to deliver

The present collective-bargaining agreement is set to expire at midnight



The NALC Executive Council, along with members of the letter carrier and professional staff, attended the opening.

## President Renfro’s opening remarks (continued)

In this round of collective bargaining, letter carriers have the chance to be recognized, and rewarded, for being the backbone of this beloved American institution, the United States Postal Service. Letter carriers are the face of the Postal Service. We are the ones customers see delivering to their homes and businesses. They know us and rely on us for dependable, consistent service. We are indispensable and directly carry out the Postal Service’s mission.

Through a fair agreement, the Postal Service has the opportunity to strengthen the letter carrier workforce, and in turn, bolster the Postal Service’s ability to achieve the goals in its 10-year plan. One of the goals of the 10-year plan is to invest in and empower employees to create a stable workforce. Other key portions of the plan, like implementation of sorting and delivery centers, will only be successful if we use these negotiations to build a stronger city letter carrier craft.

As we seek a new agreement, we will aim to preserve and improve the standard of living for the nation’s city letter carriers, as we always have. It is our expectation that we will be

able to reach voluntary agreement; however, we will not hesitate to pursue a fair agreement through binding interest arbitration if necessary.

Our goals are simple.

First and foremost, we must address the staffing issue that is debilitating our craft. Nationwide, letter carriers are overworked, and post offices are understaffed. One obvious solution that we seek is increased wages. If the Postal Service wants to recruit and retain letter carriers, it starts with a competitive wage—plain and simple.

The staffing crisis can also be addressed by shifting to an all-career workforce and abolishing the city carrier assistant position. The CCA position, in its current form, no longer serves the Postal Service or our craft.

Overwhelming turnover is seriously undermining service. While we have made positive strides in our recent agreements to convert certain installations across the country to the all-career model, NALC seeks to convert all CCAs to career positions and make the all-career model the standard nationwide.

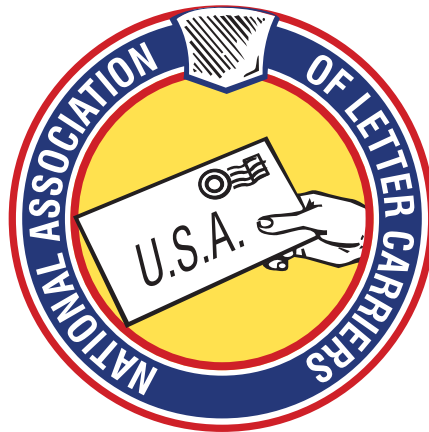


# NALC's 50-plus years of bargaining

**T**he wages, benefits and working conditions of the nation's city letter carriers never have simply been given—they've been forged at the bargaining table, through negotiation and sometimes through arbitration.

More than 50 years ago, President Richard Nixon, using the momentum created by the Great Postal Strike of 1970, signed the Postal Reorganization Act (PRA) into law, replacing the 195-year-old Cabinet-level Post Office Department with a new public corporation: the United States Postal Service.

With the strike and the PRA, postal employees had finally won the right to bargain collectively for wages, benefits and improved working conditions. Rather than a right to strike, the law said that they had a right to binding interest arbitration: Should contract negotiations fail, each party presents its case to a three-member arbitration board—one member named by each



party and a third neutral member selected jointly as board chairman. The panel considers the issues and renders a binding judgment.

The first two-year national agreement, settled in 1971, was negotiated between USPS and all seven postal unions of the time, which bargained together. The agreement included negotiated wage increases as well as

staggered cost-of living adjustments (COLAs) to wages based on the consumer price index.

The 1973 and 1975 contracts also were negotiated by the now four consolidated unions: NALC, the American Postal Workers Union (APWU), the National Postal Mail Handlers Union (NPMHU) and the National Rural Letter Carriers' Association (NRLCA).

When the 1975 agreement reached its end in 1978, USPS attacked the COLA provision, arguing a need for protection from inflation-driven pay raises. Initially, NALC, APWU and NPMHU agreed to a proposed limit on COLAs. But rank-and-file city letter carriers, for the first and only time, rejected the proposed contract in a national ratification vote. The rejection forced the COLA issue, as well as proposed changes in the prior contract's prohibition of layoffs (the "no-layoff clause"), into arbitration. In the end, the arbitrator sided with the union on the cap,

Lastly, we will insist on practical solutions to address the increasing crime against letter carriers. The safety of letter carriers is our No. 1 priority. We must work together to ensure that letter carriers are safe from the moment they arrive at their stations until the moment they park their vehicles after delivery. We cannot allow these crimes to persist.

If we work together, I wholeheartedly believe that we can achieve these goals and that doing so will ultimately benefit both parties. Together, we have implemented several successful initiatives since our last agreement, including numerous COVID-related memorandums of understanding, the development of the New Employee Experience and Retention Program, the conversion to the all-career model in hundreds of installations across the country, and the Technology Integrated Alternate Route Evaluation and Adjustment Process, just to name a few.

We commend your willingness to work with us on these key initiatives. We have long been involved in the bargaining process with Deputy Postmaster General Tulino. I appreciate your commitment and look forward to what we will continue to accomplish together.

Similarly, after years and years of declining service quality,

it is refreshing to have leadership that is willing to sit down and maintain regular, substantive engagement to address this problem while promoting the work letter carriers do proudly six—and sometimes seven—days a week. Your leadership, Postmaster General DeJoy, has fostered that engagement that we look forward to continuing in the future.

I will close by saying, during these negotiations, I believe both parties have a unique opportunity to build something transformative for the nation's letter carrier workforce and the entire agency. If we can increase wages, appropriately staff our craft, address safety concerns, and enforce managerial contract compliance, letter carriers, in turn, can ensure that the Postal Service remains strong and competitive.

City letter carriers deserve a contract that will enable them to have a dignified, safe and dependable job that provides a comfortable middle-class working life and retirement. It is my privilege to lead the nation's city letter carriers in our pursuit of these goals.

Again, NALC is committed to doing all we can to swiftly reach agreement on a mutually beneficial contract. I look forward to working with all of you in the weeks and months ahead. Thank you. **PR**

# 50-plus years of bargaining (continued)

retaining the existing COLA clause, but he granted management a modification of the no-layoff clause—limiting its coverage to career employees with at least six years of service.

Between 1981 and 1994, NALC and APWU bargained jointly with USPS. The 1981 agreement was successfully negotiated, although the Postal Service began claiming that employees were overpaid compared with private-sector workers in similar jobs.

Three years later, the 1984 contract talks reached an impasse when USPS revived the “comparability” issue. In interest arbitration, the board rejected USPS’s demands for massive wage cuts but lowered the starting salaries of NALC and APWU members, calling for “moderate restraint” in future negotiations.

The 1987 agreement was negotiated, while concerns surrounding comparability and health insurance premiums forced the 1990 contract to arbitration. That arbitrator provided wage increases and maintained COLAs, but created a transitional employee (TE) classification to facilitate the implementation of delivery point sequence (DPS) automation. The arbitrator agreed that USPS deserved relief on health insurance contributions, but told the parties to try to reach an agreement on that issue through mediation. Those talks failed, and in 1993, a second arbitrator’s award cut the Postal Service’s contribution toward health benefits 1 percent per year for five years.

NALC’s 1994 national convention in Atlantic City, NJ, decided that the union should “go it alone” in contract negotiations. In 1994 and 1998, USPS again raised the comparability issue; in both years, talks went to arbitration, with NALC raising its own concerns over the impact of automation—

specifically DPS—on carrier productivity, injury rates and street times.

Also in 1994, NALC pushed for a significant pay upgrade based on changes in letter carriers’ work. The arbitrator did not grant the increase, but wrote in the final award that the union had raised an important issue that needed to be addressed in the future. The arbitrator also rejected the Postal Service’s claim that letter carriers were overpaid.

In 1998, after extensive hearings, letter carriers finally won their sought-after pay upgrade in recognition of the increasingly difficult nature of their work—a devastating blow to USPS’s “comparability” arguments.

The Sept. 11, 2001, terrorist attacks and the postal anthrax attacks shortly thereafter delayed completion of the 2001 contract talks until the spring of 2002. The negotiated agreement covered five years—a first—and included wage increases and COLAs; it also overhauled the grievance/arbitration procedure by incorporating the Dispute Resolution Process into Article 15.

In 2006, NALC was unrelenting in its push for protection from the Postal Service’s increased use of contracted out delivery services. Negotiations dragged on for months and arbitration seemed likely. Meanwhile, NALC pressed Congress for protection from contracting out. Eventually, postal management conceded on the issue and another five-year agreement was negotiated, finalized and ratified by a 9-to-1 ratio. That agreement secured the protections against subcontracting that still cover us today.

Following 14 months of negotiations and mediation, the 2011-2016 agreement was settled in January 2013 through interest arbitration. The TE

classification was replaced with the new non-career classification known as city carrier assistant (CCA).

The 2016-2019 agreement took 15 months to negotiate. It included many gains, including a pay upgrade, COLAs and general wage increases. It also included provisions affecting CCAs and former CCAs, notably a one-time conversion affecting certain CCAs as well as advanced step placements and step increases for CCAs and former CCAs with significant TE service. It was ratified by a 16-to-1 ratio.

In 2020, the negotiations for a new agreement were well into the arbitration process—a process forced to operate remotely through video conference by the ongoing COVID-19 pandemic—when the parties came to agreement in November of that year. The 2019-2023 agreement provided four annual general wage increases and seven COLAs. In addition, a new top step (Step P) was added to the career letter carrier pay scales. The agreement provided for the automatic conversion of CCAs to career status no later than after 24 months of relative standing, providing full fringe benefits and peace of mind to non-career carriers. It also maintained existing protections against subcontracting and layoffs. NALC members overwhelmingly approved of the agreement by more than 95 percent.

The current contract expires at midnight on May 20, and the bargaining process already is underway. More than 50 years after the Great Postal Strike, NALC and USPS still have faith that bargaining-table compromises are the best means toward crafting a contract agreement that serves the interests of city letter carriers and the Postal Service. **PR**





# News from Washington

## Members of House and Senate oversight committees announced

**T**he House and Senate have finalized committee assignments for the 118th Congress. The House Committee on Oversight and Accountability (COA) and the Senate Committee on Homeland Security and Governmental Affairs (HSGAC) are the primary congressional committees with jurisdiction over the Postal Service and federal employees.

COA functions to ensure the efficiency and effectiveness of the federal government and its agencies while providing accountability.

Similarly, HSGAC has broad jurisdiction over government operations and focuses on the effectiveness of all federal agencies. Because these committees have jurisdiction over the Postal Service, it is important for NALC to familiarize these committee members with letter carrier issues. With many new members serving on these committees, including in leadership roles, NALC will prioritize working with these members on our key issues.

Members of COA and HSGAC are listed below.

## House Committee on Oversight and Accountability

### Democrats

Jamie Raskin (MD),  
Ranking Member  
Becca Balint (VT)  
Shontel Brown (OH)  
Cori Bush (MO)  
Greg Casar (TX)  
Gerry Connolly (VA)  
Jasmine Crockett (TX)  
Maxwell Frost (FL)  
Robert Garcia (CA)  
Dan Goldman (NY)  
Jimmy Gomez (CA)  
Ro Khanna (CA)

Raja Krishnamoorthi (IL)  
Summer Lee (PA)  
Stephen Lynch (MA)  
Kweisi Mfume (MD)  
Jared Moskowitz (FL)  
Eleanor Holmes Norton (DC)  
Alexandria Ocasio-Cortez (NY)  
Katie Porter (CA)  
Melanie Stansbury (NM)

### Republicans

James Comer (KY),  
Chairman  
Kelly Armstrong (ND)  
Andy Biggs (AZ)  
Lauren Boebert (CO)  
Tim Burchett (TN)  
Eric Burlison (MO)  
Byron Donalds (FL)  
Chuck Edwards (NC)  
Pat Fallon (TX)  
Virginia Foxx (NC)  
Russell Fry (SC)  
Paul Gosar (AZ)

Marjorie Taylor Greene (GA)  
Glenn Grothman (WI)  
Clay Higgins (LA)  
Jim Jordan (OH)  
Nick Langworthy (NY)  
Jake LaTurner (KS)  
Anna Luna (FL)  
Nancy Mace (SC)  
Lisa McClain (MI)  
Gary Palmer (AL)  
Scott Perry (PA)  
Pete Sessions (TX)  
William Timmons (SC)  
Mike Turner (OH)

## Senate Committee on Homeland Security and Governmental Affairs

### Democrats

Gary Peters (MI), Chairman  
Richard Blumenthal (CT)  
Tom Carper (DE)  
Maggie Hassan (NH)  
Jon Ossoff (GA)  
Alex Padilla (CA)  
Kyrsten Sinema (AZ)  
(Independent caucus-  
ing with Democrats)  
Jack Rosen (NV)

### Republicans

Rand Paul (KY),  
Ranking Member  
Josh Hawley (MO)  
Ron Johnson (WI)  
James Lankford (OK)  
Roger Marshall (KS)  
Mitt Romney (UT)  
Rick Scott (FL)



The AFL-CIO Executive Council, including NALC President Renfroe (second from right) hosted Brazil President Luiz Inácio Lula da Silva, a union brother who has organized worker strikes across Brazil.

## News from Washington (continued)

### Marty Walsh to step down as labor secretary

Labor Secretary Marty Walsh announced on Feb. 16 that he would step down as head of the U.S. Department of Labor for an opportunity to lead the National Hockey League Players' Association, the union that represents professional hockey players in the United States and Canada. He will depart from the agency in mid-March.

Walsh, who was nominated by President Biden in January 2021 and later confirmed by the Senate in March 2021, was the first union member in three decades to hold the position.

Following his departure, current Deputy Secretary of Labor Julie Su, who was nominated by Biden in February 2021 and confirmed by the Senate in July 2021, will serve as the agency's interim leader.

At press time, President Biden had yet to announce whether he plans to nominate Su for the position or choose someone new. Once announced, the nominee must be approved by the Senate.

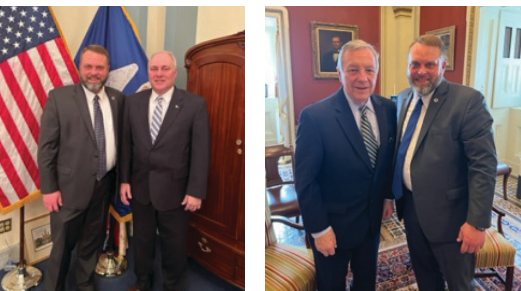
### Hitting the ground running in the 118th Congress

When a new Congress convenes, it is vital to make sure that NALC's voice is heard by new and returning lawmakers. Since the 118th Congress convened in January, NALC President Brian L. Renfroe has met with several leaders and members in the House and the Senate from both sides of the aisle to discuss NALC's legislative priorities. Following the passage of postal reform last year, NALC still has an ambi-

tious agenda that will require support from our Democratic and Republican friends in Congress.

In these meetings, President Renfroe has discussed a new investment strategy for Postal Service pensions and asked for support and movement on the Social Security Fairness Act and the Federal Retirement Fairness Act. Additionally, he has asked lawmakers to support letter carriers by pushing the administration to act on the Segal Report, and he has made clear our priorities for the USPS Board of Governors (BOG)—to maintain stability on the BOG until NALC reaches a new national agreement and for the administration to renominate union member Capt. Lee Moak, who is currently serving in his holdover year that expires in December. Overall, these priorities have been well received and have garnered interest from bipartisan lawmakers. See the President's Message on page 1 for more information on these priorities.

President Renfroe also is ensuring that NALC continues to have a voice in the broader labor movement, including our sister unions in the AFL-CIO. Renfroe attended the AFL-CIO Executive Council meeting in February, where union leaders discussed the federation's goals for the coming year. President Renfroe, and other union leaders, also represented U.S. labor on an international stage in a meeting in Washington, DC, with Brazil President Luiz Inácio Lula da Silva. President Lula is a union brother who has organized worker strikes across Brazil, who helped organize Brazil's Workers' Party, and who is a global leader in the labor movement. **PR**



President Renfroe has been meeting with leaders in the Capitol, including (clockwise from top): Sen. Cindy Hyde-Smith (R-MI), Sen. Dick Durbin (D-IL) and House Majority Leader Steve Scalise (R-LA).



# Getting involved in the union starts at your branch meeting

**W**hether you're a new NALC member or a longtime veteran, there are always plenty of opportunities for you to get involved. For some members, all they see of the union is what the shop steward does on the workroom floor. But that's just scratching the surface of what the union is all about. There are many ways to get involved with the union beyond workroom-floor issues. And it all starts in one simple way: attending your branch meeting.

As an NALC member, you are automatically a member of your local branch—one of about 1,800 NALC branches of varying sizes throughout the country. Your branch consists of, and is run by, letter carriers like yourself. Members elect their own branch officers in free and fair elections, and any regular member in good standing may run for office.

Branch business is conducted at regular membership meetings that any member may attend. Most branches hold meetings monthly, though some hold them less frequently. You can find out when your branch meets by reading a posting on a bulletin board at your station, in the branch newsletter or on the branch website; by asking carriers in your station; or by contacting your shop steward, branch leaders or your national business agent's office. Most meetings are held on the same night of each month, and some may even have food and refreshments. Some branches offer virtual meeting options, so late-working letter carriers or members who live at a distance are still able to be active participants in their local branch. While it's best to arrive on time, the meeting isn't closed if you are a little late.

The meeting will be called to order by the branch president and then will likely follow the normal order of business spelled out in the *Constitution for the Government of Subordinate and*

## *Federal Branches:*

1. Roll Call
2. Reading of Minutes of Previous Meeting
3. Reading of Communications, Notices, Bills, etc.
4. Application for Membership
5. Balloting for Candidates
6. Initiation of Elected Candidates
7. Reports of Standing and Special Committees
8. MBA
9. Health Benefit Plan
10. Unfinished Business
11. New Business
12. Good of the Association
13. For the Improvement of the Service
14. Financial Secretary's Report of Receipts
15. Treasurer's Report of Expenditures
16. Adjournment

Many of these items can go quickly or be skipped if unnecessary, so you are unlikely to feel overwhelmed. If you're a first-time attendee, the branch might have a special welcome or introduction for you. If you have something you'd like to bring up, the best time to do it is during "new business" or "good of the association." If you want to make a motion—to get the entire branch to take action—do so during "new business." If you just have a question or concern, bring it up later during "good of the association." As you talk it through, you might realize you need to make a motion, but that might have to wait until the next branch meeting.

Participating in these ways will assist you in getting the answers you're looking for, help you realize that other carriers are facing the same issues you are, and encourage you to take action. You just might discover you can be your own solution.

Branch meetings also are great sources of information. You'll find out what



is happening with other carriers and at other stations in the branch, which may operate differently from yours. You'll find out when there are trainings and conventions, as many branches offer classes to help new carriers "work smarter" on the job and conduct special

involved with the food drive, from promoting the event to organizing delivery of the collected food. Your branch food drive coordinator would appreciate any assistance you'd like to give, and if your branch doesn't have one, you could take on that role and give back to your community.

If you like to write, branches often are looking for writers and editors to help with the branch newsletter, or even to start one. If you're technologically savvy, many branches have or want to start a website or social media account, and you could put your skills to good use on that. Branches offering virtual meetings sometimes need technical assistance with networks, cameras, microphones and lighting.

If legislation and politics are your passion, there are many opportunities to participate. Whether it is through voluntary participation in the Letter Carrier Political Fund (LCPF), interfacing with legislators in your district or state to discuss and promote pro-letter carrier legislation and other important issues, or through other activities, there is always opportunity to continue our bipartisan work.

If you're tired of the way you and other carriers are treated on the workroom floor, maybe you're ready to start gaining the knowledge and skills to serve as a shop steward. There's no better way to know what is going on in the union and play a role in how the union operates than by becoming a steward.

These are just a few of the many ways you and your family can get involved. All you need to do is ask. Participating in NALC is a great way to help strengthen the one organization dedicated solely to protecting carriers' interests in the workplace and in the halls of Congress. **PR**

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**“If you’re tired of the way you and other carriers are treated on the workroom floor, maybe you’re ready to start gaining the knowledge and skills to serve as a shop steward. There’s no better way to know what is going on in the union and play a role in how the union operates than by becoming a steward.”**

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classes for shop stewards and other union activists. You'll find out about offerings from the branch and national union on health care, vision and dental benefits, additional retirement benefits, accidental death benefits and scholarships, to name a few. You'll also hear about legislation that could affect your job or benefits.

Branch meetings aren't the only organized activities. Many branches also promote fellowship and solidarity among branch members and their families by offering a variety of social events, including bowling nights, picnics, dances or ball games. Some branches hold special dinners or events for retirees, stewards and other groups, which may or may not be open to all.

If you enjoy giving back to your community, branches often engage in blood drives, collections for the Muscular Dystrophy Association and other volunteer opportunities. But the biggest annual volunteering event is the Letter Carriers' Stamp Out Hunger Food Drive, which is held on the second Saturday in May each year. The local food drive coordinator is responsible for everything

## Seventh COLA is set at \$208

**T**he seventh and final regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement was \$208 annually following the release of the January consumer price index (CPI). This increase was added to every step in Table 1 and Step P in Table 2, and then applied proportionately to Steps A through O in Table 2. The increase has been applied to the pay chart on page 13. The increase will take effect March 11. **PR**

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective March 11, 2023 (7th COLA)

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

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
March 11, 2023*	January COLA	\$208

### City carrier assistant increases

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

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

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

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

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

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

**Table 1: City Carrier Schedule**

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

RSC Q (NALC)

	Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299	464
Carrier Technician**	63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.16	33.39	33.44	35.04	35.27	35.50	35.73	35.96	36.19	36.42	36.65	36.88	37.11	37.35	37.58	37.80	
Carrier Technician**	31.82	34.09	34.15	35.77	36.01	36.25	36.48	36.72	36.95	37.18	37.42	37.66	37.89	38.13	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.85	31.98	32.03	33.56	33.78	34.00	34.22	34.44	34.66	34.88	35.10	35.32	35.54	35.77	35.99	36.20	
Carrier Technician**	30.47	32.65	32.70	34.26	34.49	34.71	34.94	35.16	35.39	35.61	35.84	36.07	36.29	36.52	36.74	36.96	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

\*\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

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

RSC Q7 (NALC)

	Basic Annual Salaries																MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		P
City Carrier (Grade 2)	46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299	2,060	
Carrier Technician**	47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880	2,101	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.24***	23.11	24.14	25.18	26.21	27.24	28.28	29.31	30.35	31.38	32.41	33.44	34.48	35.51	36.54	37.58	37.80	
Carrier Technician**	22.71***	23.60	24.65	25.71	26.76	27.82	28.87	29.93	30.98	32.04	33.09	34.15	35.20	36.26	37.31	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.13	23.12	24.11	25.10	26.09	27.08	28.07	29.06	30.05	31.04	32.03	33.02	34.01	35.00	35.99	36.20		
Carrier Technician**	22.60	23.61	24.62	25.63	26.64	27.65	28.66	29.67	30.68	31.69	32.70	33.71	34.72	35.73	36.74	36.96		
Percent Step O																		
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	100.00%		
Step Increase Waiting Periods (In Weeks)																		
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3	

\*\* Carrier Technicians receive an additional 2.1%

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

**Table 3: City Carrier Assistant Schedule**

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

Hourly Rates

RSC Q4 (NALC)

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

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

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



# Letter carriers and the mail on social media

**V**arious news stories and interesting anecdotes that celebrate letter carriers and the mail have been appearing on social media. The following are some that have come to the union's attention. If you come across a story you'd like us to consider featuring, send it to [social@nalc.org](mailto:social@nalc.org).

## Beloved California carrier retires

**Frank Beronilla** served the Santa Clara, CA, community for 36 years. He started working at the Postal Service in 1987, and he explained to *The Los Altos Town Crier* that he stayed for so long because of the people. The Branch 1427 member befriended everyone—he even recalled a customer's wedding that he attended early on in his career, labeling it “easily the most important event in my career” due to meeting his future wife there. They eventually had two children.

Beronilla was a fixture in Santa Clara, a friendly face who knew every customer by name and always had a smile. According to his customers, Beronilla walked his route and went out of his way to deliver packages. One customer, Maureen Godwin, noted Beronilla's kindness when she had to



Frank Beronilla

Photo courtesy *The Los Altos Town Crier*



The Greenwood Village City Council presents a plaque to Jim Davalos.

relocate for six months on account of an apartment fire—he kept track of all her mail and packages until she could move back.

On Jan. 27, Beronilla said his goodbyes and retired with plans to relax and possibly build a cedar-strip canoe.

## City council honors retiring Colorado mailman

**Jim Davalos**, who served as an Englewood, CO, letter carrier for 18 years, retired in January.

In response, 21 people came to the Greenwood Village City Council meeting to honor and share stories about the Centennial Branch 5996 carrier. A few residents presented him with a plaque, which thanked Davalos for “20 years of excellent

service” and for “the many lives you’ve touched with your tremendous work ethic and heart of gold.”

One customer, council member Judy Hilton, said that Davalos has been a fixture in the neighborhood, and “has been very tactful, gentle and positive with all of us.”

Another customer, Katie Kleeman, thanked Davalos for loving their community and noted that he always attended parties, birthdays and funerals for the residents.

Davalos's retirement plans include getting a trailer and playing golf in all 50 states.

## California carrier shares heartwarming retirement video

On Dec. 29, 2022, Canoga Park, CA, carrier **Anthony Vives** retired after 24 years with the Postal Service. The Branch 4006 member immediately filmed a video of himself for his wife and daughter, beaming and celebrating his retirement: “I’m done. Thank you, Lord. I’m gonna go home now,” Vives says in the video.

Anthony Vives



His daughter, Belle Vives, posted the video on her TikTok account, and so far it has earned 750,000 views and has been picked up by an ABC 7 news program in Los Angeles.

Belle told ABS-CBN News that her father is “one of the most likable

people ever. He would take time to have five-minute conversations with each customer, every single day, so he personally got to know them. That's why they love him so much. He knows them all by name, the kids, the dogs." On Christmas, the residents would give Vives gifts. "They became like family to me," he said. He loved his customers—though he developed knee problems from walking and was offered a transfer to a department that would allow him to use a service vehicle, he declined, as he didn't want to leave the residents in West Hills.

To celebrate his retirement, Vives's customers threw him a block party. The carrier apologized for retiring and said he would miss all of them, including the dogs.

Vives has been spending his retirement relaxing, as well as preparing for the retirement party his daughters are throwing this month. He has a trip to the Philippines, his home country, planned in July.

**Kevin Pinkerton**

Photo by Greg Lehman,  
Walla Walla Union-Bulletin



### Washington carrier reflects on career

Walla Walla, WA, carrier **Kevin Pinkerton** has been working for the

Postal Service as a letter carrier for 15 years. Though winter brings cold temps and long hours, the Branch 736 member doesn't mind it. "The job's got to get done," he told the *Walla-Walla Union Bulletin*.

In fact, Pinkerton loves his job. "In general, it's been a real good experience," he said. "It's kind of nice seeing people when they're excited to get something. It's neat when there's kids, and they see there's a present coming ... or their parents will hand them something, saying, 'Oh, this is from Grandma and Grandpa.' "

Pinkerton also noted his involvement in Operation Santa, which he called a "letter adoption" where individuals can go online, adopt a kid who sent a letter to Santa Claus, and send them the gift they asked for.

Pinkerton says he feels blessed to have this job. "It's definitely been a lot more work than I had known about prior, but it's been a great job," he said. "There's a lot of really friendly people that are happy to see me, wishing me a good day, wishing me happy holidays, looking out for my safety, telling me to keep warm, asking if I'm staying safe."

### New Jersey carrier by day, TikTok star by night

Morristown, NJ, carrier **Emmanuel Jean-Pierre** decided one day that he needed a creative outlet, and so he turned to TikTok, where he became "Manny the Mailman." The Branch 272 member has gained 215,500 followers from posting videos while on his lunch break, telling funny stories about his job or giving delivery tips.

Just recently, Jean-Pierre posted a video saying that he wished that he could prank someone into thinking

### Emmanuel Jean-Pierre and his book, *Manny the Mailman and his Magical Misadventure*



they're dreaming, a video creating analogies between mail trays and mental health struggles, and a video discussing the animal skulls and pounds of raw meat he once found in a customer's mailbox during a full moon.

Jean-Pierre, is a master of traditional media, as well. He recently published a book called *Manny the Mailman and his Magical Misadventure*, where Manny delivers to a town of fairy tale creatures. But when an adventurous elf drags Manny into helping the magical creatures, Manny has to rush through the tasks in order to deliver the package before 6 p.m.

Jean-Pierre plans to keep on posting on social media. He said that posting creates a break in his day, and it's clear that his many followers look forward to his videos just as much as he does.

### Minnesota carrier jazzes up uniform

Minneapolis, MN, carrier **Jimmy Lonetti**, the founder of a baseball glove repair shop, has a love for vintage fashion.



## Social media (continued)

The Branch 9 member has been a carrier for a decade, and he immediately opted to spice up his work uniform with a vintage leather bag, retro patches and thrifted buttons. He has a full vintage wardrobe that he wears to work, from a bomber-style hat and a Stormy Kromer cap to a quilted winter coat with standing eagle buttons and a vintage regulation windbreaker. “I always tell guys at work that my dream job at the Post Office would be to somehow be involved in the uniform program,” Lonetti told Uni Watch, a media project that discusses uniforms, logos and related topics.

Lonetti said his appreciation doesn’t stop there—he has previously written

Jimmy Lonetti



about his disappointment in modern mailbox design, and he has a collection of vintage uniform catalogs, as well as a piece of a vintage mail chute. On his route, he delivers to a record store, where he often says hi and notices the merchandise.

During the holiday season, Lonetti sometimes passes out postcards to his customers with Mr. ZIP on them—a cartoon letter carrier character used by the Post Office Department in the 1960s. “People like that,” he said. He also carries a little pouch on the strap of his bag, which he explains used to be for letter carriers to carry around stamps. Lonetti keeps up the tradition, as many customers ask him for stamps.

Lonetti’s appreciation for clothes extends past aesthetics; he said that “there’s no such thing as bad weather—just bad clothes.” In the winter, he uses anything he can get his hands on to stay warm—as long as it has the standing eagle logo on it.

### Old-school Massachusetts carrier loves his job

Lexington, MA, letter carrier **Domenic Corsetti** is just one of many letter carriers who have been in the game for decades and still do every bit of their part to help uphold the Postal Service’s speedy delivery. The Boston Branch 34 member is familiar with the holiday rush, and he doesn’t fret when it comes around. “This is our time,” Corsetti told *The Boston Globe*. “The young guys get a little nervous. I tell them to relax; we’ll get it done.”

Domenic Corsetti

Photo by David L. Ryan, *Boston Globe*



In his fourth decade of delivering the mail, Corsetti said he enjoys the job “more than ever” because of the service he’s able to provide to his customers and his interactions with them.

He says that the face-to-face personality between letter carriers and customers is not gone—“We talk about the Bruins, the Celtics. It’s like when I was growing up in East Boston. Everyone knew the mailman.”

That sentiment is returned by his customers. “We love this guy,” retired teacher Edith Craft said. She explained that Corsetti, aware of her sweet tooth, leaves her doughnut holes to go with her coffee.

Besides delivering the mail, Corsetti plays a leading role in Branch 34’s charitable work with the Muscular Dystrophy Association, and also trains new hires. He transferred to management at one point in his career, but he missed the customer interactions too much. **PR**





# Letter carriers who open their houses and their hearts to foster children



**L**etter carriers care for their communities in many ways, from collecting food for the hungry with the Stamp Out Hunger Food Drive, or raising money and volunteering for the Muscular Dystrophy Association and other charities, to rescuing people in danger on their routes. Letter carriers are everyday heroes. They quietly and humbly contribute to making the lives of others better. It's no surprise that some carriers have found another way to give back—by acting as foster parents. This is the story of two letter carrier families who care for vulnerable children in their homes.

**Debbie and Jeff Knowlton** balance letter carrier careers with caring for their own four children as well as foster children. The carriers, married 18 years, still work in the same station in the town of Bowling Green, OH, where they met and still live with three of their four children (the fourth has grown and left home). Both are members of Toledo, OH Branch 100.

Though they've already reared four children, the Knowltons had a reason to take in more.

"My mom was in the foster system back in the day," Debbie said, so she

wanted to be a foster parent. In her mother's time, it was more common to place children in group homes, but today, foster parents like the Knowltons bring children in need to their own homes to provide as much stability and care as possible.

Since 2017, the Knowltons have hosted eight foster children—two unrelated infants and two sets of three siblings. The first set, two boys and a girl, aged 5, 7 and 9, respectively, stayed with the Knowlton family for eight months. The second group, two girls and a boy, consisted of a newborn boy and his sisters, aged 2 and 5. They stayed for a few weeks before returning to their home, but they had to come back for an additional six months because the parents still weren't ready to resume their family life. The Knowltons took in the two single infants, a boy and a girl, in overlapping stays; the longest for a year and a half.

"There aren't a lot of foster families that take sibling groups," Debbie said. She and Jeff each grew up with five siblings. "We both come from big families, so we know how important it is to be with your brothers and sisters."





Before they could care for foster children, the Knowltons went through a thorough screening and training process to get a license from their county. There were criminal background and financial checks, a home check and fire safety inspection, extensive training and many forms to fill out. The process took six months.

The role of most foster families is to care for children removed from their homes temporarily while their parents handle the issues that caused the removal, such as drug addiction, abuse or neglect, and get permission from a judge to take them back. “It gives them time to deal with whatever issues they have,” Jeff said.

Foster parents have all the same responsibilities as permanent parents, and the tasks can add up. The Knowltons took their foster children to school functions and sports as they had done with their own children. Sometimes, the children also needed to go to counseling sessions to work through trauma, or to the doctor. “A lot of them aren’t up to date with their vaccinations and immunizations and doctor visits,” Jeff said. The couple managed to do it all while working letter carrier schedules.

The Knowltons made the foster children feel like their own family members. “We always include them in family fun days,” Debbie said, taking them to play on indoor trampolines, roller skating or a Chuck E. Cheese restaurant.

Maintaining stability is important for foster children, the Knowltons said. The goal is to keep the children in a normal routine at the same school, with siblings still together. The children keep in touch with their parents, first by visiting the children

at the foster parents’ home, and then through short visits or overnight stays at the parents’ home, until the parents (or parent) are ready to take them back and a judge approves.

