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The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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- ✓ Social Security Fairness Act
- ✓ Federal Retirement Fairness Act
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- ✓ New investment strategy for USPS retirement funds

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More action needed to prevent crimes against letter carriers



Brian L. Renfroe

In my installation speech in December, I spoke about the horrific wave of crimes against letter carriers and the hold such incidents have taken in many areas across the country. More and more, letter carriers are working in fear because they are being attacked by violent criminals who rob letter carriers of their mail or their keys to later steal from collection boxes. Unfortunately, such robberies have become much more frequent.

As I have previously stated, we have been working with postal management, the Postal Inspection Service and the Office of Inspector General regarding the growing level

of crime and violence against letter carriers. A few weeks ago, I met with Postmaster General Louis DeJoy, Deputy Postmaster General Doug Tulino and Chief Postal Inspector Gary Barksdale to further discuss these problems and potential solutions.

The increasing level of crime and robberies over the last few years is staggering. From USPS's Fiscal Year 2019 to Fiscal Year 2022, the number of thefts from mail receptacles has almost doubled. In that same time, the number of robberies against letter carriers has increased more than fivefold. This trend must be stopped. We cannot stand by and allow these appalling crimes to persist. Drastic measures are needed to protect letter carriers now.

USPS is currently testing new methods of reinforcement to better secure collection boxes, and it plans to expand these security enhancements in various locations throughout the country. Efforts such as this are a good start, but more action is needed.

At my meeting with Postmaster General DeJoy, Deputy Postmaster General Tulino and Chief Postal Inspector Barksdale, we committed to work together on initiatives to better protect letter carriers from violent criminals. We discussed starting by focusing on the known highest-crime areas and on the need for a concerted effort from everyone involved in these areas to solve the problem.

It's going to take local USPS officials, NALC representatives, law enforcement organizations, civic organizations, political representatives and citizens all working together

to bring awareness to the problem and ultimately to stop these crimes. It's also going to take enhanced internal USPS communications regarding steps employees can take to safeguard themselves and each other.

As a union, we must do all we can do to make this problem stop. As president of this union, I am committed to taking any and all steps necessary to do just that.

“We cannot stand by and allow these appalling crimes to persist. Drastic measures are needed to protect letter carriers now.”

Gearing up for the food drive

This year marks 31 years since the first letter carriers' food drive. As everyone knows, the Stamp Out Hunger Food Drive has been a huge success throughout the years, collecting more than 1.8 billion pounds of food for America's food banks in the communities we serve every day. We are proud of our efforts, which have made a difference for so many people across the country. Such success does not come easy though.

The food drive wouldn't be possible without the support of our national partners—the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, the Kellogg Co. and CVS Health. Our partnership with these organizations is key to our success. With their support, we receive assistance with paying for postcards, providing food donation bags for our customers, organizing volunteers, and getting the word out about the food drive. They also donate incredible amounts of food and money to food pantries nationwide.

Most importantly, none of our food drive success would be possible without the hard work and dedication of our local branch officers, food drive coordinators and letter carriers who work tirelessly to organize and execute the largest single-day food drive in the country. I'd like to thank all our volunteers, organizers, sponsors and letter carriers throughout the country for all that you do to help feed those facing food insecurity. I look forward to all we will accomplish for our communities this year on Saturday, May 13.



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He Walks the (Route...)



**Philip
Dine**

What do you get if you start with a father and son's love for a country music icon, combine it with a letter carrier's move from Nashua to Nashville, add a Christmas Eve miracle baby who shared their sentiments about the Man in Black, and toss in a marvelous postage stamp?

You get the story of Mike Charest.

The Nashville Branch 4 member grew up in Nashua, NH, where he acquired from his father a devotion to country music and especially to Johnny Cash, whose first major hit—"I Walk the Line"—became his trademark song, one he played at every concert over his 50-year career. He would stride on stage clad in black, say simply "Hello, I'm Johnny Cash,"

and perform.

The Charest household contained a prized guitar autographed by Cash, which Mike wouldn't play, lest he degrade the signature.

Following a stint at a defense facility, Mike spent 14 years as a rural carrier. Twenty years ago, Mike's father arranged a trip to Nashville with his son and enlisted a local resident/Johnny Cash fan to guide them.

The moment Mike and Judy set eyes on each other, they knew. Their May 29, 2004, Nashville wedding featured the Cash classic, "Ring of Fire." They settled in Nashua, but so Judy could be near her family, Mike transferred to Nashville, where he met members of the Cash family and other country musicians.

Recently retired Branch 4 President Dave Clark (not, despite this column's musical focus, the Dave Clark Five's frontman) fondly recalls being inundated with questions from a new city carrier intent on doing the job right.

Judy, who'd been personal assistant to the legendary Waylon Jennings—a peer of Johnny Cash, whom she also knew—was known locally as the Christmas Eve miracle baby. Decades earlier, on Dec. 24, her mother had jumped off a bridge into the frigid river 90 feet below, clutching her 3-month-old baby.

A man took tiny Judy in his arms but didn't think she had survived—until, to his relief, she coughed up water. Her mother, also rescued, was successfully treated for bipolar disorder. A few years ago, Judy and the man who'd saved her, by then 90 years old, were reunited at the Charest home in an emotional event captured by Nashville media outlets.

Cash had died in 2003 and Mike and his father launched a drive to have the country star—who'd begun singing while picking cotton with his family in rural Arkansas, then served in the Air Force before moving to Nashville—immortalized on a stamp. After his father's passing, Mike took the reins, as-

sisted by Judy, and kept USPS headquarters informed of the petition's progress.

The stamp was created in 2013 and Mike arrived in style at the First Day ceremony at Nashville's Ryman Auditorium, adorned in his postal uniform and driven there by Johnny's youngest sister, Joanne Cash, a singer in her own right and co-pastor at the church Mike attends, Nashville's Cowboy Church.

"Everybody saw me go in with Joanne," Mike said. "It was like stardom. They were honoring me for helping make that stamp happen."

The appreciation is mutual.

"He's a good friend," Joanne Cash told me. "Mike was very much involved in getting the Johnny Cash stamp selected, and it was a very big honor not only for Johnny but also for the Cash family.

"Mike was at that ceremony when the stamp plaque was presented to members of the Cash family," she added. "I got one myself."

Inspired by how Mike lifted the spirits of an elderly postal customer fallen ill, in February Kentucky-based country musician Carl Brown composed "I Was Your Postman."

Mike is a man of few words, except regarding country music, but co-workers speak highly of him.

"He's one of us," Hermitage Post Office colleague Shane Bingham says. "He's a hard worker; he loves the city carrier job."

DRT representative and former branch vice president Paul Glavin describes Mike as a "very humble guy, very quiet, very understated."

"He has a unique personality. He is a wonderful, wonderful man. He's one of the first guys when I went into that office who came up and shook my hand. He's the absolute nicest guy; he's always there for the carriers."

Judy's death in March 2022 devastated Mike, prompting him to get even more immersed in the country music scene.

"He misses her so much; that's kind of how he deals with his grief, hanging with those old-time songwriters, at that church and elsewhere," Shane says. "It's going to make his day to get recognized."

Paul concurs: "Just the fact that the NALC is recognizing him for what he actually did with Johnny Cash and for the family—I'm thrilled that he's getting this recognition."

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News from Washington

Paid family and medical leave bill reintroduced in House and Senate

Sen. Brian Schatz (D-HI) and Rep. Don Beyer (D-VA) reintroduced the Comprehensive Paid Leave for Federal Employees Act (H.R. 856/S. 274) on Feb. 7. The bill would provide up to 12 weeks of paid family and medical leave for federal employees, including Postal Service employees.

Employees could use this paid leave for personal illness, caring for a family member, or time off work needed for a family member leaving for or returning from active military duty. Federal employees are currently entitled to 12 weeks of leave under the Family and Medical Leave Act (FMLA) for such reasons, but it is not guaranteed paid leave.

Sen. Schatz and former Rep. Carolyn Maloney (D-NY) introduced the same bill in the 117th Congress, but the legislation did not reach the floor of either chamber.

As this magazine was going to print, the legislation had 10 co-sponsors in the Senate—nine Democrats and one independent—and 29 co-sponsors in the House—28 Democrats and one Republican.

House oversight committee holds hearing on OPM's effectiveness

On March 9, the House Committee on Oversight and Accountability held a hearing to examine the Office of Personnel Management's (OPM) effectiveness. OPM Director Kiran Ahuja testified, and committee members questioned her on the steps OPM is taking to improve efficiency, teleworking policies for the federal workforce, and on the implementation of health care provisions included in the Postal Service Reform Act.

Chairman James Comer (R-KY) and Rep. Virginia Foxx (R-NC) questioned Ahuja on OPM's readiness to implement the Postal Service Health Benefits (PSHB) program by 2025. Ahuja recognized the "aggressive timeline" and assured the committee that the agency was on track for successful implementation under the law. The new program will potentially serve 2 million new enrollees.

Overall, committee members expressed their frustrations with OPM's retirement services delays. Several Republican members attributed these wait times to increased teleworking that started during the COVID-19 pandemic, and they requested figures on the number of federal employees still working remotely.

House and Senate introduce bill expanding care options for federal workers injured on the job

On Jan. 30, Reps. Tim Walberg (R-MI) and Joe Courtney (D-CT), and Sens. Susan Collins (R-ME) and Sherrod Brown (D-OH) introduced the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 618/S. 131).

The bill would expand care options by amending the Federal Employees' Compensation Act to allow workers injured on the job to receive treatment from physician associates/physician assistants (PAs) and nurse practitioners (NPs). Current law prohibits PAs and NPs from treating federal workers in worker compensation cases.

Increasingly, PAs and NPs provide critical care to patients, especially in rural and underserved communities. This bill would increase the number of eligible providers, making it easier

for injured federal workers, including letter carriers, to access the care they need.

"If you are injured on the job, finding convenient care with the provider of your choice is critical," NALC President Brian L. Renfro said. "NALC supports this bill, which would expand care options for letter carriers, and all federal employees, who are injured on the job."

Bill to make daylight saving time permanent introduced in House and Senate

Rep. Vern Buchanan (R-FL) and Sen. Marco Rubio (R-FL) reintroduced the Sunshine Protection Act of 2023 (H.R. 1279/S. 582) on March 1. The bill would make daylight saving time permanent and end the clock changes that take place every November and March.

Under current law, when clocks change in November, it gets dark as early as 4:30 p.m. in some parts of the country, causing letter carriers to spend more hours working in the dark. If enacted, the bill could decrease the hours worked in the dark by letter carriers.

Along with fewer hours worked in the dark, studies show that making daylight saving time permanent could benefit the public's health, help the agricultural economy and lower energy usage.

Currently, the bipartisan legislation has 14 co-sponsors in the Senate—seven Republicans and seven Democrats—and 23 co-sponsors in the House—22 Republicans and one Democrat. The Senate passed a previous version of this bill in the 117th Congress, but it was not considered on the House floor. **PR**

Get ready for Food Drive Day and after

It's almost here. The Letter Carriers' "Stamp Out Hunger" Food Drive—the largest single-day food drive in the country—will take place on Saturday, May 13.

Since the NALC's first national food drive in 1993, active and retired letter carriers, with the help of volunteers from their communities, have collected a total of 1.82 billion pounds of food. They get it from postal patrons who leave bags of food at their doorsteps the second Saturday in May, and they deliver it to local food banks. The food remains in the local community, to serve those in need.

One in 8 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The May food drive helps to relieve shortages of food that food pantries experience in spring and summer after holiday donations have been depleted. And when summer arrives, most school meal programs are not available, so the need for food grows.

"Letter carriers see firsthand the needs of their communities," NALC President Brian L. Renfroe said. "It's time to once again meet those needs on May 13 with our food drive, just as we've done for 30 years running."

The annual food drive wouldn't be possible without the support of our national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, the Kellogg Co. and CVS Health. These partners help through such actions as paying for the specially marked postcards, donating thousands of pounds of food and thousands of dollars to food pantries,

donating bags that letter carriers distribute to customers, gathering volunteers, or getting out the message about the food drive.

The digital communications team at Headquarters is busy spreading news and reminders on social media, including the event's official social media accounts on Facebook at facebook.com/StampOutHunger and on Twitter at [@StampOutHunger](https://twitter.com/StampOutHunger). To find or send messages about the food drive on either platform, use #StampOutHunger.

NALC's Communications Department also promotes news media coverage about the food drive through national press releases and media contacts, while branch food drive coordinators promote the effort on the local level.

This year, the virtual donor drive that branches used to make up for the cancellation of in-person food collection events during the COVID-19 pandemic will continue as a supplement to the traditional food drive. For more information, go to nalc.org/community-service/food-drive/2022-donor-drive.

After the big day, to help us measure our success, branches need to report the pounds of food they collected to NALC Headquarters by June 1. The official results form can be found on the Food Drive Tool Kit page at nalc.org/food, in the "For Food Drive Coordinators" section, along with information on sending photos.

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



Correction: In the March issue, Sen. Cindy Hyde-Smith was misidentified as a senator from Michigan. She is a senator from Mississippi. We apologize for the error.

The bargaining process begins and ends with you

With the 2019-2023 National Agreement set to expire at midnight on May 20, NALC opened negotiations with the Postal Service in our 16th round of collective bargaining a few months before that, on Feb. 22. Negotiating the terms of our contract is the single most important thing NALC does. The contract, known as the National Agreement, is the “law of the workplace” for letter carriers. It guarantees your wages, hours and working conditions. “Working conditions” covers a wide range of job-related topics, such as seniority, promotions, job security, and more. If you are a new NALC member, you may not be aware of how the negotiations process works or how you fit into it. This article will explain the basics of the negotiations process and how every member plays a part.

Many of the bargaining proposals being discussed by the national parties started with ideas from rank-and-file letter carriers like you. That’s the power of the *NALC Constitution*.

The *NALC Constitution* sets the governance structure for the national organization, including national officers and local branches. It also contains provisions related to state letter carrier associations, the U.S. Letter Carriers Mutual Benefit Association and the NALC Health Benefit Plan. The *Constitution* requires the union to hold a national convention of elected delegates from all NALC branches every two years. The convention is the union’s supreme governing body, and every NALC member in good standing is eligible to run for election to be a national convention delegate. Convention delegates are the voice of the local branches. During the national convention, delegates can amend the

Constitution, discuss key issues and set national policy for the union.

Also during the biennial convention, delegates consider resolutions submitted by NALC branches or state associations for potential adoption. Article 12 of the *Constitution* allows every branch in good standing or state association to submit resolutions to the convention. Resolutions that are approved by the convention body can then be used by NALC in negotiations with the Postal Service on future National Agreements. During this round of collective bargaining, NALC will discuss and negotiate with the Postal Service on many items that NALC members have submitted as resolutions during past conventions.

If you have a suggestion for future changes to the National Agreement or improvements for city carriers in the workplace, introduce the idea at your branch meeting. Your branch can then submit the idea as a resolution to be considered for approval at the next biennial convention, in August 2024 in Boston. Through your branch, all members of NALC can let their voices be heard.

As part of the preparation process for collective bargaining, the 28-member NALC Executive Council meets to discuss approved convention resolutions, goals and strategies for negotiations. Internal NALC subcommittees are established to assist the Executive Council develop proposals for changes to the National Agreement that will be presented to the Postal Service. These subcommittees are made up of Executive Council members along with NALC Headquarters legal, professional and letter carrier staff. Likewise, USPS representatives meet internally and create their own proposals for NALC

to consider during negotiations. The NALC proposals developed from convention resolutions often include suggested changes to contract language, changes to handbook and manual provisions, or ideas for improving working conditions. Additionally, during the negotiation process, the parties discuss various memorandums of understanding (MOUs). MOUs are agreements on a specific issue or topic that are made outside of the formal contract and signed by both parties. Many times, these MOUs are included in the National Agreement, but remain separate provisions. Conversations on these MOUs revolve around continuation of existing MOUs or the potential creation of new ones.

Since March, NALC and USPS have met often to discuss potential changes to the terms and conditions of the National Agreement. This month begins intensive, ongoing meetings at the national level to try to reach a tentative agreement. The parties will meet frequently for several weeks in an attempt to hammer out the particulars related to wages, hours, working conditions and to discuss all the proposals submitted from both sides.

If the parties at the national level agree to the terms and conditions contained in the tentative agreement, it will not become effective until the membership—you—completes the ratification process contained in the *NALC Constitution*.

Article 16 of the *NALC Constitution* governs the process for ratification of the tentative agreement. This ratification is conducted by mail-in balloting, in which each regular member of the NALC as defined in Article 2, Section 1 (a)—excluding retirees, Office of Workers’ Compensation Programs departees



and non-letter carrier regular members—gets the opportunity to vote. To be eligible to receive a ballot, members must be on the NALC membership roster as of 90 days prior to the date that the tentative agreement was reached. This ballot allows each qualified member to vote for or against the ratification of the proposed agreement. The tentative agreement requires majority approval by the membership in the ratification process to become effective. The ballots are tabulated under the supervision of a ballot committee composed of 15 members appointed by the national president to oversee the process. The results are certified by the committee and reported to the membership via one or both of NALC's official publications—*The Postal Record* or the *NALC Bulletin*. Once the membership approves the tentative agreement, it becomes the “law of the workplace” for city carriers for the covered period.

If the parties cannot reach a tentative agreement for ratification by the membership, the next step is a legally mandated 60-day mediation period. The parties will use the mediation period to continue negotiations while simultaneously seeking to agree on a neutral arbitrator in the event that the parties remain at impasse after 60 days. Should contract negotiations and mediation fail, each party presents its case to a three-member arbitration panel—one member named by each party and a third, neutral member selected jointly as board chairman. That neutral arbitrator would then serve as chairman of an arbitration board that also would include one management arbitrator and one union arbitrator.

Typically, the parties exchange lists of proposed neutral arbitrators, focusing on any common candidates, and

work out our own process for selecting the chairman of the arbitration board. If for any reason we can't reach agreement on a mutually acceptable neutral arbitrator, we will consult with the Federal Mediation and Conciliation Service (FMCS), as required by law. The FMCS, which is an agency established to help resolve collective-bargaining disputes, would then appoint a neutral arbitrator for the parties. Issues that remain in dispute after the mediation period will be addressed through the interest arbitration process.

Interest arbitration is different than the kind of “rights arbitration” our union undertakes to enforce our agreements. Interest arbitration determines the content of our collective-bargaining agreement, not what the agreement means—or whether it has been violated, as with rights arbitration. But the key thing to know is: Once an arbitration board issues its decision (which is called an “award”), the decision is final and binding. That means that the arbitration board, after hearing testimony and reviewing evidence from both sides, sets the terms and conditions of our next National Agreement. Under the law, there can be no ratification vote, and the opportunity for an appeal to the federal judiciary is virtually non-existent.

Since the first contract negotiations between NALC and the Postal Service in 1971, nine contracts have been negotiated by the parties and ratified by the membership, and six contracts have been awarded by an arbitration panel. For the current round of collective bargaining, we are hopeful a 10th National Agreement can be negotiated by the parties.

While it is always better to come to a mutual, win-win agreement in collec-

tive bargaining, sometimes we simply cannot accept management's proposals—or we cannot give up on some of our own. If necessary, we will fight on during the mediation period—and then again in arbitration. If we don't reach an agreement during the mediation period, we then proceed to arbitration hearings and hope to win a new contract as soon as possible.

NALC is a democratic union, and the message to all letter carriers is: “You are the union.” From the letter carrier national convention delegates who guide NALC's national bargaining positions to local letter carriers who guide their branch leadership in local negotiations, and to every regular member having a say in whether a tentative agreement should be accepted or rejected, letter carriers have a voice in the negotiation and ratification process. Negotiating our contract all starts with you and your branch. Let your voice be heard and be a part of the negotiations by getting involved and attending your branch meeting. **PR**



NALC's agenda

Last year, NALC members celebrated a monumental victory when the Postal Service Reform Act (PSRA) was signed into law. This historic and hard-fought-for law helped stabilize the Postal Service's finances by repealing the burdensome pre-funding mandate and securing six-day mail and package delivery. The law guarantees a better future for the Postal Service and letter carriers' jobs.

When NALC met the Postal Service at the bargaining table in February to open negotiations for a new contract, the agency could not reference its crushing financial situation for the first time in 15 years. With the repeal of the unique mandate to pre-fund future retiree health benefits, the agency is no longer hemorrhaging billions of dollars annually. As NALC promised, USPS's finances have visibly improved under the law, better positioning NALC to bargain for our goals.

Even with the victory of postal reform in the rearview mirror, this is not a time to coast. While letter carriers can, fortunately, play less defense on Capitol Hill than in recent years, NALC still has robust legislative and administrative goals that, if enacted, would benefit every letter carrier in some way.

"The Postal Service Reform Act was a huge step in the right direction, and we are grateful it was enacted last year," President Brian L. Renfroe said. "However, there is still more to accomplish. Our legislative and political agenda focuses on improving the work and lives of letter carriers and strengthening the Postal Service. I am committed to utilizing our resources to advance our goals, which would make a meaningful difference for our members."

Implementation of the Segal report

While most of NALC's priorities are legislative in nature, action on the 2010 Segal report, which provides recommendations on the Postal Service's disproportionate contribution to Civil Service Retirement System (CSRS) pensions, requires administrative action. The Segal report is named for Segal Company, actuarial experts hired by the Postal Regulatory Commission (PRC).

To understand the findings of the Segal report and how its implementation could benefit the Postal Service, it is helpful to understand the history of USPS's relationship with the CSRS. CSRS is a federal retirement system for federal and postal employees who started working for the government in 1983 or earlier. It is a defined-benefit pension system in which both employees and employing agencies contribute annually to fund future annuities.

Prior to 1971, CSRS-covered postal workers who were employed by the Post Office Department (POD), which was part of the executive branch and partially funded by the federal taxpayers. However, following the Great Postal Strike of 1970 and the passage of the Postal Reorganization Act that same year, POD was dissolved and USPS was established as an independent federal agency in 1971.

Postal workers were no longer employed directly by the federal government, and salaries and benefits were soon fully funded through postage sales, as they are today. During negotiations over the reform, NALC and the other postal unions fought to include USPS in CSRS to ensure the continuity of pension coverage for POD workers who would now be employed by the new independent agency. As a result, a decision had to be made about how to

split employer pension contributions between the federal government and USPS for workers who had begun their postal careers before 1971.

There are a variety of theories about how to split, or allocate, the CSRS pension costs. The Office of Personnel Management (OPM), which administers the allocation, has one opinion, which saddles much of the cost onto USPS. The USPS Office of Inspector General (OIG) has another, which attempts to spread the cost proportionately between the federal government and USPS. NALC supports a third method recommended by the Segal Company report that uses commonly accepted accounting principles to split costs equitably. It is important to note that these alternate methods merely split the employer costs differently. They do not affect the benefits employees have earned and are entitled to receive upon retirement.

The OPM method (current)

In 1970, it was determined that the federal government should be charged as if benefits froze on June 30, 1971, and that everything else should be charged to USPS. The argument was that any increase in pension benefits after that date was solely the result of decisions made by USPS, so the independent agency should bear the full cost. This means that the federal share is calculated as if employees retired as soon as the Postal Service began operations. USPS pays the entirety of the remaining CSRS obligation, despite the fact that every time pre-1971 workers received a pay increase, their CSRS pension benefits grew in value—including benefits they earned while working for POD. OPM has used this allocation method, and argued for its validity, since

The USPS OIG method

In 2010, the USPS OIG issued a white paper that argued that the OPM’s method “is inequitable and has resulted in the Postal Service overpaying \$75 billion to the pension fund.” The OIG proposed a different way of splitting the CSRS costs between the federal government and USPS. The OIG’s “years of service” method suggested assigning costs in direct proportion to the number of years employees worked for POD or USPS. For example, if an employee spent exactly half of his or her career working for POD and the other half working for USPS, the pension costs for that employee would be equally divided between the federal government and USPS. This would greatly reduce the amount charged to USPS, and increase the amount charged to the federal government.

The Segal method

Following the OIG’s report, as directed by the Postal Accountability and Enhancement Act (PAEA) of 2006, USPS asked the PRC to weigh in on the fairness of the OPM’s allocation method. Because such an inquiry required specialized actuarial knowledge, the PRC contracted with the Segal Company to conduct the analysis.

Segal evaluated both the OPM and USPS OIG methods, reviewed various allocation methods that have been used in the public and private sectors, and referenced core accounting principles that had not yet been developed in 1971 to propose yet another allocation method: the “benefit accrual” method. The Segal method takes into account the traditional CSRS formula in which employees earn benefits more slowly during the start of their careers and more quickly in later years (as supported

by OPM). However, it also assigns the federal government costs based on employees’ actual pay at the end of their career instead of a salary frozen in 1971 (as proposed by the USPS OIG). The Segal report notes that both of these elements are outlined quite clearly in modern accounting principles—and that neither is discretionary, implying that there should be little debate about the obligation to follow this method. The Segal report also notes that neither the OPM nor the USPS OIG method is out of step with accepted accounting principles, but that its own recommendation is more fair and equitable, while OPM’s, in particular, is neither.

Despite the Segal report’s proposal for a method that would produce a more equitable split of pension costs between the federal government and USPS, no action has been taken to implement this proposal over the last 13 years. This is also despite the fact that the PAEA gave OPM the authority to correct these accounting practices. The effect such an allocation shift would have on USPS long-term financial stability is immense. A 2018 update to the USPS OIG’s original 2010 report estimated that the Segal method would add an additional \$80 billion to the postal CSRS fund because the misallocation of pension liabilities had continued for another eight years—and continues to grow each day.

The PSRA was a significant step toward the Postal Service reaching financial solvency. In 2022, the cancellation of past-due pre-funding payments, removed \$56 billion in liabilities from the agency’s balance sheet. Similarly, the reform law cut operating losses by \$4 billion last year and reduced the liability for retiree health benefits by \$66 billion due to Medicare integra-



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tion. Implementing the Segal report is the next necessary step to strengthen postal finances.

Since the recommendations of the Segal report were released 13 years ago, NALC and our friends in Congress have repeatedly asked and pressured the different administrations to act. In 2011, the Obama administration wrote a letter to the then-chairman and ranking member of the House oversight committee stating that no executive order would be delivered since postal reform was the focus. During the Trump administration, NALC's focus was fending off legislative attacks and pushing for enactment of the PSRA. Implementing the Segal report was put on the back burner.

Now, NALC has made executive action on the Segal report our top priority with the Biden administration. As a presidential candidate, Biden committed to addressing the pension issues raised by the Segal report, but so far he has not acted. The union has sent multiple letters and met with White House officials urging President Biden to take executive action. NALC and the other postal unions have sent letters to the White House, as have the leaders of the House and Senate oversight committees.

Implementation of the Segal report would be the ultimate complement to the victories of the PSRA and would further improve the Postal Service's financial outlook, thus benefiting letter carriers. NALC has and will continue asking the administration to take this sensible action.

USPS BOG and PRC

NALC's other administrative priorities involve two important bodies that oversee the Postal Service, the USPS Board of Governors (BOG) and the PRC.

The BOG is responsible for overseeing the executive management of the Postal Service. The nine members of the BOG are nominated by the president and must be confirmed by the Senate. By law, no more than five members can be affiliated with the same political party.

Two members of the BOG, Capt. Lee Moak and William Zollars, are serving in holdover years for their terms that expired on Dec. 8, 2022. Their holdover terms expire on Dec. 8, 2023. NALC has encouraged the administration to renominate Moak, who is a union member and former president of the Air Line Pilots Association.

We have made it clear to the administration and our friends in the Senate that stability at the BOG and the Postal Service's leadership is key for NALC, especially during ongoing contract negotiations.

The PRC is an independent body that has regulatory oversight of USPS. Its responsibilities include preventing anticompetitive practices, promoting accountability, adjudicating complaints, setting postal rates and helping oversee delivery service standards. Its five commissioners also are nominated by the president and confirmed by the Senate. Michael Kubayanda is serving as PRC chairman, Ann Fisher and Ashley Poling are serving as commissioners, and the remaining two positions are vacant. NALC supports a fully staffed PRC and is encouraging the administration and the Senate to prioritize filling these vacant positions.

Repeal of the WEP and GPO

Some of NALC's legislative battles are ones we have been fighting for years. At the top of that list is repeal-

ing the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). These two parts of Social Security law significantly disadvantage millions of federal employees, including letter carriers.

In practice, these two provisions unfairly reduce or sometimes eliminate benefits for certain federal employees; however, that was not the intention when Congress adopted them decades ago.

The WEP was enacted in 1983 to strengthen Social Security's finances by removing any "windfall" advantage that the benefits formula provided for workers who also had pensions from employment not covered by Social Security. The pre-1983 formula was meant to protect workers who spent their careers in lower-paying jobs. However, that formula could not differentiate between those beneficiaries and other employees who appeared to be lower-paid workers since they worked many years in a non-Social Security-covered job. For workers who worked in non-Social Security-covered positions, those years showed up as \$0 for their Social Security benefits, drastically affecting the equation and disproportionately increasing their benefits. As a result, lower-paid workers and those who worked in non-Social Security-covered jobs who might have been top earners could have received benefits of similar amounts.

The WEP intended to remedy this problem, but the impact spread much wider, ultimately decreasing the benefits for millions of CSRS retirees. For example, many letter carriers work for the Postal Service as well as private-sector employers over their working years. Therefore, they pay into both the federal pension programs, CSRS or the Federal Employees Retirement System

(FERS) for their federal service, and into Social Security for their private-sector employment.

FERS retirees receive full benefits from their federal pension plan and Social Security for their federal service since they paid into both systems while employed by the Postal Service. Although retired CSRS letter carriers naturally do not expect to receive Social Security benefits for their service for the Postal Service because they did not pay into the Social Security system during their tenure there, most are shocked to find out that their Social Security benefits for their private-sector work—or the private-sector work of their spouses—are usually reduced by the WEP and GPO.

Specifically, WEP affects CSRS employees by reducing their earned Social Security benefits. WEP also reduces the Social Security benefits of FERS employees who also receive a public pension from another job not covered by Social Security. In addition, WEP affects state and local government employees who also move between public sector jobs (not covered by Social Security) and Social Security-covered jobs. Nearly 2 million Americans have been affected by WEP, and the number will continue to grow as more CSRS employees and state and local public employees retire.

Similarly, the GPO was adopted to address the idea that certain federal retirees were “double dipping” into their Social Security benefits. It was enacted in 1977 after a Supreme Court ruling that men were not required to prove that they received at least one-half of their spouses’ support to qualify for their spousal or widowers’ benefits. At the time, women were not subject to the same test since they

were presumed to be dependent on their spouses.

This rule made hundreds of thousands of male retirees who had worked in non-covered government employment eligible for spousal or widower Social Security benefits—adding hundreds of millions of dollars to the program’s cost. In an effort to prevent this “windfall,” the GPO was adopted as part of the Social Security Amendments of 1977. It instituted the subtracting of 100 percent of the non-covered government pension from the Social Security spousal benefit.

However, this did not recognize that government pensions often combine elements of one’s Social Security benefit and a pension intended to supplement Social Security. Congress then amended the provision and lowered the GPO reduction to two-thirds of the non-covered government pension under the Social Security Amendments of 1983. This two-thirds reduction still stands today.

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

Security work. Currently, the GPO still reduces the benefit received by surviving spouses who also collect a government pension by two-thirds.

The Social Security Fairness Act (H.R. 82/S. 597) would repeal these unfair provisions that reduce or even eliminate benefits for certain federal employees, including letter carriers. Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA) introduced the legislation in the House in January, and Sens. Susan Collins (R-ME) and Sherrod Brown (D-OH) introduced it in the Senate in March.

Last Congress, the bill received a supermajority of bipartisan support in the House but did not reach the floor. In the 118th Congress, H.R. 82 already has 229 co-sponsors in the House—164 Democratic and 65 Republican—and S. 597 has 38 co-sponsors in the Senate—31 Democrats, four Republicans and three independents. Despite consistent bipartisan interest in the legislation, advancing the bill has been challenging due to the high price tag associated with increasing Social Security benefits for millions of retired public employees.

WEP and GPO affect many of our retired members and will eventually affect many more NALC members. Repealing the WEP and GPO through the SSFA is in the best interest of NALC members and millions of other public employees receiving reduced retirement benefits.

Buying back time for non-career employees

Many letter carriers, including more than 96,000 active city carrier assistants (CCAs), begin their Postal Service careers in non-career positions. Under current law, these employees, who



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include casuals, transitional employees (TEs) and CCAs, do not receive retirement credit for their time spent in these positions, because it is not creditable time under FERS. Therefore, these employees must work longer to reach the required years of employment to receive their full retirement benefits.

This problem is not unique to letter carriers or even to the Postal Service. All federal employees who start their careers in non-career positions are affected. The Federal Retirement Fairness Act (FRFA) would change this by modifying what is considered creditable federal civilian service under FERS. It would allow employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under FERS.

Tens of thousands of letter carriers who are also veterans have credited their military service toward their civilian retirement through the Military Buy Back program. If enacted, the FRFA would work similarly for employees who spent time in non-career positions.

The FRFA has yet to be introduced in the 118th Congress. The bill's advocates in the House have committed to working with the committee of jurisdiction—the Committee on Oversight and Accountability—to ensure that the version of the legislation introduced is set up for ultimate success.

The FRFA would make achieving a comfortable retirement easier for tens of thousands of letter carriers.

Resolutions to protect service

NALC also will continue supporting and monitoring resolutions to strengthen the Postal Service and improve service. For years, NALC had to work for the annual introduction of a House reso-

lution that would guarantee six-day mail and package delivery. Fortunately, with six-day delivery codified in the PSRA, that box is checked, and NALC no longer has to lobby for this resolution.

One resolution NALC will continue monitoring is the door delivery resolution, which would continue door delivery for all the Postal Service's business and residential customers. This common-sense resolution secures door delivery, the service that customers prefer. Although the resolution has not been reintroduced in the 118th Congress, this is expected soon.

Letter carriers are valued and trusted in their communities, sentiments only strengthened during the pandemic and also during recent elections that relied heavily on mail balloting. During this period, the public was reminded of letter carriers' critical role in delivering paychecks, packages, medications, ballots and more. The overwhelming preference of customers, and NALC, is to continue door delivery service.

Properly investing USPS's retirement funds

Stabilizing the Postal Service's finances secures the future of letter carriers' jobs and benefits; therefore, it will always be a top priority for NALC. The PSRA already has drastically improved USPS's finances, and implementing the Segal report would continue to better the agency's financial outlook. The next legislative step to ensure financial stability is to properly invest the Postal Service's retirement funds, CSRS, FERS and the Postal Service Retiree Health Benefits Fund (PSRHBF).

NALC is in the early stages of conversations with bipartisan lawmakers about diversifying the funds' investment portfolios. Currently, all three retirement

funds are invested in low-yield Treasury bonds. NALC is proposing to adopt private-sector best practices by diversifying the investment portfolios with stocks and bonds through the purchase of Thrift Savings Plan-style index funds. This sensible change would result in greater returns on investment and mirror the long-established practices of many federal trust funds, including those held by Amtrak, the Federal Deposit Insurance Corporation, the Pension Benefit Guaranty Corporation and the National Railroad Retirement Investment Trust. The proposed plan would keep some funds in the Treasury's books while investing all future contributions with the new strategy.

If the long-term return rates on USPS retirement funds were to increase, the Postal Service's normal cost of payments for postal pensions would be reduced, amortization payments for unfunded retirement liabilities would be lowered and eventually eliminated, and the Postal Service and its employees would save hundreds of millions of dollars annually.

A version of an updated investment strategy was cleared by the House oversight committee in the 115th Congress. NALC's new plan is bolder yet more practical, beneficial and legislatively achievable.

The union is focused on educating our friends in Congress on this issue, explaining the proposed solution, and emphasizing how a new investment strategy would guarantee a stronger Postal Service and a better future for postal workers. NALC is gauging interest in the issue and has received positive responses from both sides of the aisle. Before any legislation is crafted, NALC will continue to prioritize these informational conversations so that

members of Congress understand how an updated investment strategy for the Postal Service's retirement funds could positively affect the agency's finances.

Staying informed and the path forward

All NALC members are encouraged to stay informed with updates on our legislative agenda and activities by frequently checking the "Government Affairs" section of nalc.org. There, you will find the latest legislative news, activities—including letters to the White House and Congress—fact sheets and the legislative action center.

Visit nalc.org/factsheets for more information on our priority bills. If you have district meetings planned with your members of Congress, bring our fact sheet QR with you so everyone can easily access this information at their fingertips. NALC members can also access the legislative action center at nalc.org/action to contact their lawmakers on our priority issues.

Understanding our agenda and how it would benefit you is essential to our success. When NALC members know what we are working toward, they are more



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IT TAKES ALL OF US



LETTER CARRIER POLITICAL FUND

LCPF is a non-partisan political action committee established for the purpose of electing qualified candidates who support letter carriers and a strong and innovative U.S. Postal Service. Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend us.

Join the LCPF at nalc.org/pac

inclined to stand up, help and join the fight. The best and easiest way to make progress on our goals is by contributing to our political action committee, the Letter Carrier Political Fund (LCPF).

The LCPF enables NALC to strengthen and build new relationships across the aisle. When more pro-letter carrier members are in Congress, NALC is positioned for greater success.

"We have an ambitious legislative agenda," NALC President Renfroe said. "We need help from all our members to make progress. If more NALC members start contributing to LCPF, I am confident that we can continue making strides toward our goals, thereby benefiting our members and all letter carriers."

To learn more about LCPF, visit nalc.org/pac or contact your legislative and political organizer (LPO). **PR**

Note: By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax

purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

Have questions or need additional resources? Contact your LPO.

- **John Beaumont**
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beaumont@nalc.org
- **Matt Tanner**
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Letter carriers and the mail on social media

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

Massachusetts flash mob meant to attract new hires

The Postal Service is hiring in Massachusetts—but instead of posting job listings, USPS tried a unique method to attract new workers. One weekday morning in February, commuters in Boston's South Station became an audience to a flash mob of postal workers. The song playing on the overhead speaker system was the 1960s classic "Please Mr. Postman" by the Marvelettes.

Alison Maher, the employee development manager for the Massachusetts-Rhode Island District, told WCVB-TV, the city's ABC affiliate, that her team's idea for the recruitment was a result of "trying to think outside the box on advertising." Maher attributed the idea to human resources clerk Kim Nilson, and the dance was choreo-

graphed by Danielle Salamasidis, a training technician.

More than a dozen postal workers from three carrier units showed up to participate, one donning an eagle costume. In addition to the dance, several postal workers handed out invitations to hiring events or held banners advertising links to job postings. The flash mob was covered by *The Daily Free Press*, a Boston University student newspaper, and WCVB's YouTube video of the event has received more than 5,600 views.

Mississippi carriers restore town's normalcy after tornadoes

One unwritten part of the job for letter carriers is restoring a sense of normalcy to a community hard hit by a disaster, signifying that things will soon get better. This was certainly the case in parts of Mississippi that were slammed by destructive tornadoes in late March, as reported in an AccuWeather newscast.

The tornadoes in Rolling Fork, MS, were so disastrous that the roof of the post office blew off, but after they passed, letter carriers diligently con-

tinued trudging their routes in an attempt to bring normalcy to the town. The reporter noted that as she walked amid the devastation downtown, including

a damaged 18-wheeler, she spotted a table covered with envelopes and packages that lifted residents' spirits. The reporter added that the interior of the post office was largely destroyed, but she offered the thought that the word "tornado" could now be added to the old adage about "neither rain nor sleet nor snow" keeping carriers from their rounds.

Postal employees spoke of their desire to return some normalcy to residents, and the reporter noted that an upended and muddy but still functioning mail truck (pictured above) had been put back in service to deliver mail—and hope—to residents.

"It's important to provide that to residents, and the Postal Service is a big part of accomplishing it," a postal employee said.



The flash mob in Boston's South Station

Arizona letter carrier calls on residents to help older woman

Ra'sheen Turpin loves his job. For eight of his nine years as a letter carrier, he has had the privilege of delivering in the Garfield Historic Neighborhood, a culturally rich neighborhood in Phoenix, AZ. The Branch 576 member knows many of the residents by name and has even witnessed children on his route grow up to become letter carriers themselves.

On March 13, Turpin was delivering on his route when he spotted Margo,



Left: Ra'sheen Turpin was interviewed about his roll in helping Margo's lawn get mowed.

Right: Eric Blackshear explained about how he goes out of his way for his customer, Lisa Taylor.



an 81-year-old resident, dragging dead palm fronds across her yard to create a pile. Turpin was aware of her mobility issues after a fall she took years ago, and he told KPNX-TV, the city's NBC affiliate, "It was just sad to see that. She had no tools that you could see."

Turpin posted on a Garfield Historic Neighborhood page, calling residents to come help Margo with the yard work. It took only a few hours before people were volunteering. Samantha Young, who came to help, said, "It was just too big of a job. She's probably on a fixed income and can't afford to get her big yard done." Young, who owns a yard work business, had the front yard cleaned in a matter of hours. She happily did the work for free, though some residents donated money for her efforts.

Margo told KPNX that while she loves taking care of her yard, it's been more difficult since her fall three years ago. "I do the best I can. Whatever I can do, I do," Margo said. "But I can't do it all like I would like." She is grateful to Young and Turpin for going above and beyond.

"It's called [the] United States Postal Service; people forget the 'service' part," Turpin said. "We're here to help. It cost nothing to be kind—nothing."

Georgia carrier and resident form a friendship over mail

For a resident whose favorite thing is mail, a letter carrier comes as a blessing. Warner Robins, GA, letter carrier **Eric Blackshear** delivers to lots of houses on his route, but the

most memorable one belongs to Missie Ayers and her older sister, Lisa Taylor. Taylor, 52, has a developmental disability, which can make it difficult for her to express herself, but mailing and receiving cards has always been a source of happiness for her.

"We weren't around for her birthdays and holidays, so we started a mail campaign where all of the relatives would mail her cards and put stickers or a dollar bill in, and mom would FaceTime her going to the mailbox and checking the mail," Ayers explained to WMAZ-TV, the city's CBS affiliate.

Though their mother eventually died, Ayers helped continue the tradition. However, the flow of mail slowed, so Taylor instead found joy in giving rather than receiving. Ayers explained that Taylor loves to make cards and pass them out to whoever she comes across.

"She came running in the house, and she got some cards and stickers and met [Blackshear] back down at the road. He stopped and pulled over and got out, and she had mail for him and ever since then she's literally been watching for him," Ayers said.

She posted on Facebook about her appreciation for Blackshear, and he happened to stumble upon the post. "I thought about [Taylor]; I'm like, maybe I'll get her a gift, so I bought her a mail truck, a replica mail truck, and she never put it down. From that point on, she looked at me, she smiled, she hugged me, and it just made me feel good," the Branch 4057 member said.

Blackshear appreciates the oppor-

tunity to make someone's day. "Like my mother and father taught me, you know, you're nice to people, never disrespect anybody. You never know what people are going through, so it doesn't hurt you to be nice," he said.

Post office renamed for immigrant letter carrier

About 1 in 5 bills passed in Congress are for renaming a postal facility for a famous or beloved person. Some are well-known heroes. Others are heroic American soldiers. Many are named for postal employees, some of them letter carriers.

One recent post office renamed for a letter carrier caught the attention of retired Rockville, MD Branch 3825 member **Mitchell Reissman**. The carrier who was honored, **Jesus Collazos**, was his sister's stepson's uncle. Collazos carried the mail in Arlington, VA, for 25 years before he died of COVID-19 and other health problems in 2020 after enjoying just a year of retirement.

"In my 38 years of service with the Post Office," Reissman said, "I have never seen a postal facility renamed to honor someone that I personally knew." Reissman did some research and found many interesting post office monikers. Post offices have been named for baseball player Mickey Mantle, labor leader Cesar Chavez, entertainers Bob Hope and Nat King Cole, and former presidents and other elected officials. Perhaps the most famous letter carrier whose name adorns a post office is Vincent Sombrotto, the former leader of the Great Postal Strike of 1970 and then NALC president. The postal building where Sombrotto emerged as a leader of the strike, Grand Central Station Post Office in New York City, was named for

News

Right: Michael, Luz and Vanessa Collazos hold a photo of their late father and husband, Jesus.

Far right: This plaque now hangs on the wall of the Jesus Collazos Post Office.



Social media (continued)

him in 2014. “What company to keep,” Reissman said.

A bill to rename a post office is nearly always introduced by the member of the House of Representatives from the district where the post office is located. The House Oversight and Government Reform Committee considers the bills, and by informal rule, will only pass such a bill when every House member from the state signs on as a co-sponsor. The bill must go through the same process as any other legislation—passage by the House and Senate and approval by the president. Bills to rename post offices may take time to pass, but they are almost never rejected.

As reported by *dcist.com*, in the case of Collazos, Rep. Don Beyer, the House member for Arlington, sponsored the renaming bill which passed in December.

Collazos, Reissman said, was born in Cala, Colombia, in 1955. He was educated as an accountant, but immigrated to the United States in 1978 to join his family, and went on to become a beloved letter carrier. Hundreds of customers on his route shared stories of Collazos going the extra mile to help them in various ways.

At the ceremony to formally rename the post office, Arlington County Board Chairman Christian Dorsey read from a letter of support from a postal patron: “Oh how I wish the world were populated with more people like Jesus,” the letter read.

“I believe that says it all,” Dorsey added.

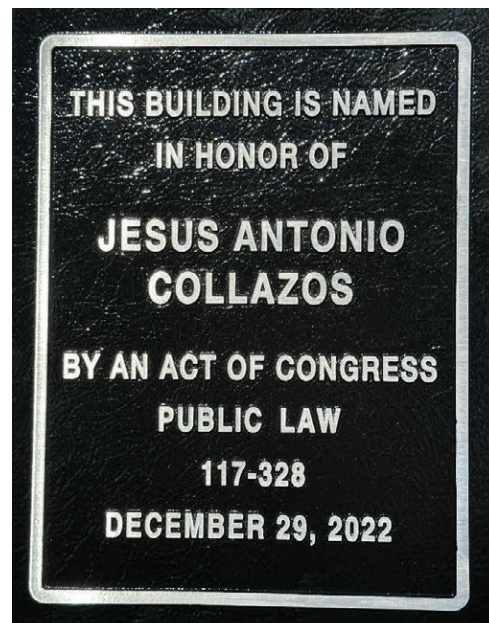
Beloved California carrier retires after 30 years

In the 30 years of his career, Richmond, CA, carrier **Angel Pagan** has come to appreciate a routine. He gets up before sunrise, embarks on an hour-long run, showers, eats breakfast, reads the Bible and hopes to have a good day. However, it’s finally time for Pagan to come up with a new daily schedule, as he drove his last route on March 11.

The Greater East Bay Branch 1111 carrier’s residents appreciated him, and they showed that with their retirement gifts of wine, farewell cards, a plant and a watercolor portrait. Pagan knew everyone’s name, followed everyone’s specific delivery requests

without fail, and always put thought into his deliveries, placing mail underneath the doormat and placing packages out of view for safety reasons.

Resident John Gilbert joked to *Berkeleyside*



that Pagan’s name is appropriate, as “he really is an angel.” Resident Ernest Isaacs credited Pagan as being the best mailman he’s ever had. “Whoever we get next isn’t going to be Angel, that’s for sure,” Isaacs said.

And it wasn’t only his residents for whom Pagan went the extra mile—whenever the post office needed workers, Pagan would pick up additional shifts. His wife noted that the job was so important to him that sometimes, he would talk about mailboxes in his sleep.

“Berkeley was the greatest place, man, it was heaven to me,” Pagan said. “When you get in the post office and you wear that blue suit, there’s so much respect.”

On the day of his retirement, residents gifted Pagan a \$1,000 check, and Isaacs presented Pagan with a binder full of pages of kind thank-yous and send-offs from a Nextdoor post about Pagan’s retirement. Pagan was immensely grateful for the kindness.

As a child, Pagan had no idea that he would become a letter carrier. Instead, he dreamt of playing baseball with the greats, and played as a catcher on his high school team. However, when he got older, he had a family to support, so he decided to take the postal exam.

Pagan’s retirement plans include playing more guitar—in particular, writing a love song for his wife. The working title is: “Can’t Make It Without You, Sweetheart.” “That sounds like a hit already, doesn’t it?” Pagan said. **PR**



Angel Pagan

E-COM

In 1982, the United States Postal Service launched E-COM—short for Electronic Computer Originated Mail. E-COM allowed businesses to transmit electronic messages to USPS, which would then send the data to certain post offices throughout the country, where the messages would be printed, placed in an envelope and delivered by a letter carrier. The service grew over the next three years, but not enough, and was dismantled in 1985.

The Postal Service was bracing for the internet revolution, but E-COM wasn't the way.

email looming

In 1977, a congressionally appointed committee conducted hearings and issued a report about the coming of a time when people would communicate with each other over networked computers and pay bills electronically. It estimated that these innovations would potentially eliminate 25 percent of first-class letters by 1985. The committee was right about the consequences, even though its timeline was off by about two decades.

“Unless the Postal Service really makes a commitment, which it has not made, to electronic message transfer, they face a really bleak future,” Gaylord Freeman, the chairman of the postal committee, said.

USPS's Advanced Services department took up the challenge by working out a way to use technology to take advantage of its universal network and last-mile delivery service. What it came up with was E-COM.

Banks and insurance companies—USPS's largest customers—already were using computers to prepare their bill and account mailings. With

E-COM, they could send these mailings electronically or on reels of computer tape to USPS's Middletown, VA, location. There, the powerful Perry Rand Univac 1108 computer would send the data to the delivering post offices.

There were problems, though. First, E-COM was supposed to be fast, but it guaranteed delivery in two days, only one day faster than a normal first-class letter.

Second, E-COM also was expensive. Even though USPS leaders wanted to charge 15 cents per message, the same cost as a first-class stamp, they were compelled to charge much higher prices.

Third, E-COM faced intense opposition from private industry and its allies.

E-COM was formally proposed on Sept. 8, 1978, and service was expected to begin by December of that year, but it soon faced a longer-than-usual regulatory process. AT&T was working on computer-to-computer email and said that the government's E-COM service could hamper its offerings. AT&T and other companies found a sympathetic ear in both the Carter and Reagan administrations.

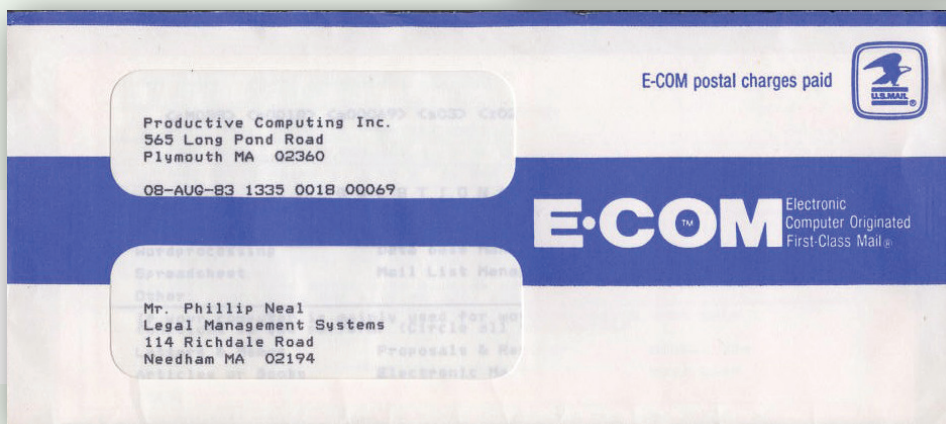
The Postal Rate Commission (PRC), which had the authority to approve the new offering and to set its price, spent 15 months reviewing the proposal. Ultimately, the PRC ruled that USPS could not create its own electronic network between post offices and that telecommunication companies could transmit E-COM messages. The whole system became more complicated and the cost per message grew by 60 percent.

The PRC settled on the cost structure of 26 cents for the first page, and 5 cents for the second. Messages

Remembering USPS's short-lived Electronic Computer Originated Mail

E-COM

Remembering USPS's short-lived Electronic Computer Originated Mail



Originally, E-COM mail was to use both a red outgoing envelope (top) and red printed stationery but switched to blue (above) when it finally went into operation.

were limited to two pages. There also was an annual \$50 fee for the service. Mailers were required to send a minimum of 200 messages per transmission.

It was not the result USPS had hoped for, but E-COM finally was approved to go into operation.

In operation

On Jan. 4, 1982, Postmaster General William Bolger sent the first official E-COM message: "We are very proud of this milestone in the history of the Postal Service and pleased to share this occasion with you through this message."