Every once in a while, though, children can’t go back to their parents. The Knowltons were prepared for that.

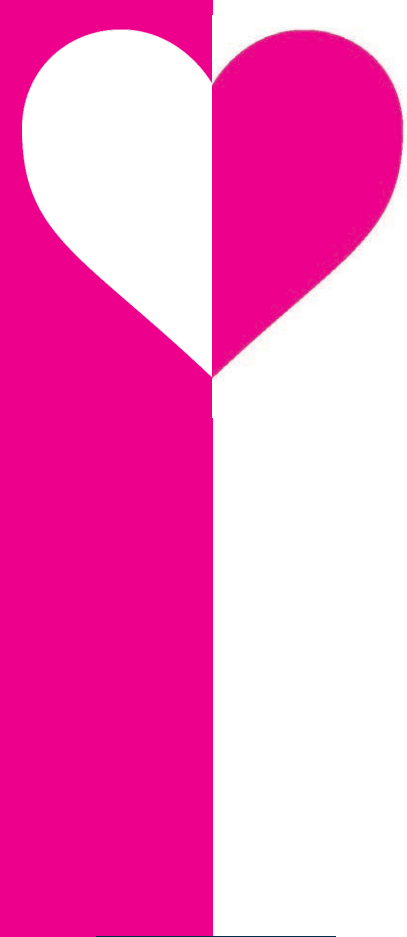
“We also put ourselves down as an adoptive family” for any foster child who needed a new family permanently, Jeff said. They wanted a child in that situation to have as stable a childhood as possible instead of going to multiple foster homes.

Even though they haven’t adopted a foster child, the Knowltons consider them a part of the family forever. “We tried to help them be part of our family and just know we would be there for them,” Debbie said. “We’re with these kids for the rest of their lives if they need anything.” They still see some of the children who went back to their parents, especially the baby they had for more than a year. “We

**Jeff (l) and Debbie (second from r) Knowlton and three of their children**







still see him on weekends for a few hours,” she said. “His mom wants him to see us because we bonded so long.”

The Knowltons said their experience as foster parents has been demanding but satisfying. “You don’t realize how big the problem is until you’re actually in the system,” Jeff said. “It’s a rewarding experience to help the families stay together. They all become part of your family, one big extended family.”

“We know we have relationships for life with these kids,” Debbie added. “The reward is they got to stay together.”

Though they’ve taken a break from fostering to focus on their own children for a while, the Knowltons are still helping—they act as respite care parents, taking in foster children from other foster homes for short periods when their foster parents take a trip and the children can’t accompany them, or the foster parents just need a day off.

Carmel, IN Branch 888 carrier **John Huskey** and his wife, Kara, ended

up as foster parents because of a new house.

After John transferred from Texas in 2019 to reduce their commute times and to be closer to Kara’s family, the couple bought a spacious home in Indianapolis. The home was perfect for the Huskeys and Kara’s parents, who wanted to move in. The large house was a little over their budget, and came with a twist—once owned by a family with eight children, the house came with eight bedrooms, five-and-a-half bathrooms and numerous extra appliances.

As they zeroed in on buying the huge house, John said, “we told God that if he allowed us to have this house, we would use it for good.”

Their new home soon became a foster home when the Huskeys became foster parents and sheltered children in need. The couple had raised their own three children, now adults, so they knew what raising families entailed. Some of the foster children who came to them needed extra help just to live like a normal family.

After getting their fostering license,



**Opposite page: John (second from right) and Kara Huskey (fourth from right) and family pose for a family photo during his daughter's wedding. Huskey's four foster children attended the wedding with them. (The foster children's and family member's faces have been obscured to protect their identities.)**

the couple welcomed a group of four siblings, aged 14, 11, 11 and 8, who stayed with them for two years until they were reunited with their mother a few months ago.

Caring for these children turned out to involve more than just providing them temporary shelter, Kara said. "They really got to experience some things they would never have experienced if they hadn't been put in foster care," she said.

"From the start, they were pretty secluded and sheltered before they got to us," John said. "We got to do so many firsts with them." The couple recalled a trip to a children's museum, where the kids took an elevator for the first time. They knew what it was and how to push the button, but had never been inside one. "As soon as it moved, they all hit the floor," he said, confused by the sudden change in gravity. "They had never experienced the sensation" of movement in an elevator.

Their mother was in the country illegally, so even though the children were all citizens, the parents feared being caught. "They had been so secluded from the world that they were only allowed to leave the house to go to school or to go to the grocery store," John said. "They'd been raised in such a culture of fear, to be really fearful of the world." The Huskeys set about introducing the children to many new experiences.

Other firsts included going to a movie theater and to a restaurant, where they learned the ins and outs of the small formalities and manners involved with both. But the most important skill they learned, Kara said, was to get along like a normal family.

The Huskeys taught them to com-

promise, share and apologize when they were wrong. "Those are things we teach our children when they're really small. We do it automatically, part of parenting," she said, "but we realized these kids had never had parenting at that level."

Having a normal routine was a challenge for the kids, John said: "I think the hardest part for them to learn was structure." What the children thought of as too many rules were just daily requirements: "You get up, you have breakfast, you go to school, you have lunch, you eat dinner, you have family time and then you go to bed," he said.

The Huskeys haven't taken in additional foster kids so far, but like the Knowltons, they are helping with respite care for other foster families. In the meantime, they are still in touch with their four foster children.

John said the foster experience brought joy to him and Kara. "I knew it would be work to care for these kids, but it became really fulfilling that I could give the children a place to live and a warm meal. It was a blessing."

The Huskeys shared a fond memory about taking the children to the town of Santa Claus, IN, which, not surprisingly, hosts many Christmas celebrations. During their visit to the town, each child wrote a letter to Santa Claus and mailed it, and each soon received responses in the mail. It was the first letter in their names that any of the children had received.

"When the kids got their first piece of mail addressed to them, they treasured those," Kara said. "They held on to those pieces of paper. They felt like they had an identity in the world—they were a person." **PR**



# Great Postal Strike remembered with informative videos



Dearborn, MI, letter carriers went out on strike in 1970.

**T**hough it happened 53 years ago, the Great Postal Strike of 1970 still resonates with letter carriers, especially when they listen to the story as told by the members who lived it. NALC has posted a pair of videos about the strike on YouTube for letter carriers and the broader public to watch.

The strike marked a new era in NALC's history that ushered in dramatic change for the union, its sister unions and the Post Office, and that formed the basis of letter carriers' rights to this day. The strike began at the local level with a few thousand letter carriers walking off the job, but the conditions that led letter carriers in New York Branch

36 to strike had been simmering for decades across the country. Letter carrier morale was low as Congress repeatedly failed to raise letter carrier pay to adequate levels, and sometimes actually reduced it, even in the face of runaway inflation. Letter carriers and other postal workers had no collective-bargaining rights—they could only ask Congress for better wages and benefits, lacking the right to negotiate for those basic items—hence the informal term “collective begging.”

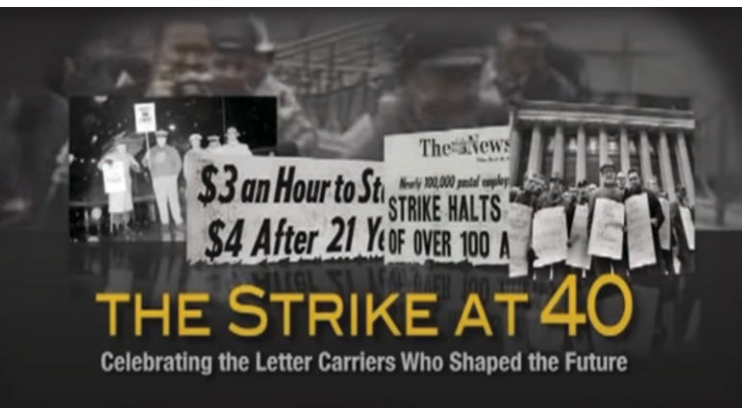
As a result, an average of 1 in 4 letter carriers left their jobs each year, and some who stayed were impover-

ished enough to qualify for welfare benefits.

The frustration peaked on March 17, 1970, a week after a congressional committee voted for a small pay raise for letter carriers that the strikers viewed as insufficient. Led by rank-and-file letter carrier Vince Sombrotto, Branch 36 members voted 1,555 to 1,055 to strike, taking that step even though they lacked the legal right to strike and therefore risked being arrested. Just after midnight on March 18, picket lines went up at post offices throughout Manhattan and the Bronx.

Undelivered mail, including millions of paychecks, pension checks, bank transfers and other vital items, quickly piled up. NALC branches throughout the country voted to walk off the job and sister postal unions agreed to honor the strike. A week into the strike, President Richard Nixon ordered a group of active duty, reserve and National Guard troops to New York City to get out the mail. Hundreds of sailors, airmen and soldiers arrived at the post office on Eighth Avenue and 33rd Street on March 24 and quickly learned how difficult sorting and delivering mail really was. With no training or experience as letter carriers, and a week of backed-up mail sitting in piles, their mission soon floundered.

As a result, the Nixon administration gave in to most of the strikers' demands, and letter carriers returned to work. A few months later, Congress adopted a major reform of the Post Office, making it the independent, self-funding agency it is today and granting collective-bargaining rights to its workers. From that day forward, NALC would represent letter carriers at the bargaining table.



Over the years, NALC staff and independent scholars have gathered material and information about the strike, including interviews with its leaders and participants, and made them available on the union’s YouTube channel: [youtube.com/@ThePostalRecord](https://www.youtube.com/@ThePostalRecord). Here are some details about the videos:

### ‘The Strike at 40’

The 32-minute video, produced in 2010, used archival news footage and new interviews from strike participants to tell the ground-level story of the strike. Those participants, including Sombrotto, who after the strike would become president of Branch 36 and later of the national union, explain the frustrating conditions that led them to risk their jobs and even risk arrest by going out on strike.

The video leads viewers through the historic strike vote at the Manhattan Center and its aftermath. It shows the immediate reaction of the public and the media to the strike, and how supportive the public was as the strike spread to other cities.

The video leads viewers through the historic strike vote at the Manhattan Center and its aftermath. It shows the immediate reaction of the public and the media to the strike, and how supportive the public was as the strike spread to other cities.

### ‘The Revolt of the Good Guys’

To celebrate the 50th anniversary of the strike, NALC produced a nearly one-and-a-half hour documentary to add a broader perspective. The 2020 film looks at the strike from the point

of view of then-NALC President James Rademacher.

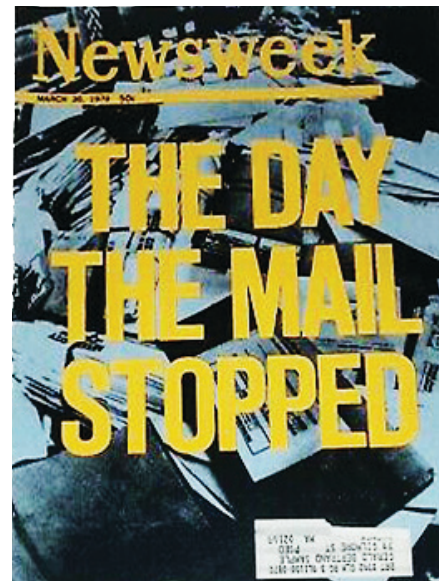
The film features interviews, archival footage, long-forgotten records, and even part of a fictional series based on the strike—the Amazon Prime show “Good Girls Revolt” featured a character based on Sombrotto. That fictional account bookends the all-too-real story of letter carriers risking it all.

The film starts well before 1970, showing how the Post Office Department was on a “race toward catastrophe” that ultimately led to the strike. As the conflict stretches on, letter carriers’ impatience led to the strike vote of March 17, 1970.

The film details the actions of the strike with interviews and footage that showed the difficult position Rademacher was in, as leader of NALC during a wildcat strike. It meticulously shows how the White House and NALC Headquarters resolved the conflict after the strike ended by negotiating the establishment of a postal corporation along with a pay raise and collective-bargaining rights for postal employees.

Finally, the video explains the importance of the strike for letter carriers in the 1970s through today and beyond.

“Remembering our history, especially this watershed moment, is important for every letter carrier, from the new ones still learning the job to retirees who experienced the job before the strike changed everything,” NALC President Brian L. Renfroe said. “As we mark the 53rd anniversary of the strike that had such a dramatic impact for our union, our members, and the Postal Service, I invite carriers to check out these videos to see up close what happened and to hear it from those who lived it.” **PR**



Publications such as *Newsweek* covered the strike as it was going on.





# In fashion



Above: Stanley Covington Jr. talks to a model during a fashion show of the letter carrier's clothes designs (top and below).



**T**hough he wears a light blue uniform on a daily basis, **Stanley Covington Jr.** has an eye for fashion. The Long Island Merged Branch 6000 member is a designer who has shown his work during New York Fashion Week nearly a dozen times, most recently on Sept. 10, when his fashion was featured in a showcase for independent designers.

Always an artist, Covington grew up teaching himself drawing and painting. It came naturally to him, though he says his older sister, who “dabbled in art,” gave him pointers. “I also had a flare for dressing well and a rep for being stylish—which I got from my mother, who dressed impeccably,” he said.

Many times, he would think that certain outfits he’d wear would look better if constructed differently, “so I would keep a mental note,” Covington added. “When I hit a mental block in my drawings, I would take a break and sketch out my fashion ideas that I had stored up.”

When he was approached years ago by a fashion marketing organization looking for designers, Covington was intrigued. “I knew I wasn’t a designer, but I sent what I had, which was sketches,” he said, adding, “They approved of my designs and accepted me to be in their up-and-coming designer showcase.”

Because Covington doesn’t sew—as is the case with many clothes designers—he knew he had to find a collaborator who could make his sketches come to life. Seven years ago, the carrier found a partner in a Brooklyn tailor, Moussa Sow, to whom he takes his penciled (and occasionally painted) sketches for Sow’s take on how much fabric is needed.

“I sketch things out with every detail, so he knows exactly what to do,” Covington told *Newsday* in New York. “He’s able to capture clothes from what I draw.”

With these estimates for the amount of fabric needed, the carrier then heads to the Garment District in Manhattan, a hub of fashion manufacturing, textiles and fabrics. “I go to the city on weekends, 38th and 39th Street, to pick out fabrics, buttons, zippers, etc., that I think would work,” Covington said.

He brings them to Sow, who works on turning the designs into wearable clothes. “I go back the next week to see and discuss progress and changes if needed,” Covington said. Designs generally take two to three weeks in total.

Covington named his fashion line “IMOYA,” which stands for “In memory of you always,” in honor of his loved ones—particularly his mother and one of his sisters, who both died in 1997 and who supported his work while encouraging his self-expression. Covington worked through his grief by further exploring his art.

The 19 looks from the men’s and women’s line he showed in September ranged from green sequined shorts to bold painted jackets to frocks with peekaboo cutouts.

The carrier, who has delivered mail for 37 years and is known as “Stan the Mailman,” mostly works on his projects at night. “I am a night owl anyway,” he said.

Covington added that he had even been asked by a judge to display some of his artwork at the state Supreme Court in Mineola—which is on his route—for Black History Month, and created a piece that suited the theme for the exhibition, “Black resistance and resilience.”



Meanwhile, as he told *Newsday*, “There’s a cartoonish element to my drawing.”

Covington explained that fashion design is an extension of his drawing art. “I have to sketch out my designs with details,” he said. “I love clothes and all the levels that comes with it, from formal to urban.”

His favorite fashion designers are Balmain, LaQuan Smith and Giorgio Armani, but “I cannot pinpoint inspiration,” he says. “It comes to me at anytime from anywhere.”

New York Fashion Week is a semi-annual event consisting of multiple runway shows held in Manhattan during a single week in both February and September, corresponding with the following fall or spring fashion seasons. Fashion elites, such as fashion designers, magazine editors and celebrities, descend on the city to check out what the next big fashion trends are and watch for up-and-coming designers.

Covington has been able to show his collections in 11 shows during Fashion Week over the years.

After selecting models at a casting call prior to the event, he fits his looks on them before they strut the catwalk.

“It is very nerve-wracking, especially not knowing how everything is going to fall into place,” he said, but the backstage buzz and chaos focuses his attention on what he needs to do.

While he has sold a few pieces online, he doesn’t mass-produce them. Generally, he said, “each piece I’ve designed is for that particular show.”

Covington also occasionally takes commissions. “I am currently designing a wedding dress for my lovely niece,” he said.

Some in his postal world know that he moonlights as a fashion designer



and have encouraged him. “Those close to me have shown excitement for my achievements,” he said. After he was featured in a September article in *Newsday*, “the media coverage has opened the doors to more shows, exposure, opportunities and accolades,” Covington said.

The carrier is using that momentum and doesn’t plan to stop anytime soon, hoping to inspire others through his work. “I would like to see my work, art and fashion in major museums like MoMA [the Museum of Modern Art],” he said. “I’d like to be mainstream like the designers I previously mentioned.

“Designing is my passion,” Covington added. “It is in me.” **PR**



Covington with his sister (r) and niece

## Proud to Serve

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

# Honoring heroic carriers

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

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

## Quick-thinking carrier douses house fire

Walking his route last July, Galesburg, IL Branch 88 member **Jake Pierce** heard popping noises from a home ahead of him.

It was shortly after July 4, and the six-year carrier thought it was the young children at the home playing with “poppers” that explode when you throw them on the pavement. But as he got closer, he saw flames and smoke—“No, that’s a fire!” he said to himself. A small fire had started on the outside wall of the house.

Pierce grabbed the next-door neighbor’s garden hose and doused the

blaze with water, calling 911 as he held the hose. With the fire mostly extinguished, the fire department arrived and took over, and Pierce continued on his route.

The carrier says it happened so fast that he acted from instinct before he could think about it. “You know what to do, but ‘is this really happening?’ is what I felt,” he said.

## Carrier looks out for stricken woman

On an August afternoon last year, **Maurice Beckwith** was walking back to his truck after delivering a package. On the way, the Starkville, MS Branch 2291 member spotted a woman slumped in a car with the door open. As he was about to drive away, Beckwith thought to himself, “Let me make sure she’s OK.” Checking on the woman, he saw that she was unconscious, and he couldn’t wake her. He then determined that the woman wasn’t breathing.

Beckwith called 911, and the operator told him to begin CPR. A few minutes later, a police officer arrived and took over the CPR, but was unable to revive the woman.

Beckwith was glad that the woman



Maurice Beckwith

hadn’t been left alone any longer. “I was so concerned,” he said. “Hopefully she hadn’t been there all day.” Even though the woman did not survive, Beckwith continues to keep a close eye on his route: “I try to pay attention and be alert at all times,” he said. **PR**

## Neighborhood watch

**N**ew Hampshire Merged Branch 44 member **Frank Dicostanzo Jr.** was delivering on a mounted route last October, and “when I looked in the side mirror, I saw a small child in the middle of the road,” he said. He was on a low-traffic residential street, so he presumed the child was with an adult and drove

to the next mailbox. But he checked again and the child was still in the street, so Dicostanzo stopped and went to the back of the truck. The child, about 2 years old and barefoot, approached him. Since it wasn’t his regular route, Dicostanzo didn’t recognize the child, who couldn’t tell the carrier where

he lived. Concerned that the child would run away or wander into heavy traffic on nearby roads, Dicostanzo placed the boy into his truck so he could search for his house. With the boy secured by a seat belt, playing with the steering wheel, Dicostanzo walked the area nearby to ask neighbors about the

child, but nobody knew him, so the carrier called 911. Soon after police arrived, a parent of the boy came outside and was reunited with the child. Dicostanzo brushed off the notion of being a hero. “If it was my kid,” he said, “I would hope that someone would do something similar.” **PR**



## Eye on the elderly

Last October, Downers Grove, IL Branch 1870 member **Kimberly Gillis** was delivering on her route in Woodridge, IL, when she noticed something wrong at an elderly customer's home. "She had three days of newspapers scattered on her porch," Gillis said. As the carrier opened the mailbox, she saw that the mail had not been collected for a while. Gillis alerted a neighbor, who said she had a key to the house and would check on the elderly customer. Gillis continued on her route but circled back on the way to the post office. "As I was finishing the route," the letter carrier said, "the ambulance pulled up" to the woman's door. The neighbor had found the woman on the floor. She had been lying there for several days after falling. The neighbor later told Gillis that the woman had recovered and returned home with attendant care. "I know the routines of some of the customers. I can tell when they're home and when they're not home," Gillis said. "I'm glad I was there to say something and I noticed."

Delivering the mail one day last summer, Pittsburgh, PA Branch 84 carrier **Chris Smith** heard a faint voice at the doorstep of a house. "I heard a lady yelling for help," he said. He knocked on the door and then tried the knob, but it was locked. Smith went to the back door, which also was locked, but then through a window he saw an elderly woman lying on the floor. He told the woman that help was on the way and called 911, reassuring her as



Chris Smith

they waited. When police officers arrived, Smith helped them remove an air conditioner window unit so that one officer could climb through the window and rescue the woman. Smith then returned to the route. "I found out she was lying there at least since the night before with a broken arm," he said. The woman used a cane and couldn't get back up after a fall. Since it could have been several days more before she was discovered, "It's really good that I heard her," he said. Smith credited his service in the Marine Corps for noticing the woman's calls for help: "Being military, I take pride in being aware of my surroundings," he said.

Last July 25, Scottsbluff, NE Branch 1836 member **Jacob Wilkins** was walking his route when he noticed that a customer in his 70s who lived alone had not picked up his mail. The next day, the mail was still in his mailbox. Wilkins, who knows his customers well after 23 years on the same route, called police for a welfare check. The police came and knocked on the door, but they left when they got no answer. As the days progressed, though, the mail in the man's mailbox continued to pile up, and Wilkins became more concerned.

He called police again and this time, they broke open the door, finding the man unconscious on the floor. An ambulance soon took him to the hospital. Wilkins learned from an emergency worker who lives on his route that the man had suffered a stroke and might have died that day if he hadn't been rescued. The carrier visited his customer in the hospital and delivered his mail there. When the man



Jacob Wilkins

said he missed his portable radio from home, Wilkins tried to retrieve it, but couldn't get into the house because the landlord was out of town—so Wilkins bought the man a new radio. Wilkins downplayed his role as a hero. "I called in 10 welfare checks last year," he said, adding that "it's part of the routine" of having a small-town route with many isolated, elderly customers whose habits he knows well.

Four-year carrier **Jax Ratajczak** was on his route last October when he noticed mail piling up in a customer's mailbox. "He's in his 80s and lives by himself," Ratajczak said. The Buffalo-Western New York Branch 3 member knocked on the door and got no answer. He peered through the window and saw nothing unusual. He then consulted a neighbor, who knew nothing about the man.



Clark Fenton

"So I called the cops to do a welfare check," he said, "and they found him on the floor." Ratajczak, whose parents and sister are also letter carriers in the area, later learned from one of the emergency medical personnel who cared for him that the man had been near death but survived. He soon moved to an assisted-living facility. "I'd do it again in a heartbeat," he said about saving the man's life. This was his second time being called a hero in 2022. In January of that year, he saved the life of a customer by alerting him that his house was on fire, allowing him to escape (see the April 2022 *Postal Record* issue).

**Clark Fenton**, a T-6 and member of Salt Lake City, UT Branch 111, was delivering the mail on a sweltering day last September when he heard a strange noise from his truck. When the noise continued, he investigated and found a woman screaming for help from a back yard. The elderly woman had fallen and broken her hip. Lying in the sun, she was in shock and afraid she would die. "She had been lying outside for two hours," Fenton said. "I moved her to the shade of a tree and comforted her." He called 911 and then her children. As he waited for help to arrive, Fenton reassured her that she would be OK. Fenton, an eight-year carrier and a military veteran, visited the house about a month later and found that the woman had been released from the hospital and was recovering at home. **PR**

# Hitting the ground running



**Paul  
Barner**

**A**s NALC moves forward into a new era, the future for the city letter carrier craft certainly looks bright and filled with optimism. There is much work to be done and, most certainly, challenges to face. Unarguably, there are and will continue to be issues that must be addressed to improve the working lives of our members, but as our history has shown, with solidarity, no task is insurmountable.

We should all pause for a moment, though, however briefly, to reflect on past accomplishments and draw strength from recent triumphs, knowing full well that this year will bring new challenges. I'll

touch on some of them in this article, such as collective bargaining, organizing and labor relations.

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**“NALC will continue in its long tradition of working toward negotiating an agreement that fairly rewards city letter carriers for the work they perform, in the communities they serve, day in and day out, on behalf of the American people.”**

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**On the legislative front, achieving much-needed reform** to the Postal Service with the signing into law of the Postal Service Reform Act of 2022, after more than a decade of effort, marked a significant milestone for NALC and will surely have a significant positive impact on the Postal Service for years to come. Despite this major victory, the work never stops as the issues are ever evolving. NALC members must remain vigilant and engaged legislatively in the ongoing effort to keep Congress informed on issues that affect the city letter carrier craft, the Postal Service and working families in general. We must remain mindful that as one door closes, others open. The work of the union, much like that of city letter carriers, is never done.

**The 2019 NALC-USPS National Agreement, which covered** a 44-month term beginning Sept. 20, 2019, is set to expire on May 20. NALC and the Postal Service officially opened negotiations on Feb. 22 to begin the task of ne-

gotiating a new agreement. However, well before negotiations officially opened, NALC began preparations for the collective-bargaining process. NALC will continue in its long tradition of working toward negotiating an agreement that fairly rewards city letter carriers for the work they perform, in the communities they serve, day in and day out, on behalf of the American people.

**NALC is unique in many respects within the labor movement.** One example of this is that many unions, unlike NALC, do not retain members once they retire from the craft. Another example is that NALC represents a single group of employees—the city letter carrier craft—with only one employer—the Postal Service.

This uniquely positions NALC in its organizing efforts, which is evident by the remarkably high percentage of postal employees in the city letter carrier craft who voluntarily commit to membership in NALC. The adage of strength in numbers is not lost on NALC. One need look no further than the Great Postal Strike of 1970 to find the purest of examples.

NALC has a robust organizing campaign, much of which was gained through the collective-bargaining process. Every member should work to build upon our house of solidarity and unionism by encouraging those in our ranks to join NALC.

**Recently, many postal employees, including some in** the city letter carrier craft, fell victim to fraud through their Postalease accounts resulting from a web scam. NALC has remained in constant communication with the Postal Service about the situation, receiving investigatory updates on the extent of the scam and the intentions of the Postal Service. NALC also has provided a grievance starter resource to the field to assist in addressing any losses sustained by employees in the city letter carrier craft. In response to the scam, the Postal Service implemented multifactor authentication to LiteBlue, adding an additional layer of security to the login process. NALC will continue to monitor this ever-evolving situation and provide relevant updates to the members.

**As always, NALC encourages the membership to remain engaged.** NALC provides several methods by which information can be accessed. Members can find updates and information through *The Postal Record* (also in audio format), *NALC Bulletins*, the NALC website at [nalc.org](http://nalc.org), and the NALC Member App, to name a few. No matter what method you use to get your information, the most important part is that you stay connected.



## Back in the game



**James D. Henry**

assistants to the President for Contract Administration Greg Dixon, Danielle Fake-Moorman and Jazmin Correa.

**Advanced Formal A and Beyond is for NALC activists** who have some experience at Formal Step A. The focus of this program is to teach participants to look at every Formal Step A case file from an arbitration advocate's point of view. This training also sharpens the skills needed for enforcing the National Agreement at Formal Step A and provides an experience of what it's like to serve as a Step B representative.

The training covers a wide range of topics related to successfully presenting grievances at the Formal A level and provides the tools needed to process these grievances. The training program takes the participants from the point of receiving an

**T**he first NALC Advanced Formal A and Beyond training since the beginning of the COVID-19 pandemic was held Jan. 7-13 at the Maritime Institute just outside Baltimore, MD. There were 47 attendees who completed the training and received their Formal A certificates upon the completion of their hard work.

I led the training with class facilitators Region 14 National Business Agent (NBA) Rick DiCecca, retired Region 10 NBA Javier Bernal, Region 1 Regional Administrative Assistant (RAA) Allan Rios, Region 4 RAA John Robles, Region 10 RAA A.G. Ramirez, Region 13 RAA Tonya Detrick and As-

Informal Step A grievance appeal through all aspects of processing a grievance at Formal Step A to the point of writing a Step B decision.

This training is for experienced representatives as well as those stewards who are new to Formal A. Participants in the class typically have had anywhere from six months to more than 35 years of experience processing grievances at the local level. Representatives will level up their knowledge and expertise to better assist their members when processing grievances.

The next training class was scheduled for early February. Two more training sessions are scheduled later in 2023, one in September and one in October. We have received more than 100 applications to attend these training sessions, and letters will be sent to those selected to attend these classes in the coming months. We have received extremely positive feedback regarding the training, and I hope to see all stewards take the opportunity to increase their knowledge and skills. I hope you all had a great holiday season. Stay safe.

**If you would like to attend or your branch would like to** send you to the Formal A and Beyond training, the application can be found on the NALC website under the "Workplace Issues" tab and "Contract Administration Unit" or go to [nalc.org/workplace-issues/contract-administration-unit/advanced-formal-a-and-beyond-training-program](https://nalc.org/workplace-issues/contract-administration-unit/advanced-formal-a-and-beyond-training-program).



Congratulations to the 47 Class 11 graduates from the January training.



# IRS Form 990 filings and other important reminders



**Nicole  
Rhine**

**A**ll branches, whatever their income and whether or not they receive local dues, must file an IRS Form 990, 990-EZ or 990-N yearly. The appropriate form should be filed by the 15th day of the 5th month after the end of the branch's fiscal year. The branch officers are responsible for ensuring that the form is filed. Generally, the branch president or treasurer completes the form. The income and assets of the branch determine which form should be filed:

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

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

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

Note: Branch officers should be aware that in addition to filing an appropriate 990, the branch still may be liable for tax on its unrelated business income, if it received \$1,000 or more in such gross income. The branch must complete

a Form 990-T, Exempt Organization Business Income Tax Return—and pay any tax due. This form has the same filing deadlines as the Form 990s and also must be filed electronically. A branch subject to tax also is required to make quarterly estimated tax payments. Items usually considered to be unrelated business income and therefore reportable on the Form 990-T and taxable if the branch or state has income of \$1,000 or more from these sources include:

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

More information on filing Form 990, 990-EZ, 990-N and 990-T is available on the IRS website at [irs.gov](http://irs.gov).

**Officer information list**—Many branches have installed officers in the past few months. If you have not already done so, please immediately update the Membership Department via letter or a “branch information record” card.

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

**Reporting to the Department of Labor**—Unless your branch has no annual income or financial activity, you must file with the Office of Labor-Management Standards one of three types of financial reports, depending on the total annual receipts of the branch. The Labor-Management Reporting and Disclosure Act (LMRDA) requires that unions file the report within 90 days after the branch’s (or state association’s) fiscal year. Most branches have fiscal years ending Dec. 31, so most should be filing by March 31. Branch presidents and secretary-treasurers are responsible for ensuring that required reports are filed in a timely and accurate manner. The LMRDA does not provide for or permit an extension of time for filing for any reason. Please reference my January 2023 *Postal Record* article for more information on filing requirements for LM reports—including the requirement that all LM reports be filed electronically.



## Things I do



**Mack I. Julion**

**A**lmost from the moment I was elected at the convention, I have had members asking me, “What does an assistant secretary-treasurer do?” “Are you Nicole’s assistant?” I would respond only in a general way, because that is consistent with the *NALC Constitution*. Like your branch bylaws, the *Constitution* stipulates the duties and responsibilities of all the national officers, national business agents (NBAs) and regional administrative assistants. There also is additional information on the NALC website, which provides more insight into what role I have in representing city letter carriers every day.

Article 9, Section 5 of the *Constitution* reads in part:

*The Assistant Secretary Treasurer shall serve as Secretary-Treasurer in the absence of the Secretary-Treasurer. They shall be under the direct supervision of the President, and shall perform such duties as may be assigned to them from time to time by the President. They shall serve as Secretary of the Executive Council when it is in session.* (The bold indicates the changes approved by the members at the 2022 Convention for gender neutrality in the *Constitution*.)

So, per the *Constitution*, I report directly to President Renfro, and the responsibilities I have, aside from acting as the secretary-treasurer in Nicole’s absence, are the secretary of the Executive Council. I am responsible for the minutes from our meetings. Otherwise, the office of the assistant secretary-treasurer is a separate entity with a professional staff to assist in the fulfillment of my other responsibilities. The NALC website lists the following as my responsibilities:

- Chair of the Committee of Laws
- Officer in charge of the Headquarters building
- Officer in charge of the Human Resources Department
- Member of the Fiscal Committee
- Officer in charge of approving and tracking all authorized wage reports

**Chairman of the Committee of Laws**—The Committee of Laws (Art. 11, Sec. 3) is composed of three members of the Executive Council appointed by the president. We are tasked with approving any changes by the branches or state associations to their bylaws, so long as they are not in “conflict with the *Constitution* or laws of this association.” It is also our responsibility to maintain the records of any changes approved by our committee. As the chairman, these proposed

changes are sent directly to me (Office of the Assistant Secretary-Treasurer) and I make a recommendation to other committee members before we make a final decision. Director of Safety and Health Manuel L. Peralta Jr. and Director of Life Insurance Jim Yates also serve on this committee. For the proper form or to submit proposed changes online, visit the page of the assistant secretary-treasurer at [nalc.org](http://nalc.org).

**Officer in charge of the Headquarters building**—I basically represent the “tenant” to the NALC Building Corporation, which actually owns the building. And, of course, the NALC and the Mutual Benefit Association (MBA) are the tenants. The NALC Building Corporation, which is overseen by the building trustees (Article 11, Sec. 1 in the *Constitution*) own several properties across the country that serve our members, including the Health Benefit Plan’s buildings in Ashburn, VA, and Marietta, GA; as well as several regional offices. The Headquarters building, which is appropriately named the Vincent R. Sombrotto Building, is prime real estate in Washington, DC, and is within walking distance of Capitol Hill. It is the home of letter carriers, and I am pleased to say that it is open again for members who want to stop by for a quick tour during business hours, 9 a.m. to 4 p.m. Monday through Friday, excluding holidays. No appointment is necessary.