Merrill Lynch, Shell Oil, the AFL-CIO, the Equitable Life Assurance Society, Hallmark Cards, and other companies signed up in 1982. After arriving at the serving post office, the messages were processed and sorted by ZIP code, then printed on letter-size bond paper, folded, and sealed in envelopes printed with a blue E-COM logo. They could be delivered only within the contiguous 48 states. Mailers could send messages to any of 25 serving post offices, located in Atlanta, Boston, Charlotte, Chicago, Cincinnati, Dallas, Denver, Detroit, Kansas

City, Los Angeles, Milwaukee, Minneapolis, Nashville, New Orleans, New York, Orlando, Philadelphia, Phoenix, Pittsburgh, Richmond, St. Louis, San Antonio, San Francisco, Seattle and Washington, DC.

According to a 2008 report by the USPS historian, during its first year, 3.2 million E-COM messages were sent, and more than 600 customers submitted applications for the service. The initial volume and rate of growth was not as rapid as expected, "Probably caused, to some extent, by the efforts of private carriers and the Antitrust Division of the Justice Department to prevent the Postal Service from offering the service at all," the historian wrote. Mailers were not reassured until a ruling by the Court of Appeals for the District of Columbia on April 21, 1982, found that the service could legally continue to operate.

That didn't stop public and private concerns from criticizing the service.

The conservative-leaning Cato Institute reported that USPS lost \$5.25 per E-COM letter in its first year of operation. The House Government Operations Committee stated that "the Postal Service deliberately manipulates the release of information about E-COM in order to make E-COM appear to be more successful than it really is." In 1982, Congress's Joint Subcommittee on Economic Goals and Intergovernmental policy held a hearing on the future of mail delivery in the United States, including whether the Postal Service should be prevented from competing with the numerous commercial electronic mail providers then in operation.

In 1983, the Postal Service handled 15.3 million E-COM messages, and it proposed that the PRC approve a rate

of 31 cents for the first page of a message and 9 cents for a second page.

In 1984, 23 million E-COM messages were sent. That same year, the PRC responded to USPS's pricing request by recommending a rate of 52 cents for the first page and 15 cents for the second page.

The USPS Board of Governors (BOG), which at the time decided postal rates and policies and could overrule a PRC decision only by a unanimous vote, rejected the PRC's recommended decision and asked for reconsideration. The PRC responded with a recommendation of a 49-cent rate for the first page and 14 cents for the second page. The BOG rejected these rates because they priced E-COM out of the market and recommended that USPS dispose of the E-COM system by sale or lease to a private firm.


No one offered enough for E-COM, so Postmaster General Paul Carlin decided in 1985 that USPS would close down the operation. The last E-COM message went through on Sept. 2, 1985.

"It just got so bastardized it didn't work at all," Gene Johnson, the head of USPS's Advance Services, later told *Bloomberg*.

E-COM was largely forgotten, except by the Oxford English Dictionary (OED), which found that E-COM had an ironic historical distinction. In June 1979, the journal *Electronics* ran a headline about E-COM: "Postal Service pushes ahead with E-mail." According to the OED, this is the first known usage of the term "E-mail."

e-com redefined

Congress's prediction about the diminishing of First-Class Mail would prove correct, though the timeline

memo to **mailers** 

Vol. 16, No. 12, January, 1982

E-COM service commences January 4, 1982

inside story: ✓
E-COM/Pages 4-5
Sack Tests/Page 3
Presorting/Page 7



The Postal Service will inaugurate Electronic Computer Originated Mail Service (E-COM) on January 4. E-COM will come on line at 25 serving post offices (SPOs), located in cities throughout the continental U.S. (See map, page 5).

Primarily for the use of volume mailers of computer-originated messages, E-COM will provide paper copy conversion, enveloping and delivery of computer-generated messages of up to two pages. E-COM messages will be delivered within two days, provided the messages entered through a serving post office are destined for delivery in the area served by that SPO. Mailers can transmit E-COM messages via telecommunications common carriers, 24 hours a day, seven days a week.

E-COM has been in the planning and development stages for more than three years. The service is de-

The E-COM system will allow volume mailers of computer-originated messages to transmit messages via telecommunications common carriers to 25 serving post offices located around the country.

Continued page 4

took far longer to occur. First-Class Mail's largest volume was in 2001 and has steadily declined since then.

But despite the gloom-and-doom reports of the Postal Service's demise at the hands of the internet, something else happened, coincidentally also termed "e-com." E-commerce has exploded, especially since the COVID-19 pandemic forced many Americans to shelter at home and order essentials through the internet, to be delivered by letter carriers. The Postal Service continues to adapt to these new conditions as parcel delivery grows and becomes a much larger segment of its business.

And in this way, USPS is continuing to innovate through the same process that led to E-COM back in the 1980s—by using technology to take advantage of its universal network and last-mile delivery service. **PR**

An article about the launch of E-COM appeared in USPS's *Memo to Mailers* in January 1982.

THE IRONMAN



Peter Worford is all smiles after finishing his first Ironman triathlon.

For most people, swimming 2.4 miles is a lengthy and difficult workout. For **Peter Worford**, it was just his first leg. He then biked 112 miles. After that, he ran a full marathon 26.2 miles. Thirteen hours and 35 minutes after he began, Worford finished his first Ironman triathlon last September in Cambridge, MD, placing 14th in his age group. It was a long way from where the now-64-year-old began.

In the early 1990s, when Worford was living in Lynchburg, VA, a group of guys got him into running.

“At some point, I got pretty fast,” he said, and worked his way up to completing the prestigious Boston Marathon in April 1996. By 1999, he completed his fastest marathon ever in just under three hours in the Richmond (VA) Marathon, coming in second in his age group. The following year, he completed the Umstead 100-mile endurance run in 23 hours.

After those accomplishments, Worford didn’t run much for many years, participating in only an occasional marathon. Later, when he lived in West Virginia, he started running again with a group in the mornings. They were triathletes, competing in triathlons consisting of swimming, cycling and running over various distances.

The group was training for a difficult triathlon called the SavageMan in Mary-

land, and they wanted him to train and compete with them. He wasn’t a swimmer and his biking was largely limited to neighborhood rides with his family, but Worford decided to give it a try.

He picked up a bike from a friend who was trying to offload one, and he took some swimming lessons. Soon, he did the short distance of the SavageMan in the hills of West Virginia. That included Olympic triathlon distances: 0.93-mile swim, 24.8-mile bike and 6.2-mile run. “That was a big deal for me,” he said.

When he moved back to Richmond and signed on as a letter carrier in late 2019, he signed up for a half Ironman, training on his own, especially for swimming. He also does strength training as well as yoga to help with flexibility and to prevent injuries. Someone at the pool told him he should join a training group called Endorphin Fitness to help, so he did.

Worford gives the group of triathletes and coaches credit for helping him get through the long runs and bike rides, and he appreciates the camaraderie of teammates.

“That Ironman—I couldn’t have done it without them,” he said, adding, “They also taught me the value of nutrition, both before and during the event. That was a whole new world for me. I didn’t think any of that was all that important. I figured the most important thing was just to get out there and put in the miles.”

Worford, added, “I look at myself now, and I think, I’m a better overall, all-around athlete than I’ve ever been.”

The Richmond Branch 496 member works in collections (both from businesses and blue boxes around the city) and doesn’t begin his workday until 10:30 a.m., so he fits in his workouts in the morning, waking up around 4:30 a.m., doing a strength routine to stretch and loosen up, then working out.

The carrier works out seven days a week; some days he’ll swim or use an indoor training bike and then run a mile or two. “I’m also what the triathletes call a ‘streaker,’” he says, explaining that he’s got a current streak somewhere north of 1,350 days in a row of running of a least a mile.

The carrier didn’t grow up running track, and his sport of choice before picking up running was tennis with his son. But he’s happy he’s added to his running skills.

And although he’s intimidated by some of the swimmers he competes against—some of whom have tried out for the Olympics—because he’s only been doing it for a few years, he enjoys the discipline.

“And the biking is amazing,” he adds, “because we had bikes when we’re kids, but the biking in this world is very high-tech. You’ve got these power meters and cadence sensors and speed meters, and all these metrics around this bike. You get fitted for the bike. That world fascinates me.”

Sometimes he can’t believe that he turned into a triathlete. “If you asked me five years ago, I would have said, ‘Oh no, that is not for me,’—running is just fine,” he said with big laugh.

Though he doesn’t have a lot of time to do things like watch TV, he says, he enjoys spending time with his family when he can, and his supportive wife accompanies him to his races.

There are many moving parts to competing in triathlons, and the preparation on race day is vital.

“It’s a busy morning making sure you’re perfectly set up. My focus on race day is, don’t make a mistake,” he said. “I have to take myself mentally through the transitions and through the race. I can visualize what is it that I’ve got to have and when and where.”

Participants must move from one portion of the race to another, from swimming to biking and then running. There



The triathlon requires participants to switch from swimming to biking to running.

is a transition area where triathletes put their equipment on a mat to switch out.

Worford sets up his area and then prepares himself for the swim, for which he dons a wetsuit.

“When I finish the swim, I’ve got to become a biker,” he said. So he runs to change out of his wetsuit into a “tri suit,” and grabs a helmet, biking shoes, bike computer, gloves, and food and water.

“And then on another section of the mat, I know when I finish the bike, I’ve got to become a runner,” he says, noting that he quickly peels off his helmet and then gets his running shoes, a water bottle, and hat if it’s raining.

“You try to minimize the time in transition—you’ve got to get it down to just a couple minutes. “You’re on the clock!” Worford said. “It’s a learned part of the game. If you make a mistake, it’s a big deal. You can’t forget to put your helmet on.”

He doesn’t have a typical yearly schedule. Last year, he did a half-Ironman about two months before the full event, and he sometimes gives himself time off for recovery. In the off-season, he explained, many people transition back into their preferred disciplines. Worford did some fall races, like a half marathon.

Worford recently did the Shamrock Marathon in Virginia Beach, in which he placed eighth out of 141 competitors. He has only a few events on his

2023 race calendar at the moment. He’s planning to do local fun runs this spring, run a leg of a relay race in July, and do a half-marathon in September. But he’s always up for more.

He had just received an email telling him he’s “on the list” for a potential invitation for the men’s world championship for the Ironman triathlon to be held in Nice, France, this September. To qualify, athletes usually need to have completed a certain amount of Ironmans, but some slots had opened up. Because he had done well at the Maryland Ironman, he’s on a short list to be invited.

“This is the biggest darn deal you could ever, ever imagine,” he said. “That’s like being asked to go to the Olympics. I told my wife, ‘We’re going to France if my number comes up.’ ”

If he’s selected for the world championships, the “game is on,” Worford said. He would need to get to a different level as a triathlete, he noted, but he’ll stay in training mode with his Endorphin group so he won’t ever have to start from scratch. “I will put in the work to be way better than I am now,” he added.

Though it’s sometimes tough to keep a balance, his hobby benefits his job. “Being involved with the mail is a physical job. This makes it easier,” he said. “It makes my work life so much easier to be physically in shape. My mood is better, and my attitude is better.”

And his customers sure seem to appreciate him. At a shirt-printing business that he collects from, Worford’s customer, Sarah Martin, realized it all made sense that he was an Ironman, as she’d watch him lift 2,000 pieces of mail from her shop each day. The business owner contacted the local TV CBS affiliate so they could highlight her carrier for his “tireless work ethic, character and tenacity.”

“He brings us so much joy,” Martin told the TV station, and so along with the CBS news crew, the shop surprised Worford during his daily rounds as part of a CBS 6 Month of Giving segment in December, thanking Worford for all of his hard work for the Richmond community and presenting him with a Dick’s Sporting Goods gift card.

Worford said “it emotionally overwhelms me to get recognized,” but that he appreciated it.

Co-workers at the post office are likewise supportive, especially when he has to put in for an occasional Saturday off on a race day.

One thing that will never change is his love of fitness.

“I just think having your health is a wonderful gift, and I treasure that,” Worford said. “I don’t know that I’ll always be an Ironman competitor, a triathlete, a runner. But I believe that I will always try to find a way to stay healthy. I made that commitment to myself.” **PR**

Proud to Serve

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

Honoring heroic carriers

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

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

Car fire no match for him

Boston, MA Branch 34 member **Dave Baldwin** had just parked his truck to do a loop in September when he heard screaming. A car with flames visible inside stopped near his truck—the screams were coming from the woman driving the car, who had dropped a cigarette. Baldwin leaped from the truck to help the woman, who was panicked and having trouble getting her seat belt loose. Baldwin freed her from the seat belt and pulled her out of the car.

"She was on fire," he said, adding, "I ripped her shirt off" because it appeared to be made of flammable material and was burning out of control. As other witnesses nearby came to help her, Baldwin turned to the car, which had come to rest near a home. He grabbed a garden hose at the home and put out the fire.

Firefighters arrived to tend to the fire and care for the woman, and Baldwin left. With minor burns on his hands, he took the rest of the workday off, treating the burns at home. He was back on the job the next day.

After three weeks in a burn unit, the woman wrote Baldwin a thank-you letter saying she had recovered.

Carrier saves woman from pit bull attack

On his route in October, 37-year carrier **Philip Moon** was in his mail truck when he heard a commotion. The carrier saw a customer with her two small dogs under attack from a large pit bull. Moon, a member of Amarillo, TX Branch 1037, jumped out to help.



Philip Moon

He managed to fight off the attacking dog and pull the woman and one of her dogs into his truck. The woman was bleeding badly from dog bites to her left leg. "The whole bottom of the floorboard was filling up with blood," he said. Moon called 911 and then took off his shirt to use to compress her wounds, which helped stop the bleeding.

"Then the dog came back and bit down on her other leg," he said. The pit bull forced its way into the partly closed door of the truck, forcing them both to fight off the dog as best they could. The woman's husband had heard the struggle and came to help. "Then the dog went after me," Moon said, biting his shoe and slightly injuring his ankle. "All this time, I'm talking to the 911 operator."

First responders arrived and animal control officers caught the dog while EMTs tended to the victim. Moon drove back to the post office, and that night, he visited the woman in the hospital, where he was told she had passed out twice from loss of blood. "You saved her twice," police responders told Moon—once from the dog and again from bleeding to death.

Moon doesn't consider his actions particularly heroic. "I'll be honest with

you—I was scared to death," he said. "I was just running on adrenaline."

"Knowing the people I work with, anybody would have done what I did," he added. "I don't consider myself a hero."

Where there's smoke...

Gary Powell, a 36-year carrier and an Army veteran, saw smoke while delivering to a duplex in Martin, TN, in October of 2019. Powell, a member of Memphis, TN Branch 27, wasn't alarmed. "I saw a wisp of smoke in front of me," he said. "I thought someone was grilling out."



Gary Powell

But when he moved to the other side, he saw more smoke and then flames through the window. Powell banged on the doors of both sides of the duplex and called 911. He was especially concerned for the woman who used a wheelchair and lived in the unit that was on fire.

The doorknob was very hot, so he went to a side door, where he found the woman trying to exit with her wheelchair—but it was lodged in the doorway. Powell helped the woman get out on her own feet, but she was screaming for her wheelchair, so Powell went inside to get it. "I breathed in some smoke, but not a whole lot," he said.

Firefighters arrived quickly and extinguished the flames, saving both sides of the duplex from total loss. After resting and calling his supervisor, Powell went back on his route. Though the fire occurred in 2019, the Postal Service only recently recognized

Emma McCarty and Mike Sala



Powell for his heroism following a delay in processing paperwork at his station during the pandemic.

Co-workers come to the aid of collapsed carrier

Yakima, WA Branch 852 member **Mike Sala** has no memory of collapsing on the workroom floor the morning of Saturday, Sept. 24.

“I was coming inside to grab another cart,” he said, “and then I’m having a conversation with a paramedic.”

His colleague **Stephanie O’Dell** heard a “thud” while casing her mail that morning. O’Dell, who has since left the Postal Service, called out “Are you OK?” to Sala, whose case was nearby.

Sala, a 24-year carrier, was not OK.

A rural carrier, Emma McCarty, found Sala on the floor and sounded the alarm. She and O’Dell rushed to his side and called 911. O’Dell, who had learned CPR in the Navy, tried to revive Sala with chest compressions. “He was turning blue,” she said, but after nearly 20 minutes of CPR, she knew it was working because he started making vocalizations and his skin color returned to normal. Exhausted, O’Dell let another postal employee take over CPR for a few minutes until EMTs arrived and took Sala to the hospital, where he was treated for a heart attack.

“I just did what any person would do,” O’Dell said. After Sala was on his way to the hospital, she recalls, “a police officer came out and said I saved his life. That was gratifying.”

Sala spent several days in the hospital before going home. He returned to work in December.

“I wouldn’t be here without her,” Sala said of O’Dell. “She saved my life. She’s my hero.”

Stephanie O’Dell



Carrier saves house and dog from fire

Sometimes, a letter carrier is a dog’s best friend. Enid, OK Branch 858 member and Army National Guard veteran **Damon Weber** has carried the mail since 2016. On his route on a windy day in December, he saw smoke near a home.

“On that day, the winds were 40-plus miles per hour,” Weber said. He followed the smoke to the back yard and found the source. The the wind had blown over a heater in a dog pen and started a fire—with a panicked dog locked inside. Even worse, the wind was blowing the fire toward the house and near propane tanks and gas cans stored next to it.

A neighbor, who Weber later learned was a retired firefighter, came to help and began dousing the fire with a hose, but the wind made the blaze difficult to quell.

“The dog was going crazy, and he was trying to get out,” Weber said. He pulled at the chain link fence of the pen and managed to give the dog room to squeeze out, but the dog was on a chain. He unhooked the chain and the dog ran for safety in the yard. The fire had heated the fence enough to cause minor burns on his hands through his gloves, Weber said.

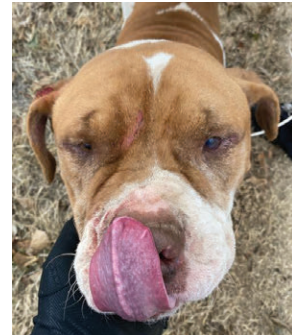
Firefighters arrived and put out the fire, and the dog’s owner came home and thanked Weber.

After the fire was under control and the dog had calmed down, he said, “the dog came up to me and he was my best friend ever.” Weber shrugged off the burns on his hands and continued on his route, returning later to take photos of the aftermath and of his new canine buddy.



Above: The Enid, OK fire site

Below: Damon Weber and his new best friend



This isn’t Weber’s first rescue on his route. In 2019, Weber helped two boys, a mother and baby out of a home full of smoke from a kitchen grease fire. **PR**

Eye on the elderly

On a hot day last summer in Knoxville, TN, **Justin Brannam** was walking his route and went up the driveway of the home of an elderly woman. He spotted her lying on the driveway, and thought at first that she was gardening, as she often was. But then he realized that she wasn’t moving or responding to his voice. Brannam, a member of Knoxville Branch 419, ran to his truck to get his phone and dial 911. He returned to the woman while waiting for first responders to arrive. “I just tended to her and made sure she was all right,” he said. An ambulance soon arrived and took the stricken woman to the hospital, and Brannam continued on his route. “It was just a good time for me to be there,” he said. The carrier later heard from the woman’s daughter that he probably saved the woman’s life. “If she had been out there any longer,” the daughter told him, “she would have died from the heat.” **PR**

The good, the bad and the ugly



**Paul
Barner**

In today's world, storing and accessing information electronically has become the norm. As a society, we have become so dependent on digital technology that it begs the question of how we could function day-to-day without it. From networks and databases to social media accounts and smartphone apps, we all stay connected, to some extent, through digital transactions. The proper use of this technology has proven to make life easier, both at work and in our private lives.

That said, any electronic database is only as strong as its weakest link. Done right and

maintained properly, information remains right at one's fingertips. Conversely, a haphazard approach or failing to continually modernize the infrastructure and security protocols will likely result in unintended and, oftentimes, devastating consequences. Inadequately maintained systems can risk compromising sensitive data, requiring system shutdowns that result in the inability to access vital information, thereby effectively handcuffing end users of that data. And then comes the return to the Stone Age of having to revert to manually accessing information or make changes to information via paper format that was previously facilitated electronically. The long-term consequence of this haphazard approach includes the erosion of confidence in the overall security of the data and the deliverability of the information when needed.

As follow-up to my March 2023 *Postal Record* article wherein I referenced the PostalEase scam to which many postal employees, including some in the city letter carrier craft, fell victim, NALC received on April 7 an updated timeline for when postal employees will regain the ability to make net to bank and allotment changes. As of the writing of this article, preliminary information indicates the existence of continued accessibility issues. NALC will monitor this ever-evolving situation and provide relevant updates to the members.

Along with the PostalEase debacle, the Postal Service discontinued access to eOPF, resulting in employees now having to request their files in paper format. For years, postal employees have gained access to their

official personnel file electronically. This issue of denied access has been going on now for several months and is projected by the Postal Service to continue for many more months. The Postal Service has advised NALC that employees may request a copy of their eOPF in person or in writing to their district human resources office. If the request is made in writing, the employee will be asked to provide proof of identity. In addition, the Postal Service has confirmed that no charges will be assessed on any active Postal Service employees for requested paper copies of their eOPF while the eOPF system remains unavailable due to security upgrades.

On the other hand, NALC takes the approach of constantly improving maintenance and modernization of its information technology systems and infrastructure to ensure continuity of deliverables to the end users without the need to crawl back to the Stone Age. As I wrote about in my May 2022 *Postal Record* article, NALC has and will continue to develop applications and provide electronic access to assist branches and state associations with the representation of our members.

Here is a recap of a few of the latest resources and tools accessible through the Members Only portal of the NALC website:

- NALC automated the bylaws submission process to allow for the electronic submission of changes and to provide an electronic library of past submissions.
- Biweekly dues rosters are available electronically.
- Branch and state association presidents and secretaries now have full access to viewing and downloading membership rosters, which will include the most up-to-date data NALC has in its membership database at the time. This access provides the capability for branches and state associations to select rosters of their entire membership and, for branches, the ability to select modified rosters for use to assist branches during the election process.
- Branch presidents and secretaries have a new platform to submit proper notification to the national secretary-treasurer when members have reached one of the membership milestones identified in Article 2, Section 5 (a) of the *National Association of Letter Carriers Constitution* and are thereby entitled to recognition through the receipt of a lapel pin, life membership gold card and lapel pin, or plaque. The platform was designed to identify members who, by NALC records, qualify for certain membership

(continued on page 36)

Beyond the 22 LMOU items



James D. Henry

As previously discussed in my April column, both management and the union are obligated to bargain over each of the 22 subject items listed in Article 30 of the National Agreement. This means that if one party raises the issue of such an item during local memorandum of understanding (LMOU) negotiations, the other party must negotiate over it in good faith. It's important to familiarize yourself with the local implementation rules.

In cases where an LMOU has provisions outside the 22 subject items listed in Article 30, the LMOU representatives can raise an issue or issues with such provisions. For example,

if a provision exists in an LMOU where management provides ice cream during the summer months, management may raise the issue with the intent of eliminating the provision. However, the union has the right not to discuss the issue at hand and vice versa. Moreover, neither party is allowed to impasse provisions outside the subject items.

During local implementation, management may also claim that it is unable to bargain over subjects outside the 22 listed items or that such items are "outside the scope of local implementation." This is completely inaccurate. Nonetheless, management may refuse to address any outside subjects in local negotiations. Although neither party is obligated to bargain over subjects outside the 22 listed items in Article 30, the parties may make agreements on such subjects, so long as nothing in the local agreement is inconsistent or in conflict with the provisions of the National Agreement. Do not assume that management will dismiss discussing an outside subject. The fact is, if you do not try, you will never know.

Prior to the changes in the 2001 National Agreement, management had the right to declare LMOU provisions "inconsistent or in conflict" with the National Agreement at any time. The disputed provision would be suspended until the parties could resolve the provision in question. However, in 2001, the impasse rules changed and limited the parties to challenge an LMOU provision as inconsistent or in conflict with the National Agreement; this can be done only during the implementation period.

The "inconsistent or in conflict" with the National Agreement argument is commonly made by management

during the local implementation period. Management will employ this argument in an attempt to eliminate language that benefits the letter carrier craft. However, the National Agreement contains language in Article 30 and the Local Implementation MOU that limits management's right to challenge existing LMOU provisions on this matter. Management may not make the argument if the provision in question has been in your LMOU prior to the last implantation period. This is illustrated in the Memorandum of Understanding Re: Local Implementation in paragraph 6. Nevertheless, management can make the "inconsistent or in conflict" argument if a provision was changed during the 2021 local implementation.

A perfect example of the argument is if in the 2011 round of local implementation, you negotiated two 15-minute breaks each day for letter carriers. This could be a provision that could qualify, and that has in the past been argued to be inconsistent or in conflict. In 2021 management made the argument that the provision was inconsistent or in conflict with the National Agreement. However, because management didn't make the argument during the 2017 round of local implementation, it is prohibited from making the argument of "inconsistent or in conflict" in the 2021 local negotiation period.

Furthermore, management can assert within the 22 subject items listed in Article 30 of the National Agreement that the existing LMOU provision is an "unreasonable burden" on the Postal Service. When management makes such a claim, the branch should be prepared to request evidence backing up the so-called "unreasonable burden." Arbitrators have consistently ruled over the years that management cannot simply say the LMOU provision is an unreasonable burden, but rather must prove how it's a burden. The standard of unreasonable is more than it merely being an inconvenience for management.

Branches must stay alert to effectively rebut management's claims of either argument. In the case that the parties cannot come to an agreement over a disputed item within the 22 subject items listed, the next step would be to impasse the provision(s) to the next level. I will discuss the impasse process in next month's column.

As previously stated in my April column, while the 2019-2023 National Agreement is set to expire at midnight on May 20, the parties can choose to extend the negotiation deadline or move to the arbitration process. Therefore, the existing language for the National Agreement and local memorandum of understanding will remain in effect until the new National Agreement has been ratified or arbitrated.

(continued on page 36)

The Reciprocal Agreement and obtaining a branch checking account



**Nicole
Rhine**

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

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

The Reciprocal Agreement is important, as it provides a process that, if acted on immediately, reduces the number of unintended

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

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

Keep in mind that the reciprocal agreement applies *only when the member transfers crafts and is joining another union*. If a member transfers crafts but does not join another union, the member must wait until the window period of their anniversary date, per section 925 of the *Employee and Labor Relations Manual (ELM)*, to cancel their NALC membership. City carrier assistants may also cancel within 10 days after starting another term of non-career employment.

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

One other important point: Not all letter carriers moving into another postal craft should terminate their NALC membership. NALC members who change crafts but still

wish to retain enrollment in the NALC Health Benefit Plan must continue their membership in the NALC.