**Officer in charge of Human Resources**—The NALC not only represents letter carriers, but we are an employer as well. With a professional staff and letter carriers working for us at Headquarters and in regional offices around the country, we have a manager of Human Resources and very competent staff to make sure that we take care of all the needs of our employees. This includes everything from a proper onboarding process to the allocation of benefits. Many of our workers belong to other unions, so we want to make sure that their work environment is consistent with the same standards we seek for our members.

**Member of the Fiscal Committee**—This is where I work closely with the secretary-treasurer and the other resident officers concerning the finances of the NALC. The Fiscal Committee (Article 11, Sec. 2 in the *Constitution*) is composed of all the resident officers, yet we need only three to serve on the committee at any time to examine, approve and pay the bills.

**Officer in charge of approving and tracking all authorized wage reports**—I work with the regional offices approving the requests of our members who are working on various assignments for the NBAs.

**There also are the officers’ trainings that are done in conjunction with the secretary-treasurer’s office, the regional rap sessions, state conventions and branch events that require frequent travel.** I know it’s a lot to juggle, but I am still a letter carrier, so I am not afraid of hard work!

# The City Delivery and Workplace Improvement Task Force updates



**Christopher Jackson**

**I will use this month's article to** share updates on work being done in line with commitments memorialized in the Memorandum of Understanding (MOU) Re: City Delivery and Workplace Improvement Task Force.

The City Delivery and Workplace Improvement Task Force consists of an equal number of members appointed by the NALC and by the Postal Service. As the memo explained, this task force was established for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices. To assist the main task force in these goals, the parties have agreed to create multiple joint subcommittees that focus on specific issues identified within the

MOU. These subcommittees are described in greater detail in President Brian L. Renfroe's article (as executive vice president) in the September 2022 edition of *The Postal Record*.

## Office Activities Subcommittee—Team concept pilot

One of the objectives for the task force is to evaluate the workplace culture and develop solutions to address causes of conflicts between management and city letter carriers, including disagreements over the amount of time letter carriers need to complete their daily assignments. The Office Activities Subcommittee was created to explore ideas intended to improve working relationships between city letter carriers and supervisors. NALC participants in this subcommittee are me and Headquarters staff members Michelle McQuality, Stephen Stewart and Oscar Ferreira. The subcommittee is currently in discussions to potentially develop a pilot test with a focus on improving office morale, employee attendance and retention, as well as managing workload to work hours and providing equal overtime assignments.

As part of the voluntary pilot program, carriers will form teams in order to make their own decisions regarding the distribution of work and overtime within their team and determine the method for preparing and delivering open or vacant routes. Each team would divide and agree upon overtime assignments according to each carrier's Article 8 overtime desired preference. In our discussions, the subcommittee is exploring the idea of having a voluntary team lead who would communicate the team's decisions to local management. Supervisors would be responsible for providing the teams with up-to-date information and resources needed for carriers to deliver route assignments in their units. As of the writing of this article, there are currently no sites selected for the pilot program however, the

subcommittee is engaged in ongoing discussions on specific details of the concept and locations for test sites. If successful, we believe the pilot program has the potential to reduce stress levels for all involved, which should improve the work climate and daily relationships on the workroom floor.

## Route Evaluation and Adjustment Subcommittee

Another subcommittee established under the City Delivery and Workplace Improvement Task Force deals with the route evaluation and adjustment process. Serving with me on this subcommittee are Headquarters staff members Tim McKay, Michelle McQuality and Ron Osborne, and our subject matter experts Roger Martin, Homer Christian, Debra Lundergan and Chad Ludwig. This subcommittee was created to jointly develop and implement a process that explores the use of technology to assist joint teams in the evaluation and adjustment of city routes. With this goal in mind, the subcommittee developed the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP).

TIAREAP establishes a process that uses information made available using Digital Street Review (DSR) technology as the primary means to evaluate and adjust city delivery routes. Once this process was created and agreed upon by the parties, the subcommittee went to work producing joint training materials and related resources.

Since the signing of the TIAREAP MOU last May, the subcommittee has conducted seven joint training sessions for participants on route evaluation and adjustment teams, routinely assists these teams with refresher training sessions, and regularly hold virtual Zoom calls to answer questions and troubleshoot problems within the process. Additionally, there have been two joint sessions of training for the Carrier Optimal Routing (COR) program. Prior to the end of 2022, TIAREAP teams had evaluated and/or adjusted routes in more than 350 ZIP codes nationwide. Currently, there are more than 250 joint teams working in TIAREAP evaluating and adjusting routes. With more than 18,000 city routes opted in for the spring evaluation period, these teams will be very busy reviewing, evaluating and adjusting routes.

This subcommittee continues to meet each week to refine TIAREAP by resolving disputes, improving DSR technology, and training new team members. In addition to TIAREAP, the subcommittee is also exploring the most efficient and effective mix of letter routes, parcel routes and combination routes. For a complete explanation of TIAREAP, read the article about the process on page 17 of the July *Postal Record*.

**I will continue to share updates on these subcommittees** with the membership as they become available. For more information on these pilots or other initiatives dealing with city letter carriers, please visit my City Delivery page on nalc.org.



# Ergonomics



**Manuel L. Peralta Jr.**

**O**n Feb. 9, USPS published *Postal Bulletin* 22617, showcasing its commitment to ergonomics with a cover story titled “Using Safe Ergonomics Practices to Deliver for America.”

The article emphasized the following on page 3:

Ergonomic principles commonly used in USPS® facilities include:

- Modifying the workspace to reduce the reaching necessary for letter carriers by moving the carrier closer to the object or recommending using a reach-extender tool.
- Raising the letter carrier’s workspace with equipment, such as a pallet lifter or a container tilter, to eliminate bending and overreaching when

unloading packages or mail trays.

- Adjusting a computer workstation to ensure that monitors are at the right height for optimum viewing, the keyboard and mouse are positioned at about elbow height, and everything is within easy reach.
- Improving methods, such as work practices and techniques, or applying administrative methods, such as job rotation, to help decrease risk factors.

Ergonomics is not new to the USPS, but many unenlightened supervisors and managers find it a hindrance. Many times in the past, I have received calls from shop stewards, branch leaders, and national business agents and their assistants asking what to do when management took away an ergonomic fix.

The smart way to make changes is to get the input of those who are affected by the proposed change. It would be even more beneficial to get the input of the affected employee’s union before making the changes.

There is, however, a strong attraction for management to the Ouija board method of decision-making, which tells them what they want to hear without telling them what they need to hear when they attempt to utilize office space.

**When we first embarked on our study, and rollout, of ergonomics, it was not part of the culture and it was not an obligation.**

That’s no longer the reality in our postal environment. It is embedded into the National Agreement, the *Employee and Labor Relations Manual (ELM)* and the *EL-809*, which guides the responsibilities of the area and installation safety committees.

More than 20 years ago, the NALC initiated a national-level grievance asserting that letter carriers were risking injury to their lower backs by reaching into the hampers, as they were used at the time. The national parties identified the issue as:

...whether requiring city carriers to bend and lift when using a 1046-P hamper violates Article 14 of the National Agreement...

The grievance was resolved on March 3, 2004 (Mo1477) as follows:

The parties agree that placing inverted plastic trays in the bottom of the 1046-P hamper as an insert is one way, among others, to address any local bending and lifting concerns.

The settlement did not disturb nor redefine the issue. The resolution found a safe way to use the hamper, acknowledging the solution to a bending and lifting concern that was rooted in Article 14.

**Four years later, NALC President William H. Young and Vice President of Labor Relations Doug A. Tulino at USPS Headquarters, memorialized their agreement on ergonomics tools (Mo1773).** This document included the following observations:

Consistent with its ongoing commitment to improve safety, the National Joint Labor-Management Safety Committee evaluated several tools designed to reduce injuries associated with lifting, loading, and handling mail. Pilot testing and the Customer Service Ergonomic Risk Reduction Process indicated that three of the evaluated tools may help reduce injuries and Muscular Skeletal Disorders (repetitive motion injuries related to lifting, reaching, and handling cumbersome or heavier objects).

The three tools listed in the document are:

- Utility/mail hooks—Plastic rods with a hook to extend the reach of the carrier in loading and unloading mail into and from Long Life Vehicles and Flexible Fuel Vehicles.
- Hamper inserts—Inserts used with 1046P hampers to raise the level of trays/tubs of mail loaded into the hamper, to reduce the lift height in loading and unloading the mail.
- Mail elevation units—“Milk crates” used to elevate the height of trays and tubs of mail distributed to carrier cases, reducing bending and the lift height (but care must be taken to avoid increased twisting while lifting). Sort bins attached to carrier cases are also alternatives for raising flats off the floor. (Flats Sequencing System sites

*(continued on page 38)*

# The debt ceiling and the retirement fund



**Dan  
Toth**

**Y**ou've probably seen all over the news that the United States has reached its debt ceiling. This is the limit of the total money that the U.S. government is authorized to borrow to meet its existing legal obligations. These obligations include payments for Social Security, Medicare and military salaries, as well as some important benefits to federal retirees. If the nation is unable to make payments on its debts, it will default. Defaulting would be disastrous for the country and could create a massive worldwide recession.

An important point to understand about the debt ceiling is

that it has nothing to do with what the government decides to spend money on. It is simply the limit that the Treasury can borrow so that it has money to pay the bills that the government has already authorized. Raising the debt limit does not authorize any new spending whatsoever. It is a tool to keep paying the bills.

In the past, raising the debt limit so that the government could continue to pay its bills was a routine and necessary bipartisan act. It was the fiscally responsible thing to do, and our elected officials would easily agree to raise the limit.

Things have changed in recent years. This year, when it once again came time to raise the debt ceiling, the House of Representatives decided not to do so. It appears that some representatives want to hold the debt ceiling hostage to negotiate over future spending.

Again, the debt ceiling does not authorize future spending, but these representatives are using the threat of destroying the U.S. economy to negotiate future spending bills. If you ask me, this is not bargaining in good faith. Why don't these representatives raise the debt ceiling and then begin negotiations over future spending? What if I refused to pay my mortgage unless the bank agreed to lower my future payments? Would that be fair or reasonable? What do you think the bank would do?

**Since the nation has reached its debt ceiling, the Treasury has begun what it calls extraordinary measures to continue to pay the bills and avoid default. These are essentially accounting tricks where the Treasury will stop**

making payments into certain buckets, like the Civil Service Retirement and Disability Fund (CSRDF), to free up cash for the other bills that it is prioritizing. To be clear, this is legal and specifically authorized in the statutes. Fortunately, these measures do not have an impact on the payment of annuities, health benefits, or loans and withdrawals from the Thrift Savings Plan. Benefits for retired and disabled federal employees will not be affected and will continue to be paid.

When the debt limit is increased, the CSRDF will be made whole. Despite the protection of our benefits under the law, I still have a tough time understanding why our hard-earned funds are subject to this treatment. Fortunately, history provides some reassurance that the debt ceiling will be raised once again, and that the CSRDF will be made whole. In fact, this has already happened at least 14 times since 1995.

**We are lucky to have a large and very diverse union of 290,000 active and retired letter carriers all across the country representing every spectrum of political ideology. Our diversity is our strength, as we can connect with our representatives and explain our bipartisan issues. It was this strength that helped us achieve postal reform last year. And we must continue to use this strength to protect our current and future retirement benefits, and to pursue the Federal Retirement Fairness Act and the Social Security Fairness Act.**

The Federal Retirement Fairness Act (not yet introduced in the 118th Congress) would allow employees to make a deposit or buy back their non-career service and would have a huge impact on our craft, a majority of which has non-career service as transitional employees and city carrier assistants. Completing a deposit for non-career time makes that service creditable under the Federal Employees Retirement System for both annuity calculation purposes and for retirement eligibility.

The Social Security Fairness Act (H.R. 82) would repeal the Windfall Elimination Provision and the Government Pension Offset that unfairly reduce Social Security benefits of Civil Service Retirement System pensioners and their spouses and widows.

**Although we all have many priorities as a large and diverse union, it's important that we keep an eye on Capitol Hill. As federal workers, we have 535 bosses in Congress who determine many of our benefits, and we must ensure that we are being represented. Thank you for doing your part.**



# MBA Retirement Savings Plan 2023 update



**James W.  
“Jim” Yates**

**T**he Mutual Benefit Association (MBA) offers several retirement savings plans (RSPs) for all city letter carriers who are members of the NALC, as well as their families. These plans are the MBA RSP, the MBA Family RSP, the City Carrier Assistant (CCA) RSP and the MBA Immediate Annuity.

The MBA RSPs are retirement income plans designed to supplement your pension. You make small payments to your plan while you're working, so you can receive a lifetime of monthly payments after you retire.

**The MBA RSPs are offered as traditional IRAs, Roth IRAs or non-qualified annuities.**

With a traditional IRA, the contributions you make each year are able to be deducted from your federal taxes. In addition, earnings accumulate tax-free until the time of withdrawal. Upon distribution at age 59½ or older, the earnings and principal are taxed as ordinary income. For 2023, the maximum annual contribution per individual under age 50 has increased to \$6,500. If you reach the age of 50 or older before the end of 2023, you may contribute an additional \$1,000 in catch-up contributions. Another change for 2023 is the age at which you must take a required minimum distribution (RMD). In late 2022, Congress passed legislation that raised the age you have to start taking RMDs from 72 to 73 years old beginning in 2023.

Contributions to a Roth IRA are not tax-deductible but earnings accumulate tax-free. At the time of withdrawal, earnings are free from taxes if the owner is at least 59½ years old and has held the IRA for a minimum of five years. For 2023, a Roth IRA also allows you to contribute the increased maximum of \$6,500 per person each tax year (\$7,500 for those 50 and older before the end of 2023). Owners of Roth IRAs do not have to take RMDs from it during their lifetime. Your beneficiaries, other than a surviving spouse, must take RMDs from your account after they inherit it.

Similar to a Roth IRA, contributions to a non-qualified annuity are not tax-deductible. However, your earnings on that money are taxed when you withdraw it from the account, regardless of how long you have held the account. The principal (your contributions) has already been taxed and is not taxed again upon withdrawal. There is no contribution limit as there is with a traditional or Roth IRA. A non-qualified annuity is also not subject to RMDs.

**Participation in an MBA RSP is easy. Once enrolled, you** simply make small contributions, as low as \$15 a pay period (or \$25 a month, with an initial \$1,000 deposit for the Family RSP or a minimum premium payment of \$25,000 for the Immediate Annuity). The easiest way to pay for active city carriers is through automatic deductions from your paycheck. You can adjust how much you want to contribute, stop and start making payments, or pay in lump sums whenever you want. MBA will handle the automatic deductions or bill you monthly or annually.

The interest rates for all MBA annuities are set by the trustees each December for the upcoming year and vary based on which policy contract was purchased. For 2023, the interest rate has been set at 2.8 percent for all new accounts and those issued on Form 860 (2015 or newer). For accounts issued in 2023, this rate will remain in effect for 12 months from the time of purchase. There is a guaranteed minimum interest rate of 2 percent on all new contracts. For the rates on older contracts, please see our website at [nalc.org/mba](http://nalc.org/mba), or call the office if you are not sure which contract you have.

If you need emergency cash any time after one year, you can stay in an MBA RSP while withdrawing money, subject to certain minimums and limitations. However, during the first six years you are in a plan, you will pay a surrender charge on the amount you withdraw in addition to any IRS penalties, if applicable. You also can surrender your plan for its cash value at any time subject to the same surrender charges listed above.

**When you are ready to retire, the MBA offers five ways to collect your benefits:**

1. Life annuity with period certain—Receive a lifetime of monthly payments. You are guaranteed this income for as long as you live. If you die during a specified period (five, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.
2. Life annuity—Receive monthly payments through your lifetime. No further benefits will be paid after your death.
3. Joint life annuity—You or your beneficiary receive monthly payments as long as either of you live.
4. Full cash refund—Receive monthly payments for as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.
5. Lump sum payment—Receive the full cash value of the policy at one time.

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

## The Health Benefit Plan seminar



**Stephanie  
Stewart**

**M**ore than 60 years ago at the NALC's 43rd national convention in Denver, CO, the position of health benefits representative (HBR) was established for branches. The year was 1962 and the NALC president was Jerome J. Keating from Minneapolis, MN.

Although history can sometimes get blurry, I must assume that our past leaders strategically timed this action with the Plan's entry into the Federal Employees Health Benefits (FEHB) Program in the early '60s. The action positively affected the NALC Health Benefit Plan (HBP) for years afterward and provided a foundation through all levels of the NALC to promote our

HBP—the Plan built by letter carriers for letter carriers.

As written in the NALC's *Constitution for the Government of Subordinate and Federal Branches*, Article 4, Sec. 1, the officers of the branch shall include a health benefits representative. The HBR shall be elected for a term of one, two or three years, and is required to perform such duties as the *Constitution* and laws of the HBP outline. In addition, the person elected or appointed to office as the HBR must be a member of the NALC Health Benefit Plan. This can be found in the *Constitution of the National Association of Letter Carriers Health Benefit Plan*, under Article 4, Sec. 3.

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**“Six decades after we created the role of HBR, it's time we revamp the HBR seminar and renew our focus.”**

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In the years that followed the 1962 convention, enrollment in the Plan soared and a training session for HBRs was first held in 1973 at the Sheraton Inn International Conference Center in Reston, VA. Unfortunately, I don't have a lot of details about that training experience, but I do know that it included a tour of the Reston HBP office and was noted as a success.

Two years later in 1975, the first official HBR seminar was hosted in Chicago at the O'Hare Inn. According to the information that could be found, the O'Hare Inn was located on Mannheim Road just outside of O'Hare airport and boasted guestrooms, a pool, convention facilities and meeting rooms to accommodate the classroom needs. This seminar was the beginning of our national training for HBRs and served as a kick-off to so much more.

**Six decades after we created the role of HBR, it's time** we revamp the HBR seminar and renew our focus. Together, we need to explore the role of the HBR and recognize the impact HBRs can have. Although we have many struggles and issues to address on the workroom floor, one thing I know that also ranks high on the list of what's important to letter carriers is health care.

In 1950, the NALC established a small health plan for its members. Today, that small health plan has grown into the third largest fee-for-service plan in the FEHB program, thanks in part to the hard work and dedication of the HBRs. Electing committed HBRs is an important first step, but giving them the appropriate training and support is also essential.

From Oct. 15-18, the NALC Health Benefit Plan will host our biennial Health Benefit Plan seminar at the Tropicana Las Vegas. I hope every branch will consider sending a representative, as I believe this will be our best event yet, and I know they will obtain a wealth of information.

On Sunday, the first day of the event, we will kick off with registration and a health fair focusing on “whole health.” Directly afterward, a welcome reception will be held where attendees can mingle with old friends and meet new ones. Beginning early Monday morning, we will have a packed agenda through Wednesday, when we'll close out the seminar with a poolside reception, which represents a special thank-you to our HBRs.

In previous years, the Health Benefit Plan seminar focused on educating HBRs on the Plan's benefits and on what would be new for the coming year. Although we will continue this legacy in a new format, the experience will be very different as we shift the focus of the seminar to the role of the HBR.

It is my hope that this year's seminar will inspire each attendee to take the information back to the local branches and continue the good work of helping letter carriers. Highlights will include a variety of classroom topics, special speakers, panel discussions and a question-and-answer booth to assist attendees.

**As stated above, many years ago our union leadership** had a vision when they created the elected position of HBR, and that vision had a purpose. This seminar is our opportunity to review the commitment and renew our dedication to that purpose.

So, please join us in Las Vegas for another great seminar experience.



**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

# Article 25 Higher Level Assignments—vacant carrier technician positions

**T**emporarily vacant carrier technician (T-6) positions are not available for opting/hold-down under the provisions of Article 41. Carrier technician positions are considered higher-level assignments, and when temporary vacancies occur, they are filled in accordance with the provisions of Article 25. This month’s “Contract Talk” will explain Article 25, higher-level assignments, and the rules for filling temporarily vacant carrier technician assignments.

Article 25, Section 1 of the National Agreement defines higher-level work.

## **Section 1. Definitions**

Higher level work is defined as an assignment to a ranked higher-level position, whether or not such position has been authorized at the installation.

Article 25, Section 4 sets forth rules for filling temporarily vacant, bargaining-unit, higher-level positions, stating:

## **Section 4. Higher Level Details**

Detailing of employees to higher-level bargaining unit work in each craft shall be from those eligible, qualified and available employees in each craft in the immediate work area in which the temporarily vacant higher-level position exists. However, for details of an anticipated duration of one week (five working days within seven calendar days) or longer to those higher-level craft positions enumerated in the craft Article of this Agreement as being permanently filled on the basis of promotion of the senior qualified employee, the senior, qualified, eligible and available employee in the immediate work area in which the temporarily vacant higher-level position exists shall be selected. These rules depend on the duration of the vacancy. For a vacancy of less than five working days, any employee may be selected from those who are eligible, qualified and available in the immediate work area in which the vacancy occurs. For a vacancy of five working days or more, the senior qualified, eligible and available employee in the immediate work area must be selected.

As indicated, these rules depend on the duration of the vacancy. For a vacancy of less than five working days, any employee may be selected from those who are senior, qualified, eligible and available in the immediate work area in which the vacancy occurs. For a vacancy of five working days or more, the senior, qualified, eligible and available volunteer in the immediate work area must be selected. Article 25 is especially beneficial to full-time

regular employees who already have their own bid assignments. Since Article 41, Section 2.B restricts opting to part-time flexibles, reserve regulars, unassigned regulars and city carrier assistants (CCAs); full-time regular employees with bid assignments cannot opt for vacant routes. However, all qualified letter carriers, including part-time flexibles and full-time regular letter carriers with bid positions, are eligible to apply for higher-level assignments under the provisions of this section.

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**“Carrier technician positions are considered higher-level assignments, and when temporary vacancies occur, they are filled in accordance with the provisions of Article 25.”**

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An employee selected for a higher-level assignment may voluntarily remain on the assignment as long as he or she remains eligible, qualified and available in the immediate work area. However, unlike the provisions of Article 41 regarding hold-downs, Article 25, Section 4 does not have a duration clause. Therefore, the assignment to higher level does not limit or supersede management’s right to assign full-time unassigned regular employees under the provision of Article 41, Section 1.A.7, which could possibly remove the employee from the immediate work area of the available position. Likewise, the assignment to higher level does not limit or supersede a carrier’s right to bid, opt or return to his or her bid position. Employees working a vacant carrier technician assignment under Article 25 may choose to return to their regular assignment any time they wish.

Letter carriers who temporarily fill vacant T-6 positions assume the hours of the vacancy as provided by the pre-arbitration settlement H8N-3P-C 32705, Jan. 28, 1982 (M-00431 in NALC’s Materials Reference System), which states:

Details of anticipated duration of one week (five working days within seven calendar days) or longer to temporarily vacant Carrier Technician (T-6) positions shall be filled per Article 25, 1981 National Agreement. When such temporary details involve a schedule change for the detailed employee,

*(continued on page 38)*

## Article 25 (continued)

(continued from page 37)

that employee will assume the hours of the vacancy without obligation to the employer for out-of-schedule overtime.

Carriers filling temporarily vacant carrier technician assignments will receive additional compensation equivalent to 2.1 percent of the employee's applicable hourly rate for all paid hours while working the assignment. Pay for work while in a higher-level position is governed by Article 25, Section 2, which provides in relevant part:

An employee who is detailed to higher-level work shall be paid at the higher level for time actually spent on such job. An employee's higher-level rate shall be determined as if promoted to the position.

Additionally, the Step 4 Settlement H4N-5R-C 44093, Feb. 10, 1989 (M-00902), provides that the following management document known as the "Brown Memo" (Nov. 5, 1973, M-00452) is a contractual commitment and remains in effect. The memorandum explains that when a replacement employee is entitled to higher-level pay when no employee is detailed under the provisions of Article 25, Section 4:

When a carrier technician (T-6) is absent for an extended period and another employee serves the series of 5 routes assigned to the absent T-6, the replacement employee shall be considered as replacing the T-6, and shall be paid at the T-6 level of pay for the entire time he or she serves those routes, whether or not he or she performs all of the duties of the T-6. When a carrier technician's absence is of sufficiently brief duration so that his replace-

ment does not serve the full series of routes assigned to the absent T-6, the replacement employee is not entitled to the T-6 level of pay. In addition, when a T-6 employee is on extended absence, but different carriers serve the different routes assigned to the T-6, those replacements are not entitled to the T-6 level of pay. The foregoing should be implemented in a straightforward and equitable manner. Thus, for example, an employee who has carried an absent T-6 carrier's routes for four days should not be replaced by another employee on the fifth day merely to avoid paying the replacement higher-level pay.

Management has an obligation to fill temporarily vacant carrier technician positions even if that means assigning a CCA to the position. National Arbitrator Snow held in C-10254, Sept. 10, 1990, that management may not assign different employees on an "as needed" basis to carry a route on a T-6 string when a vacancy of five or more days is involved; instead, such vacancies must be filled according to Article 25. While CCAs cannot request a higher-level assignment and are not eligible for higher-level pay under Article 25, CCAs can be administratively assigned by management to vacant carrier technician assignments. When this occurs, the CCA's PS Form 50, Notification of Personnel Action must be revised to reflect that they are assigned to a carrier technician position.

**City carriers with questions about Article 25, higher-level pay, or filling temporarily vacant carrier technician assignments should contact their shop steward or branch officer.**

## Director of Safety and Health

## Ergonomics (continued)

(continued from page 33)

should coordinate plans for future equipment based on anticipated flat volume to be handled at the case.)

The *ELM* contains two key ergonomic references at §section 811.22 in its Vision Statement and in Section 833.1, in which ergonomics is a required element in the development of new equipment, vehicles and facilities.

By letter dated Nov. 13, 2013 (USPS3574), the USPS provided the NALC with notice of Article 19 changes to the *EL-*

*809, Guidelines for Area/Local Joint Labor Management Safety and Health Committees*, incorporating ergonomics as a required element to be discussed in all safety meetings.

**If your supervisors or managers are abandoning ergonomics as an element of their obligation to provide a safe work environment, we need to address this through discussion at safety committee meetings and labor-management meetings at the installation level, and then if necessary through the grievance procedure.**



# Shamrocks are back



Christina Vela Davidson



**W**e're diving right into our first NALC Branch Challenge in March and it's with shamrocks!

Even though letter carriers never stopped the shamrock campaign during the COVID-19 pandemic, many other contributing organizations did. However, it's officially back and MDA is promoting it as strongly as it did before the pandemic. MDA's iconic St. Patrick's Day fundraiser is supported by thousands of people across the

country to fund MDA's mission of empowering people living with neuromuscular disease to live longer, more independent lives. As an NALC branch member, you know how fun and empowering these campaigns can be. Join us this year!

If you would like to sign up your branch to participate, go to <https://forms.office.com/r/7FRixQ17Ae>. Once we receive the online sign-up, we will send out a Shamrock Supply Kit to you at the address you provide. The kit consists of the paper shamrock pinups, promotional materials and resources for the pinup campaign.

You can sell the pinups at events, branch meetings, in the community, or to friends and family members for \$1 or \$5 (shamrocks are two-sided).


Once you have completed the campaign on either March 17 or at the end of March, you will send in your donation check to MDA using the new NALC Allocation Form (available at [nalc.org/mda](http://nalc.org/mda)). We will process your donation and add it to your branch's fundraising page and totals for 2023.


Offline donations: Remember, be sure to send any offline revenue to MDA using the allocation form so we can be sure your branch gets credit. Please remember to send me copies of any forms and checks sent to MDA. Below is the way your branch can raise money electronically:

- Each year, we create a new NALC fundraising site that includes a page for each branch: <https://mda.donordrive.com/event/NALC2023>.
- Use your branch's online page to support your campaign by sharing the link and asking your community for support.

**If you have questions about shamrocks or need help** finding or accessing your branch page, MDA has a team ready to support our NALC branches. Want to brainstorm fundraising ideas, or have a question about how they can help? Reach out! You can email [nalc@mdausa.org](mailto:nalc@mdausa.org) or call 312-392-1100.







**Muscular Dystrophy Association**

### NALC MDA Donation Allocation Form

NALC Branch Number \_\_\_\_\_

State Association \_\_\_\_\_

Auxiliary \_\_\_\_\_

Region \_\_\_\_\_

Other \_\_\_\_\_

MDA Event Name/Event Type \_\_\_\_\_

MDA Event Date \_\_\_\_\_ Donation Amount \_\_\_\_\_

NALC Contact Name \_\_\_\_\_ NALC Contact Role \_\_\_\_\_

Contact Email \_\_\_\_\_ Contact Phone Number \_\_\_\_\_

Branch President's Name \_\_\_\_\_

President's Email \_\_\_\_\_ President's Phone Number \_\_\_\_\_

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

Muscular Dystrophy Association Inc  
 Attn: NALC  
 PO Box 7410354  
 Chicago, IL 60674-0354

Thank you.

**MDA Contact/Staff**  
 Dana Nolan  
 Director, Organizational Partnerships  
 Phone: 312-392-1100 Email: [nalc@mdausa.org](mailto:nalc@mdausa.org)

# COVID-19 claims post-ARPA



Regional Workers' Compensation Assistant Coby Jones

**O**n Jan. 27, the special provisions for the handling of Office of Workers' Compensation Programs (OWCP) COVID-19 cases established by the American Rescue Plan Act of 2021 (ARPA) expired. The ARPA streamlined the OWCP claims process for federal workers who were diagnosed with COVID-19 between Jan. 27, 2020, and Jan. 27, 2023. Under the ARPA, to establish a COVID-19 claim federal workers simply needed to prove that:

- They were diagnosed with COVID-19 via a positive test result (excluding home tests) or medical professional; and
- Within 21 days prior to the diagnosis of COVID-19, they carried out duties that required contact with members of the public or co-workers.

Anticipating the expiration of the ARPA COVID-19 provisions, OWCP published *FECA Bulletin* 23-02 on Dec. 15, outlining how it would process COVID-19 cases that are diagnosed after Jan. 27. In a nutshell, OWCP will return to processing COVID-19 cases according to the same rules and procedures that it applies to every other OWCP claim.

**Claimants must establish the five basic elements for adjudication as set forth under the Federal Employees' Compensation Act (FECA) as follows:** 1) The claim was timely filed; 2) The claimant is a civil employee of the federal government; 3) The claimant provided evidence of a diagnosis of COVID-19, and evidence that establishes that they actually experienced disease exposure; 4) The exposure occurred while the claimant was in the performance of duty; and 5) The diagnosed COVID-19 was found by a physician to be causally related to the work exposure.

While COVID-19 claims under the ARPA were filed via a CA-1 to ensure that claimants received continuation of pay (COP) during the pandemic, claims for COVID-19 diagnosed after Jan. 27 should generally be filed on Form CA-2, Notice of Occupational Disease. This is because in most cases there will be no clear, identifiable incident or incidents over a single day or work shift to which the injured worker can specifically attribute the cause of his or her diagnosed COVID-19. This is consistent with how OWCP has historically handled infectious disease cases.

Under rare circumstances, claimants may still file a CA-1 when they can identify a specific incident or incidents that led to their infection. However, if a CA-1 is filed but the event is not clearly identifiable as to time and place of occurrence, OWCP will administratively

convert the CA-1 to a CA-2 and a formal decision will be issued denying entitlement to COP.

The date of injury for a CA-2 claim is the last date the claimant was exposed to claimed factors of employment prior to testing positive for COVID-19. For a CA-1 claim, the date of injury is the date of the claimed incident that caused COVID-19. Note that the determination as to whether or not the claim will be adjudicated under the ARPA is not the date of injury, but rather the date of the diagnosis.

**To establish a diagnosis of COVID-19, the employee should submit:**

- a. A positive polymerase chain reaction (PCR) or antigen COVID-19 test result; or
- b. A positive antibody COVID-19 test result, together with contemporaneous medical evidence that the claimant had documented symptoms of and/or was treated for COVID-19 by a physician (a notice to quarantine is not sufficient if there was no evidence of illness); or
- c. If a positive PCR, antigen, or antibody test is not available, a COVID-19 diagnosis from a physician together with rationalized medical opinion supporting the diagnosis and an explanation as to why a positive test result is not available.

Self-administered COVID-19 tests, also called "home tests," "at-home tests" or "over-the-counter" (OTC) tests, are insufficient to establish a diagnosis of COVID-19 under the FECA. The only exception to this policy is where the administration of the self test is monitored by a medical professional and the results are verified through documentation submitted by such professional.

In post-ARPA cases, claimants filing a CA-2 will have to write narratives to establish the third basic element of their case: fact of injury. They should clearly describe all the times during a typical workday when they are in contact with, or in close proximity to, other people. They will need to include an estimate of the number of people they are exposed to and the locations of this exposure.

Claimants also will need a rationalized medical report from their physician in order to establish the fifth basic element of their case: causal relationship. The report should explain how the amount of public exposure described by their patient in their narrative, with reasonable "medical certainty," led to the COVID-19 infection.

**A more detailed explanation of OWCP's post-ARPA COVID-19 policies and procedures, along with guidance on both writing a work exposure narrative and obtaining a rationalized medical report, can be found on the NALC website under Workplace Issues>Injured on the Job.** The website also contains links to *FECA Bulletin* 23-02 and OWCP instructional material on filing post-ARPA COVID-19 claims.



# Union Plus is union strong



Assistant to the President  
for Community Services  
Christina Vela Davidson

**U**nion Plus is a nonprofit organization founded by the AFL-CIO in 1986 to provide excellent consumer benefit programs exclusively to union members (current and retired) and their families. Its mission, then and now, is simple—to improve the quality of life for working families through unique products and services. It believes that supporting union members through good and bad times keeps unions strong.

Union Plus provides valuable benefits and services that strengthen the ties of union members to their unions, and contributes funding to the labor movement. It also offers unique financial assistance, including strike benefits and other hardship benefits, that support union members and their families.

The benefits were selected by union members, for union members. Union Plus is a nonprofit and the only consumer benefits organization created and endorsed by the AFL-CIO.

It offers benefits for every aspect of your life, including:

**Financial products**—It offers union members and their families a wide array of financial products for each step of your financial life, including the Union Plus credit card, prepaid card and personal loan programs. Credit approval required. Terms and conditions apply. Union Plus Credit Cards are issued by Capital One N.A. pursuant to a license by Mastercard International Inc.

**Home and auto programs**—It offers exclusive savings and discounts for all your home and auto needs, such as when buying a car or taking out a home mortgage.

**Education**—Its education programs help you avoid student debt and earn your degree for free when you enroll in the free college and bachelor's degree programs. If you're already enrolled, apply for the Union Plus Scholarship to help get you to the finish line.

**Shopping and discounts**—Save on everyday expenses, such as monthly wireless phone bills with AT&T, everyday purchases, or even going to the movies.

**Travel benefits**—Its travel benefits are here to make travel cheaper with exclusive discounts on car rental, vacation tours and even hotels and attractions.

Union Plus believes that our country's middle class was built by union-strong members like you, so it diligently researches every benefit and tailors them to support you

and other union members. It is working hard to make life a little easier for you.

## Solidarity, savings and support

Did you know that there are more than 14 million union members in the United States? Because of that strength in numbers, Union Plus is able to negotiate exclusive discounts and financial assistance programs just for union members and their families.

It passes along the exclusive benefits it has negotiated on behalf of union members directly to you. These benefits and programs are free to union members and their families. There's no membership—if you're a current or retired union member or a family member—you're in.

Union Plus is union, and it stands by union. It's committed to supporting U.S. union workers, right down to using union printers and union-made products in its offices. Even the staff are members of OPEIU Local 2.

Union Plus has negotiated with some of the biggest names and brands to get you the discounts you deserve and the benefits working union members need, such as hardship help, strike grants and disability benefits.

If you are a current or retired union member, you are automatically eligible for your union's Union Plus benefits. Oftentimes, your parents, spouse and children also are eligible. No Union Plus membership is required and there are no fees, no waiting period, no hassle.

If your family member is not a union member due to the kind of job they have, consider joining Working America for free.

## How to get your Union Plus benefits

Getting started could not be easier. Go to [nalc.org/community-service/union-plus](http://nalc.org/community-service/union-plus) and click on the red Union Plus® benefits and sign up. Or simply type, [union-plus.org/?modal=register](http://union-plus.org/?modal=register) and start using your benefits and discounts today!

I've already taken advantage of many of the savings available. Check them out online. Don't be shy, brothers and sisters. These savings are for you and you definitely deserve them.





# Money-Saving Programs for **NALC Members**

## Union Plus Credit Card Program



We offer several card choices<sup>1</sup>. Each card has different features and all offer competitive rates. After three months, you may be eligible for exclusive hardship assistance grants<sup>2</sup> in times of need. Visit [theunioncard.com](http://theunioncard.com).

## Union Plus Flower & Gift Discounts



Union members save 25% on hand-delivered flower arrangements, chocolate treats and gift baskets from Teleflora. Includes same-day flower delivery options and international service. 100% satisfaction guaranteed. Visit [unionplus.org/flowers](http://unionplus.org/flowers).

## Union Plus Mortgage Program



Buying or refinancing a home for you and your children is easy and affordable with the Union Plus Mortgage Program. Our unique assistance program helps you make mortgage payments in time of need. Visit [unionplus.org/mortgage](http://unionplus.org/mortgage).

## Union Plus Auto Buying Service



No-hassle car buying service helps you save time and thousands of dollars when buying a new or used car or truck. Lock in your member savings from home. Visit [unionplus.org/autobuying](http://unionplus.org/autobuying).

## Union Plus Everyday Discounts



Your one stop shop for booking travel and accessing discounts on restaurants, movie tickets, shopping and more. We also offer savings at theme parks, concerts, theaters and sporting events. Visit [unionplus.org/discounts](http://unionplus.org/discounts).

## Union Plus Scholarship Program



Apply for a Union Plus scholarship, with cash awards ranging from \$500 to \$4,000 for undergraduate and graduate students. Join the thousands of union families who've benefited. Visit [unionplus.org/scholarships](http://unionplus.org/scholarships).

**Visit [unionplus.org](http://unionplus.org)**

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<sup>2</sup>Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at [UnionPlus.org/Assistance](http://UnionPlus.org/Assistance)

**Customer service for Union Plus programs is U.S.-based.**





## Veterans Affairs benefits and OWCP

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

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

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

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

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

Letter carrier duties may also accelerate an underlying condition. A work-

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

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

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

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

Once a military veteran's claim is accepted, there may be times when the worker must decide between receiving benefits from the VA or OWCP. For example, if a letter carrier has a pre-existing shoulder injury that the VA has accepted as service-connected for which the VA has granted a disability rating of 20 percent, and the letter carrier further injures that shoulder in the performance of their postal duties, they may be eligible for both OWCP benefits and an increase in their VA disability rating.

Let's say in this example that the VA determines that the on-the-job injury warrants an increase in the rating of the service-connected shoulder disability from 20 to 40 percent. OWCP

also determines that injured letter carrier is eligible for wage-loss compensation. The letter carrier must now elect whether they want compensation from OWCP or the increased VA rating. If the letter carrier elects VA compensation based on the increased rating of 40 percent, they are prohibited from receiving compensation from OWCP. On the other hand, if the letter carrier elects compensation from OWCP, they may still continue to receive VA compensation for the shoulder disability at the pre-injury 20 percent rate as well as their OWCP benefit.

It should be noted here that the VA does not bar the continuation of VA benefits for the disability on which the OWCP benefits were predicated when the OWCP benefits end. In the above example, once the OWCP benefits end, the VA award may be increased to the 40 percent rate for the shoulder disability.

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

### Join the NALC Veterans Group

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

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

**If you are interested in joining the group, complete the sign-up card at [nalc.org/veterans](http://nalc.org/veterans).**

# State Summaries

## California

**“We’re going to have to adjust the age one more time like Ronald Reagan and Tip (O’Neill) did.”—Sen. Lindsey Graham**

You know what he’s talking about, right? Social Security (SS). Despite the hecklers who heckled President Biden during his State of the Union address, he was right on when it came to proposals to cut Social Security and Medicare benefits. It does not take long if you do a Google search to find proposals to raise the eligibility age to receive full benefits for both programs.

Going back to Sen. Graham’s quote, he made reference to the 1980s so-called “Social Security fix,” which gave us the Windfall Elimination Provision (WEP) and the Federal Employees Retirement System (FERS). The WEP punished workers who received a pension in which they did not pay into Social Security by slashing their SS benefit if they qualified for SS benefits. Again, to use my father as an example: He retired under the Civil Service Retirement System, in which he didn’t pay into SS. He then worked at a bank for 10 years and obtained the 40 SS credits. Guess what? The WEP took two-thirds of his SS benefit away from him!

Now if you are a FERS employee, if they raise the threshold when you can start drawing SS, now age 62, your retirement age is no longer 57 if you have 30 career years in. Why? Because at 57 you would draw not only the FERS pension but also the supplement. The supplement ends when you turn 62, when you presumably would draw Social Security benefits. But what if Congress “adjusts” the age? Well, then you’ll have to adjust your retirement age by working longer!

If you aren’t paying attention to what happens in DC as relates to your future, you need to start.

*Eric Ellis*

## Florida

**A** reminder that applications for the Mary Lou Jackman-William “Bill” Corbeau Scholarship Fund are available from your local branch president and/or the Florida State Association’s website at fsalc.com. The Florida State Association director of education administers the fund for the members of the Florida State Association of Letter Carriers.

There are four annual \$2,000 scholarships (two for males and two for females). Eligible children must be dependents of a member (or dependents of the spouse of a deceased member who has not remarried), must have graduated from a credited high school or have a GED, and must enroll as a full-time student in an accredited college or university.

Applications must be filled out completely to include a certification by the local branch president or secretary of good standing membership. Applications must be received by July 21. The awards of the scholarships are by random selection, and the drawings will be held at the FSALC convention in Naples on Aug. 25.

*O.D. Elliott*



**Montana Sen. Steve Daines recently recognized Billings Branch 815 member Timmye Crowley in the Congressional Record after she helped to save her elderly customer from a house that was billowing smoke.**

## Kentucky

**I**nformation, including a preliminary agenda, for the KYSALC state convention has been sent out by Secretary Steve Terry: June 11-12 at the Holiday Inn, Hurstbourne Lane, in Louisville. Please contact Steve or me for more information. We promise an informative, well-rounded convention with training, as well as camaraderie. Falls City Branch 14 is our host, with Tony Weddell as president. Since our last state convention and election was affected by COVID-19, we are excited to meet in person. Our NBA’s office, led by David Mudd, will offer training and updates separate from legislative/political trainings of the KYSALC. A national officer will be there, as will our LPO.

NALC President Brian Renfroe has spelled out our priorities in *The Postal Record*, first of which is asking more NALC members to contribute to our PAC, LCPF. Congress has oversight over all facets of USPS. Those 535 members and the two Executive Branch elected officials, the president and vice president, are lobbied by NALC members and our officers and staff. We cannot spend dues money on most of these endeavors, so we count on LCPF. There is a disclaimer in the magazine.

In the last Congress, we enjoyed postal reform and repealing the pre-funding mandate, which crippled our employer. Going forward, we need to pass the Social Security Fairness Act to repeal GPO and WEP, which hurt our retirees. The Federal Retirement Fairness Act will allow catch-up contributions of time for those who were noncareer as CCAs or casuals. That covers more than half of our current employees.

So when someone asks for a LCPF allotment or contribution, remember what we have gained because of NALC’s efforts. Across Kentucky and starting at the local level, we all need to con-

tribute to LCPF. All branches should mention the points of this article whenever they meet. See you in Louisville.

*Bob McNulty*

## Montana

**L**etter carriers thread their way through the lives of their customers daily, and are there for them in many instances. We are a shoulder to cry on when a loved one passes and are happy for them when the kids we saw grow up graduate.

Billings letter carrier Timmye Crowley recently went above and beyond that while on her route on her non-scheduled day. As she walked up the icy sidewalk to the elderly man’s home, she noticed smoke billowing from the house. Upon looking through the window, she noticed her customer asleep in a chair. He was hard of hearing and did not hear the smoke alarm going off. Timmye called 911 as she began pounding on the door. He soon woke up and walked to the front door and was no longer in danger.

Montana’s Republican U.S. senator, Steve Daines, recently placed a tribute to her in the Congressional Record, stating, in part: “Thanks to Timmye’s efforts, a potentially fatal outcome was avoided. It is my distinct honor to recognize Timmye Crowley for her passion and willingness to go the extra mile serving the Billings community. Keep up the great work, Timmye. You make Montana proud!”

*Julie Quilliam*

## Tennessee

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

*Laurie McLemore*

## Texas

**O**n Jan. 9, the Social Security Fairness Act of 2023 (H.R. 82) was reintroduced. This bill would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System (CSRS) letter carriers.

WEP reduces earned Social Security benefits for CSRS employees and Federal Employees Retirement System (FERS) employees, who also receive a public pension from another job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees if Social Security does not cover the job. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension.



The bill, which received a supermajority of co-sponsors in the 117th Congress, already has 148 co-sponsors, with 12 from Texas. Despite consistent bipartisan support, the legislation has proved difficult to pass due to the price tag.

TSALC will help NALC continue to actively work to gain support for this bill so letter carriers can receive the full benefits they earned.

Recently, the TSALC held a Committee of Presidents meeting to select the delegates to serve on committees for the upcoming convention in Houston. The chosen delegates will receive a letter in the mail; please respond promptly.

Branches that have submitted their delegates list: Thank you. For those that have not, it is not too late— you can still send them to

TSALC Secretary Kimberly Arnholt at secretary.tsalc@gmail.com or call 281-413-3319 if you have questions.

*Carlos Rodriguez Jr.*

## Wisconsin

Wisconsin will hold an election that carries bigger policy stakes than any other contest in America in 2023. The April race, for a seat on the state's evenly divided Supreme Court, will determine the fate of abortion rights, gerrymandered legislative maps and the Wisconsin governor's appointment powers—and perhaps even influence the state's 2024 presidential election, according to *The New York Times*.

## Anchorage, Alaska

One obligation of union office is to promote the welfare of the branch. And in numerous officer trainings for officers and stewards, you're taught that as a leader, you should encourage members (including yourself) to attend the functions of the branch. This includes attending the branch's annual retiree banquet.

Unfortunately, in some of our large offices, only one member total attended the banquet and hardly any regularly attend branch meetings. In another office, not one member attended the banquet and rarely do members from that office attend the branch meetings.

Branch officers should promote the welfare of the NALC and encourage members to attend branch functions. As an example, Jospier Villegas, our current vice president and Midtown Station steward, has taken his oath of office with pride. He regularly is able to encourage members in his office to attend all of the branch functions. They exhibit a proud union solidarity when together and support their union. Jospier is an example that other officers/stewards should follow and I am proud to call him my union brother!

*Jim Raymond, Branch 4319*

## Bergen Co. Mgd., New Jersey

Branch 425 lost a great leader and I lost a great friend, President Emeritus Frank "Campy" Camporeale, who passed away suddenly and unexpectedly on Tuesday, Dec. 6, 2022.

Prior to retirement in 2004, he had been employed with the United States Postal Service as a letter carrier with the Hackensack Post Office for 36 years. He was a member of the National Association of Letter Carriers Branch 425 serving in numerous capacities, including sergeant-at-arms, treasurer, vice president and president. He was a listen coordinator and also served on the New Jersey state executive board.

Frank was a gold card member who once said, "I retired from being a letter carrier, but not from the NALC." I noticed early in my career that this one carrier was not afraid to yell back at supervisors who were harassing some carriers

on the workroom floor—it was Campy, and he was not even a shop steward yet. Together we attended many conventions, seminars, workshops, rap sessions and at least 20 congressional breakfasts in Washington, DC.

We will always remember the good times and will treasure those memories. Rest in peace, my friend.

*Dennis Spoto, Branch 425*

## Centennial, Colorado

Every time it snows, I remember what those days were like working in it. Because it seems as if we've had white stuff on the ground for months, I try to keep a path clear for my CCA. Gotta start him off on the right foot as well as keep him upright!

Congratulations to Englewood, CO, and all the installations that are getting rid of the two-tier workforce—the Postal Service's failed experiment. With the shortage of workers, benefits and good pay is the difference between hiring people who are going to stay and learn this increasingly difficult craft and those who are just looking for a job. And because there is a strong union, this occupation promises to lead to a long career. There are not many places where you can find a stable line of work with just a high school diploma.

In Colorado, the Post Office is popping up in the news—mountain communities are not receiving mail and our representatives are taking notice. Stories of job fairs, small towns providing housing for postal workers, and interviewing district employees on the issues highlights the worker shortage that is becoming part of our society. But it also reinforces unionizing the labor force that is producing in America today. This could be a pivotal time for changing how we perceive uniting the working class and continuing to produce good-paying jobs for our families and the country.

Better pay, fighting for increased benefits and a safe work environment is what unions do for its members. Let's keep moving forward.

In unity—

*Barb Larson, Branch 5996*

The court has issued numerous 4-3 decisions in recent years over highly charged political cases. If a conservative candidate wins in 2023, the court will keep its 4-3 conservative tilt, with Hagedorn being the deciding vote. If a liberal candidate wins, it would be the first time since 2008 that liberals would hold a majority.

Technically, the race is non-partisan, although in reality the Democratic and Republican parties use their campaigns to promote votes for their preferred candidate. Being a non-partisan race, there is a chance that two conservatives or two liberals could make it through to the spring general election on April 4.

In solidarity—

*Dawn Ahnen*

## Retiree Reports

### Paterson, New Jersey

Within the holiday season, Branch 120 sets up many events to bring this union closer. Halloween, holiday parties, etc., to benefit out members and our Mutual Dystrophy Association in fundraising. The problem is getting our members together with their families.

Do we still have a fear of mass gatherings, or are members too tired to make the extra effort to come out and have a good time? The scare of COVID plays a major part in getting together for our members do not need another reason to feel ill and miss work. This virus has been around for too long and although most of us are vaccinated, people still catch the virus even in a milder form. We can only hope that this is a temporary pause in action, and the future looks brighter each and every day.

Attend as many events as possible (if you feel comfortable) and support our union in solidarity.

*Joseph Murone, Branch 120*

**NALC Member App**

Available for free in the Apple App Store and the Google Play Store

# Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

### 80-year pins

Paul A. Swenson Portland, OR Br. 82

### 75-year pins

R. M. Crawford Bakersfield, CA Br. 782  
 Robert G. Rapp Garden Grove, CA Br. 1100  
 Gerald F. Schneider Garden Grove, CA Br. 1100  
 Richard S. Gravely Jr. Washington, DC Br. 142  
 Valois Ebert Michigan City, IN Br. 455  
 Stanley F. Zalewski Detroit, MI Br. 1  
 Patrick T. Totaro NJ Mgd. Br. 38  
 Leonard F. Dabkowski Albany, NY Br. 29  
 Eldon D. Ashmore Portland, OR Br. 82  
 Paul P. Johnson Portland, OR Br. 82  
 Robert L. Olson Portland, OR Br. 82  
 Frederick E. Miale Providence, RI Br. 15  
 Edward J. Sousa Providence, RI Br. 15  
 Fernando C. Aguirre San Antonio, TX Br. 421

### 70-year pins

Armando G. Jimenez Bakersfield, CA Br. 782  
 Charles F. Huston Garden Grove, CA Br. 1100  
 John W. Texer Garden Grove, CA Br. 1100  
 Morris J. Wichman Garden Grove, CA Br. 1100  
 William F. Johnson San Diego, CA Br. 70  
 Louis T. Esparza San Jose, CA Br. 193  
 Raymond E. Allison Denver, CO Br. 47  
 John M. Woodruff Denver, CO Br. 47  
 Stephen W. Miller Detroit, MI Br. 1  
 Paul L. Roberts Chemy-Hill/Haddonfield, NJ Br. 769  
 J. P. Tritschler Fargo-W. Fargo, ND Br. 205  
 William J. Amato Cleveland, OH Br. 40  
 Wayne N. Benson Cleveland, OH Br. 40  
 Edward F. Streisel Cleveland, OH Br. 40  
 John J. Cullen II Southeast PA Mgd. Br. 725  
 Robert H. Marro Southeast PA Mgd. Br. 725  
 Richard B. Treagear Southeast PA Mgd. Br. 725  
 Charles H. Worrall Southeast PA Mgd. Br. 725  
 Frederick E. Miale Providence, RI Br. 15  
 Francis G. Brashear San Angelo, TX Br. 1203

### 65-year pins

Sam C. Deleon Garden Grove, CA Br. 1100  
 Elmer L. Hann Garden Grove, CA Br. 1100  
 Gerald J. Hays Garden Grove, CA Br. 1100  
 Bill R. Loessin Garden Grove, CA Br. 1100  
 Darwin N. Promer Garden Grove, CA Br. 1100  
 Leroy Reed II Garden Grove, CA Br. 1100  
 John L. Rodriguez Garden Grove, CA Br. 1100  
 William L. Wegner Garden Grove, CA Br. 1100  
 Donald J. Debello Denver, CO Br. 47  
 Joseph J. Rossi Denver, CO Br. 47  
 George P. McArdle South FL Br. 1071  
 John H. Edger Hammond, IN Br. 580  
 Priscilla D. Johnson Hammond, IN Br. 580  
 John R. Kwilasz Hammond, IN Br. 580

David Short Hammond, IN Br. 580  
 Andrew B. Sallee Lexington, KY Br. 361  
 Salvatore J. Albano Boston, MA Br. 34  
 Robert V. Allie Detroit, MI Br. 1  
 Stephen W. Miller Detroit, MI Br. 1  
 John F. Flanigan South Macomb, MI Br. 4374  
 Theodore F. Geml South Macomb, MI Br. 4374  
 Willard J. Arnold Hopkins, MN Br. 2942  
 George D. Kerber Hopkins, MN Br. 2942  
 Donald E. Rice Fremont, NE Br. 89  
 Morris L. Detore NJ Mgd. Br. 38  
 John A. Holley NJ Mgd. Br. 38  
 Albert J. Imbimbio NJ Mgd. Br. 38  
 Harold J. Nobile NJ Mgd. Br. 38  
 Ralph Ricciardi Jr. NJ Mgd. Br. 38  
 Gordon E. Arber Buffalo-Western NY Br. 3  
 Marco T. Clapps Buffalo-Western NY Br. 3  
 Douglas R. Emerson Buffalo-Western NY Br. 3  
 John F. Goodlander Buffalo-Western NY Br. 3  
 Salvatore L. Gruttadauria Buffalo-Western NY Br. 3  
 J. T. Jerge Buffalo-Western NY Br. 3  
 Joseph J. Kuczka Buffalo-Western NY Br. 3  
 Armando F. Paduano Buffalo-Western NY Br. 3  
 Jerome J. Zamiaara Buffalo-Western NY Br. 3  
 William A. Holzer Northeastern NY Br. 358  
 Charles W. Carroll Cleveland, OH Br. 40  
 Charles DeForest Cleveland, OH Br. 40  
 Ronald J. Gonda Cleveland, OH Br. 40  
 Richard A. Hargis Cleveland, OH Br. 40  
 Emerson M. Hollingsworth Cleveland, OH Br. 40  
 Kenneth J. Kensick Cleveland, OH Br. 40  
 Andrew J. Matea Cleveland, OH Br. 40  
 Marvin E. Mathews Cleveland, OH Br. 40  
 Robert J. Murphy Cleveland, OH Br. 40  
 Richard E. Ormsby Cleveland, OH Br. 40  
 David L. Phillip Cleveland, OH Br. 40  
 Eddie F. Readence Cleveland, OH Br. 40  
 Victor E. Robinson Cleveland, OH Br. 40  
 Donald C. Weber Cleveland, OH Br. 40  
 Albert J. Westfall Cleveland, OH Br. 40  
 Alfonso T. Wilson Jr. Cleveland, OH Br. 40  
 Noel H. Nelson Portland, OR Br. 82  
 Gilbert L. Olson Portland, OR Br. 82  
 Louis J. Phillips Erie, PA Br. 284  
 Edward J. Brennan Southeast PA Mgd. Br. 725  
 John J. Cucchi Southeast PA Mgd. Br. 725  
 Frank O. Diegidio Southeast PA Mgd. Br. 725  
 Robert K. Sauder Southeast PA Mgd. Br. 725  
 James L. Smith Jr. Southeast PA Mgd. Br. 725  
 David T. Heard Sr. Nashville, TN Br. 4  
 Rayburn E. Raymer Nashville, TN Br. 4  
 Robert O. Harper Wichita Falls, TX Br. 1227  
 Delmar C. Stardy Kenosha, WI Br. 574

### 60-year pins

John M. Contreras Garden Grove, CA Br. 1100  
 Leroy J. Evans Garden Grove, CA Br. 1100  
 Robert G. Nettles Garden Grove, CA Br. 1100

Hubert R. True Garden Grove, CA Br. 1100  
 Louis J. Heinz Centennial, CO Br. 5996  
 Donald Bargas Denver, CO Br. 47  
 Aristotle A. Boyer Denver, CO Br. 47  
 Abel A. Duran Denver, CO Br. 47  
 Robert D. Ficco Denver, CO Br. 47  
 Gilbert Struck Denver, CO Br. 47  
 Ronald O. West Washington, DC Br. 142  
 Eugene R. Rucker Decatur, GA Br. 2225  
 Cecil J. Smith Decatur, GA Br. 2225  
 Euliss E. Royal Hammond, IN Br. 580  
 Marion D. Frye Lexington, KY Br. 361  
 Neil F. Parke Lexington, KY Br. 361  
 John P. Baginsky Jr. Boston, MA Br. 34  
 Stephen W. Miller Detroit, MI Br. 1  
 Edwin W. Blomker St. Louis, MO Br. 343  
 Michael B. Carbery St. Louis, MO Br. 343  
 Leon D. Elam St. Louis, MO Br. 343  
 James C. Tuggle St. Louis, MO Br. 343  
 Kenneth S. Weldele St. Louis, MO Br. 343  
 Russell C. Werkmeister St. Louis, MO Br. 343  
 Wyndel D. Brooks Las Vegas, NV Br. 2502  
 Russell T. Aquino NJ Mgd. Br. 38  
 Louis Auriemma NJ Mgd. Br. 38  
 Frank P. Biank NJ Mgd. Br. 38  
 Anthony C. Lombardi NJ Mgd. Br. 38  
 Salvatore J. Mangano NJ Mgd. Br. 38  
 Harold J. Nobile NJ Mgd. Br. 38  
 Francis G. Pickel NJ Mgd. Br. 38  
 Wallace W. Price NJ Mgd. Br. 38  
 William J. Spellman NJ Mgd. Br. 38  
 Ronald J. Wentz NJ Mgd. Br. 38  
 Edward R. Ambrose Buffalo-Western NY Br. 3  
 Edward R. Arnold Buffalo-Western NY Br. 3  
 Robert G. Dewitz Buffalo-Western NY Br. 3  
 Michael L. Pilla Buffalo-Western NY Br. 3  
 Harry Rush Jr. Buffalo-Western NY Br. 3  
 Charles F. Graceffo Syracuse, NY Br. 134  
 Leahman Huddleston Syracuse, NY Br. 134  
 Peter W. Rees Syracuse, NY Br. 134  
 Donald J. Smith Syracuse, NY Br. 134  
 Douglas C. Smith Syracuse, NY Br. 134  
 Donald K. Stoutenger Syracuse, NY Br. 134  
 William R. Bray Winston-Salem, NC Br. 461  
 Robert P. Griffin Jr. Winston-Salem, NC Br. 461  
 Robert R. Hutchens Winston-Salem, NC Br. 461  
 Cletus R. Snycer Winston-Salem, NC Br. 461  
 August Bordonaro Cleveland, OH Br. 40  
 Thomas J. Bulger Cleveland, OH Br. 40  
 Albert Cseh Cleveland, OH Br. 40  
 Ernest R. Cummings Cleveland, OH Br. 40  
 Robert N. David Cleveland, OH Br. 40  
 George M. Dietrich Cleveland, OH Br. 40  
 Kenneth G. Dietrich Cleveland, OH Br. 40  
 Farrell P. Finnerty Cleveland, OH Br. 40  
 William J. Fleig Cleveland, OH Br. 40  
 Willis T. Franklin Cleveland, OH Br. 40  
 Clarence J. Friedel Cleveland, OH Br. 40  
 Albert Henderson Cleveland, OH Br. 40



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

Alan A. Hull	Cleveland, OH	Br. 40	Ramon F. Grater	Denver, CO	Br. 47	Ethel M. Burge	Hammond, IN	Br. 580
Michael J. Kan	Cleveland, OH	Br. 40	Robert M. Lombardi	Denver, CO	Br. 47	Susan M. Carew	Hammond, IN	Br. 580
William G. Kremer Jr.	Cleveland, OH	Br. 40	Floyd E. Moore	Denver, CO	Br. 47	Randolph E. Cashman	Hammond, IN	Br. 580
Fred H. Lewis	Cleveland, OH	Br. 40	David M. Popple	Denver, CO	Br. 47	Claude M. Chandler	Hammond, IN	Br. 580
Bruce M. MacLinden	Cleveland, OH	Br. 40	Moses R. Rodriguez	Denver, CO	Br. 47	Lawrence J. Crane	Hammond, IN	Br. 580
James McClung	Cleveland, OH	Br. 40	Arnold P. Russell	Denver, CO	Br. 47	Jerome Crockrom	Hammond, IN	Br. 580
Daniel G. McGinty	Cleveland, OH	Br. 40	Howard C. Taylor Jr.	Denver, CO	Br. 47	Laura J. Daley	Hammond, IN	Br. 580
Anthony L. Miklich	Cleveland, OH	Br. 40	Thomas E. Clark	Washington, DC	Br. 142	Thomas R. Diehl	Hammond, IN	Br. 580
Anthony J. Moraco Jr.	Cleveland, OH	Br. 40	Eugene J. Price	Washington, DC	Br. 142	Danny A. Evanoff	Hammond, IN	Br. 580
Donald J. Nekl	Cleveland, OH	Br. 40	James R. Wiggins	Washington, DC	Br. 142	Thomas E. Flynn	Hammond, IN	Br. 580
Charles A. Pachtler	Cleveland, OH	Br. 40	Rudolph James	Sarasota, FL	Br. 2148	Margaret E. Garden	Hammond, IN	Br. 580
Russell W. Phillips	Cleveland, OH	Br. 40	Paul S. Klingel	Sarasota, FL	Br. 2148	A. M. Gasper	Hammond, IN	Br. 580
Jack C. Prochaska	Cleveland, OH	Br. 40	Donald C. Lamb	Sarasota, FL	Br. 2148	Onette D. Gatlin	Hammond, IN	Br. 580
Richard N. Ricchino	Cleveland, OH	Br. 40	Daniel R. Lickliter	Sarasota, FL	Br. 2148	Richard E. Gross Jr.	Hammond, IN	Br. 580
James A. Richards	Cleveland, OH	Br. 40	Joseph W. Mikos	Sarasota, FL	Br. 2148	Lazarus Holden	Hammond, IN	Br. 580
William J. Shantz	Cleveland, OH	Br. 40	Douglas W. Moore	Sarasota, FL	Br. 2148	Barbara D. Howard	Hammond, IN	Br. 580
Henry T. Whyte	Cleveland, OH	Br. 40	John T. Neidert	Sarasota, FL	Br. 2148	Thomas W. Iseminger	Hammond, IN	Br. 580
Alvin A. Wilkes	Cleveland, OH	Br. 40	Donald V. Pavlat	Sarasota, FL	Br. 2148	Donald C. Jackson	Hammond, IN	Br. 580
Bill Worley	Cleveland, OH	Br. 40	Arthur R. Pietsch Jr.	Sarasota, FL	Br. 2148	Samuel Johnson	Hammond, IN	Br. 580
Edward E. Kinnunen	Portland, OR	Br. 82	Randall L. Strong	Sarasota, FL	Br. 2148	Hayward C. Joiner	Hammond, IN	Br. 580
Donald J. Vanderpool	Portland, OR	Br. 82	Charles F. Swift	Sarasota, FL	Br. 2148	Barbara N. Jones	Hammond, IN	Br. 580
William H. Vogus	Erie, PA	Br. 284	Scott W. Vogelsong	Sarasota, FL	Br. 2148	Sylvester A. Kasprzak	Hammond, IN	Br. 580
Albert G. Albaugh	Southeast PA Mgd.	Br. 725	Kathleen E. Weiss	Sarasota, FL	Br. 2148	Roger A. Kosteba	Hammond, IN	Br. 580
John M. Amodei	Southeast PA Mgd.	Br. 725	Daniel E. Williams	Sarasota, FL	Br. 2148	Larry S. Letterer	Hammond, IN	Br. 580
Sheldon L. Broadbelt	Southeast PA Mgd.	Br. 725	Andrew L. Yoder	Sarasota, FL	Br. 2148	Lester Lewis	Hammond, IN	Br. 580
Vincent J. Deletto	Southeast PA Mgd.	Br. 725	Douglas A. Kramp	W. Palm Beach, FL	Br. 1690	Carol A. Logan	Hammond, IN	Br. 580
Rocco J. Marino	Southeast PA Mgd.	Br. 725	Walter R. Brettel	Albany, GA	Br. 4040	Gale J. Lolkema	Hammond, IN	Br. 580
Robert J. McCallion	Southeast PA Mgd.	Br. 725	Warner R. Goodwin	Albany, GA	Br. 4040	David E. Lyle	Hammond, IN	Br. 580
William H. McWilliams	Southeast PA Mgd.	Br. 725	John E. Heitzenrater	Albany, GA	Br. 4040	Johnny H. Miller	Hammond, IN	Br. 580
James E. Racine	Southeast PA Mgd.	Br. 725	Charles H. Ulm	Albany, GA	Br. 4040	Robert A. Mills	Hammond, IN	Br. 580
Robert L. Suda	Southeast PA Mgd.	Br. 725	Alvin R. Wilson	Albany, GA	Br. 4040	Pamela D. Morgan	Hammond, IN	Br. 580
Robert S. Vance	Southeast PA Mgd.	Br. 725	Floyd T. Wilson	Albany, GA	Br. 4040	Earl F. Mosley	Hammond, IN	Br. 580
Frank C. Betts	Providence, RI	Br. 15	Jacob Alston	Decatur, GA	Br. 2225	Patricia J. Parent	Hammond, IN	Br. 580
Frederick W. Mikkelsen Jr.	Providence, RI	Br. 15	Billy P. Bolton	Decatur, GA	Br. 2225	John A. Percy	Hammond, IN	Br. 580
Thomas T. Thorpe	Providence, RI	Br. 15	Billy E. Buchanan	Decatur, GA	Br. 2225	John L. Raub	Hammond, IN	Br. 580
Richard D. Yessian	Providence, RI	Br. 15	William J. Bynum	Decatur, GA	Br. 2225	Cheryl A. Regan	Hammond, IN	Br. 580
Thomas W. Jones	Nashville, TN	Br. 4	Louis W. Crawford	Decatur, GA	Br. 2225	Ronald E. Richter	Hammond, IN	Br. 580
Charles E. Russell	Nashville, TN	Br. 4	Charles E. Daniels Jr.	Decatur, GA	Br. 2225	Gail M. Riffle	Hammond, IN	Br. 580
Waymon D. Settle Jr.	Nashville, TN	Br. 4	Harold J. Elam	Decatur, GA	Br. 2225	Timothy A. Rutz	Hammond, IN	Br. 580
Earl D. Fondren	Wichita Falls, TX	Br. 1227	Douglas E. Faith	Decatur, GA	Br. 2225	Eric O. Smith	Hammond, IN	Br. 580
Bobbie N. Hise	Wichita Falls, TX	Br. 1227	Frank S. Forrester	Decatur, GA	Br. 2225	William G. Stammis	Hammond, IN	Br. 580
Don P. Pryor	Wichita Falls, TX	Br. 1227	Louis Johnson Jr.	Decatur, GA	Br. 2225	Roy D. Summerville	Hammond, IN	Br. 580
August R. Margenau	Sheboygan, WI	Br. 102	George A. Mason	Decatur, GA	Br. 2225	Timothy G. Tabla	Hammond, IN	Br. 580
Ralph W. Tollas	Kenosha, WI	Br. 574	Wilbur R. Mills	Decatur, GA	Br. 2225	Chester H. Taylor Jr.	Hammond, IN	Br. 580
James J. Hendricks	Green Bay, WI	Br. 619	John E. Mitchell	Decatur, GA	Br. 2225	Raymond A. Thompson	Hammond, IN	Br. 580
			Gordon D. Phillips	Decatur, GA	Br. 2225	Marlene J. Uhles	Hammond, IN	Br. 580
			William L. Sosebee	Decatur, GA	Br. 2225	Cynthia M. Walker	Hammond, IN	Br. 580
			Herbert L. Taylor	Decatur, GA	Br. 2225	Dorothy Whittaker	Hammond, IN	Br. 580
			Robert W. Thomas	Decatur, GA	Br. 2225	James A. Wilson	Hammond, IN	Br. 580
			Horace G. Banks	Macon, GA	Br. 270	Ronald C. Winski	Hammond, IN	Br. 580
			Franklin D. Simmons	Macon, GA	Br. 270	Cathy J. Yanke	Hammond, IN	Br. 580
			Marvin H. Kemp	Valdosta, GA	Br. 998	Roger A. Zellers	Hammond, IN	Br. 580
			Walton L. Mcghin	Valdosta, GA	Br. 998	Ronald J. Zientara	Hammond, IN	Br. 580
			Thomas C. Mobley	Valdosta, GA	Br. 998	Robert D. Peiffer	Mishawaka, IN	Br. 820
			Shirley J. Stevens	Valdosta, GA	Br. 998	Thomas I. Powell	Mishawaka, IN	Br. 820
			W. M. Allen	Idaho Falls, ID	Br. 1364	Donald E. Halverson	Fort Dodge, IA	Br. 645
			Garvie L. Bracknell	Idaho Falls, ID	Br. 1364	Geo R. Polak	Sioux City, IA	Br. 69
			William H. Craig	Idaho Falls, ID	Br. 1364	Dale A. Kile	Garden City, KS	Br. 1412
			R. T. Denning	Idaho Falls, ID	Br. 1364	Roger C. Atherton	Wichita, KS	Br. 201
			Lucille J. Harmor	Idaho Falls, ID	Br. 1364	George A. Adams	Boston, MA	Br. 34
			Dennis G. Jorgensen	Idaho Falls, ID	Br. 1364	George R. Marion	Western MA	Br. 46
			Virgil C. Lawrence	Idaho Falls, ID	Br. 1364	Joseph P. Dacri	Worcester, MA	Br. 12
			Charles C. Marty	Idaho Falls, ID	Br. 1364	Andrew J. Grivalski Jr.	Worcester, MA	Br. 12
			Stephen R. Plock	Idaho Falls, ID	Br. 1364	Frank H. Abbott	Detroit, MI	Br. 1
			Dean B. Ward	Idaho Falls, ID	Br. 1364	Bettye J. Acey	Detroit, MI	Br. 1
			Roger L. Whitmill	Idaho Falls, ID	Br. 1364	Willie F. Allen	Detroit, MI	Br. 1
			Scott H. Brian	Pocatello, ID	Br. 927	James H. Anderson	Detroit, MI	Br. 1
			John L. Knudson	Pocatello, ID	Br. 927	Charles Askia	Detroit, MI	Br. 1
			Charles T. Smith	Pocatello, ID	Br. 927	Stephen W. Miller	Detroit, MI	Br. 1
			Robert F. Tolman	Pocatello, ID	Br. 927	Edward J. Beaudette	Mid-MI	Br. 256
			Ronald W. Adams	Rock Island, IL	Br. 292	Della L. Campbell	Mid-MI	Br. 256
			Michael D. Smith	Rock Island, IL	Br. 292	Priscilla E. Gonzales	Mid-MI	Br. 256
			Myrtle F. Bell	Hammond, IN	Br. 580	Vicky L. Horton	Mid-MI	Br. 256
			Ronald J. Benjamin	Hammond, IN	Br. 580	Virginia L. Jensen	Mid-MI	Br. 256
			William R. Bingham	Hammond, IN	Br. 580	Ruth G. Robertson	Mid-MI	Br. 256
			Mable Burch Jr.	Hammond, IN	Br. 580	Marsha L. Robinson	Mid-MI	Br. 256