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

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

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

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

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

We must stick together



**Mack I.
Julion**

In my first article for *The Postal Record*, I wrote about the philosophy of “aggressive representation” that we employ in my home branch in Chicago. I’m not surprised, but I did receive a few letters and emails from members who could relate to the kind of passion that is needed to successfully represent our members. After all, we all work for the same company, and dumb ideas like the golden hour, late start times and these hostile work environments don’t exist in a vacuum. I realized early on as a steward that the best defense against bad management was a relentless offense. This meant the more time

we spent meeting on grievances that addressed their contractual violations, the less time they had to issue disciplinary action or harass our members!

Now, this may sound good in theory, but it involves more than just a knowledgeable hell-raiser as a union representative. It also requires letter carriers who understand the importance of unity. “United we stand and divided we fall” is more than just a cliché or a famous quote; it is a fact of life for letter carriers. I don’t know how many times I have heard management actively try to convince carriers that their union has sold them out. Everything from the DPS to working in the dark, they would have the members believe that it was something that the union agreed to at the letter carriers’ expense. They would never explain that their right to manage under Article 3 also gives them the right to mismanage. Where their mismanagement comes in conflict with other provisions of the contract is where we must hold them accountable. So, this is why I repeatedly told my members as a steward and branch president, “*We must stick together.*” Our willingness to stick together is the ultimate form of unionism.

If we have problems with each other, they must be settled internally. We never want management to get involved in our business, because that’s when things tend to go bad. Being union means we are family—sometimes a bit dysfunctional, but family all the same. Family squabbles get resolved within the family. We don’t write statements or bear witness against other carriers, because our union is formed on the principle of “Wrong no

member or see no member wronged if we can prevent it.” There is nothing more frustrating for me as a union rep than to deal with issues that involve carrier versus carrier. As branch president, I would go out to offices to mediate disagreements among members just to prevent someone from losing their job. We don’t take sides in these situations because the main objective is to preserve the union, and our strength is our unity.

“Being union means we are family—sometimes a bit dysfunctional, but family all the same. Family squabbles get resolved within the family.”

I told my co-workers when I became steward that we could accomplish anything if we were united. I warned them that if we wanted a better workplace, we would have to hold management accountable. This implies that as their steward I was going to push, and of course management was going to push back. For letter carriers, this requires us to follow the rules too: wearing the proper shoes and uniform as well as being regular in attendance. We couldn’t give them anything to compromise our positions. We wanted a safe and hostile-free work environment, and we would not be working off the clock or cutting deals to get the mail delivered. Overtime goes to the people on the list and, if we were forced, you would pay. Eight hours means eight hours. Those are principles that we can stand on, but only if we stand together. Management likes to see us divided and wants us to blame each other when the offices are not properly staffed. We break down when we are overworked. There is no longevity in working more than 60 hours a week carrying mail.

I always encourage our members to be knowledgeable about their contract and to know their rights. If they expect more from their union, then they need to get involved. A person getting out of the union for any reason is only someone looking for an excuse to take a free ride. We should take pride in a scab-free workplace. That sends a message to management *and* the union. So, for those who say they want more aggressive representation, I say that’s going to require more unity. All hands on deck. Make it a priority to go to union meetings and involve yourself in the issues that affect letter carriers. If you expect more from your job, and your union, then that will require you to do more as a member.

2023 Letter Carrier Resource Guide



**Christopher
Jackson**

NALC works to create and share materials that provide information to benefit our members. In previous articles, I have discussed some of the materials that were produced by the City Delivery Department, such as the *NALC Guide to Identifying Intentional False Editing of Clock Rings*, the *NALC Work Hour Tracker*, and the 2019 *NALC Letter Carrier Resource Guide*, just to name a few. I'd like to use this month's article to inform the membership about the release of a recent publication, the 2023 *Letter Carrier Resource Guide*.

The initial *Letter Carrier Resource Guide* was created in 2019 and was a product of combining two earlier NALC publications, the 2016 *City Carrier Assistant Resource Guide* and the 2014 *Letter Carrier's Guide*. These two earlier publications focused on helping members understand the rights and benefits of CCAs and career letter carriers separately. The 2019 *Letter Carrier Resource Guide* was designed to be a one-stop shop to address letter carriers' concerns at every stage of their letter carrier career.

The 2023 edition of the *Resource Guide* strives to build on the efforts of the 2019 edition and remains an all-in-one source of information for all letter carriers. Each section has been updated to include changes to rights and benefits since the signing of the last National Agreement. The 2023 version also has additional updated information on changes to the job, contractual and handbook provisions, and postal policies.

The first section of the guide starts with a focus on welcoming new hires to the job of a city letter carrier and identifies some of the challenges the new carriers might encounter as they learn the position, similar to the 2019 version. It explains the history of the NALC and the way the union is structured. The guide describes how local branches, state associations and the regional offices fit into this structure. It also includes a more detailed description of the duties and responsibilities of its national officers. One of the early sections of the guide also gives examples of how letter carriers can get involved in NALC, if interested.

The second section, called "CCA Rights and Benefits," contains a summary of all the National Agreement provi-

sions to which CCAs are entitled. This section explains union representation, the grievance-arbitration process, and how to protect yourself from disciplinary actions. This section also has the latest information relevant to CCAs, such as pay rates and relative standing, uniforms, USPS Health Benefits Plan for Non-Career Employees, crediting annual leave in lieu of holiday leave, and the automatic conversion of CCAs to career status when they reach 24 months of relative standing reflected in the 2019-2023 National Agreement.

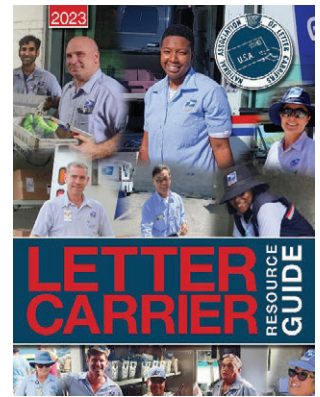
The rights and benefits section explains CCA entitlements to leave, holidays, life insurance, and medical care and/or compensation if you are injured on the job. A detailed explanation of the benefit of using ECOMP, the Office of Workers' Compensation Programs electronic claim filing portal to register and file an injury claim when a carrier gets hurt on the job, is included so that our members are familiarized with this relatively new and beneficial process. Additions to the guide also include a brief step-by-step introduction to the MDD timekeeping feature being used by letter carriers throughout the Postal Service to record their own clock rings.

The "On the Job" section explains and gives helpful advice on everyday activities which occur on the workroom floor. This section contains various topics, such as requesting overtime and auxiliary assistance on the route, work methods, following the instructions of your manager, and DOIS projections. It describes the process for requesting leave using the PS Form 3971 or the Enterprise Leave Request Application (eLRA), where carriers can submit leave requests through the USPS LiteBlue online site.

The third section of the 2023 guide focuses on the additional rights and benefits afforded to all letter carriers once they are converted to career status. These sections highlight subjects of interest, such as step increases, premium pay rates, cost-of-living adjustments, updated holiday pay for PTFs, the 2022 inclusion of the Juneteenth holiday, and the process for bidding on vacant duty assignments. This chapter includes explanations of retirement benefits, life insurance, military buyback and seniority.

The 2023 Letter Carrier Resource Guide is now available for download on the NALC website at nalc.org/workplace-issues/city-delivery. Every NALC member can request a printed version of the guide free of charge by logging into the Members Only section and clicking on the picture of the guide. Select the check box, and when the printed version is available, one will be mailed to your address of record.

I believe that regardless of what stage you are at in your career, this new publication will provide all letter carriers with a wealth of valuable information.



Investigation of discipline for a safety infraction



Manuel L. Peralta Jr.

In 2009, while serving as Region 1 national business agent, I wanted one of our workshops to dive into the investigation of discipline. I prepared this material with Raquel Acasio, who was and continues to be an officer of Branch 70, and whom I had assigned to teach this class.

Thank you, Rocky!

If one of your carriers receives a discipline charging them with a safety infraction, take the following steps:

Read the charges carefully to make sure you understand the accusation and the facts claimed. Many times, we don't take the time to understand

the specifics and we "whoosh" into the wrong approach. Interview the grievant and his or her witnesses.

1. Does the grievant agree with the facts specified in the charge letter against him or her? If so, have the grievant explain why he or she did what the charge letter claims.
2. If the grievant does not agree with the facts in the charges against him or her, have the grievant state what actually took place.
3. In either of these two categories, ask the grievant to provide you with a written statement in support of his or her position in relation to the charges.
4. If the grievant is unwilling to provide you with a statement, take notes of your interview. At the conclusion of your interview, read back your interview notes to that person to verify that you got the story right. If the grievant confirms that the statement is accurate, make a notation on the interview notes of who conducted the interview, when the interview took place and make this interview a part of the grievance package.
5. Does the grievant have any witnesses who support the grievant's position? If so, request time to interview him or her and conduct the interviews as above.
6. Does the grievant have any documentary evidence that supports his or her side of the story? If so, secure copies and include as part of the grievance package.

What evidence does the employer have in support of the charges against the grievant?

1. Who are the employer's witnesses, if any?
2. Make a written request for the time to interview these witnesses and include *a copy of the written request* as part of the grievance package. Even if the witness is a customer, you have a right to interview that person.
3. Ask these witnesses what they saw, what they heard and what else they recall. Ask them to provide you with a statement of what they believe happened. If they provide you with a statement that helps, make sure that the statement is part of the grievance package. If they do not want to write a statement, use the same process explained above.
4. Does the employer have any documentary evidence that supports its version of what happened? If so, make a written request for that information and include *a copy of the written request* as part of the grievance package.

Research

1. Are there any contractual provisions that were violated? Are there any procedural arguments that need to be made, such as, but not limited to: review and concurrence by a higher-level authority for suspensions or removals; failure to specify what the grievant did wrong, etc.?
2. Were any provisions from the handbooks and manuals violated? If so, please identify the provisions that you are referencing in the body of your grievance appeals. It is not sufficient to simply cite "Article 19," as this reference is too vague and we might be barred from raising the specific provision in arbitration.
3. Are there any national-level settlements, national-level arbitration decisions, or language in the *Joint Contract Administration Manual (JCAM)* that support an argument in support of the union's position? If so, reference them and include copies in the grievance appeal.

Remedy

If you are dealing with suspensions or discharge, start with: "That the suspension (or removal) be rescinded, that any reference thereto be removed from all files, and that the grievant be made whole for all lost wages, fringe benefits and seniority rights and that the union be provided with proof of back pay processing."

This column is just a simple, brief, starting point. As shop stewards, there is immense pressure and responsibility on your shoulders. Reach out to your branch officers or your national business agent for additional help. Keep an eye on each other.

This one weird trick to unlocking wealth



Dan Toth

I'm sure you've seen ads and articles online promising "this one weird trick to unlocking wealth" in retirement. I've got another one for you.

Most retirement planning and preparation focuses on finances. Eligibility is generally straightforward, and so the next set of questions typically examines whether one has enough money.

Do you have enough years in your annuity? Did you squirrel away money in your Thrift Savings Plan your entire career? Can you afford health insurance? Can you afford to provide a survivor benefit? Can you afford to not provide a survivor benefit? When

should you start collecting Social Security? Should you retire in time for the Special Annuity Supplement, or wait for the extra 10 percent at age 62 with more than 20 years of service?

It turns out that the keys to maximizing your annuity and Social Security benefit is to start collecting them, and then live a very long time. It may be obvious on its face, but it bears repeating. Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS) regular annuities, as well as regular Social Security benefits, do not expire or stop. There is no deadline or maximum benefit one can collect. That is, as long as one continues to live.

So, there's the rub we don't always think about. Living a long and healthy retirement is the "one weird trick to unlocking wealth." A typical retiree of 30 years of service can easily receive more than \$30,000 a year in benefits just between FERS and Social Security. Multiply that by 34 years of retirement and you've got a cool million. Not bad. This doesn't include earnings or withdrawals from the Thrift Savings Plan, or any other benefits earned outside of the Postal Service. To make a retirement last 34 years or more, and to actually enjoy those years, you'll need to live a healthy lifestyle (and get a little lucky). While we spend most of our time thinking about our financial investments, we should be sure to spend time investing in our health.

Staying active is one of the most important things a retiree can do. Activity engages the mind, the body and the spirit. Naturally, each person will have their own preferences, but one should attempt to cover all these aspects, with multiple activities as needed.

A number of retirees have decided that they still want to work in some capacity. Work can help motivate a person

to stay active, be productive, and spend time with others. Of course, work has a side benefit of bringing in some more dough. Some look to a part-time job that they enjoy, such as working at a gardening center or a woodworking store, where those align with one's interests.

Others find that staying connected to a community is key. Whether it's social interaction from clubs and organizations, board games, volunteering, or sports such as the local golf league, there are unlimited options for staying connected to others and give you something to look forward to between events.

Coming from a life of unionism and solidarity, some stay involved in their NALC branch. This can provide retirees the opportunity to mentor others, share their experiences and wisdom, run the annual food drive, or maybe help other members learn about their benefits, such as the Mutual Benefit Association.

Let's not forget plain old exercise: weight lifting, yoga, walks in the woods, spin class, whatever floats your boat. Improving physical strength and the cardiovascular system go a long way to protecting joints and organs so one can stay active the rest of the day—sharpening the axe, so to speak.

Diets are high on the list of important factors to living a long life. Eating a variety of healthy food helps protect against many chronic noncommunicable diseases, such as heart disease, diabetes, and even cancer. Reducing foods like salt, sugars, and saturated and industrially produced trans fats are essential for a healthy diet, according to the World Health Organization. Let's not forget that heart disease is the leading cause of death in the United States, and if we're looking to maximize our financial benefits, we need to minimize our risk of heart disease and other ailments.

A vital component not to be overlooked is to make regular visits to your doctor, dentist and optometrist to head off or mitigate any potential health problems. Catching problems early and seeking treatment puts you in the best possible position to do so.

Retiring is a major life event. It can be difficult for those who retire but haven't figured out what they want to do after they hang up the satchel. As much as possible, active employees should prepare for their new phase of life by building the retirement life they want, before they retire. And like anything, there will be normal ups and downs, so don't expect it all to be Instagram perfect and smooth sailing. It may take some work and adjustment to settle into this new and wonderful phase of your life. Retirement should be a time of happiness and joy. You've earned it, so make the most of it and invest in your health.

The Mutual Benefit Association 2022 financial report



**James W.
"Jim" Yates**

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

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

sons were made of MBA's financial condition between its prior two years of performance, ending Dec. 31, 2022, and Dec. 31, 2021.

United States Letter Carriers Mutual Benefit Association (MBA)

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

Board of Trustees
Lawrence D. Brown Jr., chairman
Sandy Laemmel
Charles P. Heege

202-638-4318, 8 a.m.-3:30 p.m. (Eastern)

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

BALANCE SHEET*

	Dec. 31, 2022	Dec. 31, 2021
Assets		
Cash	250,196	3,903,877
Short Term	0	0
Investments		
Stocks	24,891,672	26,598,244
Bonds - amortized value	235,176,024	240,853,913
Policy loans	2,293,011	2,308,138
Accrued investment income	2,502,748	2,579,366
Security Lending	0	0
Misc, including unearned premium and EDP equipment	26,810	62,873
Total assets	265,140,461	276,306,411
Liabilities and Reserves		
Liabilities		
Unpaid claims	602,702	646,637
Deposit - type contracts	3,662,103	2,658,996
General expenses due and accrued	330,528	298,224
Taxes due and accrued	0	0
Unearned income	177,355	178,758
Escrow and suspense	233,406	127,756
Experience refund provision	476,119	429,844
Securities Lending Collateral	0	0
Other - FAS 106 medical plan	3,798,303	4,123,314
Reserves		
For the benefit and protection of policyholders	216,245,270	219,985,611
For dividends to policyholders	382,010	383,174
Required securities valuation	4,246,780	8,558,187
Total Liabilities and Reserves	230,154,576	237,390,501
Fund Balance (Surplus)		
Allocated for contingencies	350,000	350,000
Unassigned	34,635,885	38,565,910
Total Fund Balance (Surplus)	34,985,885	38,915,910
Total Liabilities, Reserves and Fund Balance	265,140,461	276,306,411
Surplus Ratio	15.20%	16.39%
Ratio with AVR and IMR	17.37%	20.75%

*Per NAIC statutory accounting rules

INCOME STATEMENT*

	Dec. 31, 2022	Dec. 31, 2021
Operations		
Premiums earned	10,889,829	13,179,824
+Investment income	9,795,138	10,239,976
+SCILC considerations	8,886,359	287,649
-Increase in reserves	(3,740,341)	8,384,489
+Miscellaneous Income	30,955	7,377
-Experience refund provision + Misc. Inc.	479,482	429,412
=Provision for benefits and expense	32,863,140	14,900,925
Incurred benefits		
Deaths	1,946,639	1,871,821
Maturities	0	0
Waiver of premium, life/annuities	20,352	17,806
Hospital indemnity	86,734	98,404
Disability income	368,580	561,187
NSBA	0	0
Cash surrenders, life	19,589,322	7,558,217
Annuity benefits	7,275,695	995,430
Scilc contract Payments	2,200,218	1,831,974
Interest on deposit contracts	111,727	112,397
-Total incurred benefits	31,599,267	13,047,236
-Dividends to policyholders	362,995	354,796
-General expenses	3,632,567	3,379,678
-Taxes	117,361	121,700
=Net income from operations	(2,849,050)	(2,002,485)
+Realized capital gains/losses	1,127,028	3,627,056
=Net income	(1,722,022)	1,624,571
Other Surplus Gains (Losses)		
+Unrealized capital gains/losses	(6,646,971)	1,872,819
+AVR change	4,088,635	998,468
Change in valuations basis	0	0
+NAA change	25,322	40,889
Miscellaneous (FAS 106 & EDP)	325,012	(33,217)
=Change in fund balance (surplus)	(3,930,024)	4,503,530

*Per NAIC statutory accounting rules

Take care of your mental health



**Stephanie
Stewart**

The month of May was established as Mental Health Awareness Month in 1949 by the National Mental Health Association, now called Mental Health America. Since then, many organizations have joined together from May 1-31 every year to raise awareness about mental health and help reduce the stigma many may feel surrounding their individual situations.

Mental health and physical health work hand in hand, making both essential components to a good quality of life. According to an article by the Centers for Disease Control and Prevention, mental health is an im-

portant part of overall health and well-being and includes emotional, psychological and social well-being.

Also worth mentioning is that the global prevalence of anxiety and depression increased by 25 percent during the first year of the COVID-19 pandemic, according to a scientific brief released in March 2022 by the World Health Organization. Because of such factors as job loss, loneliness, fear, loss of a loved one and the uncertainty of the future, the impact of the pandemic was massive and affected many, both mentally and physically. Sadly, despite this increase in suffering, many people remain embarrassed to reach out for help or talk about their feelings.

The NALC HBP wants to help change that. Here's whom you can turn to when you need that extra support.

For High Option members, Optum®, a recognized leader in behavioral health care and substance use services, provides our mental health benefits. With Optum, you have access to more than 285,000 in-network clinicians and 3,300 in-network facilities in more than 8,800 locations nationwide.

When you choose an in-network provider for mental health and substance use disorder services, you will receive the best benefit. These in-network providers are easy to locate 24 hours a day, seven days a week, either by using our online provider locator or by calling Optum's toll free number at 877-468-1016.

We also provide Telemental Health, an added convenience for those who choose not to see an in-person provider or who prefer a virtual visit structure. To locate an in-network telemental health provider, call Optum® at 877-468-1016 or

visit liveandworkwell.com. Some providers will allow you to schedule appointments from the website.

Even if you don't need a telemental health appointment, the liveandworkwell.com website is a great resource. It offers access to self-management tools, prevention programs, educational materials, videos and much more.

To get started, make sure to register and create a password. Then you can see all the benefits available through our specific health benefit plan. Click the "Find care option" located on the top ribbon. Then select "Explore care options." After you answer a few confidential questions, you will receive recommendations about your care, or you can simply select "See all benefits."

Under "See all benefits" are two programs I want to highlight—Talkspace and Self Care by AbleTo.

Talkspace

Talkspace is available 24 hours a day, seven days a week, with no office visit needed. This program helps you engage with a licensed, dedicated therapist, anytime, anywhere you might feel you need some extra help or support. You can send private messages (text, voice, video) or schedule live video sessions.

Self Care by AbleTo

Through the Self Care mobile app, you have access to self-care techniques, coping tools, meditations and more. You will also receive the following:

- Daily mood tracking
- Mental health tools
- Collections of long-term life skills, techniques and resources on topics that matter most to you
- Personalized activities

Keep in mind that Self Care should not be used for urgent care needs or mental health crises. It is not intended to diagnose problems or provide treatment and should not be used on its own as a substitute for care from a provider.

For CDHP and Value Option members, Cigna Behavioral Health Network is available. Take advantage of a wide range of tools for mental health and substance use disorder conditions when you need them by calling 855-511-1893. A specialist will help identify the nature of your problem and match you with an in-network provider who has the appropriate experience to help with your specific needs.

In recognition of Mental Health Awareness Month, be kind to yourselves this May and take some time to explore the Plan's benefits. After all, we can all use a little support these days.

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

Heat safety

From 2015 to 2018, the Postal Service reported that a total of nearly 2,000 carriers suffered heat-related medical problems. That is more than one incident per day. This month's "Contract Talk" will delve into heat safety and the Postal Service's Heat Illness Prevention Program (HIPP).

Article 14 of the National Agreement establishes management's responsibility to provide safe working conditions and a safe working force. Article 14, Section 1 states in part:

Section 1. Responsibilities

It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility.

Article 14, Section 3.D provides that the Postal Service will comply with Section 19 of the Williams-Steiger Occupational Safety and Health Act (OSHA). Page 14-3 of the 2022 *Joint Contract Administration Manual (JCAM)* explains that the Postal Service is subject to OSHA, stating:

OSHA. The Postal Employees' Safety Enhancement Act of 1998 (PESEA) changed the status of the Postal Service as an employer under the Occupational Safety and Health Act (OSHA). Previously, the Postal Service, as a federal agency, was exempt from the private-sector provisions of the OSHA and was covered only by Section 19 of the Act and Executive Order 12196. When PESEA became effective, the Postal Service, unlike other federal agencies, became fully subject to the OSHA. This means that OSHA has jurisdiction over the Postal Service in matters relating to employee safety and health.

In addition to the express language of Article 14, Section 3.D, Article 5 incorporates management's obligations under the law.

While OSHA has begun a process to consider the establishment of heat-abatement rules and measures, it has not yet issued any specific heat-related provisions. However, OSHA does have a provision called the "General Duty Clause," which requires an employer to "furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees." This provision is applicable to the Postal Service under its obligations to comply with OSHA.

During the last 50-plus years, the National Institute of Occupational Safety and Health (NIOSH) has pub-

lished updated materials in support of the need to establish heat safety rules. Some of the information compiled by NIOSH has been used by OSHA in its recommendations to employers on the Heat Illness Prevention Plan (HIPP).

The Postal Service, at the insistence of NALC, and as a result of many OSHA citations throughout the country, has implemented its own HIPP, which requires annual training for all city letter carriers and their supervisors. The goal of this program is to keep letter carriers safe by helping them understand the early signs of heat stress, to prevent serious injury and even death.

This program will not work if it's not followed, so shop stewards should ensure that the program is applied. The HIPP can be found on the NALC website under "Safety and Health," or through the USPS HERO portal. The HIPP will be in effect from April 1 through Oct. 31, and at any other time when weather reports issued by the National Weather Service for a particular work location indicate that the outdoor heat index temperatures are expected to exceed 80 degrees Fahrenheit during the course of a workday or work shift.

The HIPP requires annual training for all employees, regardless of potential exposure to heat, before April 1 of each year. Currently, the employer is required to conduct the training at work, on the clock, so that all letter carriers receive the necessary information. This training is also available through the Postal Service's HERO platform, which can be accessed via LiteBlue. This training covers the effects of heat on the body, risk factors and treatments. The HIPP explains the deadlines to complete the training:

It is the responsibility of each installation head to ensure that employees complete the above-referenced HERO course. Employees must complete this training prior to April 1 each year. Employees who are absent when the training is provided are required to be provided with the training prior to returning to street duties, during the period April 1 through October 31.

Shop stewards and branch officers should ensure that all letter carriers are receiving this annual training, especially city carrier assistants, who often are subject to later start times and excluded from training and stand-up talks. New employees and employees returning from an extended absence also must be considered, as they are especially vulnerable to heat because they may not be acclimated.

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Heat safety (continued)

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The HIPP training through HERO consists of a video with questions that lasts approximately 20 minutes and concludes with a short test. Letter carriers can verify whether they have received the training (or have been incorrectly recorded as receiving the training) in the HERO portal.

Safety messaging is required under the HIPP. From April 1 through Oct. 31, the Mobile Delivery Device (MDD) will be used to send messages from the national level regarding heat exposure and the prevention of heat illness. Additionally, a safety talk is required at the local level every week. The HIPP states:

Each week, the supervisor will give a safety talk addressing issues related to heat exposure and prevention of heat-related illness. These talks will be documented in HERO with certification of completion for all employees.

Various visual aids are to be provided to remind carriers of the importance of heat safety and display symptoms of heat-related illness. One aid is shown (Figure 2, at right) and contains symptoms and first aid responses for those symptoms. The HIPP instructs employees to call 911 if experiencing symptoms of heat stress as referenced in Figure 2, stating in part:

Employees working away from a Postal Service facility should immediately call 911 and then their supervisor, if able, when they experience signs or symptoms of heat stress, as referenced in Figure 2 below. Proper hydration and seeking prompt medical attention should be ensured at any time the below referenced symptoms arise during the course of a workday.

When in doubt, do not hesitate to call 911. Employees and supervisors may use personal cell phones and other mobile electronic devices to communicate or to contact 911.

Planning and responding to a heat-related emergency is another important component of the HIPP. The HIPP states that all employees are encouraged to take immediate action if they observe another employee exhibiting signs or symptoms of heat-related illness. Employees should err on the side of caution and immediately call 911 whenever an employee complains of or is observed exhibiting signs of heat-related illness and it is determined that medical intervention may be necessary.