## 55-year pins

Joseph Anderson Jr.	Montgomery, AL	Br. 106
C. O. Babcock	Montgomery, AL	Br. 106
Harlan L. Burton	Montgomery, AL	Br. 106
James E. Devaughn	Montgomery, AL	Br. 106
Clyde C. Dunaway	Montgomery, AL	Br. 106
Larry D. English	Montgomery, AL	Br. 106
Ronald W. Foster	Montgomery, AL	Br. 106
Charles J. Johnson	Montgomery, AL	Br. 106
Fred R. Johnson	Montgomery, AL	Br. 106
Richard J. Johnston	Montgomery, AL	Br. 106
William A. Knight	Montgomery, AL	Br. 106
Tommie Lockhart	Montgomery, AL	Br. 106
Robert G. Mccollum	Montgomery, AL	Br. 106
Robert H. Mcswain	Montgomery, AL	Br. 106
Jerry P. Pasley	Montgomery, AL	Br. 106
Ezza C. Payne	Montgomery, AL	Br. 106
Louis E. Porch	Montgomery, AL	Br. 106
Martin V. Speight	Montgomery, AL	Br. 106
James E. Ward	Montgomery, AL	Br. 106
Harold C. Willis	Montgomery, AL	Br. 106
A. C. Wright	Montgomery, AL	Br. 106
Enoch J. Youngblood	Montgomery, AL	Br. 106
Frank J. Malowick	Boulder, CO	Br. 642
Donald L. Menard	Centennial, CO	Br. 5996
Joseph E. Armijo	Denver, CO	Br. 47
Frank M. Brown	Denver, CO	Br. 47
Samuel A. Garcia	Denver, CO	Br. 47
David E. Ginnow	Denver, CO	Br. 47

# Honor Roll

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

Eunice M. Thompson	Mid-MI	Br. 256	John J. Meyer Jr.	St. Louis, MO	Br. 343	Thomas J. Behr	NJ Mgd.	Br. 38
Charlene J. Trevorrow	Mid-MI	Br. 256	Marvin C. Papin	St. Louis, MO	Br. 343	Joseph Bocchiaro	NJ Mgd.	Br. 38
Jackson E. Barton	South Macomb, MI	Br. 4374	Clyde W. Pearson	St. Louis, MO	Br. 343	William A. Candela Jr.	NJ Mgd.	Br. 38
Kathy L. Burdick	South Macomb, MI	Br. 4374	Howard E. Pierce	St. Louis, MO	Br. 343	Michael Deblasio Jr.	NJ Mgd.	Br. 38
Joseph F. Carpentier	South Macomb, MI	Br. 4374	Earl Reed	St. Louis, MO	Br. 343	Daniel P. Geroni	NJ Mgd.	Br. 38
Edward J. Forbes	South Macomb, MI	Br. 4374	Daniel R. Reeves	St. Louis, MO	Br. 343	Philip W. Kornberg	NJ Mgd.	Br. 38
Frank T. Freda	South Macomb, MI	Br. 4374	Paul R. Roeper	St. Louis, MO	Br. 343	Robert P. Lewandowski	NJ Mgd.	Br. 38
Beverley J. Hipchen	South Macomb, MI	Br. 4374	Jimmie D. Russell	St. Louis, MO	Br. 343	Anthony C. Lombardi	NJ Mgd.	Br. 38
Jack L. Hubbard	South Macomb, MI	Br. 4374	Wayne E. Schnurbusch	St. Louis, MO	Br. 343	Robert J. Meek	NJ Mgd.	Br. 38
Harold M. Iverson Jr.	South Macomb, MI	Br. 4374	Frank D. Schuito	St. Louis, MO	Br. 343	Raymond L. Merz	NJ Mgd.	Br. 38
Rosemary Kent	South Macomb, MI	Br. 4374	Louis E. Stagner	St. Louis, MO	Br. 343	Leroy H. Miller	NJ Mgd.	Br. 38
Ray P. Almberg	Hopkins, MN	Br. 2942	Paulne A. Stout	St. Louis, MO	Br. 343	Mitchell E. Miller	NJ Mgd.	Br. 38
Gail E. Bump	Hopkins, MN	Br. 2942	Roy J. Strong	St. Louis, MO	Br. 343	Francis J. Muscara	NJ Mgd.	Br. 38
Richard L. Dean	Hopkins, MN	Br. 2942	William F. Taylor	St. Louis, MO	Br. 343	T. J. O'Brien	NJ Mgd.	Br. 38
Gregory J. Eidam	Hopkins, MN	Br. 2942	Victor R. Thomas	St. Louis, MO	Br. 343	Sidney A. Oblenis	NJ Mgd.	Br. 38
Loren L. Graupman	Hopkins, MN	Br. 2942	J. W. Toalson	St. Louis, MO	Br. 343	Richard H. Olander	NJ Mgd.	Br. 38
David R. Hamlin	Hopkins, MN	Br. 2942	Larry L. Verdon	St. Louis, MO	Br. 343	Joseph F. Owens	NJ Mgd.	Br. 38
Jon I. Hargreaves	Hopkins, MN	Br. 2942	William E. Wilson	St. Louis, MO	Br. 343	Savino Paoillo	NJ Mgd.	Br. 38
Dennis J. Lopic	Hopkins, MN	Br. 2942	Milton G. Havekost	Fremont, NE	Br. 89	Floyd G. Pierce	NJ Mgd.	Br. 38
Lee E. Seck	Hopkins, MN	Br. 2942	Thomas E. Hernandez	Fremont, NE	Br. 89	A. A. Ragonesi	NJ Mgd.	Br. 38
Betty L. Williams	Hopkins, MN	Br. 2942	William W. Kugler	Fremont, NE	Br. 89	Charles R. Rooney	NJ Mgd.	Br. 38
Norman J. Zimney	Hopkins, MN	Br. 2942	Frank J. Srb	Fremont, NE	Br. 89	Warren C. Spring	NJ Mgd.	Br. 38
Earl F. Adams	Columbia, MO	Br. 763	Victor L. Vrba	Fremont, NE	Br. 89	John E. Todd	NJ Mgd.	Br. 38
Danny L. Betz	Columbia, MO	Br. 763	Joseph J. Adamick	Las Vegas, NV	Br. 2502	John E. Todd	NJ Mgd.	Br. 38
Gary H. Blackmore	Columbia, MO	Br. 763	James M. Altomare	Las Vegas, NV	Br. 2502	Donald F. Trainor	NJ Mgd.	Br. 38
Charles L. Burgett	Columbia, MO	Br. 763	Karen A. Azevedo	Las Vegas, NV	Br. 2502	Anthony M. Virgilio	NJ Mgd.	Br. 38
Joseph A. Burks	Columbia, MO	Br. 763	Gaudioso M. Banagan	Las Vegas, NV	Br. 2502	James G. Walling	NJ Mgd.	Br. 38
Charles G. Carl	Columbia, MO	Br. 763	James E. Bennett	Las Vegas, NV	Br. 2502	James E. Williams	NJ Mgd.	Br. 38
William R. Clayborne	Columbia, MO	Br. 763	Warren Bernasconi	Las Vegas, NV	Br. 2502	Roman N. Zawadzki	NJ Mgd.	Br. 38
Ralph J. Cox	Columbia, MO	Br. 763	Edward M. Bills	Las Vegas, NV	Br. 2502	Dean S. Curran	Cherry Hill/Haddonfield, NJ	Br. 769
Harrell D. Critchfield	Columbia, MO	Br. 763	John L. Bush	Las Vegas, NV	Br. 2502	Thomas W. Menzel	Cherry Hill/Haddonfield, NJ	Br. 769
Daniel M. Earhart Jr.	Columbia, MO	Br. 763	Richard J. Cherchio	Las Vegas, NV	Br. 2502	John J. O'Keefe	Cherry Hill/Haddonfield, NJ	Br. 769
Martin L. Etnner	Columbia, MO	Br. 763	Robert S. Collins Sr.	Las Vegas, NV	Br. 2502	Robert W. Wasson	Cherry Hill/Haddonfield, NJ	Br. 769
Darwin F. George	Columbia, MO	Br. 763	Glen T. Cox	Las Vegas, NV	Br. 2502	Sheldon R. Williams Jr.	Cherry Hill/Haddonfield, NJ	Br. 769
Larry C. Harper	Columbia, MO	Br. 763	Dennis J. Dacey	Las Vegas, NV	Br. 2502	Johnny Archibeque Jr.	Albuquerque, NM	Br. 504
Robert L. Hunt Jr.	Columbia, MO	Br. 763	Virginia C. Daigle	Las Vegas, NV	Br. 2502	John T. Argeanas	Albuquerque, NM	Br. 504
Larry J. Nichols	Columbia, MO	Br. 763	Dale J. Detzler	Las Vegas, NV	Br. 2502	Donald E. Almgren	Buffalo-Western NY	Br. 3
Donald E. Rhoades	Columbia, MO	Br. 763	Robert J. Dial	Las Vegas, NV	Br. 2502	James R. Anderson	Buffalo-Western NY	Br. 3
William P. Richey	Columbia, MO	Br. 763	Gary G. Farewell	Las Vegas, NV	Br. 2502	Ronald R. Beaver	Buffalo-Western NY	Br. 3
Dale C. Robb	Columbia, MO	Br. 763	Bernard W. Farrar	Las Vegas, NV	Br. 2502	John J. Duerr Jr.	Buffalo-Western NY	Br. 3
Robert L. Rouse	Columbia, MO	Br. 763	Herb H. Galloway	Las Vegas, NV	Br. 2502	George F. Fisk	Buffalo-Western NY	Br. 3
James E. Starns	Columbia, MO	Br. 763	Robert J. Glennie	Las Vegas, NV	Br. 2502	David J. Gacek	Buffalo-Western NY	Br. 3
James P. Struble	Columbia, MO	Br. 763	James R. Graham	Las Vegas, NV	Br. 2502	Michael J. Henry	Buffalo-Western NY	Br. 3
Claude W. Weldon Jr.	Columbia, MO	Br. 763	Eugene Hall	Las Vegas, NV	Br. 2502	James L. Hurtack	Buffalo-Western NY	Br. 3
Stephen E. Wilhite	Columbia, MO	Br. 763	James R. Hamilton	Las Vegas, NV	Br. 2502	Orlo A. Ives Jr.	Buffalo-Western NY	Br. 3
Paul D. Austin	Grandview, MO	Br. 5267	Charles R. Harris	Las Vegas, NV	Br. 2502	Lawrence E. Lawton	Buffalo-Western NY	Br. 3
Edwin R. Hopkins	Grandview, MO	Br. 5267	William R. Hirsch	Las Vegas, NV	Br. 2502	Joseph L. Loverme	Buffalo-Western NY	Br. 3
Roy E. Ruschhaupt	Grandview, MO	Br. 5267	Joseph H. Hopper	Las Vegas, NV	Br. 2502	John D. Metzler	Buffalo-Western NY	Br. 3
Wheeler G. Sarson	Grandview, MO	Br. 5267	Louis E. Lacey	Las Vegas, NV	Br. 2502	William L. Petz	Buffalo-Western NY	Br. 3
Terrence H. Allen	St. Louis, MO	Br. 343	Richard B. Lavizzo	Las Vegas, NV	Br. 2502	Alan M. Plath	Buffalo-Western NY	Br. 3
Anthony Baalman	St. Louis, MO	Br. 343	Gary O. Lawson	Las Vegas, NV	Br. 2502	Robert I. Ross	Buffalo-Western NY	Br. 3
Charles E. Baer Sr.	St. Louis, MO	Br. 343	Thomas A. Lindell	Las Vegas, NV	Br. 2502	Richard L. Ruggiero	Buffalo-Western NY	Br. 3
Ronald R. Boden	St. Louis, MO	Br. 343	John F. Lucero	Las Vegas, NV	Br. 2502	Bernard S. Ryszka	Buffalo-Western NY	Br. 3
James A. Dangos	St. Louis, MO	Br. 343	James E. Maki	Las Vegas, NV	Br. 2502	Raymond R. Skudera	Albany, NY	Br. 29
Robert L. Dent	St. Louis, MO	Br. 343	Louis Martinez	Las Vegas, NV	Br. 2502	William J. Koslowski	Syracuse, NY	Br. 134
Fred P. Douglas	St. Louis, MO	Br. 343	Michael McClain	Las Vegas, NV	Br. 2502	Leland A. Rogers	Syracuse, NY	Br. 134
William H. Edwards	St. Louis, MO	Br. 343	Lawrence J. McFarland	Las Vegas, NV	Br. 2502	James B. Welch	Syracuse, NY	Br. 134
George A. Emke	St. Louis, MO	Br. 343	Charlene C. McNeill	Las Vegas, NV	Br. 2502	John P. Alversa	Flushing, NY	Br. 294
Daniel Fields	St. Louis, MO	Br. 343	William Miller	Las Vegas, NV	Br. 2502	Ralph T. Anastasio	Flushing, NY	Br. 294
Ellen D. Guevara	St. Louis, MO	Br. 343	Alfred R. Mommeny	Las Vegas, NV	Br. 2502	J. Butler	Flushing, NY	Br. 294
Shirley M. Hall	St. Louis, MO	Br. 343	Richard D. Narciso	Las Vegas, NV	Br. 2502	Michael A. Dauria	Flushing, NY	Br. 294
Otey C. Hamilton	St. Louis, MO	Br. 343	Richard P. Puderbach	Las Vegas, NV	Br. 2502	Kenneth I. Deitch	Flushing, NY	Br. 294
Thomas M. Hartweck	St. Louis, MO	Br. 343	George C. Reade	Las Vegas, NV	Br. 2502	Daniel Ross	Flushing, NY	Br. 294
Katherine M. Hines	St. Louis, MO	Br. 343	Chas T. Romanelli	Las Vegas, NV	Br. 2502	Richard C. Buro	Jamaica, NY	Br. 562
Bill L. Huff	St. Louis, MO	Br. 343	Joe L. Rowe	Las Vegas, NV	Br. 2502	William R. Meichner	Long Island Mgd., NY	Br. 6000
Calvin A. Hunt Jr.	St. Louis, MO	Br. 343	Nichls A. Salvato	Las Vegas, NV	Br. 2502	J. A. Adams	Northeastern NY	Br. 358
Albert G. Johnson	St. Louis, MO	Br. 343	Chas R. Schultz	Las Vegas, NV	Br. 2502	William E. Benn	Northeastern NY	Br. 358
Vernon J. King	St. Louis, MO	Br. 343	Delbert D. Scott	Las Vegas, NV	Br. 2502	Richard D. Bloomer	Northeastern NY	Br. 358
Lawrence L. Koglin Jr.	St. Louis, MO	Br. 343	Gerald C. Solomon	Las Vegas, NV	Br. 2502	John E. Bryans	Northeastern NY	Br. 358
Howard L. Linke	St. Louis, MO	Br. 343	Daryl O. Sorken	Las Vegas, NV	Br. 2502	Dennis M. Bull	Northeastern NY	Br. 358
Lynette Logsdon	St. Louis, MO	Br. 343	Ardella B. Tjaden	Las Vegas, NV	Br. 2502	James P. Campinell	Northeastern NY	Br. 358
Roy L. Mahnesmith	St. Louis, MO	Br. 343	William L. Wardle	Las Vegas, NV	Br. 2502	John R. Chirico	Northeastern NY	Br. 358
Paul W. Maloney	St. Louis, MO	Br. 343	Ronald L. Whittaker	Las Vegas, NV	Br. 2502	Allen C. Crotty	Northeastern NY	Br. 358
Edward J. Marquart	St. Louis, MO	Br. 343	John C. Witherspoon	Las Vegas, NV	Br. 2502	Louis A. Distasio	Northeastern NY	Br. 358
Edward P. Marsh	St. Louis, MO	Br. 343	Raymond Armstrong	NJ Mgd.	Br. 38	Henry C. Dwyer Jr.	Northeastern NY	Br. 358
Russell Mendoza	St. Louis, MO	Br. 343	Vincent J. Behan	NJ Mgd.	Br. 38	Ronald J. Elligott	Northeastern NY	Br. 358



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

Frederick Erben	Northeastern NY	Br. 358	Joseph M. Erjavec Jr.	Cleveland, OH	Br. 40	Rudy W. Kuehls	Cleveland, OH	Br. 40
Joseph J. Giannone	Northeastern NY	Br. 358	James Evans	Cleveland, OH	Br. 40	Jeffrey P. Kulbis	Cleveland, OH	Br. 40
David J. Gomula	Northeastern NY	Br. 358	John T. Farley	Cleveland, OH	Br. 40	Margaret J. Kuzmin	Cleveland, OH	Br. 40
Patrick T. Henry	Northeastern NY	Br. 358	Jack H. Fathauer	Cleveland, OH	Br. 40	Robert E. Laboda	Cleveland, OH	Br. 40
Michael J. Hoag	Northeastern NY	Br. 358	Pasquale Fazio	Cleveland, OH	Br. 40	Patrick D. Lake	Cleveland, OH	Br. 40
James L. Lazarou	Northeastern NY	Br. 358	Arno E. Fender	Cleveland, OH	Br. 40	Emily C. Laporte	Cleveland, OH	Br. 40
K. A. Nagy	Northeastern NY	Br. 358	Samuel L. Ferrar Jr.	Cleveland, OH	Br. 40	Donald L. Lekan	Cleveland, OH	Br. 40
Harry E. Potter	Northeastern NY	Br. 358	Scott W. Firestone	Cleveland, OH	Br. 40	Karl R. Liske	Cleveland, OH	Br. 40
F. J. Salvato Jr.	Northeastern NY	Br. 358	Robert A. Fischer	Cleveland, OH	Br. 40	Leroy Littlejohn	Cleveland, OH	Br. 40
Norman L. Seymour	Northeastern NY	Br. 358	Arline L. Ford	Cleveland, OH	Br. 40	Paul B. Locke	Cleveland, OH	Br. 40
Patrick D. Stallmer	Northeastern NY	Br. 358	David A. Frazier	Cleveland, OH	Br. 40	Donald J. Lombardo	Cleveland, OH	Br. 40
Floyd R. Stampfler	Northeastern NY	Br. 358	Wayman Frazier	Cleveland, OH	Br. 40	Donald S. Longo	Cleveland, OH	Br. 40
Donald E. Sterling	Northeastern NY	Br. 358	Joseph H. Fugate	Cleveland, OH	Br. 40	Raymond M. Lucia	Cleveland, OH	Br. 40
Wayne M. Hotchkiss	Fargo-W. Fargo, ND	Br. 205	Joseph R. Furfaro	Cleveland, OH	Br. 40	Gordon F. Lunt	Cleveland, OH	Br. 40
Matthew J. Sorby	Fargo-W. Fargo, ND	Br. 205	Albin Gajowski Jr.	Cleveland, OH	Br. 40	John W. Major	Cleveland, OH	Br. 40
Kenneth L. Webber	Fargo-W. Fargo, ND	Br. 205	Richard E. Garske	Cleveland, OH	Br. 40	Thomas R. Mcgray	Cleveland, OH	Br. 40
Melanie A. Adamowicz	Cleveland, OH	Br. 40	Michael E. Gerba	Cleveland, OH	Br. 40	John A. Mikovsky	Cleveland, OH	Br. 40
Robert L. Alten	Cleveland, OH	Br. 40	Clarence Gilbert	Cleveland, OH	Br. 40	Richard P. Mirossay	Cleveland, OH	Br. 40
Donald J. Anderson	Cleveland, OH	Br. 40	Anna M. Glowacki	Cleveland, OH	Br. 40	George W. Mixon Jr.	Cleveland, OH	Br. 40
William F. Anderson	Cleveland, OH	Br. 40	Richard J. Golias	Cleveland, OH	Br. 40	Dennis R. Moran	Cleveland, OH	Br. 40
Casimir J. Archazki	Cleveland, OH	Br. 40	Frances J. Gonzales	Cleveland, OH	Br. 40	Bertha M. Nunn	Cleveland, OH	Br. 40
William J. Ashton Jr.	Cleveland, OH	Br. 40	Betty J. Gorham	Cleveland, OH	Br. 40	Robert A. Nyerges	Cleveland, OH	Br. 40
Marcelo R. Atanasio III	Cleveland, OH	Br. 40	Robert C. Grau	Cleveland, OH	Br. 40	Dennis A. Perk	Cleveland, OH	Br. 40
Anita Bagwell	Cleveland, OH	Br. 40	William J. Grau	Cleveland, OH	Br. 40	David J. Pero	Cleveland, OH	Br. 40
Robert C. Baldner	Cleveland, OH	Br. 40	Judith K. Gresho	Cleveland, OH	Br. 40	James L. Perry	Cleveland, OH	Br. 40
Richard E. Banks	Cleveland, OH	Br. 40	Charles E. Griffin	Cleveland, OH	Br. 40	Norman E. Potting Jr.	Cleveland, OH	Br. 40
Glen B. Barnes	Cleveland, OH	Br. 40	David R. Griswold	Cleveland, OH	Br. 40	Donald J. Reardon	Cleveland, OH	Br. 40
John R. Baughman	Cleveland, OH	Br. 40	Matthew J. Gronowski	Cleveland, OH	Br. 40	Jack E. Richardson	Cleveland, OH	Br. 40
Paul C. Beck	Cleveland, OH	Br. 40	Joseph E. Gruber	Cleveland, OH	Br. 40	Curtis A. Ross	Cleveland, OH	Br. 40
Walter M. Bekesz	Cleveland, OH	Br. 40	George R. Harrill	Cleveland, OH	Br. 40	Anthony L. Ryba	Cleveland, OH	Br. 40
Robert A. Bennett	Cleveland, OH	Br. 40	James J. Harris	Cleveland, OH	Br. 40	John P. Schmidt	Cleveland, OH	Br. 40
Martin F. Berei Jr.	Cleveland, OH	Br. 40	James S. Harris	Cleveland, OH	Br. 40	Francis J. Schneider	Cleveland, OH	Br. 40
Tommie L. Billingsley	Cleveland, OH	Br. 40	Gerald A. Hatfield	Cleveland, OH	Br. 40	Steve C. Senderak	Cleveland, OH	Br. 40
Norman L. Biltz	Cleveland, OH	Br. 40	M. P. Healy	Cleveland, OH	Br. 40	Morris C. Smith Jr.	Cleveland, OH	Br. 40
Frank Black Jr.	Cleveland, OH	Br. 40	Kenneth J. Hill	Cleveland, OH	Br. 40	Robert S. Sotak	Cleveland, OH	Br. 40
Griell Boggan	Cleveland, OH	Br. 40	Clayton R. Holland III	Cleveland, OH	Br. 40	Susan C. Sprague	Cleveland, OH	Br. 40
John C. Bohnert	Cleveland, OH	Br. 40	Jerome J. Hornack	Cleveland, OH	Br. 40	John C. Stasko	Cleveland, OH	Br. 40
Michael A. Bordonaro	Cleveland, OH	Br. 40	Raymond E. Hovanec	Cleveland, OH	Br. 40	Henry C. Stavec	Cleveland, OH	Br. 40
Willard K. Brack Jr.	Cleveland, OH	Br. 40	Richard E. Jablonski	Cleveland, OH	Br. 40	Joseph M. Stelmach	Cleveland, OH	Br. 40
Robert W. Brantley	Cleveland, OH	Br. 40	Anthony L. Jackson	Cleveland, OH	Br. 40	Lloyd G. Swart	Cleveland, OH	Br. 40
Jerry J. Brdicka	Cleveland, OH	Br. 40	Robert A. Jackson	Cleveland, OH	Br. 40	Theodore A. Szal	Cleveland, OH	Br. 40
Eugene L. Brew	Cleveland, OH	Br. 40	Raymond A. Jakob	Cleveland, OH	Br. 40	Gerald E. Taber	Cleveland, OH	Br. 40
Paul A. Brhel	Cleveland, OH	Br. 40	Paul J. Jakubowski	Cleveland, OH	Br. 40	Charles D. Tatum	Cleveland, OH	Br. 40
Richard A. Brobst	Cleveland, OH	Br. 40	Ralph J. Jaros	Cleveland, OH	Br. 40	Joseph L. Tavano	Cleveland, OH	Br. 40
Elmer D. Brooks	Cleveland, OH	Br. 40	Fernando E. John	Cleveland, OH	Br. 40	Thomas J. Tiegiser	Cleveland, OH	Br. 40
Lennie B. Brooks	Cleveland, OH	Br. 40	Levi Johnson	Cleveland, OH	Br. 40	Willis C. Todd Jr.	Cleveland, OH	Br. 40
Jon F. Brown	Cleveland, OH	Br. 40	Robert L. Johnson	Cleveland, OH	Br. 40	Bennie L. Toney	Cleveland, OH	Br. 40
Kenneth E. Brown	Cleveland, OH	Br. 40	Robert V. Johnson	Cleveland, OH	Br. 40	Wayne G. Tresch	Cleveland, OH	Br. 40
Kenneth J. Buck	Cleveland, OH	Br. 40	John J. Jones	Cleveland, OH	Br. 40	Frederick R. Truffin	Cleveland, OH	Br. 40
Fred A. Buckley	Cleveland, OH	Br. 40	Morris R. Jordan	Cleveland, OH	Br. 40	Henry L. Tucker	Cleveland, OH	Br. 40
James T. Bullock	Cleveland, OH	Br. 40	Frank R. Kalal	Cleveland, OH	Br. 40	Major J. Tucker	Cleveland, OH	Br. 40
Alan A. Buntura	Cleveland, OH	Br. 40	Robert F. Kalal	Cleveland, OH	Br. 40	Thomas N. Tuft	Cleveland, OH	Br. 40
Jack L. Carey	Cleveland, OH	Br. 40	Kost J. Kalnycky	Cleveland, OH	Br. 40	Ronald E. Turk	Cleveland, OH	Br. 40
Michael J. Carovac	Cleveland, OH	Br. 40	Frank E. Kaluza	Cleveland, OH	Br. 40	Richard F. Vana	Cleveland, OH	Br. 40
Thomas J. Chambers	Cleveland, OH	Br. 40	Timothy R. Kan	Cleveland, OH	Br. 40	Marjorie A. Vandestadt	Cleveland, OH	Br. 40
Frank A. Cheek	Cleveland, OH	Br. 40	Richard S. Kana	Cleveland, OH	Br. 40	Frederick A. Vassanelli	Cleveland, OH	Br. 40
Marion L. Ciesinski	Cleveland, OH	Br. 40	Jeffrey T. Karas	Cleveland, OH	Br. 40	David A. Vaughan	Cleveland, OH	Br. 40
Patrick M. Connelly	Cleveland, OH	Br. 40	John E. Karides	Cleveland, OH	Br. 40	Robert E. Vidrick	Cleveland, OH	Br. 40
James E. Conner	Cleveland, OH	Br. 40	Paul W. Kaschalk	Cleveland, OH	Br. 40	James A. Vitale	Cleveland, OH	Br. 40
Ronald L. Corbitt	Cleveland, OH	Br. 40	Raymond W. Kaschulla	Cleveland, OH	Br. 40	Cornell A. Walker	Cleveland, OH	Br. 40
Dan J. Cowan	Cleveland, OH	Br. 40	James E. Kazol	Cleveland, OH	Br. 40	Neil P. Walsh	Cleveland, OH	Br. 40
Willie E. Crenshaw	Cleveland, OH	Br. 40	Joseph F. Kickel	Cleveland, OH	Br. 40	Lois J. Walter	Cleveland, OH	Br. 40
Gerald D. Cunningham	Cleveland, OH	Br. 40	Donald R. King	Cleveland, OH	Br. 40	David C. Ward	Cleveland, OH	Br. 40
Norris J. Curry	Cleveland, OH	Br. 40	Harold E. Kinzy	Cleveland, OH	Br. 40	Johnny E. Washington	Cleveland, OH	Br. 40
Patrick A. Dailey	Cleveland, OH	Br. 40	Robert J. Kohar	Cleveland, OH	Br. 40	Thomas L. Wearsch	Cleveland, OH	Br. 40
Judith M. Daniels	Cleveland, OH	Br. 40	Frank A. Koncilja	Cleveland, OH	Br. 40	Stuart Wendl	Cleveland, OH	Br. 40
Joe Davis Jr.	Cleveland, OH	Br. 40	Jerome T. Kornowski	Cleveland, OH	Br. 40	Edward J. Werstak Jr.	Cleveland, OH	Br. 40
Lawrence L. Day	Cleveland, OH	Br. 40	Robert A. Koss	Cleveland, OH	Br. 40	Rudolph C. Weschke	Cleveland, OH	Br. 40
Donald J. Deptowicz	Cleveland, OH	Br. 40	Jim Kouri	Cleveland, OH	Br. 40	Kenneth M. Westfall	Cleveland, OH	Br. 40
Michael Dimassa	Cleveland, OH	Br. 40	John K. Kowalczyk	Cleveland, OH	Br. 40	Thomas M. White II	Cleveland, OH	Br. 40
Patricia D. Dockery	Cleveland, OH	Br. 40	Ronald W. Kowalski	Cleveland, OH	Br. 40	Gary T. Willis	Cleveland, OH	Br. 40
Charles M. Doss	Cleveland, OH	Br. 40	Robert J. Koziol	Cleveland, OH	Br. 40	John L. Wilson	Cleveland, OH	Br. 40
Thomas A. Doughty	Cleveland, OH	Br. 40	James A. Krause	Cleveland, OH	Br. 40	Thomas C. Wissman	Cleveland, OH	Br. 40
Curtis J. Downing Jr.	Cleveland, OH	Br. 40	David V. Kross	Cleveland, OH	Br. 40	Wayne E. Wolff	Cleveland, OH	Br. 40
Robert L. Draper	Cleveland, OH	Br. 40	John M. Kuchynski	Cleveland, OH	Br. 40	Stevence A. Woodall	Cleveland, OH	Br. 40
Kenneth N. Edwards	Cleveland, OH	Br. 40	Benjamin C. Kuckenmeister	Cleveland, OH	Br. 40	Claude A. Woodring	Cleveland, OH	Br. 40

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

Edward J. Woskowicz Jr.	Cleveland, OH	Br. 40	William W. Jones Jr.	Southeast PA Mgd.	Br. 725	Don G. Biggs	Denton, TX	Br. 1367
Ronald T. Wypasek	Cleveland, OH	Br. 40	J. R. Keeler Jr.	Southeast PA Mgd.	Br. 725	Paul W. Camp	Denton, TX	Br. 1367
Ronald E. Yackly	Cleveland, OH	Br. 40	Thomas R. Kennedy	Southeast PA Mgd.	Br. 725	Grady E. Cox	Denton, TX	Br. 1367
Robert Yepko	Cleveland, OH	Br. 40	John J. Keohane	Southeast PA Mgd.	Br. 725	Sammy W. Dolezalek	Denton, TX	Br. 1367
William C. Zellers	Cleveland, OH	Br. 40	F. R. King	Southeast PA Mgd.	Br. 725	Jimmy R. Nicks	Denton, TX	Br. 1367
Joseph C. Zemko	Cleveland, OH	Br. 40	Gerard P. Koob	Southeast PA Mgd.	Br. 725	Darrell R. Pitt Jr.	Denton, TX	Br. 1367
James R. Ziegler	Cleveland, OH	Br. 40	Robert H. Krewson Jr.	Southeast PA Mgd.	Br. 725	Granville L. Sandefur	Denton, TX	Br. 1367
Jerome M. Zisk	Cleveland, OH	Br. 40	Ray J. Lane	Southeast PA Mgd.	Br. 725	Gerald W. Scott	Denton, TX	Br. 1367
John C. Zizka	Cleveland, OH	Br. 40	John J. Lecomte	Southeast PA Mgd.	Br. 725	Kenneth G. Brodnax	San Angelo, TX	Br. 1203
Robert A. Bires	Elyria, OH	Br. 196	Raymond C. Lomas	Southeast PA Mgd.	Br. 725	Walter M. Franke	San Angelo, TX	Br. 1203
John E. Pointer	Elyria, OH	Br. 196	Richard K. Lomas	Southeast PA Mgd.	Br. 725	Walter W. Gaston	San Angelo, TX	Br. 1203
William G. Bader	Hamilton, OH	Br. 426	Kenneth E. Lotridge	Southeast PA Mgd.	Br. 725	Joe J. Martinez	San Angelo, TX	Br. 1203
Michael J. Boyd	Hamilton, OH	Br. 426	William T. Maas	Southeast PA Mgd.	Br. 725	Dennis E. Pritchard	San Angelo, TX	Br. 1203
Phillip R. Brown	Hamilton, OH	Br. 426	August M. Mancini	Southeast PA Mgd.	Br. 725	Dickie R. Sheman	San Angelo, TX	Br. 1203
Chris V. Ernst Jr.	Hamilton, OH	Br. 426	David F. Mancini	Southeast PA Mgd.	Br. 725	James D. Redwood	San Angelo, TX	Br. 1203
William C. Gardiner	Hamilton, OH	Br. 426	James J. Martin	Southeast PA Mgd.	Br. 725	Alex J. Alcorta	San Antonio, TX	Br. 421
Robert W. Gill	Hamilton, OH	Br. 426	Joseph R. Mascio	Southeast PA Mgd.	Br. 725	Conner M. Birdwell	Wichita Falls, TX	Br. 1227
Merle O. Grubbs	Hamilton, OH	Br. 426	T. P. McAlee	Southeast PA Mgd.	Br. 725	Aubrey C. Bohannon	Wichita Falls, TX	Br. 1227
Fred S. Ponder	Hamilton, OH	Br. 426	Robert E. McGowan	Southeast PA Mgd.	Br. 725	Willie Chavis Jr.	Wichita Falls, TX	Br. 1227
Louis F. Ruffin	Hamilton, OH	Br. 426	Ralph C. McKinley	Southeast PA Mgd.	Br. 725	H. A. Gerred	Wichita Falls, TX	Br. 1227
John R. Schuerfranz	Hamilton, OH	Br. 426	Robert S. McQuiston	Southeast PA Mgd.	Br. 725	James T. Jackson	Wichita Falls, TX	Br. 1227
Jerome B. Swegert	Hamilton, OH	Br. 426	S. R. Moat	Southeast PA Mgd.	Br. 725	Wayne T. Litteken	Wichita Falls, TX	Br. 1227
Lowell E. Amundson Jr.	Portland, OR	Br. 82	Grant A. Muldoon	Southeast PA Mgd.	Br. 725	Charles L. Pilkington	Wichita Falls, TX	Br. 1227
Thomas S. Duncan	Portland, OR	Br. 82	J. C. Mulholland	Southeast PA Mgd.	Br. 725	William H. Pilkington	Wichita Falls, TX	Br. 1227
Dennis R. Hughes	Portland, OR	Br. 82	Thomas J. Mullin	Southeast PA Mgd.	Br. 725	Homer G. Whittaker	Wichita Falls, TX	Br. 1227
Daniel S. Livengood	Portland, OR	Br. 82	Bernard P. Odonnell	Southeast PA Mgd.	Br. 725	Gregory Y. Jones	Yakima, WA	Br. 852
Clifford R. Munkers Jr.	Portland, OR	Br. 82	Ruric S. Orrell Jr.	Southeast PA Mgd.	Br. 725	Carl A. Altizer	Huntington, WV	Br. 359
Ronald P. Brown	Roseburg, OR	Br. 1518	Thomas B. Parker	Southeast PA Mgd.	Br. 725	Clifford L. Cantrell	Huntington, WV	Br. 359
George L. Gruit	Roseburg, OR	Br. 1518	Bruce Pierce	Southeast PA Mgd.	Br. 725	George T. Dexter	Green Bay, WI	Br. 619
Mervin E. Grubbs	Roseburg, OR	Br. 1518	Richard E. Priest	Southeast PA Mgd.	Br. 725	John J. Gensler	Green Bay, WI	Br. 619
Norman D. Neal	Roseburg, OR	Br. 1518	Susan L. Procaro	Southeast PA Mgd.	Br. 725	Dennis D. Pecore	Kenosha, WI	Br. 574
Michael R. Ouellette	Roseburg, OR	Br. 1518	Russell T. Quann	Southeast PA Mgd.	Br. 725	Walter Lovinus Jr.	Mikwaukee, WI	Br. 2
Alfred A. Seabright	Roseburg, OR	Br. 1518	Arthur J. Quinn	Southeast PA Mgd.	Br. 725			
Charles R. Conley	Erie, PA	Br. 284	Gerard Remaley	Southeast PA Mgd.	Br. 725			
Daniel E. Wisinski	Erie, PA	Br. 284	Wayne J. Rowe	Southeast PA Mgd.	Br. 725			
W. B. Adams	Southeast PA Mgd.	Br. 725	Robert A. Russell	Southeast PA Mgd.	Br. 725			
George W. Anthony	Southeast PA Mgd.	Br. 725	Dennis R. Schaeffer	Southeast PA Mgd.	Br. 725			
Raymond C. Arnold	Southeast PA Mgd.	Br. 725	Clifford Searcy	Southeast PA Mgd.	Br. 725			
Franklin D. Baker	Southeast PA Mgd.	Br. 725	Victor F. Simmons	Southeast PA Mgd.	Br. 725	Primula M. Babcock	Anchorage, AK	Br. 4319
Gerald T. Baker	Southeast PA Mgd.	Br. 725	Ronald F. Smoluk	Southeast PA Mgd.	Br. 725	Tommy E. Blount	Anchorage, AK	Br. 4319
Robert B. Benner	Southeast PA Mgd.	Br. 725	David R. Standen Jr.	Southeast PA Mgd.	Br. 725	Stephen D. Meads	Anchorage, AK	Br. 4319
Michael J. Blewitt	Southeast PA Mgd.	Br. 725	R. E. Syms	Southeast PA Mgd.	Br. 725	Roxanne C. Sasia	Bakersfield, CA	Br. 782
J. F. Brecht	Southeast PA Mgd.	Br. 725	J. R. Taylor	Southeast PA Mgd.	Br. 725	Donald R. Schroeder Sr.	Bakersfield, CA	Br. 782
Patrick J. Bresnahan	Southeast PA Mgd.	Br. 725	Vincent G. Tecce	Southeast PA Mgd.	Br. 725	Michael G. Towery	Bakersfield, CA	Br. 782
Daniel J. Buonanno	Southeast PA Mgd.	Br. 725	Lester J. Traband	Southeast PA Mgd.	Br. 725	Richard B. Albrecht	Garden Grove, CA	Br. 1100
Robert H. Burnett	Southeast PA Mgd.	Br. 725	William L. Trader	Southeast PA Mgd.	Br. 725	Samuel Alvo	Garden Grove, CA	Br. 1100
Lloyd R. Caldwell	Southeast PA Mgd.	Br. 725	Paul J. Trosino	Southeast PA Mgd.	Br. 725	Jerald T. Atkins	Garden Grove, CA	Br. 1100
I. H. Callaway	Southeast PA Mgd.	Br. 725	Robert J. Wagner	Southeast PA Mgd.	Br. 725	Milton P. Becher Jr.	Garden Grove, CA	Br. 1100
Irving V. Chavous Jr.	Southeast PA Mgd.	Br. 725	Joseph H. Walsh	Southeast PA Mgd.	Br. 725	Gary L. Blakesley	Garden Grove, CA	Br. 1100
Richard G. Colagiacomo	Southeast PA Mgd.	Br. 725	Arthur R. Ware	Southeast PA Mgd.	Br. 725	Roger E. Bruce	Garden Grove, CA	Br. 1100
Charles H. Cunningham	Southeast PA Mgd.	Br. 725	Richard A. Watt	Southeast PA Mgd.	Br. 725	Richard L. Byham	Garden Grove, CA	Br. 1100
John J. Curran	Southeast PA Mgd.	Br. 725	John J. Welz	Southeast PA Mgd.	Br. 725	Daniel J. Carolan	Garden Grove, CA	Br. 1100
Paul J. Dantonio	Southeast PA Mgd.	Br. 725	Howard C. Wilson	Southeast PA Mgd.	Br. 725	James M. Dorsey	Garden Grove, CA	Br. 1100
Darrell E. Davis Jr.	Southeast PA Mgd.	Br. 725	Joseph L. Zenobi	Southeast PA Mgd.	Br. 725	Wanda L. Dougherty-Curri	Garden Grove, CA	Br. 1100
Joseph J. De Rosa Jr.	Southeast PA Mgd.	Br. 725	Albert R. Harkness	Providence, RI	Br. 15	William L. Endsley	Garden Grove, CA	Br. 1100
Sabatino J. Delmore	Southeast PA Mgd.	Br. 725	Theodoros Moran	Providence, RI	Br. 15	Ruth M. Fromm	Garden Grove, CA	Br. 1100
N. J. Delpizzo Jr.	Southeast PA Mgd.	Br. 725	Robert E. Bailey	Nashville, TN	Br. 4	Michael G. Gulley	Garden Grove, CA	Br. 1100
Francis J. Deninis	Southeast PA Mgd.	Br. 725	George M. Briggance	Nashville, TN	Br. 4	Michael D. Gutierrez	Garden Grove, CA	Br. 1100
F. J. DiDomenico	Southeast PA Mgd.	Br. 725	Kenneth R. Buttrey	Nashville, TN	Br. 4	Robert K. Hovey	Garden Grove, CA	Br. 1100
P. A. DiFelicianantonio	Southeast PA Mgd.	Br. 725	James P. Cantrell	Nashville, TN	Br. 4	Paula M. Johnson	Garden Grove, CA	Br. 1100
J. M. DiMondo	Southeast PA Mgd.	Br. 725	Willie J. Collins	Nashville, TN	Br. 4	Alfredo Luevanos	Garden Grove, CA	Br. 1100
John B. Doherty	Southeast PA Mgd.	Br. 725	Donal E. Elrod	Nashville, TN	Br. 4	Joseph A. Manriquez	Garden Grove, CA	Br. 1100
Robert F. Dolski	Southeast PA Mgd.	Br. 725	John O. Gehret Jr.	Nashville, TN	Br. 4	Gregory A. Matson	Garden Grove, CA	Br. 1100
Frederick P. Feldkircher	Southeast PA Mgd.	Br. 725	James E. Harper	Nashville, TN	Br. 4	Paul R. Meirs	Garden Grove, CA	Br. 1100
Edward A. Ferron	Southeast PA Mgd.	Br. 725	Scotty Harris	Nashville, TN	Br. 4	Grace O'Brien-Britton	Garden Grove, CA	Br. 1100
Ralph C. Fisher	Southeast PA Mgd.	Br. 725	James H. Hughes Jr.	Nashville, TN	Br. 4	Stephen E. Perrin	Garden Grove, CA	Br. 1100
F. G. Fitzpatrick	Southeast PA Mgd.	Br. 725	Michik N. Kimura	Nashville, TN	Br. 4	David R. Ramos	Garden Grove, CA	Br. 1100
W. A. Forbes Jr.	Southeast PA Mgd.	Br. 725	James W. King III	Nashville, TN	Br. 4	Richard L. Roberts	Garden Grove, CA	Br. 1100
Richard Fusaro	Southeast PA Mgd.	Br. 725	Winfred A. Lampley	Nashville, TN	Br. 4	Patricia A. Ruiz	Garden Grove, CA	Br. 1100
Charles R. Gilmore	Southeast PA Mgd.	Br. 725	Richard O. McDonald	Nashville, TN	Br. 4	Philip E. Sims	Garden Grove, CA	Br. 1100
Earl C. Glasco	Southeast PA Mgd.	Br. 725	Thurman D. Shelton	Nashville, TN	Br. 4	Thomas D. Sivicovich	Garden Grove, CA	Br. 1100
Robert H. Goldsworthy	Southeast PA Mgd.	Br. 725	David N. Thompson	Nashville, TN	Br. 4	Deborah S. Smith	Garden Grove, CA	Br. 1100
Laurence H. Grier	Southeast PA Mgd.	Br. 725	Charles P. West	Nashville, TN	Br. 4	Keli D. Stevens	Garden Grove, CA	Br. 1100
Barbara A. Griggs	Southeast PA Mgd.	Br. 725	Howard H. Yancy	Nashville, TN	Br. 4	Arthur H. Turner	Garden Grove, CA	Br. 1100
Kenneth P. Hitchcock	Southeast PA Mgd.	Br. 725	Roy M. Zimmerman Sr.	Nashville, TN	Br. 4	Anthony D. Vicente	Garden Grove, CA	Br. 1100
Donna M. Johns	Southeast PA Mgd.	Br. 725	Robert L. Berend	Denton, TX	Br. 1367	Beatrice A. Jenkins	San Jose, CA	Br. 193
						Daniel J. Laffan	San Jose, CA	Br. 193
						Frank J. Malowick	Boulder, CO	Br. 642
						Mary L. Bramble	Denver, CO	Br. 47

## 50-year pins

Primula M. Babcock	Anchorage, AK	Br. 4319
Tommy E. Blount	Anchorage, AK	Br. 4319
Stephen D. Meads	Anchorage, AK	Br. 4319
Roxanne C. Sasia	Bakersfield, CA	Br. 782
Donald R. Schroeder Sr.	Bakersfield, CA	Br. 782
Michael G. Towery	Bakersfield, CA	Br. 782
Richard B. Albrecht	Garden Grove, CA	Br. 1100
Samuel Alvo	Garden Grove, CA	Br. 1100
Jerald T. Atkins	Garden Grove, CA	Br. 1100
Milton P. Becher Jr.	Garden Grove, CA	Br. 1100
Gary L. Blakesley	Garden Grove, CA	Br. 1100
Roger E. Bruce	Garden Grove, CA	Br. 1100
Richard L. Byham	Garden Grove, CA	Br. 1100
Daniel J. Carolan	Garden Grove, CA	Br. 1100
James M. Dorsey	Garden Grove, CA	Br. 1100
Wanda L. Dougherty-Curri	Garden Grove, CA	Br. 1100
William L. Endsley	Garden Grove, CA	Br. 1100
Ruth M. Fromm	Garden Grove, CA	Br. 1100
Michael G. Gulley	Garden Grove, CA	Br. 1100
Michael D. Gutierrez	Garden Grove, CA	Br. 1100
Robert K. Hovey	Garden Grove, CA	Br. 1100
Paula M. Johnson	Garden Grove, CA	Br. 1100
Alfredo Luevanos	Garden Grove, CA	Br. 1100
Joseph A. Manriquez	Garden Grove, CA	Br. 1100
Gregory A. Matson	Garden Grove, CA	Br. 1100
Paul R. Meirs	Garden Grove, CA	Br. 1100
Grace O'Brien-Britton	Garden Grove, CA	Br. 1100
Stephen E. Perrin	Garden Grove, CA	Br. 1100
David R. Ramos	Garden Grove, CA	Br. 1100
Richard L. Roberts	Garden Grove, CA	Br. 1100
Patricia A. Ruiz	Garden Grove, CA	Br. 1100
Philip E. Sims	Garden Grove, CA	Br. 1100
Thomas D. Sivicovich	Garden Grove, CA	Br. 1100
Deborah S. Smith	Garden Grove, CA	Br. 1100
Keli D. Stevens	Garden Grove, CA	Br. 1100
Arthur H. Turner	Garden Grove, CA	Br. 1100
Anthony D. Vicente	Garden Grove, CA	Br. 1100
Beatrice A. Jenkins	San Jose, CA	Br. 193
Daniel J. Laffan	San Jose, CA	Br. 193
Frank J. Malowick	Boulder, CO	Br. 642
Mary L. Bramble	Denver, CO	Br. 47



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

Melvin L. Carroll	Denver, CO	Br. 47	Michael J. James	South Macomb, MI	Br. 4374	John Samaris	NJ Mgd.	Br. 38
Monte A. Cummings	Denver, CO	Br. 47	Terry W. Ackman	St. Louis, MO	Br. 343	Robert M. Schneider	NJ Mgd.	Br. 38
Richard J. Delis	Denver, CO	Br. 47	Mary W. Bailey	St. Louis, MO	Br. 343	Warren C. Spring	NJ Mgd.	Br. 38
James D. Dutton	Denver, CO	Br. 47	Donald A. Bruegger	St. Louis, MO	Br. 343	Richard J. Swiss	NJ Mgd.	Br. 38
Kenneth F. Flesner	Denver, CO	Br. 47	Robert D. Catanzaro	St. Louis, MO	Br. 343	Thomas W. Teufel	NJ Mgd.	Br. 38
Roosevelt Ford Jr.	Denver, CO	Br. 47	Chester N. Chunn	St. Louis, MO	Br. 343	John E. Todd	NJ Mgd.	Br. 38
Wayne M. Fushimi	Denver, CO	Br. 47	R. K. Gentry	St. Louis, MO	Br. 343	John E. Todd	NJ Mgd.	Br. 38
Donald A. Hitt	Denver, CO	Br. 47	Bradford E. Gleiforst	St. Louis, MO	Br. 343	Donald F. Trainor	NJ Mgd.	Br. 38
Harvey L. Laux	Denver, CO	Br. 47	Michael J. Glowczwskie	St. Louis, MO	Br. 343	Lance C. Villa	NJ Mgd.	Br. 38
Timothy J. Leddy	Denver, CO	Br. 47	Nicholas P. Grillo	St. Louis, MO	Br. 343	Anthony M. Virgilio	NJ Mgd.	Br. 38
Jerry L. Luttrell	Denver, CO	Br. 47	Donald J. Hawkins	St. Louis, MO	Br. 343	Delma L. Walker Jr.	NJ Mgd.	Br. 38
Gilbert D. Martinez	Denver, CO	Br. 47	Mark F. Howard	St. Louis, MO	Br. 343	James G. Walling	NJ Mgd.	Br. 38
Richard L. Ostrander	Denver, CO	Br. 47	Michael R. Jennings	St. Louis, MO	Br. 343	James E. Williams	NJ Mgd.	Br. 38
Gasper Pacheco	Denver, CO	Br. 47	James Johnson	St. Louis, MO	Br. 343	Roman N. Zawadzki	NJ Mgd.	Br. 38
Marion N. Purvis	Denver, CO	Br. 47	Robert L. Kelby	St. Louis, MO	Br. 343	Terrence Cooley	Buffalo-Western NY	Br. 3
Skip Riley	Denver, CO	Br. 47	Barbara E. Maher	St. Louis, MO	Br. 343	William F. Fadel	Buffalo-Western NY	Br. 3
James P. Roth	Denver, CO	Br. 47	Terry L. Markley	St. Louis, MO	Br. 343	Paul H. Goddard	Buffalo-Western NY	Br. 3
Mark W. Rundquist	Denver, CO	Br. 47	Kenneth D. McCarthy	St. Louis, MO	Br. 343	Robert L. Mootry	Buffalo-Western NY	Br. 3
Charles W. Walter	Denver, CO	Br. 47	Wendell McCauley	St. Louis, MO	Br. 343	Stephen C. Morgan	Buffalo-Western NY	Br. 3
Edward T. Weed	Denver, CO	Br. 47	Michael J. McCoy	St. Louis, MO	Br. 343	James K. Reiner	Buffalo-Western NY	Br. 3
Richard E. Zea	Denver, CO	Br. 47	Duane L. Krohn	Fremont, NE	Br. 89	Paul F. Schnitzler	Buffalo-Western NY	Br. 3
Wayne B. Storey	Wilmington, DE	Br. 191	Dominick F. Capasso	Las Vegas, NV	Br. 2502	Kenneth W. Speaker	Buffalo-Western NY	Br. 3
James T. Bennett	Washington, DC	Br. 142	David C. Carlson	Las Vegas, NV	Br. 2502	James A. Suttell	Buffalo-Western NY	Br. 3
George B. Gates	Washington, DC	Br. 142	Curtis A. Gordon	Las Vegas, NV	Br. 2502	John F. Wozniak	Buffalo-Western NY	Br. 3
Joseph L. Stewart	Washington, DC	Br. 142	Thomas L. Hochstetter	Las Vegas, NV	Br. 2502	Ralph T. Anastasio	Flushing, NY	Br. 294
James R. Wiggins	Washington, DC	Br. 142	John M. Sherba	Las Vegas, NV	Br. 2502	Michael A. Dauria	Flushing, NY	Br. 294
Richard L. Tschiggfrie	Fort Lauderdale, FL	Br. 2550	Althia L. Taylor	Las Vegas, NV	Br. 2502	Kenneth L. Deitch	Flushing, NY	Br. 294
Rudolph James	Sarasota, FL	Br. 2148	Dale S. Torchio	Las Vegas, NV	Br. 2502	Joseph A. Salvato	Flushing, NY	Br. 294
Paul S. Klingel	Sarasota, FL	Br. 2148	Richard A. Cacchione	Cherry Hill/Haddonfield, NJ	Br. 769	Andrew M. Weiner	Jamaica, NY	Br. 562
Donald C. Lamb	Sarasota, FL	Br. 2148	Stanley C. Grieco Sr.	Cherry Hill/Haddonfield, NJ	Br. 769	William R. Meichner	Long Island Mgd., NY	Br. 6000
Daniel R. Lickliter	Sarasota, FL	Br. 2148	Joseph F. Griffith	Cherry Hill/Haddonfield, NJ	Br. 769	William B. Cook	Northeastern NY	Br. 358
Joseph W. Mikos	Sarasota, FL	Br. 2148	Anthony M. Lombo	Cherry Hill/Haddonfield, NJ	Br. 769	Richard J. Robles	Northeastern NY	Br. 358
Douglas W. Moore	Sarasota, FL	Br. 2148	Thomas D. Magulick	Cherry Hill/Haddonfield, NJ	Br. 769	James A. Adams	Syracuse, NY	Br. 134
John T. Neidert	Sarasota, FL	Br. 2148	Kenneth R. Underwood	Cherry Hill/Haddonfield, NJ	Br. 769	Daniel N. Casler	Syracuse, NY	Br. 134
Donald V. Pavlat	Sarasota, FL	Br. 2148	Raymond Armstrong	NJ Mgd.	Br. 38	Richard T. Corbett	Syracuse, NY	Br. 134
Arthur R. Pietsch Jr.	Sarasota, FL	Br. 2148	Vincent J. Behan	NJ Mgd.	Br. 38	Paul D. Davenport	Syracuse, NY	Br. 134
Randall L. Strong	Sarasota, FL	Br. 2148	Thomas J. Behr	NJ Mgd.	Br. 38	Steven M. Kennedy	Syracuse, NY	Br. 134
Charles F. Swift	Sarasota, FL	Br. 2148	Joseph Bocchiaro	NJ Mgd.	Br. 38	Charles Kuryla	Syracuse, NY	Br. 134
Scott W. Vogel song	Sarasota, FL	Br. 2148	Donald Bonte	NJ Mgd.	Br. 38	Robert J. St. Jean	Syracuse, NY	Br. 134
Kathleen E. Weiss	Sarasota, FL	Br. 2148	Joseph D. Boyle Jr.	NJ Mgd.	Br. 38	Horace White	Syracuse, NY	Br. 134
Daniel E. Williams	Sarasota, FL	Br. 2148	William A. Candela Jr.	NJ Mgd.	Br. 38	Charles H. Roberts Jr.	Winston-Salem, NC	Br. 461
Andrew L. Yoder	Sarasota, FL	Br. 2148	Robert S. Carbone	NJ Mgd.	Br. 38	John C. Lyons	Fargo-W. Fargo, ND	Br. 205
Gary R. McClure	South FL	Br. 1071	Bruce A. Czacherski	NJ Mgd.	Br. 38	Alan R. Conde	Canton, OH	Br. 238
Wayne H. Steele	Spacecoast FL	Br. 2689	Michael Deblasio Jr.	NJ Mgd.	Br. 38	Willie J. Fort-El	Cleveland, OH	Br. 40
Douglas A. Kramp	W. Palm Beach, FL	Br. 1690	Gregory J. Doctor	NJ Mgd.	Br. 38	James F. Hitsman	Cleveland, OH	Br. 40
Warner R. Goodwin	Albany, GA	Br. 4040	David E. Gelb	NJ Mgd.	Br. 38	Leonard T. Miecznikowski	Cleveland, OH	Br. 40
John E. Heitzenrater	Albany, GA	Br. 4040	Daniel P. Geroni	NJ Mgd.	Br. 38	Richard L. Parkin	Cleveland, OH	Br. 40
Charles H. Ulm	Albany, GA	Br. 4040	Thomas A. Giordano	NJ Mgd.	Br. 38	Tim K. Peters	Cleveland, OH	Br. 40
Alvin R. Wilson	Albany, GA	Br. 4040	Noel R. Hart	NJ Mgd.	Br. 38	Patrick O. Pinkerton	Cleveland, OH	Br. 40
Richard C. Nesselcer	Rock Island, IL	Br. 292	Mark J. Hencoski	NJ Mgd.	Br. 38	Charles W. Reibe	Cleveland, OH	Br. 40
Shirley J. Sanders	Rock Island, IL	Br. 292	Michael Heredia	NJ Mgd.	Br. 38	Jack E. Richardson	Cleveland, OH	Br. 40
Richard A. Simmon	Rock Island, IL	Br. 292	Donald J. Huber	NJ Mgd.	Br. 38	Tad A. Boxell	Portland, OR	Br. 82
Kurt D. Starks	Rock Island, IL	Br. 292	Kenneth M. Irons	NJ Mgd.	Br. 38	Mark W. Ditter	Portland, OR	Br. 82
Lawrence A. Woeckener	Rock Island, IL	Br. 292	Ellis P. Jefferson	NJ Mgd.	Br. 38	Richard A. Gates	Portland, OR	Br. 82
Constance U. Downey	Lafayette, IN	Br. 466	Kenneth P. Jorgensen	NJ Mgd.	Br. 38	Larry P. Holmes	Portland, OR	Br. 82
Mark S. Sadowski	Hammond, IN	Br. 580	Philip W. Kornberg	NJ Mgd.	Br. 38	Kermit M. Kirby	Portland, OR	Br. 82
Dennis O. Adams	New Castle, IN	Br. 814	Robert P. Lewandowski	NJ Mgd.	Br. 38	John A. Meadows	Portland, OR	Br. 82
Robert F. Eberlein	Mishawaka, IN	Br. 820	Ralph Loccisano	NJ Mgd.	Br. 38	Darnell L. Richardson	Portland, OR	Br. 82
Melvin L. Voth	Garden City, KS	Br. 1412	John P. Loew	NJ Mgd.	Br. 38	Robert E. Rowning Jr.	Portland, OR	Br. 82
Arthur C. Tatro	Worcester, MA	Br. 12	Leo J. Mason	NJ Mgd.	Br. 38	Larry M. Schuh	Portland, OR	Br. 82
Cheri B. Albin	Mid-MI	Br. 256	Robert J. Meek	NJ Mgd.	Br. 38	Terry A. Wilkes	Portland, OR	Br. 82
Delbert L. Dennis	Mid-MI	Br. 256	Raymond L. Merz	NJ Mgd.	Br. 38	Jimmy D. Williams	Portland, OR	Br. 82
Shirley A. Gentry-Oden	Mid-MI	Br. 256	Leroy H. Miller	NJ Mgd.	Br. 38	Ronald P. Brown	Roseburg, OR	Br. 1518
Timothy L. Hamaker	Mid-MI	Br. 256	Mitchell E. Miller	NJ Mgd.	Br. 38	George L. Grit	Roseburg, OR	Br. 1518
John W. Herzog	Mid-MI	Br. 256	Francis J. Muscara	NJ Mgd.	Br. 38	Mervin E. Grubbs	Roseburg, OR	Br. 1518
Gerard F. Kuptz	Mid-MI	Br. 256	T. J. O'Brien	NJ Mgd.	Br. 38	Norman D. Neal	Roseburg, OR	Br. 1518
Richard Moomey	Mid-MI	Br. 256	Sidney A. Oblenis	NJ Mgd.	Br. 38	Michael R. Ouellette	Roseburg, OR	Br. 1518
Mathew P. Perkins	Mid-MI	Br. 256	Richard H. Olander	NJ Mgd.	Br. 38	Alfred A. Seabright	Roseburg, OR	Br. 1518
James A. Stuart	Mid-MI	Br. 256	Joseph F. Owens	NJ Mgd.	Br. 38	Leslie E. Buck	Erie, PA	Br. 284
Debra M. Beattie	South Macomb, MI	Br. 4374	Savino Paolillo	NJ Mgd.	Br. 38	Robert J. Casey	Erie, PA	Br. 284
Dennis L. Caponi	South Macomb, MI	Br. 4374	Manuel Pena	NJ Mgd.	Br. 38	Daniel W. Dyleski	Erie, PA	Br. 284
Michael D. Dupke	South Macomb, MI	Br. 4374	Douglas G. Perry	NJ Mgd.	Br. 38	Donald T. Ferri	Erie, PA	Br. 284
Aloysius Dybalski	South Macomb, MI	Br. 4374	Floyd G. Pierce	NJ Mgd.	Br. 38	Robert J. Hitchcock	Erie, PA	Br. 284
Dale R. Fish	South Macomb, MI	Br. 4374	A. A. Ragonesi	NJ Mgd.	Br. 38	Daniel P. Kaeberlein	Erie, PA	Br. 284
Thomas E. Heitz	South Macomb, MI	Br. 4374	Carl H. Renn	NJ Mgd.	Br. 38	Donald M. Kowalski	Erie, PA	Br. 284
Ronald S. Jakob	South Macomb, MI	Br. 4374	Anthony A. Rosamilia	NJ Mgd.	Br. 38	Raymond M. Laughlin	Erie, PA	Br. 284

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

William A. Pepicello	Erie, PA	Br. 284	Theodoros Moran	Providence, RI	Br. 15	Billy W. Roberts	Nashville, TN	Br. 4
James L. Stewart	Erie, PA	Br. 284	Kevin E. Neuman	Providence, RI	Br. 15	Stanley M. Stokes	Nashville, TN	Br. 4
William P. Watson	Erie, PA	Br. 284	Dale G. Rogers	Providence, RI	Br. 15	Thomas W. Tiller	Nashville, TN	Br. 4
William J. Wiederhoeft	Erie, PA	Br. 284	Charles J. Sawyer	Providence, RI	Br. 15	Charles M. Wood	Nashville, TN	Br. 4
David C. Carfagno	Southeast PA Mgd.	Br. 725	Mark S. Solomon	Providence, RI	Br. 15	William H. Young	Nashville, TN	Br. 4
Gerard V. Gallagher	Southeast PA Mgd.	Br. 725	Robert J. Terranova	Providence, RI	Br. 15	Oddie Seymour Jr.	Memphis, TN	Br. 27
John G. Hackett	Southeast PA Mgd.	Br. 725	William H. Upshaw	Providence, RI	Br. 15	Johnny M. Todd	Plano, TX	Br. 4065
Samuel J. Horsey	Southeast PA Mgd.	Br. 725	Robert B. Viti	Providence, RI	Br. 15	Peter J. Assad	Wichita Falls, TX	Br. 1227
Raymond I. Love	Southeast PA Mgd.	Br. 725	L. C. McLean	Florence, SC	Br. 1416	Gary H. Mullins	Wichita Falls, TX	Br. 1227
Thomas W. Parker	Southeast PA Mgd.	Br. 725	Jerry R. Buchanan Sr.	Nashville, TN	Br. 4	Clement C. Veigl	Wichita Falls, TX	Br. 1227
John A. Budziak	Providence, RI	Br. 15	Henry S. Fleckenstein	Nashville, TN	Br. 4	Mack J. Robinson	Richmond, VA	Br. 496
Edwin G. Harrington	Providence, RI	Br. 15	Gary W. Griffin	Nashville, TN	Br. 4	Rudolph W. Smith	Richmond, VA	Br. 496
David S. Howe	Providence, RI	Br. 15	Dorothy H. Harris	Nashville, TN	Br. 4	Timothy E. Dexter	Green Bay, WI	Br. 619
John J. Mauro	Providence, RI	Br. 15	Robert K. McDivitt	Nashville, TN	Br. 4	Mark F. Schroeder	Sheboygan, WI	Br. 102
						Kenneth C. Thuemmler	Sheboygan, WI	Br. 102

## Scholarship Contributions

### NALC scholarship contributions

NALC bestows scholarships annually under two programs. In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund awards five \$4,000 scholarships to children of members in good standing. The John T. Donelon Scholarship Fund awards one scholarship in honor of Donelon, longtime NALC assistant to the president. Below are recent contributions.