If there is a heat injury, shop stewards should investigate what, if any, knowledge and interaction supervisors had regarding the injured employee. Supervisors have a responsibility to be trained and to recognize the

Figure 2

	Symptoms	First Aid*
Heat Stroke	<ul style="list-style-type: none"> • Confusion • Fainting • Seizures • Excessive sweating or red, hot, dry skin • Very high body temperature 	Call 911 While waiting for help: <ul style="list-style-type: none"> • Worker should rest in a shady, cool area • Loosen clothing, remove outer clothing • Use a fan and place cold packs in armpits, if available • Wet worker with cool water, apply ice packs, cool compresses, or ice, if available • Drink fluids (preferably water) as soon as possible • Stay with worker until help arrives
Heat Exhaustion	<ul style="list-style-type: none"> • Cool, moist skin • Heavy sweating • Headache • Nausea or vomiting • Dizziness • Light headedness • Weakness • Thirst • Irritability • Fast heartbeat 	Call 911 While waiting for help: <ul style="list-style-type: none"> • Sit or lie down in a cool, shady area • Drink plenty of water or other cool beverages • Use cool compresses or ice packs, if available • Do not return to work that day
Heat Cramps	<ul style="list-style-type: none"> • Muscle spasms • Pain • Usually in abdomen, arms or legs 	<ul style="list-style-type: none"> • Have worker rest in shady, cool area • Worker should drink water or other cool beverages • Wait a few hours before allowing worker to return to strenuous work • Have worker seek medical attention if cramps don't go away
Heat Rash	<ul style="list-style-type: none"> • Clusters of red bumps on skin • Often appears on neck, upper chest, folds of skin 	<ul style="list-style-type: none"> • Try to work in a cooler, less humid environment when possible • Keep the affected area dry
<small>*Remember, if you are not a medical professional, use this information as a guide only to help workers in need. **Before an employee who has been absent due to heat-related illness may return to work, management may request medical documentation clearing the employee to work. ELM §§ 865.1 and 865.3.</small>		

symptoms of heat illness. Should the supervisor have been aware of the potential heat illness but took insufficient or no action to seek medical treatment? Additionally, the HIPP requires that employees with symptoms cannot be left alone, stating:

Employees observed by management exhibiting signs or symptoms of a heat-related illness will be monitored and shall not be left alone or sent home without being provided with emergency medical service.

The above provision is very important. Heat-related illness can be worse than realized and can get worse even after exposure has ceased. Sometimes supervisors send employees home or let them go home without medical care, potentially putting them in harm's way. This can result in an employee passing out while behind the wheel of a vehicle, or at home without supervision. *Remember that heat stroke can be fatal if not treated immediately.*

To provide letter carriers with the proper tools, the HIPP requires management to ensure that:

- Potable water sources are available in all facilities and are monitored during regular safety inspections.
- A postcard promoting heat stress awareness is mailed annually to all employees.
- Stickers are installed in every vehicle identifying the signs and symptoms of heat-related illness.
- Laminated cards containing information identifying the signs and symptoms of heat-related illness are provided to all carriers and supervisors for attachment to identification badges.
- An escalation process is put in place to prioritize all requests for HVAC repairs and temporary abatement efforts in postal facilities.
- Postal vehicle fans are included in all preventive maintenance inspections and any necessary repairs are made.
- When the HIPP is in effect, supervisors, while performing required street observations, will include HIPP-related conversations with employees paying attention to those who are newly hired or returning from extended absence of seven or more consecutive days, if known.

Shop stewards who perform investigations related to heat safety have many factors to consider. Stewards can look to OSHA’s *Using the Heat Index: A Guide for Employers* (found at the NALC website under “Safety and Health”), as well as other OSHA guidance, to provide some considerations, such as, did management:

- Receive training on the HIPP and can it recognize heat symptoms?
- Track and communicate the heat index daily?
- Check in on any employees, and if so, how frequently?
- Take any action to assist carriers experiencing symptoms, and if so, when and what?
- Provide or encourage workers to wear sunscreen?
- Establish a buddy system or instruct supervisors to watch workers for signs of heat-related illness?
- Schedule frequent breaks in cool, shaded areas?
- Establish and enforce work/rest schedules?
- Create an emergency response plan and consider the availability of local medical services?
- Provide potable water?
- Designate a person well-informed on heat-related illness to determine appropriate work/rest schedules?
- Remind workers to drink plenty of water—about 8 ounces every 15 to 20 minutes?

- Establish who will provide first aid until an ambulance arrives?
- Provide workers with personal cooling measures (such as cooling vests, cool mist stations, water-dampened clothing, etc.)?
- Assign new and unacclimatized workers lighter work and longer rest periods? Were these employees monitored more closely?

Every post-incident investigation should include a review of the heat index on and leading up to the incident. Remember that the heat index values by the National Weather Service and OSHA are devised for shady, light wind conditions. Exposure to full sunshine can increase heat index values by up to 15 degrees.

In accordance with Article 14, Section 2.c of the National Agreement, grievances alleging that an employee is being required to work under unsafe conditions may be filed at Formal Step A within 14 days of notifying the employee’s supervisor. PS Form 1767 *Report of Hazard, Unsafe Condition or Practice* is a great way to notify a supervisor in writing of a hazard or unsafe condition prior to initiating a grievance directly at Formal Step A. The use of PS Form 1767 is always a good idea, to give management the opportunity to immediately rectify the situation.

Safety grievances can still be filed at Informal Step A if desired. *JCAM* page 14-2 explains:

Safety Grievances Filed at Formal Step A. Article 14.2.(c) provides that safety and health grievances may be filed directly at Formal Step A of the grievance procedure. However, if a health or safety grievance is filed at Informal Step A instead, it is not procedurally defective for that reason.

The Postal Service has received multiple citations from OSHA alleging violations of OSHA’s general duty clause mentioned earlier. At a hearing by the Occupational Safety and Health Review Commission (OSHRC Docket Nos. 16-1713, 16-1872, 17-0023, 17-0279), the Postal Service had an expert witness (Dr. Shirley Conibear) testify. The OSHRC noted:

These inconsistencies raise questions about the credibility of Conibear’s medical opinions, such as that one of the San Antonio carriers’ profuse sweating was “not related in any way” to his having walked five miles while carrying a thirty-pound satchel when the heat index was above 100°F, and her claim that he would have started profusely sweating that same afternoon even if he had been sitting at home in air conditioning.

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Heat safety (continued)

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This comment by the OSHRC regarding the Postal Service's expert witness should remind letter carriers that we cannot rely solely on management to maintain safety. Letter carriers must look out for each other and make safety a priority; Article 14, Section 1 explains that "the Union will cooperate with and assist management to live up to this responsibility."

During the same hearing, the Postal Service stated that it provides unlimited comfort breaks. The OSHRC decision states:

The Postal Service also maintains that it already gives carriers "rest, lunch, and unlimited comfort breaks" and acclimatizes new carriers through its on-the-job training program...

In addition to a grievance, if management does not take steps to keep letter carriers safe, shop stewards and affected letter carriers should consider the need to file a safety and

health complaint with the U.S. Department of Labor through [osha.gov](https://www.osha.gov). Employees or their representatives have a right to file a confidential complaint and request an OSHA inspection of the workplace if they believe there is a serious hazard or if they believe the employer is not following OSHA standards. The complaint should be filed as soon as possible.

Carriers injured in the heat should file a workers' compensation claim to ensure that their medical care and any lost wages are covered appropriately.

Heat safety is of the utmost importance as we head into the hottest months of the year. Shop stewards are vital in this quest to ensure that management follows its own program and actively works to reduce and mitigate heat injuries. This becomes more and more important as letter carriers spend more time on the street (more exposure) all while our world continues to warm and experience more extreme weather conditions.

Executive Vice President

The good, the bad and the ugly (continued)

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recognition. Branches should also consult their membership records, as they may provide additional information that is not available through the Headquarters membership database. As an added feature, the platform not only identifies the current membership milestone recognition that a member is entitled to receive, but also any past recogni-

tions that have not yet been awarded. This provides branches an easy way to get caught up on membership milestone recognitions as addressed in Article 2, Section 5 (a) of the *Constitution*.

NALC will continue to approach information technology in a secure and professional manner, incorporating industry best practices to stay ahead of the curve and avoid unnecessary interruptions of data flow and accessibility.

Vice President

Beyond the 22 LMOU items (continued)

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On another note, on March 30, I had the honor and privilege of attending Branch 60's retirement ceremony for letter carrier Anthony Spartaccini out of Stamford, CT (see photo at right). Brother Spartaccini has been an active letter carrier for more than 65 years and has amassed more than 6,000 hours of sick leave. He has been an NALC member nearly the entire time. Brother Spartaccini picketed the line in the 1970 Great Postal Strike and is considered part of the greatest generation of letter carriers, who paved the

way for collective bargaining for all letter carriers. Brother Spartaccini epitomizes the highest level of dedication, devotion, work ethic and unionism.

I would like to congratulate him on his retirement and wish him health and happiness in the next chapter of his life.



March Branch Challenge



Christina Vela Davidson

Brothers and sisters, March was quite a month! The March Branch Challenge was the first Branch Challenge of 2023. I've been so impressed with how branches have embraced these challenges since we began hosting them in 2020, raising hundreds of thousands of dollars. Thanks to all of you for your efforts to help MDA Deliver the Cure.



NALC March 2023 Branch Challenge recap:

- Close to \$123,000 was raised in March from online donations and events around the country.
- An incredible 69 branches and state associations were actively fundraising that month.
- In the final week of the challenge alone, 37 branches were active and collectively raised \$56,605. What a way to end the month with more than double the amount we raised during the March Challenge last year!
- Nine branches (and the Committee of Presidents) raised more than \$3,000, the equivalent cost to send a child to one week of MDA Summer Camp. Each of these branches will be getting special prizes and recognition from MDA:

1. New Jersey Mgd. Br. 38 \$20,000.00

- 2. Chicago, IL Br. 11 \$11,058.00
- 3. Colorado Springs, CO Br. 204 \$7,743.00
- 4. Sacramento, CA Br. 133 \$7,645.81
- 5. Spokane, WA Br. 442 \$5,124.00
- 6. Camden, NJ Mgd. Br. 540 \$5,070.00
- 7. Northeast Florida Br. 53 \$3,990.00
- 8. Royal Oak, MI Br. 3126 \$3,742.50
- 9. Committee of Presidents \$3,576.00
- 10. Saginaw, MI Br. 74 \$3,443.00

- Branches that raised \$1,000 were entered into a raffle to win an MDA swag bag. And the winner is Northern Virginia Br. 3520.

“Thanks to all of you for your efforts to help MDA Deliver the Cure.”

Please mail NALC Headquarters a copy of any receipts or checks along with a copy of the NALC/MDA allocation so that your branch can be properly recognized. *Also remember, NALC/MDA allocations must be turned in the same calendar year of the event (no later than Dec. 28) in order to qualify for the NALC Honor Roll for that year.*

Locally raised funds *must* be sent to the national MDA office in Chicago:

Muscular Dystrophy Association Inc.
Attn: NALC
P.O. Box 7410354
Chicago, IL 60674-0354



Garden State Mgd. Br. 444 in New Jersey held an Easter-themed coloring contest within the branch as a fundraiser for MDA. Above are photos of the winners (from l): Leila Lysko (age 3), Brayden Burke (age 9), and Nicolina Margiasso (age 7) from the Belmar Post Office and Amelia Timm (age 7) from the South River Post Office.

Escalations via ECOMP and the new MTA position, Part 1



Regional Workers' Compensation Assistant Coby Jones

On March 10 at 8 p.m. EST, the Office of Workers' Compensation Programs (OWCP) initiated a new process inside ECOMP called case escalation. Within an hour, a claimant had escalated the first issue using the case escalation tab within ECOMP and by the following Wednesday morning, more than 340 issues had been escalated—all without any promotion or announcement from OWCP.

Historically, dealing with claim maintenance issues in accepted cases has been a deeply frustrating experience for both injured letter carriers and their health care providers. The NALC is optimistic that the new escalations process will vastly improve the experience for everyone involved with claim maintenance. So, what is the escalations process and how does it work?

The escalations process creates an expedited method for claimants and their representatives to submit inquiries involving six classes of issues that routinely arise in claims maintenance. Using the case escalation tab within ECOMP, claimants or their representatives can submit inquiries regarding unresolved issues in the following areas:

- Disability payment request for work loss
- Problems with medical bill payment
- Requesting authorization for medical procedure/treatment
- Requesting authorization for medication
- Health benefits or life insurance issue
- Overpayments

The medical treatment adjudicator

As part of the new process, OWCP has created a new position: the medical treatment adjudicator (MTA). We have learned through experience that many claims examiners are not fluent in the language of medical billing and authorization codes, causing endless frustration and delays for both claimants and their health care providers. The MTAs will be native speakers of this language and will oversee and expedite the resolution of medical authorization and billing issues. The role, duties and authority of the MTAs are discussed in detail in *FECA Circular No. 23-04* that was posted on OWCP's website on March 2.

The MTAs will, specifically, have authority in the following areas to deal with billing and authorization issues:

1. Accepting a more severe condition for a body part already accepted by the claims examiner, e.g., a case has been accepted for knee strain, but the

medical evidence shows the actual diagnosis was meniscal tear.

2. Accepting a more specific ICD code when the condition has already been accepted, e.g., a case has been accepted for S83.92XA sprain of unspecified site of left knee, but the provider is billing for S83.522A sprain of posterior cruciate ligament of left knee.
3. Accepting a condition with an ICD-10 code based on the already accepted ICD-9 code or updating an ICD-10 code that is no longer complete, e.g., M48.06 lumbar spinal stenosis was updated to include a final digit to become M48.061 lumbar spinal stenosis without neurogenic claudication or M48.062 lumbar spinal stenosis with neurogenic claudication.
4. Accepting a new body part where the link to approved treatment is clear and unambiguous, e.g., accepting a chipped tooth due to intubation during approved surgery if documented in operative report.
5. Authorizing diagnostic testing if the test is logically and causally related to the injury, e.g., a motor vehicle accident with a neck condition leading to tests for post-concussion syndrome.
6. Approving functional capacity evaluations, physical/occupational therapy, durable medical equipment and chiropractic care.
7. Authorizing surgery, including retroactive authorizations and carrier reimbursements, in cases where review by a district medical advisor (DMA) is not needed, e.g., carpal tunnel surgery or knee arthroscopy.
8. Approval of claimant travel and non-travel reimbursements.

OWCP also is establishing a separate phone number for health care providers to talk directly with an MTA in cases where CNSI (OWCP's bill processing contractor) is unable to handle an issue.

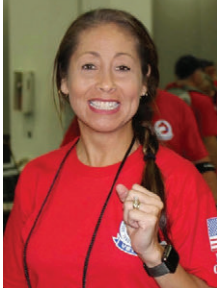
Other escalated issues that have also been historically handled by claims examiners will now be dealt with by other specialists:

- Prescription adjudicators (PAs) will handle escalated issues involving authorization for medications.
- Fiscal benefit specialists (FSBs) will handle issues involving federal health insurance or life insurance.
- Overpayment examiners (OPSS) will handle issues involving overpayments.

Claims examiners will still handle unresolved issues involving the payment of wage-loss compensation, including compensation issues elevated through the new escalations process. The following core duties remain restricted to claims examiners:

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Food Drive Day is almost here



Assistant to the President
for Community Services
Christina Vela Davidson

Final arrangements are in progress as coordinators dot their i's and cross their t's, for the 31st annual Letter Carriers' Stamp Out Hunger® Food Drive on Saturday, May 13.

Over the 30 national food drives, letter carriers have collected more than 1.82 billion pounds of food, assisted by countless volunteers who help collect and distribute the bags of non-perishable food items that residents leave next to their mailboxes on Food Drive Day. The

food is then distributed to local food pantries and food banks within the communities where it was collected.

By now, all food drive reminder postcards should be in post offices and ready for delivery to every address in the country. Branch food drive coordinators are encouraged to connect with fellow employees to ensure that everything is set and ready to go. Local food drive coordinators can contact their regional leaders for help leading up to—and on—Food Drive Day. You can find the list of regional representatives, as well as other resources, in the Food Drive Tool Kit at nalc.org/food.

To help further spread the word, the Postal Service will again be distributing special Stamp Out Hunger buttons that letter carriers and other postal employees can wear in the days leading up to the drive.

Branch food drive coordinators should return the official results form (found under the Community Service section of the website) to National Headquarters as soon as possible, but in all cases to arrive at NALC no later than the June 12 deadline for publication in the July issue of *The Postal Record*.

Photos, video clips and news media items from the food drive should be forwarded to Headquarters as soon as possible. We'd like to get any photos, videos and news clips of activities on the day of the drive, but also of coordinators and employees getting ready for the food drive.

It will help us tremendously if you include a message with your photos that tells us your branch name and number as well as the name of the city where your photos were taken. Also, if possible, please include the name of the people in the photo.

If you are interviewed by local news media in your city—TV, radio or newspaper—or if your local stations or papers run stories about the food drive beforehand or afterward, please send an e-mail to fooddrivesocial@nalc.org and let us know the name of the news outlet



and the approximate time the story aired or when it was published. You also can send a link to such stories to social@nalc.org.

As we all know, we never know what tomorrow will bring and we never know if we will be in need, so that is why we help others and that is why the National Association of Letter Carriers does the Stamp Out Hunger food drive. As Mother Teresa stated, “If you cannot feed a hundred people, then feed just one.” Reaching out your hand and giving food is a small gesture but will guarantee someone in need will be provided a meal.

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

I want to thank you for all of your hard work and wish each of you a successful drive.

In Memoriam

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

John E. Moore	Br. 576	Phoenix, AZ	Joe L. Huff	Br. 644	Muscatine, IA	Leo T. Kazmierczak	Br. 100	Toledo, OH
Jeffery F. Krause	Br. 231	Central CA	Densel H. Moseman	Br. 69	Sioux City, IA	Earnest E. Chesser	Br. 458	Oklahoma City, OK
Charles F. Huston	Br. 1100	Garden Grove, CA	Hanna F. Hickman Jr.	Br. 499	Kansas City, KS	Herbert H. Huston	Br. 458	Oklahoma City, OK
Efren Nava	Br. 1100	Garden Grove, CA	John B. Kennedy	Br. 499	Kansas City, KS	Michael B. Cassaw	Br. 1358	Tulsa, OK
Robert G. Nettles	Br. 1100	Garden Grove, CA	James K. Orcutt	Br. 499	Kansas City, KS	Jack S. Naganuma	Br. 82	Portland, OR
Richmond A. Reyes	Br. 1100	Garden Grove, CA	Joe Richardson	Br. 499	Kansas City, KS	John W. Unterseher	Br. 82	Portland, OR
Jimmie D. Robinson	Br. 1100	Garden Grove, CA	David H. Spero	Br. 499	Kansas City, KS	Donald J. Vanderpool	Br. 82	Portland, OR
John W. Texer	Br. 1100	Garden Grove, CA	Ada I. Young	Br. 499	Kansas City, KS	Dalton L. Young	Br. 82	Portland, OR
Morris J. Wichman	Br. 1100	Garden Grove, CA	Larry D. Mclean	Br. 201	Wichita, KS	Linda J. Gilson	Br. 284	Erie, PA
Patricia C. Cole	Br. 1111	Greater E. Bay, CA	Ronald W. Sheehan	Br. 14	Louisville, KY	Allan F. Miller	Br. 284	Erie, PA
Daniel F. Arquette	Br. 24	Los Angeles, CA	Josroust A. Gray	Br. 129	Baton Rouge, LA	Michael R. Betz	Br. 500	Harrisburg, PA
Quentin R. Brown	Br. 24	Los Angeles, CA	Shaesby J. Bruno	Br. 5609	Breaux Bridge, LA	Mark A. Glazewski	Br. 500	Harrisburg, PA
Fidel Garay Jr.	Br. 24	Los Angeles, CA	Daniel F. Monceaux	Br. 914	Lake Charles, LA	Charles E. Hummel	Br. 500	Harrisburg, PA
James R. Washington	Br. 24	Los Angeles, CA	Shaun A. Perry I	Br. 92	ME Mgd.	E. R. Hummel	Br. 500	Harrisburg, PA
James F. Lemos	Br. 1291	Modesto, CA	Sherri R. Fraling	Br. 176	Baltimore, MD	Donald D. Uhazie	Br. 500	Harrisburg, PA
John J. Jarvis	Br. 2200	Pasadena, CA	Jack Glazer	Br. 176	Baltimore, MD	Andrew J. Antollik	Br. 451	Johnstown, PA
Stuart B. Friedman	Br. 133	Sacramento, CA	Ronald F. Reville	Br. 176	Baltimore, MD	Theodore J. Bernot	Br. 451	Johnstown, PA
John E. Richards	Br. 133	Sacramento, CA	Joseph V. Roberts	Br. 176	Baltimore, MD	Donald E. Kohan	Br. 451	Johnstown, PA
James B. Moreno	Br. 214	San Francisco, CA	Raymond A. Russell	Br. 176	Baltimore, MD	William A. Rozier	Br. 451	Johnstown, PA
Michael D. Nunez	Br. 214	San Francisco, CA	James F. Smelter	Br. 176	Baltimore, MD	Joseph D. Krise	Br. 22	New Castle, PA
John L. Hodge	Br. 1427	Santa Clara, CA	John J. Donovan	Br. 34	Boston, MA	Brian D. Barker	Br. 84	Pittsburgh, PA
Garry A. Demanty	Br. 213	Stockton, CA	Paul H. Servais	Br. 18	Southeast MA Mgd.	Fred J. Brendel	Br. 84	Pittsburgh, PA
Stephen M. Trucco	Br. 213	Stockton, CA	Charles S. Brown	Br. 46	Western MA	Ronald J. Voveris	Br. 162	Pittston, PA
Richard D. Lowe	Br. 2902	Tri-Valley, CA	William E. Dalton Jr.	Br. 46	Western MA	Howard W. Jensen	Br. 27	Memphis, TN
Sherri L. Jackson	Br. 204	Colorado Springs, CO	John F. Dowd	Br. 46	Western MA	Lester N. Kelley	Br. 4	Nashville, TN
James A. Hitt	Br. 47	Denver, CO	Ronald J. Roy	Br. 46	Western MA	Michael W. Steuer	Br. 1037	Amarillo, TX
Harold L. Liskov	Br. 32	Bridgeport, CT	John E. Layte	Br. 12	Worcester, MA	Burdette W. Bandekow	Br. 181	Austin, TX
Edward A. Mancini	Br. 32	Bridgeport, CT	John M. Gestro	Br. 1	Detroit, MI	John A. Butler	Br. 181	Austin, TX
Peter C. Tomscheck	Br. 32	Bridgeport, CT	Derrick L. Jackson	Br. 1	Detroit, MI	William E. Grossner	Br. 181	Austin, TX
Roger J. Guerrette	Br. 86	Hartford, CT	Clyde A. Miller	Br. 3126	Royal Oak, MI	Ivy D. Hunt	Br. 181	Austin, TX
Raymond Garcia	Br. 19	New Haven, CT	Florence G. Gordon	Br. 2184	Western Wayne Co., MI	Harold Kutschke	Br. 181	Austin, TX
Michael J. Molster	Br. 19	New Haven, CT	Larry R. Schimmel	Br. 2184	Western Wayne Co., MI	John W. Lambert	Br. 181	Austin, TX
Edward S. Clifton Jr.	Br. 906	Southern DE	Gloria L. Warthen	Br. 2184	Western Wayne Co., MI	Frank G. Rainosek	Br. 181	Austin, TX
Harry E. Morrow	Br. 1091	Central FL	John K. Madcharo Jr.	Br. 2942	Hopkins, MN	Lonnie A. Ridgeway	Br. 181	Austin, TX
Clendon D. Stanley	Br. 1091	Central FL	Eduardo Lopez	Br. 30	Kansas City, MO	Michael B. Shelly Jr.	Br. 181	Austin, TX
David Johnston	Br. 2148	Sarasota, FL	Earl H. Buescher Jr.	Br. 343	St. Louis, MO	Ralph E. Wassingier	Br. 181	Austin, TX
Danny L. Wright	Br. 2148	Sarasota, FL	William M. Crowell	Br. 540	Camden, NJ Mgd.	Rashard Nauls	Br. 283	Houston, TX
Jerry E. Leach	Br. 599	Tampa, FL	Vincent G. Desposito	Br. 444	Garden State Mgd., NJ	Burnice Terry	Br. 283	Houston, TX
Berrien J. Gibson	Br. 313	Brunswick, GA	William P. Rimmer	Br. 29	Albany, NY	George G. Mokry Jr.	Br. 4065	North TX
Melvin G. Brundage	Br. 270	Macon, GA	Edward R. Ambrose	Br. 3	Buffalo-Western NY	Vidal G. Castillo	Br. 421	San Antonio, TX
Seabey Dykes	Br. 270	Macon, GA	George F. Fisk	Br. 3	Buffalo-Western NY	James W. Ferguson	Br. 421	San Antonio, TX
Francis W. Smisson	Br. 270	Macon, GA	Salvatore L. Gruttadauria	Br. 3	Buffalo-Western NY	Francis C. Fisher	Br. 421	San Antonio, TX
Donald L. Smith	Br. 270	Macon, GA	Harry Rush Jr.	Br. 3	Buffalo-Western NY	Daniel Lopez	Br. 421	San Antonio, TX
Fred Woods Jr.	Br. 270	Macon, GA	Paul J. Brantley	Br. 6000	Long Island Mgd., NY	Reynaldo Lopez	Br. 421	San Antonio, TX
Walter G. Cranford	Br. 536	Rome, GA	Angel R. Villalobos	Br. 6000	Long Island Mgd., NY	Alejanoro Munoz	Br. 421	San Antonio, TX
George W. Long	Br. 536	Rome, GA	Juan F. Carrion	Br. 36	New York, NY	Lionel V. Pena	Br. 421	San Antonio, TX
James D. Aguiar	Br. 2932	Hilo, HI	Providencio Gomez	Br. 36	New York, NY	Michael J. Proscelle	Br. 421	San Antonio, TX
Samuel B. Chang	Br. 860	Honolulu, HI	Benjamin A. Kramer	Br. 36	New York, NY	Melvin A. Reiley	Br. 421	San Antonio, TX
Gregory Hall	Br. 860	Honolulu, HI	Rasheed H. Lee	Br. 36	New York, NY	Joe A. Rios	Br. 421	San Antonio, TX
Benoit J. Jefferson	Br. 11	Chicago, IL	T. J. Keenan	Br. 210	Rochester, NY	Marion I. Runnels	Br. 421	San Antonio, TX
Donny M. Stubbs	Br. 11	Chicago, IL	David A. Scalzo I	Br. 210	Rochester, NY	Alejandro Saenz Jr.	Br. 421	San Antonio, TX
Eugene G. Zenz	Br. 11	Chicago, IL	Cardetta A. Card	Br. 545	Charlotte, NC	Steve H. Sanchez III	Br. 421	San Antonio, TX
James E. Arnold	Br. 305	Joliet, IL	Theodore F. Daversa	Br. 40	Cleveland, OH	Willard D. Shattuck Jr.	Br. 421	San Antonio, TX
Jeffrey P. Price	Br. 305	Joliet, IL	George R. Harrill	Br. 40	Cleveland, OH	Jaime G. Vargas	Br. 421	San Antonio, TX
Roy L. Thon	Br. 825	Elmhurst, IL	Gordon F. Lunt	Br. 40	Cleveland, OH	Benito Vela	Br. 421	San Antonio, TX
John J. Jonker	Br. 4364	Mundelein, IL	John A. Mikovsky	Br. 40	Cleveland, OH	Bill U. Callahan Jr.	Br. 37	Brattleboro, VT
Wallace F. Johnson Jr.	Br. 4739	Wheeling, IL	Michael J. Perna Jr.	Br. 40	Cleveland, OH	Robert E. Bennett	Br. 595	Danville, VA
Melvin E. Higbee	Br. 39	Indianapolis, IN	James M. Breeze	Br. 78	Columbus, OH	D. V. Oroark	Br. 3520	Northern VA
Grady Hinkle Jr.	Br. 39	Indianapolis, IN	Earl L. Strother	Br. 78	Columbus, OH	Richard G. Gentry	Br. 2819	Virginia Beach, VA
Frederick R. McNorton	Br. 39	Indianapolis, IN	Ronald L. Corn	Br. 182	Dayton, OH	William G. Keefer	Br. 2819	Virginia Beach, VA
Robert C. Scaggs	Br. 39	Indianapolis, IN	Thomas E. Hyder	Br. 182	Dayton, OH	Ralph A. West	Br. 66	Wheeling, WV
Robert E. Tomlinson	Br. 39	Indianapolis, IN	Daniel L. Votaw	Br. 182	Dayton, OH	Gale J. Rugg	Br. 59	La Crosse, WI
Vincent M. Williams	Br. 39	Indianapolis, IN	Gary R. Hebble	Br. 45	Springfield, OH	Joseph A. Kmet	Br. 2	Milwaukee, WI



Making deposits for military service

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

State Summaries

California

I recently had the opportunity to attend a regional training in San Diego with our brothers and sisters from California, Nevada and Hawaii. Our leaders from the national business agent's office gave excellent presentations on various topics such as route inspections, OWCP, grievance preparation, etc. And of course, John Beaumont, our illustrious former state association president and now our regional legislative and political organizer briefed us on legislation beneficial to letter carriers.

H.R. 82, the Social Security Fairness Act of 2023, now has a majority of House members as co-sponsors (219). Whether you are affected or not by the Windfall Elimination Provision or Government Pension Offset, if your representative is not a co-sponsor, please ask him or her to sign on. And if you have family members or acquaintances who served as police officers, firefighters or teachers who did not pay into Social Security, remember that they, too, are affected by WEP and GPO. Get them to contact their representatives as well.

At the training, I had the honor of assisting Craig Bishop from Sacramento Branch 133 in the retirement class. I was very impressed with his knowledge of the material. One thing that crossed my mind repeatedly during his presentation was that while he spoke to the group, others met in DC plotting to take away your pensions.

You may have heard that certain politicians declared defense, Social Security and Medicare to be off-limits to budget cuts. Well, to get to a balanced budget in 2033, a CBO report requested by Sens. Whitehouse and Wyden showed that those three programs would take up the entire budget besides debt interest. Everything else, including your retirement, would disappear.

If you haven't signed up for the Letter Carrier Political Fund, now's a good time to start.

Eric Ellis

Colorado

The Colorado State Association of Letter Carriers held its 2023 state convention in Blackhawk April 19-20. A great time was had by all in attendance, and we appreciated NALC Director of Health Benefits Stephanie Stewart giving a report to all of the delegates on a variety of topics. Elections were held and information will be coming to your mailbox in the coming weeks from the COSALC officers and executive board. Thank you to Denver Branch 47 for sponsoring the event.

Plans have already begun on preparing for the 2024 convention. If you are interested in helping at any level with the COSALC, please reach out to any of your officers. Contact information can be located at cosalc.org. Thank you for all you do!

Richard Byrne

Florida

From March 20-24, State Legislative Liaison Kevin Byrne, District 4 Chairperson Frank Marinacci, Letter Carrier Congressional Liaisons Joyce Ruth, Eddy Oliveras and Dianna Isaac, and I went to Tallahassee to work with the AFL-CIO's Working Family Lobby Corp to meet with and lobby our state legislators concerning matters

of importance to working men and women.

While there, our group was also lobbying the legislators to get an appropriation put into the budget to help the FSALC pay for printed bags for our annual food drive. A few weeks earlier, Kevin Byrne and State Secretary Mike Clark met with various members of the appropriations committees for both houses in an effort to get some one from each house to sponsor an appropriation of \$400,000 to be used to purchase printed bags. They were successful.

Although it was sponsored and discussed in budget proposals in both the Senate and House, at the end of the week, we learned that this appropriation was included in the Senate budget, but didn't make the cut in the representatives' budget. Even so, it still has a chance when the two houses meet to work out a unified budget. All of the senators and representatives were familiar with the food drive and seemed genuinely interested in assisting. We may not be successful this year, but we'll keep trying. After all, it took three years of lobbying to get the vote-by-mail bill passed.

Sisters Joyce Ruth and Dianna Isaac and Brother Oliveras were new to lobbying at the state capitol but worked hard and were a real asset to our efforts.

On April 2, Region 9 Retirement Specialist Gerald Lonergan conducted a retirement seminar at Branch 1477's union hall. More than 50 carriers attended. As always, Jerry made an excellent presentation and spent considerable time answering the many questions carriers had.

O.D. Elliott

Kentucky

While Kentucky letter carriers have been energized by spring and the leadup to the Kentucky Derby, your KYSALC has been working to prepare a great state convention in Louisville June 11-12. Issues relevant to letter carriers will be visited. NALC officers will be present, including National Secretary-Treasurer Nicole Rhine. Your KYSALC officers will be available, as well as K-I-M NBA David Mudd and staff, LPO Matt Tanner and RGA Anna Mudd. This is a great venue to ask questions.

There are confidential and ongoing contract negotiations between NALC and USPS. NALC also engages USPS at all levels on a variety of issues. Safety and crime issues while delivering mail and anywhere on the job are our first priority. Staffing issues continue in Louisville and elsewhere across the commonwealth. All carrier jobs should be career from Day One. President Brian Renfro has stated that letter carriers are the backbone of delivery to the American public. TIAREAP, the route evaluation process, continues between NALC and our employer.

Any questions about our NALC Health Plan for active carriers, and integrated with Medicare for retirees, can be addressed in Louisville. To attend, please contact State Secretary Steve Terry at 502-681-4512. Holiday Inn Hurstbourne at 1325 Hurstbourne Parkway in Louisville is the site. Call 502-426-2600 for a room. Cutoff date for reservations is May 11. Cutoff date for delegate registration is May 15. Plan to come, and see you there.

Bob McNulty

Michigan

Michigan is special; we are a destination. We are a state that no one travels through to go anyplace else. If you come to Michigan, it's because you're coming to go somewhere in Michigan.

Michigan's impact on the entire world is undeniable. How many other places can say that there's a part of them on every continent and damn near every major city? Be it Ford, GM, Chrysler—and if it isn't something we built here, it's someone we raised here—Madonna, Eminem, Stevie Wonder, Kid Rock, The Supremes, The Temptations, and too many more to name.

Michigan doesn't have "ghost towns" when one industry fails, something better takes its place. All our biggest cities have been counted out at one time or another—at times we're down, but we're never out. We always come back.

In 2009, a lot of politicians made headlines saying, "Let Detroit go bankrupt." A few years later, a lot of these same politicians were saying, "Let the Postal Service go bankrupt." Well, just like Michigan we are still here. Still fighting. Still being reborn.

When our nation called during the great pandemic, letter carriers stayed on the job and kept a challenged nation united. We didn't have the luxury to "stay safe at home." We worked harder than any other industry in the country. We delivered medical supplies, test kits and hope. We showed the world we would beat this.

We may deliver less letter mail than we once did, but we're delivering far more packages. We are as vital and important now as we have ever been, if not more so.

In 1999, we told the nation that "letter carriers work harder and deserve higher pay." Nothing has changed. You have earned more. Demand it.

John Serwach

Texas

Spring is in the air, and April showers bring May flowers. As we ratchet up for the one-day largest food drive on May 13, we hope everyone can help and participate to support our local communities. Letter carriers bring smiles and help fill pantries across the country.

Mother nature has ravaged this country, and our brothers and sisters need our help—consider donating to the NALC Disaster Relief Foundation. This fund was created to help our members affected by natural disasters. The foundation gives grants to members and that is thanks to your donations.

Switching gears to update you on H.R. 82, the Social Security Fairness Act, we now have the majority support of the House with 219 co-sponsors, but we can always use more. Freshman Texas Rep. Jasmine Crockett (D-30) was one of the newest co-sponsors. Please reach out to her office to thank her for supporting this piece of legislation.

For those of you who were interested in some of the extracurricular activities during the state convention, Houston Branch 283 was able to secure some baseball tickets on Tuesday, July 25, for the Astros versus Rangers 7:10 p.m. game. Nothing like a nice Texas rivalry. For those interested, contact Ethel Ford at 346-234-5677. Price for these tickets is \$50.

With the Texas state convention approaching soon, for branches wanting to submit bylaw changes, resolutions and newsletter articles, please do so ASAP. Provide them to Kimberly Arnhold, TSALC secretary, at secretary.tsalc@gmail.com. For those delegates who were selected for committee assignments, please return your acceptance/decline letters quickly and await further instructions.

About the time this in print, the TSALC will be conducting LCCL training in San Antonio, Houston and Arlington. If you are interested in joining us, email me at carlos.tsalc@gmail.com. We look forward to seeing you at a branch event or training.

Carlos Rodriguez Jr.

Wisconsin

On May 6, Jim Wolff, retired letter carrier of Capital City Merged Branch 507 in Madison, WI, will travel with the Badger Honor Flight in appreciation of his service during the

Vietnam War. A hundred military veterans from all services will fly from Madison to Washington, DC. They will have the opportunity to visit Arlington National Cemetery, the World War II Memorial, the Korean War Memorial, the Vietnam Memorial, and the Iwo Jima Marine Corps War Memorial. Jim will be traveling with his oldest daughter, Tricia.

One of seven children, Jim grew up traveling the world with his family throughout his father's Army career. He spent his early years in Okinawa, Japan; Fort Knox, KY; Madison, WI; and Tuscaloosa, AL. He spent most of his teenage years in Munich, Germany, where he attended all four years at the Munich American High School, graduating in 1963.

After high school graduation, Jim worked at the PX on Fort Knox. In 1964, Jim attended college at UW Madison, where he met his wife, "Babs," and they were married in 1969.

He graduated with a degree in agricultural economics in 1968 and was commissioned with the Army ROTC. A week before he was to leave

for Vietnam, his orders were pulled, and he went instead to Germany, where he was stationed at Friedberg as a platoon leader and maintenance officer in charge of a tank company. He proudly served in the same building where Elvis had been stationed a few years earlier. He served nine years and retired as a captain.

After his military service, Jim worked at the Madison Post Office as a full-time letter carrier and retired in December 2000 after 35 years. A special thank-you goes to Tricia Blomquist for helping make this an incredibly special moment for Jim.

In solidarity—

Dawn Ahnen



Barbara and Jim Wolff

Retiree Reports

Anchorage, Alaska

I highly recommend members, active or retirees, obtain the pamphlet from the NALC Retirement Department titled *When a Retired Letter Carrier Dies...* and *When an Active Letter Carriers Dies...* These are great resources to help survivors obtain the benefits they're due in an easy-to-read 10-step process. The member completes the form, listing all of the information needed after their passing (SSN, CSA, EIN, life insurance, etc.). Too many times have I had to deal with the survivors of a member who don't have the needed information to obtain benefits or know where to start. This only delays getting the benefits for the survivors (health and life insurance, survivors annuity, TSP). You can get the pamphlet on the NALC web page by going to the Retirement section, and at the bottom of the page, select "Useful publications," and then simply select them to view and print. Your branch should have copies, and if they don't, they can order them free from the NALC Supply Department.

Mark your calendars for the annual branch picnic to be held on June 25 at the American Legion Post 28 in Anchorage.

I want to give a shout-out to all of the branch stewards who have been putting in countless hours grieving management's incompetence. At the last union meeting, there were two stations that recovered more than \$40,000 in grievance money for overtime violations. Our arbitration advocates have more than an 85 percent win rate in the last year at arbitration. That's unheard of anywhere else in the country. This validates the branch philosophy that spending money on training our stewards, officers and advocates pay huge dividends for the members. And it sends a message to management that when you want to go up against Branch 4319, you better think twice. Because we don't back down!

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Important information for all those of a specific age (Social Security earning rules): Social Security says that if you're under your full retirement age and are collecting benefits, then you can earn up to \$21,240 in 2023 without jeopardizing any of your Social Security if you don't reach your full retirement age this year. But if you earn more than the \$21,240 limit, you'll lose \$1 in benefits for every \$2 over that amount.

Full retirement age is 66 for those born between 1943 and 1954, but it rises in two-month increments every birth year to age 67 for those born in 1960 and later. You can find your full retirement age at ssa.gov. In the year you reach your full retirement age, a less stringent rule applies; if that happens in 2023, you can earn up to \$56,520 from January to the month of your birthday with no penalty and once your birthday passes, you can earn any amount by working without your benefits being reduced at all.

Dennis Spoto, Branch 425

Centennial, Colorado

Good days and bad days—all a part of how I got here. When I was a carrier, there were sunny, easy eight-hour days, and dark, stormy 14-plus hour days. I can remember being chased by dogs, standing in snowbanks wondering why I decided to be a letter carrier, dealing with inept managers and messy DPS. But I can also think back on situations that made me proud—watching a new trainee "get it," helping a customer understand how the P.O. works, or just delivering mail on a glorious spring day. There are many more memories from my 25 years, but the point I'm trying to make is that there will always be ups and downs. Some days seem to go on forever, some just fly by.

Make each one count. And I gotta say, I read each and every Branch Item, and there are some amazing and creative postal carriers in our union. Scribes who take their "world" and try to describe it to the reader.

An important component in being retired is to stay productive for as long as possible. Either volunteer work or finding a job that is easier on your body and meaningful. There are lots of temporary positions and part-time work opportunities. I decided to go the volunteer route and do a weekly volunteer food bank—exhausting and satisfying and it's outdoors, so it keeps me "in the game." Spending so much time outside made me realize that's why I became a letter carrier. Helping people access nutritious food along with working with a dedicated group of people makes it worthwhile. Find your passion and remember what got you here.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

As time goes on, it appears that more and more that technology is becoming available for the United States Postal Service to become leaders in the communication era. Our union appears to be onboard with customer service, which would affect our bottom line. The one area of concern is that more and more technology advancement seems to be aimed toward letter carriers. Did we forget that letter carriers are trustworthy employees who (in part) chose this occupation to work independent without a constant supervisor monitoring every move of every day? The United States Postal Service would better serve the American Public to allow new products, ideas, etc., regarding customer items to provide more service/revenue to come from our customers.

Joseph Murone, Branch 120

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

Lloyd N. Pearson Jr.	Northeast FL	Br. 53
James L. Pancallo	Fort Lauderdale, FL	Br. 2550
James M. Tatta	Council Bluffs, IA	Br. 314
Leslie Bernstein	Utica, NY	Br. 375
Luis R. Montero	Utica, NY	Br. 375
John M. Nesbitt	Memphis, TN	Br. 27

70-year pins

Neville L. Kempkes	Arvada, CO	Br. 4405
Manuel Carreon	Detroit, MI	Br. 1
Leonard R. Dew	Detroit, MI	Br. 1
Ray F. Matuzek	Minneapolis, MN	Br. 9
Thomas J. Ryan	Minneapolis, MN	Br. 9
Carmen P. Patierno	Bergen Co. Mgd., NJ	Br. 425
Rodman J. Geisler	South Jersey, NJ	Br. 908
David A. Bergman	Brooklyn, NY	Br. 41
Gilbert R. Townsend	Greensboro, NC	Br. 630
Leonard J. Gryskewicz	Wilkes-Barre, PA	Br. 115
George V. Carlson	York, PA	Br. 509
Henry L. Jackson Jr.	Memphis, TN	Br. 27

65-year pins

Harold K. Inouye	Honolulu, HI	Br. 860
Joseph Y. Tanaka	Honolulu, HI	Br. 860
Daniel Barsella	Chicago, IL	Br. 11
Albert H. Becker	Chicago, IL	Br. 11
Arthur W. Bednar	Chicago, IL	Br. 11
Leonard R. Bielenin	Chicago, IL	Br. 11
Robert M. Curry	Chicago, IL	Br. 11
Clifford J. Drexler	Chicago, IL	Br. 11
Loris I. Fini	Chicago, IL	Br. 11
Robert L. Gamble	Chicago, IL	Br. 11
William M. Gawron	Chicago, IL	Br. 11
Walter J. Gruszka	Chicago, IL	Br. 11
Albert W. Harris	Chicago, IL	Br. 11
Verdell H. Johnson	Chicago, IL	Br. 11
Edgar B. Kell	Chicago, IL	Br. 11
Edward S. Klepadlo	Chicago, IL	Br. 11
Robert R. Kluzek	Chicago, IL	Br. 11
Homer H. McWhorter	Chicago, IL	Br. 11
John W. Moore	Chicago, IL	Br. 11
William S. Mueller	Chicago, IL	Br. 11
Alfred E. Orrico	Chicago, IL	Br. 11
Anthony M. Paterno	Chicago, IL	Br. 11
Richard Showers	Chicago, IL	Br. 11
Rudi T. Simons	Chicago, IL	Br. 11
James J. Smith	Chicago, IL	Br. 11
Dominic W. Sparacino	Chicago, IL	Br. 11
William L. Thompson	Chicago, IL	Br. 11
Frank R. Volante	Chicago, IL	Br. 11
Edward R. Warmowski	Chicago, IL	Br. 11
Leroy J. Wuthrich	Chicago, IL	Br. 11
Walter V. Zielinski	Chicago, IL	Br. 11
Luis Resa	Wichita, KS	Br. 201

Maurice Beard Jr.	Detroit, MI	Br. 1
Walter J. Buford	Detroit, MI	Br. 1
Martin J. Kubanek	Muskegon, MI	Br. 13
Edward P. Potanac	Mt. Clemens, MI	Br. 654
Bruce A. Allen	Minneapolis, MN	Br. 9
Donald C. Beyl	Minneapolis, MN	Br. 9
Darrel E. Dahlin	Minneapolis, MN	Br. 9
Charles L. Friend	Minneapolis, MN	Br. 9
Kenneth L. Sykora	Minneapolis, MN	Br. 9
Warren B. Lawrence	NJ Mgd.	Br. 38
George F. Wrocklage	Bergen Co. Mgd., NJ	Br. 425
David A. Bergman	Brooklyn, NY	Br. 41
Robert E. Aliasso	Utica, NY	Br. 375
William H. Bunting	Greensboro, NC	Br. 630
Broidia O. Combs	Greensboro, NC	Br. 630
Charles E. Nelson	Greensboro, NC	Br. 630
Gilbert R. Townsend	Greensboro, NC	Br. 630
Joe S. White	Greensboro, NC	Br. 630
Alvin E. Bell	Winston-Salem, NC	Br. 461
Paul R. Schoonover	Cuyahoga Falls, OH	Br. 1629
Robert L. Berning	Dayton, OH	Br. 182
Theodore Gates Jr.	Dayton, OH	Br. 182
David L. Kouns	Dayton, OH	Br. 182
John H. Thomas	Dayton, OH	Br. 182
Samuel S. Seghetti	Norristown, PA	Br. 542
Robert J. Aubele	Pittsburgh, PA	Br. 84
William R. Beck	Pittsburgh, PA	Br. 84
John Birkos	Pittsburgh, PA	Br. 84
James J. Brennen Jr.	Pittsburgh, PA	Br. 84
William H. Chernosky	Pittsburgh, PA	Br. 84
Julian D. Colaizzi	Pittsburgh, PA	Br. 84
Richard L. Dubski	Pittsburgh, PA	Br. 84
Frank A. Gyescek	Pittsburgh, PA	Br. 84
Donald E. Hudec	Pittsburgh, PA	Br. 84
Anthony Iannacchione	Pittsburgh, PA	Br. 84
Robert G. Irving	Pittsburgh, PA	Br. 84
Edmund S. Lewandowski	Pittsburgh, PA	Br. 84
Melvin R. Lucas	Pittsburgh, PA	Br. 84
George F. Mader	Pittsburgh, PA	Br. 84
Raymond D. McMurdy	Pittsburgh, PA	Br. 84
Charles E. Nice	Pittsburgh, PA	Br. 84
Sylvester Nowakowski	Pittsburgh, PA	Br. 84
Michael E. Paranzino	Pittsburgh, PA	Br. 84
Stanley F. Polny	Pittsburgh, PA	Br. 84
Clifton L. Pugh	Pittsburgh, PA	Br. 84
Robert H. Rebholz	Pittsburgh, PA	Br. 84
Earl W. Richards	Pittsburgh, PA	Br. 84
C. G. Rimbey	Pittsburgh, PA	Br. 84
Raymond J. Rosa Jr.	Pittsburgh, PA	Br. 84
Vincent A. Sargent	Pittsburgh, PA	Br. 84
Edward G. Schaffer	Pittsburgh, PA	Br. 84
James F. Schnore	Pittsburgh, PA	Br. 84
Ronald E. Serafini	Pittsburgh, PA	Br. 84
R. J. Theobald	Pittsburgh, PA	Br. 84
Edward W. Ufheil	Pittsburgh, PA	Br. 84
Carroll M. Vanover	Pittsburgh, PA	Br. 84
John G. Vorko	Pittsburgh, PA	Br. 84

Valentine A. Zagorski	Pittsburgh, PA	Br. 84
George V. Carlson	York, PA	Br. 509
Kenneth M. Joseph	Wheeling, WV	Br. 66
Gerald W. Morris	Wheeling, WV	Br. 66

60-year pins

Clarence E. Falls	Central CA	Br. 231
Alfred F. Gamino	Central CA	Br. 231
Leonard R. Garber	Central CA	Br. 231
Gary F. Hill	Central CA	Br. 231
Manuel Sanchez	Monterey, CA	Br. 1310
Philip R. Tantillo	Monterey, CA	Br. 1310
Dewey G. Seabaugh	Arvada, CO	Br. 4405
John J. Brown	CT Mgd.	Br. 20
George A. Dudzik Jr.	CT Mgd.	Br. 20
Ronald L. Barnes	Atlanta, GA	Br. 73
Ernest L. Guest	Atlanta, GA	Br. 73
John W. O'Neal	Atlanta, GA	Br. 73
Phillip G. Tucker	Atlanta, GA	Br. 73
John C. Altar	Chicago, IL	Br. 11
Marvin Foogle	Chicago, IL	Br. 11
Felton P. Fortenberry	Chicago, IL	Br. 11
William A. Harris Jr.	Chicago, IL	Br. 11
Pleze Haynes	Chicago, IL	Br. 11
Jimmie H. Jones	Chicago, IL	Br. 11
Lowell Keer	Chicago, IL	Br. 11
Edmund W. Lewandowski	Chicago, IL	Br. 11
Johnnie M. Moore	Chicago, IL	Br. 11
Walter C. Nogulich	Chicago, IL	Br. 11
Lloyd M. Smith	Chicago, IL	Br. 11
Michael C. Tuleo	Chicago, IL	Br. 11
Jerry S. Vennero	Chicago, IL	Br. 11
Ernest Watson	Chicago, IL	Br. 11
James E. Worsham	Chicago, IL	Br. 11
Roger A. Zuk	Ottawa, IL	Br. 316
Robert O. Ascutto	Peoria, IL	Br. 31
David A. Buennemeyer	Peoria, IL	Br. 31
Kenneth J. Unes	Peoria, IL	Br. 31
William B. Nuzum	Council Bluffs, IA	Br. 314
Eugene L. Eldridge	Kansas City, KS	Br. 499
Martin Ibarra	Kansas City, KS	Br. 499
Robert D. Johnson Jr.	Kansas City, KS	Br. 499
Roy J. Mills	Kansas City, KS	Br. 499
Bently R. Daye	Louisville, KY	Br. 14
Thomas J. Furlong Jr.	Louisville, KY	Br. 14
William H. Mitchell Jr.	Louisville, KY	Br. 14
George R. Marion	Western MA	Br. 46
Maurice Beard Jr.	Detroit, MI	Br. 1
Andrew J. Coleman	Detroit, MI	Br. 1
William J. Dierickx	Detroit, MI	Br. 1
Roger E. Johnson	Minneapolis, MN	Br. 9
Eugene H. Matthews	Minneapolis, MN	Br. 9
Ronald E. Roelke	Minneapolis, MN	Br. 9
Walter J. Bilski	Bergen Co. Mgd., NJ	Br. 425
Louis Marino	Bergen Co. Mgd., NJ	Br. 425
Peter Marshall	Bergen Co. Mgd., NJ	Br. 425