<p><b>\$50</b>     <b>Hartford, CT Br. 86</b>     In memory of Shawn W. Johnson, brother of Dwayne Johnson, active member of Br. 86</p> <p><b>\$50</b>     <b>Hartford, CT Br. 86</b>     In memory of Vincent N. Vogellus, father of Vincent E. Vogellus, active member of Br. 86</p> <p><b>\$50</b>     <b>Hartford, CT Br. 86</b>     In memory of John Winter Schaffer, retired member of Br. 86</p>	<p><b>\$50</b>     <b>Hartford, CT Br. 86</b>     In memory of Roger Guerrette, a life member of Br. 86</p> <p><b>\$50</b>     <b>Hartford, CT Br. 86</b>     In memory of Norma Salazar Bielenda, mother of Peter Bielenda, an active member of Br. 86</p> <p><b>\$50</b>     <b>Hartford, CT Br. 86</b>     In memory of Henry Prokop, an active member of Br. 86</p>
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**To make a donation to the scholarship fund, send a check or money order made out to The William C. Doherty Scholarship Fund to: Secretary-Treasurer's Office, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.**

## Scholarships available for Florida colleges

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

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

### Lemonopoulos Scholarship Application

*(Please print clearly)*

Date \_\_\_\_\_  Check if renewal

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

son     retired

I am the \_\_\_\_\_ of active letter carrier \_\_\_\_\_

daughter     deceased     \_\_\_\_\_ (Name)

of Branch No. \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

My name is \_\_\_\_\_

My home address is \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

\_\_\_\_\_  
Signature of NALC parent member  
(or spouse if deceased)

\_\_\_\_\_  
Signature of branch officer

\_\_\_\_\_  
NALC parent's Social Security No.

\_\_\_\_\_  
Title     Date

# Election Notices

## Holland, Michigan

This is official notice to all members of Branch 601 that a vote to amend Article III, Section 3 of our bylaws will take place at our regular meeting at 6:01 p.m. on May 2 at 1066 E. 8th St., Holland. The proposed amendment will also be posted on our local bulletin board at least 10 days prior to that meeting.

*Donald Paul, Sec., Br. 601*

## Illinois

This is an official notice to all Illinois state convention delegates who have been elected to the Illinois state convention to be held in Oak Brook June 15-17 at the DoubleTree by Hilton.

Nominations will be accepted for Illinois State Association officers, Illinois State Association executive board members, a delegate and delegate-at-large. Nominations will be the last order of business at the Friday, June 16, convention sessions.

Election for all positions, if needed, will be held the next day, Saturday, June 17.

*Timothy R. Brucker, Sec., ISALC*

## Louisiana

This is an official notification of nominations and elections for the officers for the 58th biennial Louisiana state convention to be held June 4-6 at the Hilton Shreveport Convention Center Hotel, lo-

cated at 104 Market St., Shreveport.

The following offices are open for nomination/election: president, vice president, secretary, treasurer, director of retirees, six congressional liaisons and two congressional liaisons-at-large. All members in good standing are invited to participate in the nomination and election process.

*Clara T. JeanBatiste, Sec., LSALC*

## North Dakota

This serves as official notice to all members in good standing in North Dakota that nominations and elections for all positions for the North Dakota State Association will be held at the 2023 North Dakota state convention. The convention is scheduled at the Canad Inns in Grand Forks April 22-22, to convene at 1 p.m. on April 21.

The positions are: president, vice president/director of education, secretary-treasurer, director of retirees and five executive council members (trustees).

*Janell F. Harris, Sec.-Treas., NDSALC*

## Oklahoma

This is official notice to all active and retired members of the Oklahoma State Association that elections for all officer positions will take place at the Oklahoma state convention to be held May 4-6. The elected positions are president, vice president/director of education, secretary, treasurer, director of retirees,

and an executive board of six members.

*John Wofford, Pres., OSALC*

## South Dakota

This is an official notice to all members of the South Dakota State Association of Letter Carriers. Nominations and elections will be held at the convention Sept. 15-16 in Rapid City at the Best Western Ramkota Hotel and Conference Center, 2111 N. La Crosse St., for the following positions: president, vice president, secretary, treasurer, editor, historian, director of retirees, director of education and three trustees.

Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two years after termination of such status. All candidates must verify, upon nomination, that they have not served, accepted or applied for a supervisory position with the last 24 months.

Balloting is to take place during the Sept. 15 session on the convention. Newly elected officers will be sworn in as the last order of business during the Sept. 16 session.

*Ben Lembcke, Sec./Treas., SDSALC*

## Tinnelly District Assoc., New York

This is official notice to all members of the Joseph T. Tinnelly District Association in New York that nominations and election for all elected positions will

take place at the spring meeting scheduled for April 30 at the Schenectady VFW Post, 718 Union St., Schenectady.

*Jay Jackson, Sec., Tinnelly Dist.*

## Virginia

This is notice that the Virginia State Association of Letter Carriers will hold its 74th biennial convention June 1-3 in Virginia Beach. All positions will be up for election: president, vice president, secretary-treasurer, director of retirees, director of education and 11 board member positions. Nominations will take place on Friday, June 2, and elections, should they be necessary, will be held on June 3.

*Jenny Hall, Sec.-Treas., VSALC*

## West Virginia

The West Virginia State Association election will be at the 74th biennial West Virginia state convention May 5-6, held at the DoubleTree in Huntington. Nomination will be Friday, May 5, and elections will be Saturday, May 6. The offices will be president, vice president, secretary-treasurer, director of education, director of retirees and seven executive board members.

The president and vice president will be delegates to the national convention. The secretary-treasurer and director of education will be alternates by the virtue of office.

*Michael Castle, Sec.-Treas., WVSALC*

# In Memoriam

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

James B. Rice Jr. Br. 530 Birmingham, AL  
 Chris R. Conley Br. 1902 AZ Mgd.  
 Ronald C. Schaefer Br. 6156 Sun City, AZ  
 Alfred M. Carelock Br. 543 Hot Spgs. Natl. Park, AR  
 Steven P. Nieto Br. 782 Bakersfield, CA  
 Eugene P. Agostini Br. 1111 Greater E. Bay, CA  
 Robert Rae Br. 2086 Burbank, CA  
 Roy S. Kludas Br. 231 Central CA  
 Ellison A. Williams Jr. Br. 231 Central CA  
 Richard R. Celestino Br. 1100 Garden Grove, CA  
 Walter J. Heim Br. 1100 Garden Grove, CA  
 Juan Ruiz Br. 411 San Bernardino, CA  
 Jorge A. Melgar Br. 1280 San Mateo, CA  
 Virginia C. Craig Br. 183 Santa Rosa, CA  
 Michael F. Drasky Br. 147 Norwalk, CT  
 Anthony X. Thompson Br. 142 Washington, DC  
 James S. Blough Br. 1091 Central FL  
 Aristoteli Kalimopoulos Br. 2008 Clearwater, FL  
 Bradley L. Will Br. 4716 Naples, FL  
 Robert L. Harris Br. 1071 South FL  
 Morris S. Needle Br. 1071 South FL  
 David C. Hoffschneider Br. 671 Champaign, IL  
 Gregory Davidson Br. 11 Chicago, IL  
 Peter L. Gail Br. 11 Chicago, IL  
 Robert W. Olson Br. 11 Chicago, IL  
 Clarence L. Humphries Jr. Br. 2076 Des Plaines, IL  
 Robert E. McDonald Br. 825 Elmhurst, IL  
 Eugene W. Thoms Br. 825 Elmhurst, IL  
 Raymond T. Gay Br. 361 Central KY  
 William K. Lafrana Br. 361 Central KY  
 P. B. Sapp Br. 361 Central KY  
 Jon W. Wilson Br. 361 Central KY  
 Victor G. Young Br. 361 Central KY  
 Thomas A. Hart Br. 14 Louisville, KY  
 Carroll A. Banks Br. 129 Baton Rouge, LA  
 Sammy R. Ingram Br. 6377 Mandeville, LA  
 Placido J. Calvagna Br. 34 Boston, MA  
 Ovlara R. Cote Br. 25 MA Northeast Mgd.  
 Andrew J. Fournier Br. 25 MA Northeast Mgd.  
 Paul J. McMeniman Br. 25 MA Northeast Mgd.  
 Kenneth E. Vinal Br. 25 MA Northeast Mgd.  
 Gerald P. Casey Br. 12 Worcester, MA  
 Franklin D. Baldwin Br. 434 Ann Arbor, MI

James M. McCleery Br. 434 Ann Arbor, MI  
 Paul D. Phillips Br. 434 Ann Arbor, MI  
 Donald F. Pierce Br. 434 Ann Arbor, MI  
 William J. Royce Br. 434 Ann Arbor, MI  
 Robert P. Smith Br. 434 Ann Arbor, MI  
 James J. Wiechec Br. 187 Bay City, MI  
 Traci R. Edmonds Br. 1 Detroit, MI  
 Nando M. Sancricca Br. 1 Detroit, MI  
 Charles P. Smith Br. 386 Ishpeming, MI  
 Lawrence L. Bissell Br. 122 Lansing, MI  
 Gayle L. Borring Br. 122 Lansing, MI  
 William T. Chaney Br. 122 Lansing, MI  
 Richard V. Dawson Br. 122 Lansing, MI  
 Ellis A. Foss Br. 122 Lansing, MI  
 H. J. Hahler Br. 122 Lansing, MI  
 Joseph C. Iwanik Br. 122 Lansing, MI  
 George W. Londrigan Br. 122 Lansing, MI  
 Richard L. Lyons Br. 122 Lansing, MI  
 Michael A. Minich Br. 122 Lansing, MI  
 Allen E. Pawwoski Br. 122 Lansing, MI  
 David L. Toman Br. 122 Lansing, MI  
 Gary A. Van-Vleet Br. 122 Lansing, MI  
 Francis E. Walker Br. 122 Lansing, MI  
 Carl L. Weck Br. 122 Lansing, MI  
 Jack W. Wilcox Sr. Br. 122 Lansing, MI  
 Jeffrey S. Decker Br. 256 Mid-MI  
 Jerry L. Harrold Br. 4374 South Macomb, MI  
 Jeffrey A. Rebant Br. 4374 South Macomb, MI  
 Lester K. Pearson Br. 114 Duluth, MN  
 Ronald G. Lawrence Br. 9 Minneapolis, MN  
 Jerry A. Anderson Br. 28 St. Paul, MN  
 Harlan E. Leistikow Br. 28 St. Paul, MN  
 Donald E. Morehead Br. 28 St. Paul, MN  
 David E. Wise Br. 30 Kansas City, MO  
 Darion J. Tolbert Br. 343 St. Louis, MO  
 Frank Camporeale Br. 425 Bergen Co. Mgd., NJ  
 Glenn J. Okulewicz Br. 444 Garden State Mgd., NJ  
 Charles F. Aho Jr. Br. 38 NJ Mgd.  
 Samuel M. Cicora Br. 38 NJ Mgd.  
 William H. Gribben Br. 38 NJ Mgd.  
 John J. Diaz Br. 1492 Westfield, NJ  
 Michael J. Brooks Br. 41 Brooklyn, NY  
 Emil J. Czelusniak Br. 41 Brooklyn, NY

Eugene R. Goepel Br. 3 Buffalo-Western NY  
 Alexander W. Gregory Br. 137 Hudson Valley Mgd., NY  
 Nicholas Siciliano Br. 6000 Long Island Mgd., NY  
 Russell H. Reid Br. 36 New York, NY  
 Charlie G. Boyte Jr. Br. 1128 Fayetteville, NC  
 Robert J. Wilson Br. 78 Columbus, OH  
 Edmund C. Bowman Br. 63 Zanesville, OH  
 William C. Tatum Br. 458 Oklahoma City, OK  
 Gary D. Green Br. 82 Portland, OR  
 Jeffrey A. Monroe Br. 82 Portland, OR  
 Kim C. Williams Br. 82 Portland, OR  
 Scott W. Partch Br. 347 Salem, OR  
 Michael G. Senyk Br. 347 Salem, OR  
 Ed C. Jimerson Br. 4973 Levittown, PA  
 Jennifer L. Biesecker Br. 84 Pittsburgh, PA  
 Francis A. Zentkovich Br. 520 Uniontown, PA  
 J. K. Emmons Br. 725 Southeast PA Mgd.  
 Andrew Cebrick Br. 115 Wilkes-Barre, PA  
 Robert F. Przymusik Br. 869 San Juan, PR  
 Anthony Moroni Br. 15 Providence, RI  
 James P. Tasillo Br. 15 Providence, RI  
 Louis J. Chovanec Br. 181 Austin, TX  
 Paul R. Covish Br. 181 Austin, TX  
 James C. Ernst Br. 181 Austin, TX  
 John A. Gronbach Br. 181 Austin, TX  
 Alvino B. Mendoza Br. 181 Austin, TX  
 Joseph M. Sullivan Br. 181 Austin, TX  
 Leonard R. Johnson Br. 132 Dallas, TX  
 Dario R. Garcia Jr. Br. 2130 McAllen, TX  
 James V. Kosmo Br. 3867 Pasadena, TX  
 Marvin Urroz Br. 421 San Antonio, TX  
 Alan C. Buddle Br. 111 Salt Lake City, UT  
 David L. Cracroft Br. 111 Salt Lake City, UT  
 Thomas R. Hamilton Br. 111 Salt Lake City, UT  
 Melvin B. Spilker Br. 111 Salt Lake City, UT  
 Closs L. Stewart Br. 111 Salt Lake City, UT  
 Ronald L. Van Ry Br. 111 Salt Lake City, UT  
 Harry M. Weir Br. 111 Salt Lake City, UT  
 Marvin O. Emler Br. 507 Madison, WI  
 Andre D. Cross Br. 2 Milwaukee, WI  
 Peter J. Hansen Br. 173 Oshkosh, WI  
 Russell E. Mirek Br. 215 Wausau, WI



# Branch Items

## Albany, New York

Change is happening at a breakneck pace in the Postal Service, from the new joint route adjustment process that is done strictly from your scanner data by a team over Zoom, to the postmaster general's 10-year plan of creating sorting and delivery centers (S&DC). There are several test sites around the country, including two test sites in Utica, NY, and Mid-Hudson, NY.

In Utica, the plan is to take the carrier routes from 24 separate post offices in the surrounding area and combine them into one building. Some of these offices have less than 10 routes; all combined, the new S&DC will then house approximately 200 routes total—with some of these carriers traveling more than 25 miles one way to get to their routes. That is more than an hour a day round trip just to get to their routes and back. This does not even take into account their new commute time from their home to their new office.

In Mid-Hudson, they will be combining 17 offices, or 160 routes, with carriers also traveling an hour a day round trip to the route and back. Utica is first up, with seven outer offices being placed in Utica in February and another five slated to go in June.

There are quite literally hundreds of questions to be considered when combining multiple installations under one roof, and I encourage every member to watch these first test sites closely, as this is the direction the Postal Service is heading under the 10-year plan. Consider what is in your local agreement that is important to you and how that might be affected if you're forced to renegotiate 24 separate installations into one local agreement. Consider, too, how you would fare changing your morning commute from 20 minutes to an hour.

*Norris Beswick, Branch 29*

## Alliance, Ohio

The Branch 297 monthly union meetings have been moved. They will be held the first Tuesday of every month at 7 p.m. Eastern time on March 7, April 4, May 2, June 6, July 4, Aug. 1, Sept. 5, Oct. 3, Nov. 7 and Dec. 5 at Aeonian Brewing Co., 120 W. Chestnut St., Alliance.

*Joshua Lilly, Branch 297*

## Atlanta, Georgia

The Atlanta Letter Carriers, Inc. of Branch 73 will hold its annual meeting on Thursday, April 13, at Branch 73's union hall, located at 1842 Candler Road, Decatur, near the intersection of Glenwood Road. The meeting will begin at 5:30 p.m. prior to the regular meeting. The Atlanta Letter Carriers will conduct the meeting based on COVID-19 restrictions: 1) All members must show proof of vaccination; 2) temperature will be taken; 3) masks on; and 4) social distancing.

*Denise Reed, Branch 73*

## Camden, New Jersey Merged

Branch 540 is not a large branch. We hover around 400 total members. We don't have

any full-time officers—or part-time officers, for that matter. But our elected branch officers take their positions very seriously and provide representation to our members that is second to none. We just held nominations for branch officers, and all our officers were elected by acclamation. We've got a good team here, and our team is growing. It's a good mix of veteran leaders and some youngsters.

I've previously written about some of our younger members stepping up and taking an active role as stewards. Their efforts are giving the other shop stewards some breathing room. For me, their efforts are the light at the end of the tunnel. They say 10 years is a long time for a shop steward. I've been doin' that jam for 25. Being a branch president who delivers a route, and still has to be a shop steward in an instal-



**Albany, NY Branch 29 President Emeritus Joe Pollicino (l) received his 50-year gold card from Branch Secretary Mark Wyszomirsky.**

lation with more than 160 carriers—that's a full-time job right there.

Our branch just held our annual John Finnegan Bowlathon. We hold this event every January, and this year we raised more than \$5,000. Another big shout-out to our MDA director, Karen Dickerson. She does a terrific job every year, and this year was no different, except for the fact we raised more money at this year's bowlathon than any previous year. I also won the Jalen Hurts jersey in the silent auction. How awesome is that? Great job, Karen, and thanks again!

*Chuck Goushian, Branch 540*

## Charlotte, North Carolina

Branch 545 would like to congratulate our fellow brother, Candido Diaz, for attending and completing the NALC's "Formal A and Beyond" training. Thank you for all your hard work and dedication—we know you will continue to be a vital asset to our branch now and in the future.

We would also like to recognize and congratulate our fellow carriers on their recent retirements. First, we would like to congratulate Tim Hairston, who was a carrier assigned to our Downtown Station with 28 years of service. Also, we would like to congratulate Stephanie Firms with 38 years of service and Denise Brown with 17 years of service, both of whom were assigned to our Ballantyne Station.

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. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out.

*Justin Fraley, Branch 545*

## East Lansing, Michigan

Here we are in a new year and two years into the Biden administration, and to my utter surprise, Louis DeJoy is still our postmaster general. I know these things take time, you have to replace a certain number of the postal Board of Governors to get a majority, and there's been COVID-19 and Ukraine as compelling distractions, but still? Biden has replaced the three members of the board who were the most opposed to his worker-friendly policies, and he now has a 5-to-4 majority; shouldn't that be enough to oust DeJoy?

On the other hand, the current PMG didn't oppose Biden's postal reform measures, which passed with great benefit to workers and postal finances. He didn't attempt to influence the election by slowing down the ballots in the midterm elections. He also brought back some sorting machines to improve efficiency, and he just approved a policy change to 90 percent electric vehicles for future mail delivery. All of these things were steps in the right direction. Has he changed his spots? Or, with his buddy Trump being increasingly ignored and circling the drain and about to maybe be indicted, has he wisely decided to at least appear to be cooperative and make nice with the current administration? I would hope for a genuine conversion but would settle for naked self-preservation—as long as good behavior continues. Nevertheless, Biden should be prepared to pull the plug at a moment's notice if need be. The next board meeting is Feb. 9.

*Mark Woodbury, Branch 2555*

## Emerald Coast, Florida

I want to start by saying we have entered Year 2023 just like we ended 2022—in a mess. Currently, there have been few managerial changes within our branch. We in the Fort Walton Beach office have a new postmaster on board; it appears that he is trying to make changes for the best for the office. He is approachable and that is a good thing; if we are having a problem, I can usually go to him and we will straighten it out.

Recently, during our labor-management meeting we discussed communication, and I explained to him that if they (management) did something shady, it was going to get back to me or our stewards. I guess they didn't hear that. I thought I spoke loud enough for everyone in the room to hear me. I have always tried to be up front with management so that when we start filing it is not a shock to them. We have managers, and 204-b's wanting to do our work. And

we file to let them know that we are aware of their violations. We even get farmed out to work in the clerk craft to throw a parcel; that's more money for us to collect and we say "thank you." We have more than enough CCAs and I understand that we are over in clerks in their craft, so I do not know why we are doing all of this cross-crafting.

I want to thank Region 9 for the training it has provided to us to be able to address these continuous violations. On behalf of our branch, I want to wish Franklin Bevel safe travels as he enters the retirement phase of his life. Enjoy your journey.

*Percy Smith Jr., Branch 4559*

## Fargo-West Fargo, North Dakota

**W**e all can do better. It seems like we have overlooked helping and assisting the new carriers who have been hired recently. We need them, and they need us. Starting this job in the winter here in North Dakota is not easy; add into that that if they are new to the area, it can be very stressful. What can we all do better? Initiate a conversation with one of our new carriers, ask them how it is going and if they have any questions. Those who have delivered in the extreme cold, on ice-covered sidewalks, or driven on snow-covered roads, share some tips that have helped you over the years. If you are too pressed on time, maybe take a few minutes at the time clock and engage them. Thanks to Becca and Suzie for bringing this to the forefront and Wayne for addressing the workroom floor at Prairiewood.

Congratulations to our branch president, Cory Carter, on being selected to attend the next Leadership Academy class in Washington, DC.

Thank you to everyone who attended our Christmas party at the Fargo Gastro Pub. It was an enjoyable evening with a mix of current and retired members in attendance.

Congratulations to Megan Kenzler and Luke Burns on their recent conversions to full-time regulars.

On a personal note, I have decided that, after 22 years as a carrier and 12.5 years on the same walking route, it's time to make a change. I have made the switch to finish my career on a driving route. What did I learn delivering the same walking route for so many years? Treat your customers like you would want to be treated and remember that for your elderly customers, you might be the only human interaction they have that day.

*Brian Prisinzano, Branch 205*

## Fresno, California

**D**riving around Fresno on a cold, wet, overcast day. I wonder how I walked in such conditions for 39 years. But, I am proud to say I did.

It would be hot, cold, windy, wet, etc., etc. That does not even include abusive management, dogs, injuries, crazy drivers, rude patrons. I still did the job. I do look back on those years with pride. Many, many good days, with fun memories. Someday all of you will feel the same way.

It does seem that, on social media, some postal employees only complain. Always with a negative attitude. They really need to give themselves a break, and relax. All of that negative attitude and complaining gets old to all of those around you. Chances are that crappy attitude will lead to a crappy workday. A walking route does not get shorter with complaining all the time. It was a job that I look back on with pride.

I do not miss all of the walking. But, I do not look back with resentment. There were good days, and bad days. It's all part of the job. Make the most of it. Then you can retire someday with fond memories, not bitterness.

*Jesse Dominguez, Branch 231*

## Greensboro, North Carolina

**T**houghts during Black History Month:

Our branch still has hybrid monthly meetings—on Zoom and in person. While this remains positive in the current COVID environment, we need to carefully restart our annual picnic and then our banquet that bring together our family members with our workmates. This can help us overcome isolation and division, and promote our healthy union culture.

Nothing is more important to our NALC strength at all levels and to the strength of working people, here and around the world, than our unity. Wall Street capitalists understand that they can maintain their power over us primarily through keeping us pitted against each other. Divide and conquer.

Throughout the history of the United States, white supremacist rule has been central to the oppression of working people of all ethnicities. Likewise, the fight against white supremacy has brought out the best in us. We experienced our greatest democratic upsurge during the Reconstruction Era in the South following the Civil War. Contrary to the Big Lie about Reconstruction, there was much cooperation between the emancipated slaves and the poor Southern whites as both groups, while united, were able to vote and actually function as U.S. citizens for the first time.

Indeed, NALC was founded in 1889 in Milwaukee, WI, at the gathering at their reunion of veterans of the Union Army that had included many heroic African American troops. Together they had liberated 4 million African Americans from U.S. slavery.

Finally, the victorious postal strike of 1970 that brought NALC and other postal workers into the modern labor movement involved outstanding black and white unity, as the civil rights movement was as its peak strength during this very moment.

No wonder, today, white Christian nationalist politicians like Florida Gov. DeSantis are trying to wipe Black history out of U.S. history entirely!

*Richard A. Koritz, Branch 630*

## Hagerstown, Maryland

**G**etting back into the swing of things, I'd like to start off with a belated congratulations to DeShane Conaway on his conversion to full-time regular. It's always great to see another person make regular and truly begin their career. As

more retirements are on the horizon, this will not be the last congratulatory message I write this year, and I look forward to congratulating everybody as they cross the threshold and make regular.

Moving forward, Downtown Hagerstown is scheduled for inspection via the new TIAREAP program in April. The most important thing



**Hattiesburg, MS Branch 938 installed its officers. Pictured (l to r) are Branch President Sam Hill, Branch Vice President and former Branch President Jerry Madden, NALC President Brian L. Renfro and former Branch President Winfred Johnston.**

about this new inspection process is having your scanner with you while you work. The best way to go into consultations with management is to have had your scanner with you while working—that way it will show what you were doing each day. It's much easier to justify a parcel drop taking an extended amount of time when you have your scanner with you at a delivery location than it will be to try to defend leaving your scanner in the truck while you deliver the parcel in the same manner. The easiest way I've found to always keep my scanner on my person is by utilizing the scanner holsters and keeping it on my waist at virtually all times so that I can be properly evaluated by management and not give anybody a reason to deduct time from my route that I spent working diligently.

It is my sincere hope that everybody takes the TIAREAP inspection seriously and protects their route to the best of their abilities. As always, if anybody has any questions regarding the new process, please don't hesitate to reach out to any of the union officials for assistance.

In solidarity—

*Jeremy Kessel, Branch 443*

## Jackson, Michigan

**I**wonder a lot if carriers in year-round warm weather go through the same emotions carriers do in the Midwest or areas where there are four seasons. Could warm-area carriers be in better moods? I know when I have to bundle up in layers and my glasses become foggy because of the scarf around my face, I dream of spring and summer. Warm, sunshine days have to make you a bit more positive.

Now, don't get me wrong—I love Michigan; however, I never in my wildest dreams thought

## Branch Items

I would be delivering mail and packages in below-zero weather. It is challenging, but I'm sure the bright glare of the sun is hard to deliver mail in, too. I bet wiping the sweat from your hands and forehead are more challenging than putting on layers, and taking your gloves off to scan or deliver mail.

Well, my dream is over, and it's back to the cold weather of Michigan. The good news: We have 40 or so days until we start detailing our layers and bringing out the sweat towels.

I ask all of you warm-weather colleagues: Do you slip and fall or slide into ditches, or is that one of Michigan's bonuses?

Have a safe delivery wherever you are!

*Mark Raczkowski, Branch 232*

### Kansas City, Missouri

“I have met the enemy and the enemy is us.” Unfortunately, my brothers and sisters of the satchel, it is the case. It seems that the chronic absenteeism that began a few years ago has finally caught up with us. Not just locally, but on a national scale.

The very thing that has kept the USPS ranked very high as the most trusted federal agency—trust—has been severely damaged. We proudly say that as the “last mile,” we (NALC) are the face of the USPS. In fact, our standard has been that the American people could *trust* that the USPS (NALC) would deliver their mail, parcels, grocery ads and prescriptions six days a week! Our customers believed in us, mostly because of our past history. They wrote and called Congress for us.

What happened? Did this happen overnight? Or was it like in the movies where spies/saboteurs are slowly infiltrated into the operation to disrupt/destroy the mission?

You can't blame an incompetent political hack or an Ivy League nincompoop trying to privatize the USPS for what is happening. This wound is internal, self-inflicted; death from a thousand cuts. Looking for a solution to 12/60? For starters, *everyone* report to work as scheduled.

What used to be a career has apparently now become a job. The difference being a job is where you go to exist right now. A career is an investment into your future. Our craft is like no other. Everybody can't deliver mail. To deliver mail takes commitment, integrity, self-discipline, attention to detail and—most of all—mental toughness.

Before you put “The Eagle” over your heart every morning, ask yourself: “Am I part of the problem or the solution?” Our success or failure depends on the choice you make.

In unionism—

*Calvin Davis, Branch 30*

### Knoxville, Tennessee

Hello, couriers of information!

Having conducted elections, we would like to wish all stewards and officers a “hooray” in continuing the mission in “guarding the contract.”

A shout-out to our new stewards—Don McCammon (South PO), Joshua Yaste (Oak Ridge

PO), Brandon Cummins (North PO) and Walter Lee (West PO)—and a thank-you to the veteran stewards—James Collins II (Cedar Bluff PO), Bobby Walker (West Hills), Tom Howell (Burlington PO), Tony Allen (Maryville PO), Jeremy Acuff (North PO), Jordan Kegley (Concord PO), Scott McCarty (Lenoir City PO), Will Brady (Downtown PO), Kevin Brooks (Jefferson City PO), Robert Gryder (Norwood Station) and Mark Love (Lon-



**New Jersey Merged Branch 38 President Michael J. O'Neill (l) presented branch member Morris L. Detore, a participant in the Great Postal Strike of 1970, with a 65-year pin.**

sdale PO)!

It makes no difference if you are in your first or your 30th year. You are all tasked as guardians of the contract. All of you are seen by your peers as the day-to-day representative of the union. Your example can make you the bearer of good and bad news. You cannot see everything and must rely on your fellow carriers to ensure an abuse-free environment. You must work cooperatively on the job as carriers and with management. Do not seek special favors from management, and do not become blind to contract violations. To avoid this requires that *all* of us, brothers and sisters, work together to achieve common goals either as individual professional letter carriers, but more importantly as a team! You are not expected to know all the answers, but you must be the type of person who enjoys finding them.

United we stand; divided we fall!

*Tony Rodriguez, Branch 419*

### Louisville, Kentucky

Happy New Year! I hope everyone made it into 2023 safely, and again were able to dodge COVID. Carriers are out left and right, and attendance will definitely be the theme for the Post Office this year. Not only do we not have enough carriers, but unfortunately, Louisville has been making the news lately. Not in a good way. Please keep our carriers in prayer as they strive to be safe out here in our city. The old respect for the carrier has been dwindling down. The new generation has come up with no care for the life of others, and we need to be careful and keep our heads on a swivel to make it back home the way we came in.

In closing, just stay safe. Please keep your Kentucky family in your thoughts and prayers. You never know what someone's going through.

*Adriane Shanklin, Branch 14*

### Massachusetts Northeast Merged

Branch 25 had four officers attend the recent Branch Officers Training session in Los Angeles. The training was full of valuable information. Nicole Rhine, Paul Barner and Mack Julion did a great job with both material and presentation. I would highly recommend branches to send officers to future trainings. We focus so much on contractual issues, it is easy to forget about all the things involved in running the branch.

The biggest problem we are facing here is staffing. I know we are not alone with these staffing issues. I have heard from many others across the country where lack of staffing is reaching the point of critical mass. The Postal Service is adopting a policy I refer to as the “get it done at all costs” method to deal with these staffing issues. I have said before—and will continue to say—that this is a losing formula for us letter carriers. Everyone has a breaking point, and the fact of the matter is that many letter carriers are being pushed to their breaking points lately.

In my 27 years in the Postal Service, I have never seen regular carriers quitting at the rate they are now. New carriers are coming into short-staffed offices and deciding that the long-term future of good benefits and a pension is not enough to get past the short-term future of excessive work hours and demands from management. I have spoken to carriers with 30-plus years of service who say they would like to stay longer but due to the current workload they “just can't.” Letter carriers are getting injured and having their mental health taxed as well. I understand the Postal Service is a delivery business, but until management understands that we are also a people business, the current workplace culture will not change.

In solidarity—

*Dan Wheeler, Branch 25*

### Minneapolis, Minnesota

Two months ago, I wrote about what the Technology Integrated Route Evaluation and Adjustment Process (TIAREAP) is. In this article I will attempt to provide further information as well as inform you about what we can do to ensure that the process goes as smoothly as possible.

After being informed that your office has been selected for route inspections, the branch president (or designee) will designate a local office contact (LOC). If you are selected to be a LOC, you will be the point of contact for the evaluation team.

What can you do to ensure that your route evaluation is fair?

Do your job every day like you are being watched, because you are. Seven weeks of your evaluation will be historical data.



Always carry your scanner with you. If you leave it in your truck while delivering, it will flag more events for teams to review.

Explain all growth anticipated in your office. Be as specific as possible. For example, don't tell the team that an apartment complex is being built; tell them that a 100-unit apartment complex is being built. Get the credit that you deserve.

If you are asked about stationary events, answer honestly. It may be an area where you take your afternoon break, etc.

Examine the Workhour Workload report daily. This report should be posted in all offices daily. If it is not, inform your steward.

There are some "parameters" regarding certain aspects of our work duties. For example, 22 minutes for loading your vehicle in the morning, seven minutes for unloading in the afternoon. To clarify, *these parameters are not standards*. Carriers will take as long as necessary to complete these duties; it may take longer or shorter than these times. The sole purpose of these parameters is to assist the REAT in identifying and reviewing potential anomalies.

In solidarity—

*Scott Bultena, Branch 9*

## Monterey, California

**M**arch 17, 1970, a day that will forever change the lives of letter carriers and change a career of begging to a career with binding arbitration. I began my career in April of 1973 in Hawthorne, CA. At that time, everyone wanted a job with the U.S. Post Office. I remember getting a \$1-an-hour raise, and it made a big difference in my life.

Thank you to all those brave men and women who were willing to walk out, in defiance of the "no strike" restrictions and put their jobs on the line so you and I could have a productive career with a future and no more "begging" Congress for a raise.

One of those brave men is our very own Phil Tantillo. He was a member of Branch 6000 and walked out. When Phil received his gold card and 50-year pin, he talked about his experience. I carried mail with his son, Phil Jr., and he told me that his dad came home and explained to the family that it was going to be hard, but it was something that had to be done. Thank you, Brother Tantillo, for your courage to give me a better life.

Craziness is happening in Monterey. We have had a parcel post route for 30-plus years. In management's infinite wisdom, they have taken part of his assignment and assigned it to clerks and custodial staff. Of course, our steward, Phil Padick, recognized this was wrong and has filed a grievance. This carrier is No. 5 on the seniority list and we have 41.30. We will see what happens.

Stay safe and say thank you to those who put their jobs on the line for us. *Thank you, thank you!*

United, we bargain—divided, we beg.

*Patty Cramer, Branch 1310*

## New Orleans, Louisiana

**I**t's the beginning of a new year. All things that were completed or accomplished yesterday or any unfinished business are just a memory. Many, as they do, have made many New Year's resolutions. Whether you carry them out successfully or you fail in your attempts, continue to strive in doing your best. Many resolve to lose weight, earn more money and pursue pleasures. Whatever decisions made, whether resolved or unresolved, continue to carry on. My hope to each and every one of you is that you have good health both physically and mentally. We should look confidently to the future for 2023. Hope for the future!