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

Ronald T. Nowark	Bergen Co. Mgd., NJ	Br. 425	William R. Brumbaugh	Phoenix, AZ	Br. 576	Lucious J. Craddock	Atlanta, GA	Br. 73
Ronald W. Pawlak	Bergen Co. Mgd., NJ	Br. 425	Harold D. Bulkley	Phoenix, AZ	Br. 576	James M. Davenport	Atlanta, GA	Br. 73
John R. Rowan	Bergen Co. Mgd., NJ	Br. 425	Charles T. Callahan	Phoenix, AZ	Br. 576	Parks D. Ellington Sr.	Atlanta, GA	Br. 73
Leon E. Smilowski Jr.	Cape Atlantic, NJ	Br. 903	Alberto Carreno	Phoenix, AZ	Br. 576	James L. Ficklin	Atlanta, GA	Br. 73
Wally M. Padulo	Jersey City, NJ	Br. 42	John J. Cavanaugh	Phoenix, AZ	Br. 576	William F. Gresham	Atlanta, GA	Br. 73
Lawrence V. Burns	NJ Mgd.	Br. 38	Robert L. Christman	Phoenix, AZ	Br. 576	Steve Groover	Atlanta, GA	Br. 73
Warren B. Lawrence	NJ Mgd.	Br. 38	Eugene P. Clark	Phoenix, AZ	Br. 576	Charles W. Martin	Atlanta, GA	Br. 73
R. W. Zurlo	South Jersey, NJ	Br. 908	Walter L. Contreras	Phoenix, AZ	Br. 576	Charles C. Maughon	Atlanta, GA	Br. 73
Robert O. Martinez	Santa Fe, NM	Br. 989	Carlton L. Cox	Phoenix, AZ	Br. 576	Hattie H. Riley	Atlanta, GA	Br. 73
C. Barbo	Brooklyn, NY	Br. 41	Albert R. Cruz	Phoenix, AZ	Br. 576	Edward Smith	Atlanta, GA	Br. 73
John O. Boyd	Utica, NY	Br. 375	Richard A. Cuellar	Phoenix, AZ	Br. 576	John T. Maier	Champaign, IL	Br. 671
Richard J. Myers	Utica, NY	Br. 375	Morris R. Delgado	Phoenix, AZ	Br. 576	Larry D. Trinkle	Champaign, IL	Br. 671
Melvin D. Phillips	Burlington, NC	Br. 2262	James R. Delong	Phoenix, AZ	Br. 576	Steven K. Varner	Champaign, IL	Br. 671
Broidia O. Combs	Greensboro, NC	Br. 630	John H. Dino	Phoenix, AZ	Br. 576	Terry L. Wilson	Champaign, IL	Br. 671
Edward J. Harrison	Greensboro, NC	Br. 630	Guadalupe B. Dominguez	Phoenix, AZ	Br. 576	Albert A. Banks	Chicago, IL	Br. 11
Leroy V. Hicks	Greensboro, NC	Br. 630	John P. Erickson	Phoenix, AZ	Br. 576	Anthony R. Baxter	Chicago, IL	Br. 11
Charles E. Nelson	Greensboro, NC	Br. 630	Michael J. Erickson	Phoenix, AZ	Br. 576	Wayne E. Beebe	Chicago, IL	Br. 11
Joe S. White	Greensboro, NC	Br. 630	Floyd N. Farnsley	Phoenix, AZ	Br. 576	John Birmingham	Chicago, IL	Br. 11
Norman Williams	Greensboro, NC	Br. 630	Steven A. Ferguson	Phoenix, AZ	Br. 576	William W. Bronson	Chicago, IL	Br. 11
William M. Hontert	Cleveland, OH	Br. 40	Richard R. Fidler	Phoenix, AZ	Br. 576	Dolores M. Brown Field	Chicago, IL	Br. 11
Michael A. Fallon	Bux-Mont, PA	Br. 920	Joseph L. Figliola	Phoenix, AZ	Br. 576	Edward Cannon	Chicago, IL	Br. 11
E. T. Gnias	Bux-Mont, PA	Br. 920	Armando C. Figueroa	Phoenix, AZ	Br. 576	Walter Childress	Chicago, IL	Br. 11
T. F. Malseed	Bux-Mont, PA	Br. 920	Gilbert I. Floyd	Phoenix, AZ	Br. 576	Vevely J. Crawford	Chicago, IL	Br. 11
Joe P. Medveckus	Bux-Mont, PA	Br. 920	Robert F. Forry	Phoenix, AZ	Br. 576	Oscar L. Cunningham	Chicago, IL	Br. 11
John M. Deiley Jr.	Norristown, PA	Br. 542	Thomas M. Freebairn	Phoenix, AZ	Br. 576	Joseph S. Davis Jr.	Chicago, IL	Br. 11
Peter J. Westen	Norristown, PA	Br. 542	Robert L. Hample	Phoenix, AZ	Br. 576	Tommy L. Fanning	Chicago, IL	Br. 11
Edwin T. Atwood	Pittsburgh, PA	Br. 84	Bruce J. Harvell	Phoenix, AZ	Br. 576	Alfred C. Formas	Chicago, IL	Br. 11
Raymond J. Borowski	Pittsburgh, PA	Br. 84	Michael F. Hauser	Phoenix, AZ	Br. 576	Frank J. Formas	Chicago, IL	Br. 11
Theodore H. Colcombe	Pittsburgh, PA	Br. 84	Macon C. Haynes	Phoenix, AZ	Br. 576	Patricia A. Foster-Brown	Chicago, IL	Br. 11
Joseph Como	Pittsburgh, PA	Br. 84	Charles R. Higgs	Phoenix, AZ	Br. 576	Robert B. Garner	Chicago, IL	Br. 11
James E. Cush	Pittsburgh, PA	Br. 84	Robert D. Hilsabeck	Phoenix, AZ	Br. 576	Donald Hardaway	Chicago, IL	Br. 11
George J. Dougherty	Pittsburgh, PA	Br. 84	B. P. Hopkins	Phoenix, AZ	Br. 576	Charles A. Hearny Jr.	Chicago, IL	Br. 11
William J. Ehmman	Pittsburgh, PA	Br. 84	Richard A. Huber	Phoenix, AZ	Br. 576	Charles H. Hinton	Chicago, IL	Br. 11
William W. Fowler	Pittsburgh, PA	Br. 84	Abe J. Hutoron	Phoenix, AZ	Br. 576	Villa A. Hunter	Chicago, IL	Br. 11
Wayne F. Griffith	Pittsburgh, PA	Br. 84	Augstn G. Ramirez	Phoenix, AZ	Br. 576	Gloria J. Johnson	Chicago, IL	Br. 11
Donald E. Hudec	Pittsburgh, PA	Br. 84	Luis L. Ramirez	Phoenix, AZ	Br. 576	Juanita J. Johnson	Chicago, IL	Br. 11
Carl L. Huehn Jr.	Pittsburgh, PA	Br. 84	Charlie L. Reed	Phoenix, AZ	Br. 576	Deloris Jordan	Chicago, IL	Br. 11
J. J. Kowalski	Pittsburgh, PA	Br. 84	Edward M. Rodriguez	Phoenix, AZ	Br. 576	George Kemp	Chicago, IL	Br. 11
Steve J. Lasica	Pittsburgh, PA	Br. 84	Stanley Rogers Jr.	Phoenix, AZ	Br. 576	Raymond E. Knapp	Chicago, IL	Br. 11
Robert W. Melvin	Pittsburgh, PA	Br. 84	Rodney M. Rolland	Phoenix, AZ	Br. 576	Bernard J. Kubalewski	Chicago, IL	Br. 11
Frank P. Milko	Pittsburgh, PA	Br. 84	Roy Ruiz	Phoenix, AZ	Br. 576	Mary D. Lyons-Garland	Chicago, IL	Br. 11
Gabriel J. Pagliaro	Pittsburgh, PA	Br. 84	George B. Barnhill	Little Rock, AR	Br. 35	Deanna S. Moriyama	Chicago, IL	Br. 11
Angelo Pennacchia	Pittsburgh, PA	Br. 84	Alfred L. Downs Jr.	Little Rock, AR	Br. 35	Ronald F. Nelson	Chicago, IL	Br. 11
Albert M. Punturi	Pittsburgh, PA	Br. 84	Albert J. Massery Jr.	Little Rock, AR	Br. 35	Juanita E. Newsome	Chicago, IL	Br. 11
L. P. Rivetti	Pittsburgh, PA	Br. 84	Joe L. Barnett	Central CA	Br. 231	Tyrone H. Palm	Chicago, IL	Br. 11
Lucantonio Sacco	Pittsburgh, PA	Br. 84	James D. Garner	Central CA	Br. 231	Edward L. Penn	Chicago, IL	Br. 11
Louis E. Salvatore	Pittsburgh, PA	Br. 84	David J. Holmes	Central CA	Br. 231	Charles T. Peters	Chicago, IL	Br. 11
David B. Schmidt	Pittsburgh, PA	Br. 84	Richard W. Reiter	Central CA	Br. 231	Julian Riani	Chicago, IL	Br. 11
Kenneth R. Shaffer	Pittsburgh, PA	Br. 84	Nello A. Sciacqua	Central CA	Br. 231	Victor R. Rivera	Chicago, IL	Br. 11
Ronald D. Smith	Pittsburgh, PA	Br. 84	Philip M. Berry	Hayward, CA	Br. 1707	Annetta L. Smith	Chicago, IL	Br. 11
Chester A. Stawecki	Pittsburgh, PA	Br. 84	James C. Green	Hayward, CA	Br. 1707	Thomas E. Smusyn	Chicago, IL	Br. 11
Paul Veremeychik	Pittsburgh, PA	Br. 84	Dennis L. Grohnke	Hayward, CA	Br. 1707	Jimmie L. Stanley	Chicago, IL	Br. 11
John G. Vidmar	Pittsburgh, PA	Br. 84	Eugene E. Heskett	Hayward, CA	Br. 1707	Joyce Stewart-Johnson	Chicago, IL	Br. 11
J. W. Zollars	Pittsburgh, PA	Br. 84	David G. Holmes	Hayward, CA	Br. 1707	Berner J. Wafer	Chicago, IL	Br. 11
Mike P. Wills	Wilkes-Barre, PA	Br. 115	William Lenzer	Hayward, CA	Br. 1707	Sidney J. Walleit	Chicago, IL	Br. 11
George V. Carlson	York, PA	Br. 509	Ronald H. McMahan	Hayward, CA	Br. 1707	Clifford E. Wulff	Chicago, IL	Br. 11
Thomas M. Teddy	Memphis, TN	Br. 27	J. E. Rose	Hayward, CA	Br. 1707	Maurice O. Eide Jr.	De Kalb, IL	Br. 706
Joe A. Norwood Jr.	Texarkana, TX	Br. 569	James L. Thomas	Hayward, CA	Br. 1707	Walter D. Hegberg	De Kalb, IL	Br. 706
Lawrence J. Branze	Seattle, WA	Br. 79	James G. Tsurui	Hayward, CA	Br. 1707	Roger M. Jurs	De Kalb, IL	Br. 706
Charles H. Houston	Seattle, WA	Br. 79	John H. Mitchell Jr.	Monterey, CA	Br. 1310	James W. McCann	De Kalb, IL	Br. 706
Earlie L. Hudson	Seattle, WA	Br. 79	John J. Donovan	San Diego, CA	Br. 70	Carl W. Mosher	De Kalb, IL	Br. 706
William K. Elson	Wheeling, WV	Br. 66	Jeffrey A. Heimburg	San Diego, CA	Br. 70	William C. Petty	De Kalb, IL	Br. 706
Russell G. Kocher	Wheeling, WV	Br. 66	Gary L. Moe	San Diego, CA	Br. 70	Lee A. Sexton	De Kalb, IL	Br. 706
			Ann M. Moore	San Diego, CA	Br. 70	James Cappellini	Ottawa, IL	Br. 316
			Cheryl L. Wilson	San Diego, CA	Br. 70	Daniel E. Morris	Peoria, IL	Br. 31
			William P. Thornton	San Francisco, CA	Br. 214	William R. Potter	Peoria, IL	Br. 31
			Jack M. Hutsell	Porterville, CA	Br. 1469	Alfred P. Shadid	Peoria, IL	Br. 31
			Ralph F. Otte Jr.	Tri-Valley, CA	Br. 2902	Joyce M. Stear	Peoria, IL	Br. 31
			Benjamin L. Kembel	Arvada, CO	Br. 4405	Richard E. Stell	S. Suburban Mgd., IL	Br. 4016
			Leon F. Smeaton	Arvada, CO	Br. 4405	Ken D. Breedlove	Marion, IN	Br. 378
			Ronald R. Strop	Arvada, CO	Br. 4405	Dale O. Craig	Marion, IN	Br. 378
			James Knox	Washington, DC	Br. 142	Richard A. Manley	Central IA Mgd.	Br. 352
			Jimmie L. Clark Jr.	Northeast FL	Br. 53	Franklin D. Matney	Central IA Mgd.	Br. 352

55-year pins

Nathaniel Davis	Anniston, AL	Br. 448
Robert M. Ball	AZ River Cities	Br. 5850
Michael G. Ganas	AZ River Cities	Br. 5850
John J. Linnenkamp	AZ River Cities	Br. 5850
Joseph G. Sgro	AZ River Cities	Br. 5850
Oscar R. Altamirano	Phoenix, AZ	Br. 576
Lewis A. Apodaca	Phoenix, AZ	Br. 576
Juan Arenas	Phoenix, AZ	Br. 576

Honor Roll

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

Ronald E. Blatchley	Clinton, IA	Br. 126	Frank P. Dee	Detroit, MI	Br. 1	John W. Koberlein	NJ Mgd.	Br. 38
Ralph R. Bormann	Clinton, IA	Br. 126	Bryan W. Dell	Detroit, MI	Br. 1	David W. Levitt	NJ Mgd.	Br. 38
Joseph E. Buckman	Clinton, IA	Br. 126	Milton Deloach Jr.	Detroit, MI	Br. 1	Henry Noten	NJ Mgd.	Br. 38
Moler A. Duff	Clinton, IA	Br. 126	Mary G. Dendy	Detroit, MI	Br. 1	Richard J. Pellegrino	NJ Mgd.	Br. 38
John F. Goos	Clinton, IA	Br. 126	Robert H. Dettler	Detroit, MI	Br. 1	Anthony R. Quadrel	NJ Mgd.	Br. 38
Michael D. Haan	Clinton, IA	Br. 126	Michael Dicapua	Detroit, MI	Br. 1	Raymond F. Scally	NJ Mgd.	Br. 38
Richard L. Perryman	Clinton, IA	Br. 126	Karon A. Burke	Mt. Clemens, MI	Br. 654	George H. Zicker	NJ Mgd.	Br. 38
James G. Brooks	Council Bluffs, IA	Br. 314	Robert J. Leykauf	Mt. Clemens, MI	Br. 654	Jerry B. Gonzales	Santa Fe, NM	Br. 989
Gerald M. Hopper	Council Bluffs, IA	Br. 314	Louis Lozon	Mt. Clemens, MI	Br. 654	Robert O. Martinez	Santa Fe, NM	Br. 989
Richard J. Mainquist	Council Bluffs, IA	Br. 314	Joseph Martinez	Mt. Clemens, MI	Br. 654	Benito R. Montano	Santa Fe, NM	Br. 989
Earl I. Rounds	Council Bluffs, IA	Br. 314	Allen O. Miller	Mt. Clemens, MI	Br. 654	Orlando R. Montoya	Santa Fe, NM	Br. 989
Irvin F. Runnels	Council Bluffs, IA	Br. 314	James L. Van Tiem	Mt. Clemens, MI	Br. 654	MLSndr T. Ortiz	Santa Fe, NM	Br. 989
Lewis C. Simons	Council Bluffs, IA	Br. 314	Dewey G. Watson	Mt. Clemens, MI	Br. 654	Louis P. Perez	Santa Fe, NM	Br. 989
Gwendolyn J. Amonson	Fort Dodge, IA	Br. 645	Catherine A. Lange	South Macomb, MI	Br. 4374	Ramon C. Quintana	Santa Fe, NM	Br. 989
Albert J. Bellingtier	Fort Dodge, IA	Br. 645	Louella A. Redlin	South Macomb, MI	Br. 4374	Felipe J. Roibal	Santa Fe, NM	Br. 989
Thomas G. Filloon	Fort Dodge, IA	Br. 645	Charles E. Walden	South Macomb, MI	Br. 4374	Henry C. Romero	Santa Fe, NM	Br. 989
John E. Hanson	Fort Dodge, IA	Br. 645	George M. Andres	Minneapolis, MN	Br. 9	Ben M. Shirley	Santa Fe, NM	Br. 989
Gordon R. Harman	Fort Dodge, IA	Br. 645	Roger E. Donaldson	Minneapolis, MN	Br. 9	David L. Wulf	Santa Fe, NM	Br. 989
James E. Kelley	Fort Dodge, IA	Br. 645	Robert J. Dondelinger	Minneapolis, MN	Br. 9	Alan E. Horstman	Albany, NY	Br. 29
Jack D. Middleton	Fort Dodge, IA	Br. 645	Jon E. Frick	Minneapolis, MN	Br. 9	Charles H. Allen	Brooklyn, NY	Br. 41
Keith W. Ollinger	Fort Dodge, IA	Br. 645	Robert C. Hagberg	Minneapolis, MN	Br. 9	Joseph F. Amato	Brooklyn, NY	Br. 41
Peter O. Oppedahl	Fort Dodge, IA	Br. 645	James E. Hansen	Minneapolis, MN	Br. 9	Anthony Bruno	Brooklyn, NY	Br. 41
Robert L. Peck	Fort Dodge, IA	Br. 645	Thomas H. Holland	Minneapolis, MN	Br. 9	Joseph L. Cancellieri	Brooklyn, NY	Br. 41
Thomas E. Salvatore	Fort Dodge, IA	Br. 645	Thomas G. Jenkin	Minneapolis, MN	Br. 9	Glenn L. Campbell	Elmira, NY	Br. 21
Mark F. Schultz	Fort Dodge, IA	Br. 645	Ronald W. Kelly	Minneapolis, MN	Br. 9	Samuel H. Dean	Elmira, NY	Br. 21
Vernon L. Weeks	Fort Dodge, IA	Br. 645	David P. Leba	Minneapolis, MN	Br. 9	Lawrence J. Detrick	Elmira, NY	Br. 21
Ronald A. Bond	Kansas City, KS	Br. 499	Victoria A. Leba	Minneapolis, MN	Br. 9	Peter A. Diraimondo	Elmira, NY	Br. 21
Ronald E. Hermreck	Kansas City, KS	Br. 499	Garland T. Leuty	Minneapolis, MN	Br. 9	J. A. Howland	Elmira, NY	Br. 21
Cent E. Scott	Kansas City, KS	Br. 499	Terry D. Miller	Minneapolis, MN	Br. 9	Raymond R. Johnston	Elmira, NY	Br. 21
Herbert A. White	Kansas City, KS	Br. 499	George G. Muzetras	Minneapolis, MN	Br. 9	Barry Keller	Elmira, NY	Br. 21
Roy J. White	Kansas City, KS	Br. 499	Thomas J. Nassif	Minneapolis, MN	Br. 9	Gary M. Kent	Elmira, NY	Br. 21
David E. Bammes	Manhattan, KS	Br. 1018	John R. Nelson	Minneapolis, MN	Br. 9	Carl B. Morgan	Elmira, NY	Br. 21
Tyrone D. Bensen	Manhattan, KS	Br. 1018	Alice E. Nopola	Minneapolis, MN	Br. 9	Thomas C. Przymusik	Elmira, NY	Br. 21
Herbert Eley	Manhattan, KS	Br. 1018	Richard L. Schmidt	Minneapolis, MN	Br. 9	Thomas P. Rodinaro	Elmira, NY	Br. 21
Wendell L. Goff	Manhattan, KS	Br. 1018	Lawrence M. Schuster	Minneapolis, MN	Br. 9	Lance W. Squires	Elmira, NY	Br. 21
Harvey J. Larson	Manhattan, KS	Br. 1018	Wayne L. Sikkink	Minneapolis, MN	Br. 9	E. R. Tompkins	Elmira, NY	Br. 21
Wayne W. Link	Manhattan, KS	Br. 1018	Frank J. Smetana	Minneapolis, MN	Br. 9	William W. Wert	Elmira, NY	Br. 21
Keith L. Murphy	Manhattan, KS	Br. 1018	Ronald P. Sumstad	Minneapolis, MN	Br. 9	David M. Wood	Elmira, NY	Br. 21
Michael L. Murphy	Manhattan, KS	Br. 1018	Donald J. Voss	Minneapolis, MN	Br. 9	William T. Finlay	Albany, NY	Br. 29
Gail D. Norman	Manhattan, KS	Br. 1018	Gary A. Weihl	Minneapolis, MN	Br. 9	R. A. Antone	Utica, NY	Br. 375
Melvin L. Nudson	Manhattan, KS	Br. 1018	William T. Whritenour	Minneapolis, MN	Br. 9	Jospeh A. Barletto	Utica, NY	Br. 375
Charles R. Olmstead	Manhattan, KS	Br. 1018	Donald L. Crawford	Florissant, MO	Br. 4839	A. R. Givonetti	Utica, NY	Br. 375
James W. Rice	Manhattan, KS	Br. 1018	Anthony P. Ardito Jr.	Bergen Co. Mgd., NJ	Br. 425	Bruno A. Graziano	Utica, NY	Br. 375
Aubrey E. Small	Manhattan, KS	Br. 1018	Daniel F. Capozzi	Bergen Co. Mgd., NJ	Br. 425	Alfred R. Gulla	Utica, NY	Br. 375
Bert B. Thomas	Manhattan, KS	Br. 1018	Walter T. Cichewicz	Bergen Co. Mgd., NJ	Br. 425	Richard R. Lis	Utica, NY	Br. 375
Carl J. Urbanek	Manhattan, KS	Br. 1018	Ronald A. Corring	Bergen Co. Mgd., NJ	Br. 425	Frederick A. Washburn	Utica, NY	Br. 375
James L. Walters	Manhattan, KS	Br. 1018	Robert J. Freeman	Bergen Co. Mgd., NJ	Br. 425	Stephen H. Brower	Asheboro, NC	Br. 2560
Alan R. Cunningham	Wichita, KS	Br. 201	Thomas P. Gerbehy	Bergen Co. Mgd., NJ	Br. 425	John W. Cagle Jr.	Asheboro, NC	Br. 2560
Gene E. Bush	Louisville, KY	Br. 14	Alfred M. Hanna Jr.	Bergen Co. Mgd., NJ	Br. 425	Gerald R. Coble	Asheboro, NC	Br. 2560
Carl E. Carpenter	Louisville, KY	Br. 14	John P. Hoodiman	Bergen Co. Mgd., NJ	Br. 425	Robert B. Merrill	Asheboro, NC	Br. 2560
Glenn A. Downs	Louisville, KY	Br. 14	James J. Marcus	Bergen Co. Mgd., NJ	Br. 425	Larry C. Trogdon	Asheboro, NC	Br. 2560
James W. Elliott	Louisville, KY	Br. 14	Saverio N. Maruzza	Bergen Co. Mgd., NJ	Br. 425	Clarence T. Brewer	Burlington, NC	Br. 2262
Bozie Greer	Louisville, KY	Br. 14	Kenneth C. McKeon	Bergen Co. Mgd., NJ	Br. 425	Reginald K. Broach	Burlington, NC	Br. 2262
Robert E. Grissom	Louisville, KY	Br. 14	Donald McNair	Bergen Co. Mgd., NJ	Br. 425	William A. Crumpler	Burlington, NC	Br. 2262
Richard J. Hamilton	Louisville, KY	Br. 14	Alexander W. Mendyk Jr.	Bergen Co. Mgd., NJ	Br. 425	Darwin F. Edwards	Burlington, NC	Br. 2262
Thomas J. Leezer Jr.	Louisville, KY	Br. 14	Eugene G. Nicolas	Bergen Co. Mgd., NJ	Br. 425	William P. Amos	Greensboro, NC	Br. 630
L. T. Tassara	Silver Spring, MD	Br. 2611	Edward R. O'Malley	Bergen Co. Mgd., NJ	Br. 425	Arvel O. Belton	Greensboro, NC	Br. 630
Albert R. Arsenault	Fall River, MA	Br. 51	Franklin D. Pearce	Bergen Co. Mgd., NJ	Br. 425	James M. Bullock Jr.	Greensboro, NC	Br. 630
Richard Botelho	Fall River, MA	Br. 51	John W. Pearson	Bergen Co. Mgd., NJ	Br. 425	Leroy V. Hicks	Greensboro, NC	Br. 630
Richard Demello	Fall River, MA	Br. 51	Richard W. Poggio	Bergen Co. Mgd., NJ	Br. 425	Charles E. Nelson	Greensboro, NC	Br. 630
James A. Hoffman	Fall River, MA	Br. 51	James F. Ricketts	Bergen Co. Mgd., NJ	Br. 425	Joe S. White	Greensboro, NC	Br. 630
Richard J. Mendes	Fall River, MA	Br. 51	Charlie L. Ridley	Bergen Co. Mgd., NJ	Br. 425	Norman Williams	Greensboro, NC	Br. 630
Walter W. O'Connell	Fall River, MA	Br. 51	Chas A. Romanelli	Bergen Co. Mgd., NJ	Br. 425	Richard A. Best	Cuyahoga Falls, OH	Br. 1629
John F. Soares	Fall River, MA	Br. 51	John J. Sernotti	Bergen Co. Mgd., NJ	Br. 425	Cecil M. Gross	Cuyahoga Falls, OH	Br. 1629
Alton Bryant	Detroit, MI	Br. 1	Tyrone W. Smith	Bergen Co. Mgd., NJ	Br. 425	Donna F. Rauckhorst	Cuyahoga Falls, OH	Br. 1629
George E. Bull	Detroit, MI	Br. 1	Kenneth O. Stahl	Bergen Co. Mgd., NJ	Br. 425	Darrell J. Storm	Cuyahoga Falls, OH	Br. 1629
Walter Campbell	Detroit, MI	Br. 1	Robert E. Thompson	Bergen Co. Mgd., NJ	Br. 425	Mark Muhlenkamp	Dayton, OH	Br. 182
Otelia Clark	Detroit, MI	Br. 1	Martin W. Vanstrien	Bergen Co. Mgd., NJ	Br. 425	Donald P. Myra	Dayton, OH	Br. 182
Oliver B. Coleman	Detroit, MI	Br. 1	Carl J. Anderson	NJ Mgd.	Br. 38	Ralph H. Nerderman	Dayton, OH	Br. 182
Timothy Crabb	Detroit, MI	Br. 1	Anthony A. De Luca	NJ Mgd.	Br. 38	Walter L. Netzley	Dayton, OH	Br. 182
Robert L. Cureton	Detroit, MI	Br. 1	David DeFrancesco	NJ Mgd.	Br. 38	William L. Osman	Dayton, OH	Br. 182
Kenneth W. Davidson	Detroit, MI	Br. 1	Donald Fecko	NJ Mgd.	Br. 38	Leroy R. Phoenix Jr.	Dayton, OH	Br. 182