The Postal Service should have a pretty good upcoming year with goods and services. Parcels should be off the chain. Revenues should be record shattering since postal reform. We are in the mindset to be healthy enough to be competitive with anyone—bring it on. There's no holding us back. We are delivering for America! Let's focus on affirmative things. Let's accentuate the positive. We can only control what is in our power to control. Let us be steadfast in our endeavors on the work floor. Continue to attend meetings. Continue your growth in your attendance on the job. The best ability to do the job is availability. If you are present then you are



**North Texas Br. 4065 President Mitch Hanson (center) presented former Branch President Ken Desmore with a gold pocket watch for his 60 years of service.**

available. Be someone that can be dependable. Keep on grinding. You will seek your reward—retirement.

As we strive to do our very best in whatever aspect life finds you in always endeavor to persevere. Never give up pray incessantly. Keep your eyes on the prize. Happy King Day!

Remember to give to LCFF. I wish each of you happiness and good health.

Yours in unionism—

*Marshall Wayne Smith, Branch 124*

## Norman, Oklahoma

**A**ll members, please be advised that our Union hall has moved locations. After more than 30 years on Main Street, we have moved to 3100 S. Berry Road, Suite 210A. (This is still in Norman, just south of Highway 9 and Berry Road. Upstairs.)

This will, as always, be where we hold all the business of Branch 1491: monthly meetings, ex-

ecutive board meetings and retirement celebrations. Please come join us as we plan the business and events for the coming year!

*Barbara Semke, Branch 1491*

## Norristown, Pennsylvania

**G**reetings and welcome to the show. Today's guests will be Mr. Letter, Mr. and Mrs. Parcel and a special guest, Commander Letter Carrier. But before we get started, I'd like to thank our sponsors: to the weathermen and women who guide us through our week to dress accordingly (like management, they get it wrong a lot) and advo (Red Plum) for giving us sloppy bundles 26 out of 52 weeks (great quality control).

Now Mr. Letter, how do you feel the Post Office is doing? Well, my address said Naples, FL, and I found myself in Seattle, WA. Now the OCR read my address wrong and now nobody is covering up my barcode, so I circled around for a couple of weeks till I ended up at my destination. Sorry to hear that, Mr. Letter; hopefully your next trip will be better.

Now Mrs. and Mrs. Parcel, I hear you were sent out at the same time to the same address but arrived on different days. Well yes, Joel—we both left from a business and right from the beginning we didn't get a starting scan 'cause management wanted to save hours and had a contractor take us to the plant and not have what we paid for and what they advertise. We are fragile and we have a sticker that says it, but the clerks think we are a basketball. I was thrown so high. I almost hit the ceiling. Sorry to hear that, Parcel family.

In closing, Mr. Letter Carrier, what are your thoughts? Unfortunately, I have to hear the complaints when our products are either late or damaged. When the plant takes a picture of a letter that is a hundred miles away and says, "It's on its way," the customer wants it yesterday!

To be continued next article...

*Joel Stimmler, Branch 542*

## Northeast Florida

**T**he February issue of *The Postal Record* listed everyone who contributed to the NALC political action fund. Unfortunately, a majority of many branches that were reported came in below 10 percent of its members contributing. If every member in the NALC donated \$5 a year, that would bring in about \$1.4 million to use for political efforts. As a state letter carrier congressional liaison, I know firsthand the time and effort we put in to contacting legislators to support letter carrier issues; in addition, we here in Florida are also active in state and local issues with those legislators.

Our illustrious governor is trying to enact legislation to bust the teachers unions. If their membership falls below a certain percentage, they will be decertified. He is also trying to stop their automatic dues deduction and forcing them to collect dues individually. It is important to know that this is the only union he is going after. However, if the legislation passes, then it is only a matter of time before he goes after other unions.

## Branch Items

It is important to contribute so that we can get elected those who will support our issues. The February issue has all the forms and information for you to contribute. Please consider it.

*Bob Henning, Branch 53*

### Phoenix, Arizona

**G**reetings from Arizona! Hope your winter is getting better. I have not written in a long time and hope to remedy that this year.

Our carriers are suffering through the long hours, as most of you are. They are fortunate in that they do not have to deal with the harsh winter weather that a lot of you push through.

After some serious thought, I have signed up for the new NALC health plan option: High Option, Aetna Medicare Advantage for us retirees. I plan to let you know how it works out for us. So far, I am pleased with the transition and the helpful support staff at Aetna. I have been with the NALC HBP since the '80s and I trust our union to offer a good "deal." We figured our monthly savings to add up to about \$250 a month, before any savings on glasses or hearing aids. I have not had any issues to date with using all of my prior providers. I like that there are still no co-pays and no referral requirement for specialists.

More to come! My best!

*Al Linde, Branch 576*

### Pittsburgh, Pennsylvania

**L**ast month, Branch 84 lost an absolute *mon-*ster from its ranks. Former President Joyce Rock passed away on Jan. 18 after a short battle with cancer. She was the first female treasurer, VP, EVP and president of the branch.

Joyce was coming up through the branch ranks as I was cutting my teeth and becoming "union-curious." Her name was beginning to be recognized within the Pittsburgh District. She was laser-focused on the items and business of the city letter carrier, almost as if it were woven into her. Her presence had a "gravitas" to it that was palpable.

I remember receiving a call from former Branch 84 President Michael Plaskon in which he'd relayed to me that he had spoken to Joyce recently and she had inquired about me and how I was doing. I asked him to forward my number and that I would love to hear from her if she was so inclined. To my surprise, she called! Hearing her voice was like slipping into an old, well-worn, comfortable pair of slippers. We spoke for 10 to 15 minutes about, well, almost nothing regarding the Postal Service. It was apparent to me that she had truly moved on to the next stage of her life, and it struck me as bittersweet. I was happy for her, but I missed the bulldog I remembered.

Joyce Rock was undoubtedly about the contract; so much so that managers would groan and uncontractual carriers would slink away in that presence I mentioned earlier. I don't think that I've ever met any union official who carried themselves with the confidence that Sister Rock had. I guess I say all of that to say this: Rest easy, sister; for you have helped shape more members in Branch 84 than you'd probably re-

alized. You have been missed, are missed and will be missed.

*John Conger II, Branch 84*

### Providence, Rhode Island

**W**ell, I've reached the point where I'm convinced staffing will continue to be an issue indefinitely. Here we are a couple of months out from the holiday season; however, you wouldn't know that based on how much we are still working. The ability to retain CCAs just isn't there. It seems the respect and value of working for USPS and the current state of mind of our workforce have declined dramatically over time.

I remember when I was hired—even just eight years ago, there was a certain type of prestige for working as a letter carrier. And maybe my perception has just become jaded over the



**Sioux Falls, SD Br. 491 member Shannon Cole received a hero pin for helping a lost young child on her route find safety. Pictured (l to r) are Branch President Mark DeBelts, Region 7 RAA Joel Malkush and Cole.**

years, but it seems that isn't the case anymore. I'm sure there are a lot of factors at play here (mostly incompetence by management, in my opinion), but nevertheless, solutions to these issues are above my pay grade.

A work/life balance becomes hard to maintain when you're working 10 hours a day, six days a week. Just last month, I had to take a whole day off just to get some laundry, dishes and other things done. For those on the overtime desired list, including myself, it's good to a certain extent, but there becomes a point where it's too much.

On the bright side, we had a relatively warm winter here in the Northeast, outside a couple days last month, which unfortunately resulted in one of our few CCAs quitting from our station because it was too cold. I had hoped not too long ago about CCA retention, but it's still just a constant revolving door. I'm not sure where the solution lies, but it's probably not with management, so my bet would be on it continuing to be unresolved. My optimism is dwindling with each passing day. Hopefully, I'm proved wrong.

*Anthony Turcotte, Branch 15*

### Racine, Wisconsin

**A** group of resting otters is called a "raft." The average U.S. household has 300,000 things in it. Now ya know.

In January, Branch 436 held our Christmas party/retiree banquet. While our newly re-

lected president, Paul Hummer, was speaking, I took notice our retired past presidents of Branch 436 in attendance. Fair to say half our membership might not know our former presidents. President Hummer joins a small and elite group of presidents tasked with protecting the membership, preserving our past and looking forward to the future. President Obama remarked in 2016 as the presidency passed to President Trump that this isn't a race; we just "pass the baton" and do what we can. So congratulations and good luck to President Hummer and the newly sworn-in executive council.

Walking or driving our routes year in and year out puts us at a unique advantage. We see it all. The impact we have, although briefly on a daily basis, on the people we meet every day is pretty daunting. How many customers remember you long after you've moved on to another route? Do they point you out in the grocery store, out and about, or do the now adult kids remember you as they were growing up? The same is true for carriers. How many customers have you come into contact with that have made some type of impact on your life? Face it, we live in an inter-connecting world.

Branch 436 would like to congratulate our newest retiree. Jay Keleske retired in January. Quiet with a dry sense of humor, Jay is "that" guy who will truly be missed. If there was ever a "MacGyver" at your workplace, JJ was ours. It's been a heck of a ride, Jay—enjoy your retirement!

*Chris Paige, Branch 436*

### Roanoke, Virginia

**I**n accordance with Article 3 of the bylaws of Star City Branch 524, this is an official notice to all members of Branch 524. The monthly Branch 524 business meeting of Tuesday, Oct. 10, is now scheduled for Tuesday, Oct. 17. The time of the meeting remains at 7 p.m.

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

*John "Jack" M. Green, Branch 524*

### Rochester, New Hampshire

**T**o all members of Branch 990: Please be advised that, as of our Dec. 14, 2022, regular union meeting, our newly elected officers are as follows: Mike Murphy—president, Brian Croteau—vice president, Matthew Demens—treasurer and Jennifer Hurrinus—secretary.

*Mike Langelier, Branch 990*

### Rockville, Maryland

**W**e won 14 pre-arbs out of our Frederick office, paying our ODLs and non-ODLs \$13,588! Most of the money went to the non-ODLs because we had already won double-time for the ODLs at Step B. When that money is added in, we won more than \$20,000. The non-ODLs were paid triple time. The cost to management to deliver mail in violation of Article 8 amounted to \$175 per hour, and \$105 per hour for the non-ODLs. I bet management will comply with Article 8 now!

I want to thank RAAs Tonya Detrick and Hugh McElroy for the fine work they did in order to achieve these huge grievance settlements. A thank-you to our vice president, Chuck Clark, who appealed these cases to Step B, and a shout-out to stewards Chris Wiles and Viktor Fraker for initiating these grievances. This was truly a team effort.

We have a new postmaster in Frederick and she seems to want to comply with our contract. It would be fantastic to be able to work with a postmaster instead of always having to grieve everything. Time will tell if she will be as good to our members as she appears to be.

I also want to thank our steward, Steve Klein, who settled a grievance in Gaithersburg for \$13,438.29 for an inequitable distribution of overtime issue. Great job, Steve!

We got some sad news that our former national business agent, Richard Gentry, passed away. He was a great guy and was instrumental in getting the template language changed on grievance resolutions so we could escalate the remedies. His family requested, in lieu of flowers, to please send a donation to Creeds Volunteer Rescue Squad. At our February union meeting, a motion was passed to send them \$100 in honor and memory of Richard Gentry.

In the struggle—

*Kenneth Lerch, Branch 3825*

## St. Louis, Missouri

The lack of adequate staffing continues to plague the efficient operations in the St. Louis Division as management continuously fails to do their duty to hire and train personnel.

We know from the St. Louis PMG that they have authorization to hire 300 new CCAs, yet that figure is woefully unfilled by more than half. Who is responsible for these unfilled vacancies? Who's in charge?

Regular carriers are bearing the brunt of management's inaction by being forced to work overtime on a regular basis. To that end, many carriers are hitting the 12/60-hour limitation on a weekly basis. Overtime is great if you want it, but if inadequate staffing is forcing carriers to work against their wishes and the cause is management's inaction to hire, something's going to give.

Working late into the evening hours results in fatigue, which lends itself to illness. Many regular carriers find themselves having to call in sick just to get a day's rest. Management's solution? Harass the carrier by demanding medical documentation even for absences of three days or less. Carriers are threatened with discipline for taking a couple of days sick leave.

So, what happens when you're understaffed to begin with and you begin throwing carriers off the clock for failure to maintain? Well, now you have even fewer carriers to deliver the mail. And what's management's response when asked why they are pursuing discipline instead of fixing the problem? The answer is always, "I'm told I must do that," "My manager is instructing me to do that," or "Downtown says I must do that." When will this madness end?

The quality of service to the public is being destroyed by incompetent idiots in positions of management. Something needs to be done!

*Tom Schulte, Branch 343*

## St. Paul, Minnesota

A local boy once sang, "the times they are a-changin'," and there certainly have been some big changes here at Branch 28. Our president, Joel Malkush, stepped down at the end of 2022 in order to take a position as an RAA for Region 7. We're extremely proud to have one of our members step into a bigger role within the union, and we're all excited to see everything Joel does next.

With former President Malkush moving on, our executive vice president, Chris Antoncich, steps into the role of president. If you've been to a meeting, branch picnic or holiday party, you know Chris and know that the branch is in good hands. I'd wish both Joel and Chris luck, but we all know they won't need it because they're going to do great. Instead, congratulations to both of you!

Those aren't the only changes coming, though—some of our stations have already moved to the new scanner clock-in, and it sounds like it'll be only a matter of time before it's going to be all across our branch and the nation. The changeover seems to be working as smoothly as any of the new initiatives management dreams up. It looks like we're all going to have to keep a tally on our hours to make sure it's working correctly.

We've also heard the rumblings of this new station consolidation plan that our brothers and sisters out East are starting to experience. We have yet to hear when or how this will affect us here at Branch 28, but it seems like only a matter of time at this point. It's going to cause a lot of new challenges, but if we all stand together and help each other, we'll get through it. Solidarity forever!

*Kaylee Valerius, Branch 28*

## San Antonio, Texas

Hello from the Alamo City!

There have been some exciting new developments in Branch 421. Branch President Richard Gould has been selected to serve as regional grievance assistant, and a better selec-



**Members of Northeast Florida Br. 53 participated in the Jacksonville, FL, Martin Luther King Jr. Day parade.**

tion could not have been made. We are looking forward to seeing the great work Richard does around the region.

Stepping up to replace Richard as branch president is Louise Jordan, who has been serving as branch vice president, and she has appointed Esteban Ramirez IV as vice president. Confidence is high that the branch will continue to be in good hands.

Elections in stations resulted in new stewards taking over in several offices in and around San Antonio. We are grateful to these stewards for accepting the challenge of representing letter carriers in what appears to be the endless battle against management's disregard for the contract we all agreed to. Recognizing that knowledge is power, Louise and Esteban have planned several training sessions for stewards in addition to the monthly steward meetings, and early indications are that the incoming stewards are very sharp and enthusiastic.

The city of San Antonio's annual Martin Luther King Jr. Day March returned on Jan. 16 for the first time since the pandemic began in 2020. Several members of Branch 421 were proud to join tens of thousands of other participants in a three-mile-long trek on the city's east side to honor the birthday and legacy of the slain civil rights leader.

Preparations are underway for softball and golf tournaments to build camaraderie and raise money for charity, further exemplifying the

## COLA: Cost-of-living adjustment

- ▶ Following the release of the January consumer price index (CPI), the seventh cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is **\$208 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 **0.6 percent**. The 2024 COLA will be finalized with the publication of the September 2023 CPI in October 2023.

- ▶ The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **0.9 percent** following the release of the January CPI. This COLA is based on the change in the CPI between December 2022 and December 2023.

Visit [nalc.org](http://nalc.org) for the latest updates.



# Branch Items

positive direction the branch is heading. These developments and the continued tenacity of branch leadership make me proud to be a member of Alamo Branch 421.

In solidarity—

*Jim Ruetze, Branch 421*

## Seattle, Washington

Poor shop stewards, always taking it on the chin. When people are afraid to take their frustrations out on the boss, whence they come, they turn on the steward. I don't get that, but I did "get it" when I was a steward. How come I have to work my day off? Why can't I get a route cut? Where's my clothing allowance, where's my overtime settlement, my, my, my? My hands are tied. Some things are out of my control. You understand the frustrations, but the blame and anger are often misplaced. Stewards don't make schedules, they aren't responsible for idiotic street times, and they don't mandate people to work 12-hour days or seven days a week.

Stewards are just people, they're not wizards, and they don't have superpowers. They can't turn these nuts into compassionate and fair-minded people, and stewards can't morph those mentally incapable dolts into people who are astute enough to follow the contractual rights, rules and regulations. I mean, Jesus, and they're not Him either. Although in my opinion, our stewards, under the circumstances, are real miracle workers.

Stewards take a lot of work home with them, and I'm not sure everyone understands that, but they should. Just think of what their work ethic has to be—first to take on their own assignment, then take on everyone else's issues, and then take on management as well. Let me tell you these nuts and dolts are not happy campers when they see the shop steward approaching their kiosk. There's no kid gloves, no Queensberry Rules, not even polite conversation before the things get downright nasty. Anyone holding down a shop steward position in today's work environment deserves our respect at least, and



**NALC President Brian L. Renfro (standing, l) installed the officers of Philadelphia, PA Br. 157, including new Branch President Tim Mulvenna (standing, r).**

they have my admiration for the stellar work they do on behalf of us all.

*Don Nokes, Branch 79*

## South Jersey, New Jersey

“Deems Desirable.”

This is the latest method the New Jersey District is starting to implement on its employees. I thought I was missing something in the *ELM*, when I was told managers are now placing people on the Deems Desirable list for absences they believe requires documentation. The old days of placing people on the Restricted Sick Leave list are now obsolete? That is what I am being told is the new method of addressing attendance issues.

The problem with this thinking is there hasn't been any changes to the manuals that would allow management to start implementing this type of harassment. My interest became piqued when I got a copy of the memo to our national president with regard to an enhancement to eRMS regarding this function. It appears this district is putting people on the Deems Desired list without giving them notice, and only become aware they need documentation when they call out. I guess some new genius in our district thinks that bypassing the procedure of

addressing attendance issues will stop people from calling out.

Instead of trying to change the manuals with a short-cut to discipline, how about taking the time and do what the manuals say on how to address employees with attendance issues? Even though Postal Service representatives have put out a memo on how they should handle employees before placing them on this list, they refuse to do their job and follow their own internal guidelines. It amazes me when we begin negotiating a new contract how management starts to turn up the heat on certain areas of our job.

I expect we will be seeing many other initiatives moving forward, which I will be reporting on in the future as they gear up for negotiations. Stay safe.

*Gary DiGiacomo, Branch 908*

## Southeast Pennsylvania Merged

We recently had a shake-up in the Philadelphia USPS management structure. We now have an acting district manager. I emphasize “acting” because it means “temporary,” but for us carriers it means “acting up.” Of course, when this happens, the stuff rolls downhill fast.

The very first action he took was to focus on our staffing short offices. Mail was being rotated with routes not going out daily. Our carriers were being worked to the bone with forced overtime. This brings us to the inevitable issue of attendance. Our attendance had gotten so bad during the pandemic that it has caused some bad habits.

Many of us think that if they supply doctor's notes that it excuses their unscheduled absence. It does not. The fact that it is unscheduled is the problem. The only thing that excuses an absence is FMLA protection. There are criteria to qualify for FMLA protection, but once your sickness or condition is accepted, the absence will not count against you. So, the best way to avoid unscheduled absences is to schedule them if possible. Doctor's, dental appointments, etc., if scheduled in advance will not

## How to submit items

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

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

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

10. Items received after the deadline will be held for the next issue.

**Word limit:** The *NALC Constitution* (Article 9, Section 1.b) limits items to **300 words**. Submissions that are too long or violate the prohibition on defamatory or unlawful matter (such as electioneering) cannot be printed.

**To submit items by mail:** Use upper and lower case letters (not all capitals) on one sheet of 8.5 x 11” paper. Use an easy-to-read font (no scripts) and print in black. Mail to *The Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Branch Item, State Summary, Retiree Report, Election Notice, etc.); where it comes from; the person sending it; and how to contact the sender.

**To submit items by e-mail:** Send to [postalrecord@nalc.org](mailto: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](http://nalc.org) or in one of NALC's social media accounts.

count as unscheduled. But if you are incapacitated for work, please keep a note so that when you are questioned about it later you won't sound like someone who doesn't care.

The objective is to allow you to work, prosper and provide for your family. As we are finally getting our staffing back, you know management will now look to exercise all the new training they have received to discipline us. Let's not forget how inexperienced their new management workforce is. And no, they don't train them to be nasty, mean and illiterate. Some of them just are! But they will only get away with what we allow.

#TheyWillBeOutMoreForDriverObservations-SoBeware!

*Eric Jackson, Branch 725*

## Springfield, Ohio

**R**oute inspections continue officewide, with live weeks through the last week of March. By now, everyone should be taking their scanner with them every time they leave their vehicle (except lunch).

The new postmaster, his supervisors and President DeWell continue working hard to improve the work climate in Springfield. These positive steps mean that more CCAs are staying on the job, although we are still eight CCAs short of a full complement.

This means that forced overtime is being curtailed by management as much as possible. Remember that as a full-time regular, you are not guaranteed overtime. You are only guaranteed 40 hours of work a week.

Article 8 of the contract mandates that CCAs are given the forced overtime before full-time regulars. This upsets some carriers who depend on overtime. After years of complaints about forced overtime, some carriers now complain about not enough overtime. Can't win for trying. If you have any questions about this, please see President DeWell or V.P. Rob Green.

Regional Administrative Assistant John Collins recently retired. John always gave us great support. It was John, along with President DeWell (who gathered and collated years of contractual overtime violations), who argued and ultimately got Springfield awarded the admin leave we enjoy today. At that time, Springfield was only the fourth branch in the region to successfully win admin leave.

Mike Brim has replaced John as RAA. Mike is the perfect choice to replace John. Mike has visited Springfield before to support President DeWell on several grievances. I have met Mike, and he is ferocious about protecting letter carriers' contractual rights.

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

**C**ongratulations and thank you to the newly elected officers of Branch 513! They are President Chris Rhoamond; Vice President and Steward Stoney Caricofe; Treasurer Dorwon

Lam; food drive coordinators Megan Vernon, Tom Miller and me; and state convention delegates Stoney Caricofe and me. Proud to be part of this awesome team.

Special thanks and tribute are deserved by President Tom Miller. His decades-long service to the branch, along with his respectful and thoughtful leadership, is an inspiration. Fortunately for all of us, he will continue to carry mail and mentor the new officers, sharing his experi-



**In celebration of Black History Month, switchboard operator Cortenia Smith performed a one-person show on the life and legacy of Harriet Tubman for the officers and staff of NALC Headquarters on Feb. 9.**

ence and wisdom. I look forward to working with him and Megan Vernon to help make the food drive the best it can be for our customers, our community and our members.

It was an honor to witness the swearing in of our national officers. Our outgoing officers will be missed, but their retirement is well deserved. Personally, I thank Fred Rolando and Lew Drass, not only for their sacrifices and leadership, but for their support and opportunities to grow. I learned so much from them and I wouldn't be the activist I am today without them.

Regardless of who you voted for in last fall's NALC elections, the best possible things we can do for ourselves and our union are to participate in, communicate with, and contribute to the NALC constructively. And the best possible things our leaders can do are to listen to, fight for, communicate with, and mentor the members. Personally, I would like to see a continued deliberate effort to encourage, train and support members with the goal of seeing the members and their unique perspectives reflected at every level of the leadership of this amazing democratic union.

Together we can keep improving the lives of letter carriers! Happy New Year!

*Cindy Connors, Branch 513*

## Toledo, Ohio

**T**IAREAP continues to progress within the stations served by Branch 100. Implementation of the additions to zone 43617 at the Reynolds Corners Station should be completed soon. At the Perrysburg Post Office, the results appear to suggest that the changes to routes will be minimal. Zone 43615 at Reynolds Corners is next on the schedule. Rumor has it that the Postal Ser-

vice will be conducting unilateral inspections in the spring.

The Postal Service has initiated the program using scanners for all clock rings. There appear to be some glitches that need to be fixed. Some stations lack enough scanners.

Officers and stewards were sworn in at our January meeting by National's director of life insurance, Jim Yates. Our special events committee provided attendees with food after the meeting. Our members in attendance at our February meeting enjoyed a sampling of foods in observance of Black History Month. The next event on the calendar is Letter Carrier Appreciation Night at the Toledo Walleye hockey game at The Huntington Center. Members can participate in the free skating after the game. Food and soft drinks will be provided by the branch.

In mid-March we will be sending a group to the Committee of Presidents meeting in nearby Detroit, MI. We are making final arrangements to send a group of stewards to the training in Syracuse, NY, in early April. We are also making plans to attend the Ohio State Association's legislative conference in Washington, DC, in late April. Looks like it's going to be a busy couple of months.

*Ray Bricker, Branch 100*

## Tri-Valley, California

**E**ffort produces results. It's true in sports, in business, and also while serving as a shop steward. It's true that when we sacrifice our time in service toward others for a good cause, and make monetary donations faithfully, we'll see great things happen from our efforts.

I, like many others, had the opportunity to work with Greg Gaddis, who just recently retired as a branch trustee and NALC advocate. His hard work and dedication provided excellence to the NALC brand. He conducted union business in a profound manner that demonstrated tenacity that I admired and respected. Moreover, Greg served our union well as a station chief shop steward and branch trustee well beyond his retirement years from the Postal Service.

Mr. Gaddis was able to work through adversity; he was an example of when the going gets tough, the tough get going. Even in times of frustration while doing the work as a shop steward, which most union advocates experience throughout their career, Greg addressed union related matters professionally, and was able to see the forest in between the trees, which in most cases resulted in success.

I have a few fond memories with Greg while working daily with him at the branch. However, the fondest times were dealing with his reactions whenever there were problems with the branch computers or problems with our internet connections. I'll just put it like this: Hell hath no fury like Greg Gaddis without the use of his computer at work. And, needless to say, I had to learn how to maintain the efficiency of our computers and internet quickly.

And, for the reasons that I just stated above, I will always be grateful and thankful for Greg's efforts, and I wish him a happy and blessed retirement.

*James C. Perryman Jr., Branch 2902*



# Auxiliary Update



Samantha Yerg  
Treasurer

## National Auxiliary Board

News and updates from the officers



Cynthia Martinez  
President



Crystal Bragg  
Secretary

### From the Treasurer

Brothers and sisters, I sit here writing as the snow falls outside and realize it has already been six months since our Chicago convention, attended by 46 of our delegates. A group discussion led us to the agreement to set up a social media site where members can go to for advice and encouragement. I have great belief that we will all use the site for ways to improve and grow our local and state membership.

Having a good relationship with your home branch is always going to be rewarding. Volunteer to help at branch events. It's a great way to stay involved, and it shows your branch you are there when needed. You are needed! It is our mission to support all of NALC's goals. This includes political and charitable events. My home branch, Branch 100, gives me all the support I ask of them. They know that I will always have the union's best interest at the forefront of any event. We are on the same team.

Those who were in Chicago witnessed the support of my home branch. Every delegate came down to our installation of officers. It was a wonderful surprise—I was surprised *again* at our annual Labor Day parade and picnic with balloons and cakes from our branch.

The rest of 2022 and beginning of 2023 have been very busy in Toledo! On Nov. 3 we had a catered luncheon for our retirees. (Our 50- and 60-year members were recognized at a dinner June 25, with our annual MDA golf tournament

held the next morning.) Dec. 10 was the annual holiday party with Dec. 21 being reserved for all letter carriers to enjoy the Lights Before Christmas at Toledo Zoo. A warming station was set up in the Museum of Science for all of the carriers and their loved ones to enjoy hot coffee, tea or cocoa and some yummy desserts. On Jan. 4 we hosted NALC Director of Life Insurance Jim Yates, and Region 11 Regional Administrative Assistants Dave Kennedy and Mike Brim. Jim Yates installed our officers and then all were treated to dinner. February brought our annual Black History Month dinner and a Toledo walleye game for members to enjoy. Next on the agenda is to prepare for the Letter Carriers' Stamp Out Hunger Food Drive.

Our Auxiliary has been advocating for let-

ter carriers since 1905. That is a long winning streak. I am looking forward to our future and what we can accomplish when we all work together to achieve our goals! The caterpillar works hard to become the butterfly.

*Samantha Yerg*

### From the President

An important note: All money for Auxiliary dues and donations first go to our secretary to be recorded.

Due to a snafu with our stationary, membership lists have been delayed. They should be coming out shortly. Thank you for your patience.

*Cynthia Martinez*

## AUXILIARY OFFICERS

### Cynthia Martinez, President

3532 W. Mauna Loa Lane  
Phoenix, AZ 85053  
602-505-2215  
canslm@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  
Gibsonburg, OH 43431  
419-410-6162  
samanthayerg@yahoo.com



Top: Toledo, OH Branch 100 held a catered luncheon for its retirees in November. Above: NALC Director of Life Insurance Jim Yates (at podium) installed officers.





## From the Trustees

Since 1963, Nalcrest has provided comfortable and affordable housing to retirees looking forward to spending their retirement years in the warmth and sunshine of Florida. Along the way, Nalcrest has seen its ups and downs, and there have been many precarious times, but it has endured.

Today, Nalcrest has blossomed into a community that is sought after by letter carriers from across the country. There is currently a waiting list of more than 275 current and pending NALC retirees anxiously awaiting the opportunity to live at Nalcrest. Lured by not only the year-round sunshine, but also the amenities offered, and the fact that it is incredibly affordable, there seems to be no end to the long line of pending residents.

In order for Nalcrest to thrive like it has, there had to be people willing to make the tough decisions. We are family at Nalcrest, but there are times when a business decision has to be made in the best interest of Nalcrest. The current

trustees who have made those decisions are in the process of transitioning out and bringing in some new trustees to carry the torch in the future!

Recently, Tom Young, a gold card member—as well as former director of the NALC Health Benefit Plan, national business agent for Region 1, and many state and local positions—concluded his many years of serving as a Nalcrest trustee. Tom has been one of those dedicated union brothers who was always able to dig deep and

come up with the necessary facts to help arrive at the right decision.

Nalcrest has prospered as a result of his input, and his absence will be felt by all of us who have served with him. One factor that will ease his absence, however, is that the retiring national president, Fred Rolando, will continue his presence on the Nalcrest Board of Trustees. We wish Tom a happy, healthy and well-deserved retirement.

*Don Southern*

## Apply to live at Nalcrest

For an application to live at Nalcrest, visit [nalc.org/nalcrest](http://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 thank former Nalcrest Trustees Vice President Tom Young for his many years of service. Pictured (from l to r) are Nalcrest Trustees President Matty Rose, Young and NALC Trustees Vice President Don Southern.



# Mutual Exchanges

**CA: Los Angeles (6/01) to Tucson, AZ.** Many bid stations; lots of OT, if desired. Great weather year-round. Regular city carriers only. Family reasons. Saul, 626-590-4950 or sauloliveros@sbcglobal.net.

**FL: Boynton Beach (12/17) to Clermont, Groveland, Howey in the Hills, Leesburg, Ocee, Winter Garden, FL or surrounding areas.** Three bidding offices; OT if desired. Minutes from the beach. Evan, 561-707-4758 or evo31benz@hotmail.com.

**FL: Lake Wales (1/98) to Naples, Fort Myers, FL.** Seeking mutual exchange. Regular carriers only. My route is curbside and park-and-loop. One hour or less from Tampa and Orlando. Trying to transfer because of family reasons. Juan, 863-446-5819 or jcpperez@centurylink.net.

**HI: Honolulu (7/21) to Southaven, MS or surrounding areas.** Mutual exchange June 2023. T-6 string (mixed routes) with available OT. Jackie,

843-367-3507 or jlavernetyson@yahoo.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 conveniences and highway. Great office with lots of OT, if desired. Eugene, 224-545-6985 or ecxman1967@gmail.com.

**PA: Pittsburgh (5/19) to Phoenix, AZ or surrounding area.** Timothy, 717-

439-0063 (text or call) or 24ktlg@gmail.com.

**UT: Salt Lake City (10/98) to Raleigh, NC or surrounding areas.** Seeking mutual exchange. Plenty of OT, if wanted; walking route; bidding opportunities to other offices. 30 minutes from mountain recreations; boating, skiing, camping. For family reasons. Scott, 801-949-6352 or svrnieuw@gmail.com.

## How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., March's deadline is for the April publication. Mail ad with check (payable to NALC) to: Mutual Exchange Ads, *Postal Record*, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

**Note:** Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

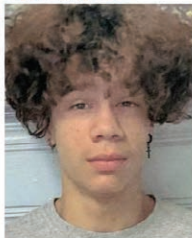


### MISSING

HELP BRING ME HOME

NCMEC: 1465741

#### Luis Soto



Missing Since: Nov 13, 2022  
Missing From: Centereach, NY  
DOB: Aug 16, 2006  
Age Now: 16  
Sex: Male  
Race: Hispanic  
Hair Color: Brown  
Eye Color: Brown  
Height: 5'5"  
Weight: 120 lbs

Luis was last seen November 13, 2022.

### DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

### CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)  
Suffolk County Police Department (New York) 1-631-852-2677

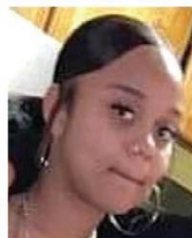


### MISSING

HELP BRING ME HOME

NCMEC: 1467932

#### Shekinah Mimms



Missing Since: Nov 27, 2022  
Missing From: San Diego, CA  
DOB: Oct 8, 2006  
Age Now: 16  
Sex: Female  
Race: Black  
Hair Color: Black  
Eye Color: Brown  
Height: 5'4"  
Weight: 133 lbs

Shekinah was last seen on November 27, 2022.

### DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

### CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)  
San Diego County Sheriff's Department (California) 1-858-565-5200

# 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.

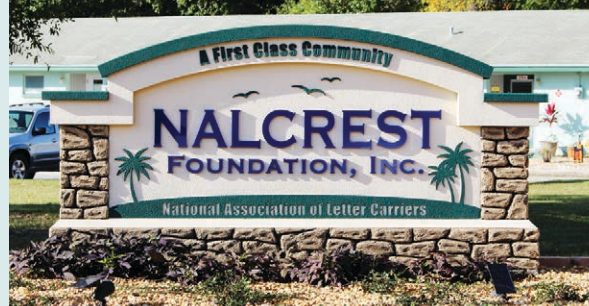
Signature: \_\_\_\_\_

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**