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

Bernard Richardson	Dayton, OH	Br. 182	Theodore R. Potts Jr.	Norristown, PA	Br. 542	R. H. Gasior	Pittsburgh, PA	Br. 84
Don L. Rutledge	Dayton, OH	Br. 182	Donald J. Reilly	Norristown, PA	Br. 542	Paul J. Gasper	Pittsburgh, PA	Br. 84
John M. Shyrigh	Dayton, OH	Br. 182	J. A. Richie	Norristown, PA	Br. 542	Walter W. Gatehouse Jr.	Pittsburgh, PA	Br. 84
Jonathan R. Silveous	Dayton, OH	Br. 182	Gary V. Schaffer	Norristown, PA	Br. 542	D. W. Geisler	Pittsburgh, PA	Br. 84
Jerry D. Stout	Dayton, OH	Br. 182	Joseph W. Smerecki	Norristown, PA	Br. 542	J. G. Gentile	Pittsburgh, PA	Br. 84
Paul F. Suerdieck	Dayton, OH	Br. 182	Leroy C. Stillings Jr.	Norristown, PA	Br. 542	W. P. Geyer	Pittsburgh, PA	Br. 84
Cletus C. Thobe	Dayton, OH	Br. 182	Dennis R. Templeton	Norristown, PA	Br. 542	Blair E. Gorczyca	Pittsburgh, PA	Br. 84
Jerry V. Thomas	Dayton, OH	Br. 182	Alan R. Townsend	Norristown, PA	Br. 542	Robert L. Greenhalgh	Pittsburgh, PA	Br. 84
Howard C. Todd	Dayton, OH	Br. 182	Joseph P. Tuturice Jr.	Norristown, PA	Br. 542	Thomas S. Gumpf	Pittsburgh, PA	Br. 84
David L. Trotter	Dayton, OH	Br. 182	Joseph C. Wall	Norristown, PA	Br. 542	Charles E. Harvey	Pittsburgh, PA	Br. 84
Cecil R. Van Winkle Jr.	Dayton, OH	Br. 182	David J. Wheeler	Norristown, PA	Br. 542	Larry D. Headlee	Pittsburgh, PA	Br. 84
Douglas A. Vincent	Dayton, OH	Br. 182	L. J. Amati	Pittsburgh, PA	Br. 84	Douglas D. Henderson	Pittsburgh, PA	Br. 84
Daniel R. Wells	Dayton, OH	Br. 182	P. Anischenko	Pittsburgh, PA	Br. 84	Robert A. Hink	Pittsburgh, PA	Br. 84
Jerry E. Wheeler	Dayton, OH	Br. 182	Clifton A. Anthony	Pittsburgh, PA	Br. 84	Oliver K. Hixson	Pittsburgh, PA	Br. 84
Richard L. Wical	Dayton, OH	Br. 182	Ray B. Anthony	Pittsburgh, PA	Br. 84	Edward L. Holmes Jr.	Pittsburgh, PA	Br. 84
Jack L. Yantis	Dayton, OH	Br. 182	George J. Babeji	Pittsburgh, PA	Br. 84	Donald E. Hudec	Pittsburgh, PA	Br. 84
Thomas A. Young	Dayton, OH	Br. 182	Dennis J. Baluh	Pittsburgh, PA	Br. 84	Thomas E. Icardi	Pittsburgh, PA	Br. 84
R. L. Scott	Newark, OH	Br. 281	William J. Balzer	Pittsburgh, PA	Br. 84	H. W. Janicki	Pittsburgh, PA	Br. 84
Joseph A. Sforza	Newark, OH	Br. 281	James M. Barkovich	Pittsburgh, PA	Br. 84	Frank C. Jankowski	Pittsburgh, PA	Br. 84
Harry E. Thompson	Newark, OH	Br. 281	William L. Basar	Pittsburgh, PA	Br. 84	Andrew M. Janosco	Pittsburgh, PA	Br. 84
Robert J. Becker	Bethlehem, PA	Br. 254	Robert W. Beck	Pittsburgh, PA	Br. 84	William Karako	Pittsburgh, PA	Br. 84
Michael V. Bell	Bux-Mont, PA	Br. 920	Gerald W. Bedillion	Pittsburgh, PA	Br. 84	William J. Kazakewicz	Pittsburgh, PA	Br. 84
Harold E. Bishe	Bux-Mont, PA	Br. 920	Felix J. Bejger	Pittsburgh, PA	Br. 84	Joseph A. Kensing Jr.	Pittsburgh, PA	Br. 84
Charles R. Braun	Bux-Mont, PA	Br. 920	Frank Berkosky	Pittsburgh, PA	Br. 84	George A. Kirchner	Pittsburgh, PA	Br. 84
Cletus T. Burns	Bux-Mont, PA	Br. 920	Edward G. Bernhard	Pittsburgh, PA	Br. 84	Darryl A. Kirschner	Pittsburgh, PA	Br. 84
Merle L. Burns Jr.	Bux-Mont, PA	Br. 920	J. K. Bogdan	Pittsburgh, PA	Br. 84	M. S. Kollar	Pittsburgh, PA	Br. 84
Joseph C. Cannon	Bux-Mont, PA	Br. 920	Angelo J. Bosco	Pittsburgh, PA	Br. 84	Paul G. Kollinger	Pittsburgh, PA	Br. 84
Thomas M. Cannon	Bux-Mont, PA	Br. 920	Anthony J. Bottino	Pittsburgh, PA	Br. 84	J. M. Kriso	Pittsburgh, PA	Br. 84
Walter F. Chambers	Bux-Mont, PA	Br. 920	Joseph N. Bridge	Pittsburgh, PA	Br. 84	Alexander W. Kukler Jr.	Pittsburgh, PA	Br. 84
John A. Ciccarone	Bux-Mont, PA	Br. 920	R. S. Broniecki	Pittsburgh, PA	Br. 84	Carol A. Land	Pittsburgh, PA	Br. 84
Robert A. Coates	Bux-Mont, PA	Br. 920	Robert C. Busch	Pittsburgh, PA	Br. 84	Leroy A. Lasich	Pittsburgh, PA	Br. 84
Larry Collins	Bux-Mont, PA	Br. 920	George P. Campbell	Pittsburgh, PA	Br. 84	Huxley J. Lipscomb	Pittsburgh, PA	Br. 84
John C. Cope	Bux-Mont, PA	Br. 920	Bernard F. Camus	Pittsburgh, PA	Br. 84	L. H. Long Jr.	Pittsburgh, PA	Br. 84
Vernon L. Dennis	Bux-Mont, PA	Br. 920	Robert D. Carlins	Pittsburgh, PA	Br. 84	Dennis J. Luisi	Pittsburgh, PA	Br. 84
James P. Dicindio	Bux-Mont, PA	Br. 920	C. B. Carman	Pittsburgh, PA	Br. 84	Joseph J. Malits	Pittsburgh, PA	Br. 84
W. J. Donovan Jr.	Bux-Mont, PA	Br. 920	John A. Carnale	Pittsburgh, PA	Br. 84	R. A. Mandra	Pittsburgh, PA	Br. 84
Stephen T. Famularo	Bux-Mont, PA	Br. 920	Regis E. Carney Jr.	Pittsburgh, PA	Br. 84	Thomas J. Marion	Pittsburgh, PA	Br. 84
Charles R. Frederick	Bux-Mont, PA	Br. 920	Larry E. Carr	Pittsburgh, PA	Br. 84	Kenneth B. Martin	Pittsburgh, PA	Br. 84
John R. Hannings	Bux-Mont, PA	Br. 920	Victor J. Caruso Jr.	Pittsburgh, PA	Br. 84	William L. Martin	Pittsburgh, PA	Br. 84
Ammon L. Hess	Bux-Mont, PA	Br. 920	J. J. Cepek	Pittsburgh, PA	Br. 84	Robert C. Massey Jr.	Pittsburgh, PA	Br. 84
John J. Higgins Jr.	Bux-Mont, PA	Br. 920	James J. Cevarr	Pittsburgh, PA	Br. 84	Joseph D. Mastandrea	Pittsburgh, PA	Br. 84
John W. Howarth	Bux-Mont, PA	Br. 920	K. R. Chappel	Pittsburgh, PA	Br. 84	Edward W. Maus	Pittsburgh, PA	Br. 84
Kenneth A. Hunsicker	Bux-Mont, PA	Br. 920	William A. Charley	Pittsburgh, PA	Br. 84	Joseph W. Mayconich Jr.	Pittsburgh, PA	Br. 84
William Jackson	Bux-Mont, PA	Br. 920	Joseph A. Chisick	Pittsburgh, PA	Br. 84	Donald E. McCreary	Pittsburgh, PA	Br. 84
James P. Kane	Bux-Mont, PA	Br. 920	Stanley Chop	Pittsburgh, PA	Br. 84	T. E. McGaughey	Pittsburgh, PA	Br. 84
Alexand E. Kobasa	Bux-Mont, PA	Br. 920	Raymond F. Christman	Pittsburgh, PA	Br. 84	Harold J. McLaughlin Jr.	Pittsburgh, PA	Br. 84
Michael D. Lafferty	Bux-Mont, PA	Br. 920	C. A. Churley	Pittsburgh, PA	Br. 84	R. V. McLughlin Jr.	Pittsburgh, PA	Br. 84
Kent A. Loughery	Bux-Mont, PA	Br. 920	Jerome H. Cifelli	Pittsburgh, PA	Br. 84	Thomas C. McMahon	Pittsburgh, PA	Br. 84
Jac K. Mathews	Bux-Mont, PA	Br. 920	Louis E. Cimarolli	Pittsburgh, PA	Br. 84	Lawrence M. McManus	Pittsburgh, PA	Br. 84
Albert T. Musselman III	Bux-Mont, PA	Br. 920	Richard D. Clayton	Pittsburgh, PA	Br. 84	Edward J. Meshenko	Pittsburgh, PA	Br. 84
Russell K. Naylor	Bux-Mont, PA	Br. 920	Norman H. Cloaizzi	Pittsburgh, PA	Br. 84	Harry C. Mey	Pittsburgh, PA	Br. 84
Enrico M. Altieri	Norristown, PA	Br. 542	Dennis P. Coleman	Pittsburgh, PA	Br. 84	Charles B. Meyer Jr.	Pittsburgh, PA	Br. 84
Larry J. Bainbridge	Norristown, PA	Br. 542	Duane L. Combs	Pittsburgh, PA	Br. 84	Wayne E. Miller	Pittsburgh, PA	Br. 84
Victor T. Battaglia Jr.	Norristown, PA	Br. 542	Dominick Costanza	Pittsburgh, PA	Br. 84	Robert M. Miskovitch	Pittsburgh, PA	Br. 84
Walter J. Binns Jr.	Norristown, PA	Br. 542	William R. Crosby Sr.	Pittsburgh, PA	Br. 84	Timothy A. Mistrik	Pittsburgh, PA	Br. 84
Joseph L. Bondi	Norristown, PA	Br. 542	J. J. Czarnecki	Pittsburgh, PA	Br. 84	Thomas J. Mitchell	Pittsburgh, PA	Br. 84
Stephen W. Bono	Norristown, PA	Br. 542	Richard A. D'Angelo	Pittsburgh, PA	Br. 84	Richard D. Murray	Pittsburgh, PA	Br. 84
Vincent J. DeCarlo	Norristown, PA	Br. 542	Richard D. DeBacco	Pittsburgh, PA	Br. 84	L. R. Myers	Pittsburgh, PA	Br. 84
James M. Dirado	Norristown, PA	Br. 542	Anthony J. DePaulo	Pittsburgh, PA	Br. 84	Richard A. O'Brien	Pittsburgh, PA	Br. 84
James A. English	Norristown, PA	Br. 542	Bernard F. Dervis	Pittsburgh, PA	Br. 84	Edward A. O'Hara Jr.	Pittsburgh, PA	Br. 84
William H. Grinstead	Norristown, PA	Br. 542	Raymond Dinkfelt	Pittsburgh, PA	Br. 84	John E. Obusek	Pittsburgh, PA	Br. 84
Richard A. Hartsock	Norristown, PA	Br. 542	Raymond M. Dubiel	Pittsburgh, PA	Br. 84	Maryann Otis	Pittsburgh, PA	Br. 84
Michael F. Higgins	Norristown, PA	Br. 542	Duane V. Duffy	Pittsburgh, PA	Br. 84	James Ottavian Jr.	Pittsburgh, PA	Br. 84
Lawrence K. Jones	Norristown, PA	Br. 542	Thomas H. Evans	Pittsburgh, PA	Br. 84	Robert C. Paxton	Pittsburgh, PA	Br. 84
W. R. Keim Jr.	Norristown, PA	Br. 542	T. J. Fabbri Jr.	Pittsburgh, PA	Br. 84	Joseph C. Petrick	Pittsburgh, PA	Br. 84
Michael A. Kriebel	Norristown, PA	Br. 542	H. G. Fein	Pittsburgh, PA	Br. 84	Ken F. Popowitz	Pittsburgh, PA	Br. 84
James M. Liberatore	Norristown, PA	Br. 542	Ronald J. Fela	Pittsburgh, PA	Br. 84	J. Prozzoly	Pittsburgh, PA	Br. 84
David T. Long	Norristown, PA	Br. 542	James D. Filbert	Pittsburgh, PA	Br. 84	Richard E. Pysznik	Pittsburgh, PA	Br. 84
Francis A. Lupo	Norristown, PA	Br. 542	Donald L. Foehringer	Pittsburgh, PA	Br. 84	Charles A. Rebrick	Pittsburgh, PA	Br. 84
Glenn D. McCabe	Norristown, PA	Br. 542	Charles W. Ford	Pittsburgh, PA	Br. 84	John J. Removcik	Pittsburgh, PA	Br. 84
Thomas J. McCracken	Norristown, PA	Br. 542	Harvey M. Freeman	Pittsburgh, PA	Br. 84	Harry W. Reukauf	Pittsburgh, PA	Br. 84
Alan McManus	Norristown, PA	Br. 542	Harry G. Garlits Jr.	Pittsburgh, PA	Br. 84	George R. Ribarchak	Pittsburgh, PA	Br. 84

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

M. L. Rice	Pittsburgh, PA	Br. 84	Richard R. Carter	York, PA	Br. 509	Jimmie L. Clark Jr.	Northeast FL	Br. 53
Edgar R. Robinson II	Pittsburgh, PA	Br. 84	W E. Enterline Jr.	York, PA	Br. 509	Russell A. Earl	Northeast FL	Br. 53
Joseph S. Rossi	Pittsburgh, PA	Br. 84	Kenneth R. Fishel	York, PA	Br. 509	Michael J. Gill	South FL	Br. 1071
Timothy L. Rowe	Pittsburgh, PA	Br. 84	C. E. Focht	York, PA	Br. 509	Paul J. Picard Jr.	South FL	Br. 1071
James A. Rubinsak	Pittsburgh, PA	Br. 84	Francis C. Fogle	York, PA	Br. 509	Edward P. Stolz Jr.	South FL	Br. 1071
G. E. Rump	Pittsburgh, PA	Br. 84	William N. Garrison	York, PA	Br. 509	Joseph S. Brickman	West Coast FL	Br. 1477
J. R. Runyan	Pittsburgh, PA	Br. 84	Walter E. Goshorn Jr.	York, PA	Br. 509	Wayne N. Dustin	West Coast FL	Br. 1477
Louis A. Russo	Pittsburgh, PA	Br. 84	Paul H. Grove	York, PA	Br. 509	John Watters	West Coast FL	Br. 1477
Charles W. Sabo	Pittsburgh, PA	Br. 84	Terry L. Kiser	York, PA	Br. 509	William D. Wright Jr.	West Coast FL	Br. 1477
Louis J. Sanso	Pittsburgh, PA	Br. 84	Gary L. Lloyd	York, PA	Br. 509	Louis G. Bottoms	Atlanta, GA	Br. 73
Kenneth J. Schivins	Pittsburgh, PA	Br. 84	Edward R. Mora	York, PA	Br. 509	Alberto Ybarra	Belleville, IL	Br. 155
James A. Schonhardt	Pittsburgh, PA	Br. 84	Richard L. Chellis	Warwick, RI	Br. 3166	James C. Jarvis	Champaign, IL	Br. 671
William L. Sciaretti	Pittsburgh, PA	Br. 84	David J. Gervais Sr.	Warwick, RI	Br. 3166	John R. Joyce	Champaign, IL	Br. 671
Elijah H. Shavers	Pittsburgh, PA	Br. 84	David Levine	Warwick, RI	Br. 3166	David W. Spicer	Champaign, IL	Br. 671
Robert Shea	Pittsburgh, PA	Br. 84	Robert F. Moulton	Warwick, RI	Br. 3166	Larry G. Vandevveer	Champaign, IL	Br. 671
Eugene D. Sherpata	Pittsburgh, PA	Br. 84	Robert C. Robinson	Warwick, RI	Br. 3166	Eugene A. Bielitz Jr.	Chicago, IL	Br. 11
E. C. Shiring	Pittsburgh, PA	Br. 84	William F. McMurray	Kingsport, TN	Br. 1999	Alvin F. Charleston	Chicago, IL	Br. 11
Joe L. Shropshire	Pittsburgh, PA	Br. 84	Thomas W. Bailey	Memphis, TN	Br. 27	Sandra E. Curtis	Chicago, IL	Br. 11
Moses Simmons	Pittsburgh, PA	Br. 84	Charlie L. Berry	Memphis, TN	Br. 27	Steven W. Desouza	Chicago, IL	Br. 11
W. B. Sims	Pittsburgh, PA	Br. 84	David R. Delk	Memphis, TN	Br. 27	Jacqueline Faulkner	Chicago, IL	Br. 11
Francis H. Singleton	Pittsburgh, PA	Br. 84	James T. Fee	Memphis, TN	Br. 27	Michael W. Fears	Chicago, IL	Br. 11
Francis D. Sipko	Pittsburgh, PA	Br. 84	Harry E. Kalkbrenner	Memphis, TN	Br. 27	Michael S. Fersko	Chicago, IL	Br. 11
Otis D. Smith	Pittsburgh, PA	Br. 84	Joe A. Mcdaniel	Memphis, TN	Br. 27	Diane Fitzhugh	Chicago, IL	Br. 11
Robert B. South	Pittsburgh, PA	Br. 84	Jerry W. Wilson	Memphis, TN	Br. 27	Maryetta Grooms	Chicago, IL	Br. 11
William F. Sperl	Pittsburgh, PA	Br. 84	Robert C. Vaught	Bonham, TX	Br. 1032	Robert R. Hawks Jr.	Chicago, IL	Br. 11
Peter A. Spino	Pittsburgh, PA	Br. 84	Alfred Hall	Texarkana, TX	Br. 569	Luther Hymes	Chicago, IL	Br. 11
Phillip R. Staving	Pittsburgh, PA	Br. 84	James E. Moore	Texarkana, TX	Br. 569	Stanley J. Jablonski	Chicago, IL	Br. 11
Bruce D. Stefanko	Pittsburgh, PA	Br. 84	W. W. Sawyers	Texarkana, TX	Br. 569	Bruce Jordan	Chicago, IL	Br. 11
Theodore F. Steiner	Pittsburgh, PA	Br. 84	Kenneth R. Yowell	Texarkana, TX	Br. 569	Charles A. Klein	Chicago, IL	Br. 11
Lawrence P. Stickney	Pittsburgh, PA	Br. 84	James E. Joyner	Tidewater VA	Br. 247	Louis M. Kostow	Chicago, IL	Br. 11
Larry P. Struhar	Pittsburgh, PA	Br. 84	Robert B. Linton	Tidewater VA	Br. 247	Frank Kroner	Chicago, IL	Br. 11
Robert P. Subasic	Pittsburgh, PA	Br. 84	Ronald R. Adams	Seattle, WA	Br. 79	Charles D. Letizia	Chicago, IL	Br. 11
E. R. Sudaz	Pittsburgh, PA	Br. 84	Leonard E. Berglund	Seattle, WA	Br. 79	Joseph M. Matecki	Chicago, IL	Br. 11
Thomas S. Sutch Sr.	Pittsburgh, PA	Br. 84	Sylvester A. Bunker	Seattle, WA	Br. 79	Arnold Menet	Chicago, IL	Br. 11
Harry W. Sweeney	Pittsburgh, PA	Br. 84	Larry R. Davis	Seattle, WA	Br. 79	Robert A. Rizzo	Chicago, IL	Br. 11
Edwin A. Szweczyk	Pittsburgh, PA	Br. 84	Jon E. Felker	Seattle, WA	Br. 79	Peter J. Skrzypczynski	Chicago, IL	Br. 11
F. K. Thomas	Pittsburgh, PA	Br. 84	William V. Gallagher	Seattle, WA	Br. 79	John M. Smolka	Chicago, IL	Br. 11
James Thornton	Pittsburgh, PA	Br. 84	June I. Gravelle	Seattle, WA	Br. 79	Kenneth J. Sutkus	Chicago, IL	Br. 11
Clyde N. Trent	Pittsburgh, PA	Br. 84	Ronald L. Johnson	Seattle, WA	Br. 79	John Syron	Chicago, IL	Br. 11
Robert L. Tyburski	Pittsburgh, PA	Br. 84	Ronald D. Sherrard	Seattle, WA	Br. 79	Jerry Turner	Chicago, IL	Br. 11
Albert L. Ulizio	Pittsburgh, PA	Br. 84	Ben T. Wittick	Seattle, WA	Br. 79	Larry Wheaton	Chicago, IL	Br. 11
Louis F. Vestri	Pittsburgh, PA	Br. 84	Carlyn J. Schoonhoven	Tacoma, WA	Br. 130	Keith A. Whitted	Chicago, IL	Br. 11
John G. Vidmar	Pittsburgh, PA	Br. 84	Jack C. Jaquay	Wheeling, WV	Br. 66	Frank F. Williams	Chicago, IL	Br. 11
George P. Vogel	Pittsburgh, PA	Br. 84	G. L. Knicely	Wheeling, WV	Br. 66	Dennis M. Wilson	Chicago, IL	Br. 11
Phillip J. Wagner	Pittsburgh, PA	Br. 84	John A. Arthur	Fond Du Lac, WI	Br. 125	Kevin J. Wolff	Chicago, IL	Br. 11
Donald Wajda	Pittsburgh, PA	Br. 84	Vincent A. Fields	Fond Du Lac, WI	Br. 125	Joseph A. Pariseau	E. Saint Louis, IL	Br. 319
Robert P. Wallo	Pittsburgh, PA	Br. 84	Gerald F. Oconnor	Fond Du Lac, WI	Br. 125	Thomas Blecker	S. Suburban Mgd., IL	Br. 4016
Lonie J. Ward	Pittsburgh, PA	Br. 84				Jean M. Bowser	S. Suburban Mgd., IL	Br. 4016
L. D. Weber	Pittsburgh, PA	Br. 84				Robert F. Brow	S. Suburban Mgd., IL	Br. 4016
A. S. Weber Jr.	Pittsburgh, PA	Br. 84				James D. Freedlund	S. Suburban Mgd., IL	Br. 4016
Gordon F. Webster	Pittsburgh, PA	Br. 84				Frederick G. Kimpell	S. Suburban Mgd., IL	Br. 4016
David P. Wieszorek	Pittsburgh, PA	Br. 84				Roger E. Pfeifer	S. Suburban Mgd., IL	Br. 4016
Lysle D. Williams	Pittsburgh, PA	Br. 84				Barbara J. Victors	S. Suburban Mgd., IL	Br. 4016
William L. Williams	Pittsburgh, PA	Br. 84				Ken D. Breedlove	Marion, IN	Br. 378
R. D. Wolny	Pittsburgh, PA	Br. 84				Dale O. Craig	Marion, IN	Br. 378
Joseph G. Wotisky	Pittsburgh, PA	Br. 84				Duane N. McCloskey	Central IA Mgd.	Br. 352
Edward M. Yarosz	Pittsburgh, PA	Br. 84				James G. Brooks	Council Bluffs, IA	Br. 314
John A. Yevick	Pittsburgh, PA	Br. 84				Ronald R. Brummer	Council Bluffs, IA	Br. 314
John H. Youk Sr.	Pittsburgh, PA	Br. 84				Richard B. Fox	Council Bluffs, IA	Br. 314
Ralph F. Ziemski	Pittsburgh, PA	Br. 84				James A. Greene	Council Bluffs, IA	Br. 314
Charles T. Bonchonsky	Pittston, PA	Br. 162				Gerald M. Hopper	Council Bluffs, IA	Br. 314
Joseph G. Danko	Pittston, PA	Br. 162				Irvin F. Runnels	Council Bluffs, IA	Br. 314
Anthony L. Ginocchietti	Pittston, PA	Br. 162				Lewis C. Simons	Council Bluffs, IA	Br. 314
Albert Orlando Jr.	Pittston, PA	Br. 162				Michael D. Hylton	Kansas City, KS	Br. 499
George G. Oschal	Pittston, PA	Br. 162				Robert A. Marmon	Kansas City, KS	Br. 499
Ralph R. Rostock	Pittston, PA	Br. 162				Dennis L. Ashoff Sr.	Louisville, KY	Br. 14
Lawrence J. Stella	Pittston, PA	Br. 162				Marvin C. Arnold	Louisville, KY	Br. 14
Vincent J. Ward	Pittston, PA	Br. 162				James H. Cody	Louisville, KY	Br. 14
Robert W. Oatridge	Wilkes-Barre, PA	Br. 115				Elizabeth A. Demala	Louisville, KY	Br. 14
Michael L. Albright	York, PA	Br. 509				Thomas J. Giardina	Louisville, KY	Br. 14
Thomas W. Bassett	York, PA	Br. 509				Jesse M. Higgs	Louisville, KY	Br. 14
George V. Carlson	York, PA	Br. 509				Gary C. Hunt	Louisville, KY	Br. 14
						Steven B. Kaufling	Louisville, KY	Br. 14

50-year pins and gold cards

Robert M. Ball	AZ River Cities	Br. 5850
Leon A. Green	Little Rock, AR	Br. 35
Gary D. Bottoms	Central CA	Br. 231
Joe L. Cabrera	Central CA	Br. 231
Melvin D. Chevoya	Central CA	Br. 231
Abraham A. Garcia	Central CA	Br. 231
Otis G. Wallace	Central CA	Br. 231
James P. Blickenstaff	Greater E. Bay, CA	Br. 1111
Patricia L. Cramer	Monterey, CA	Br. 1310
Scott S. Durgin	Monterey, CA	Br. 1310
Edward F. Nugent	Monterey, CA	Br. 1310
Antonio R. Belandres	San Diego, CA	Br. 70
Michael T. Needham	San Diego, CA	Br. 70
Stephen F. Shank	San Diego, CA	Br. 70
John R. Fickes	Arvada, CO	Br. 4405
Roger K. Furuiye	Arvada, CO	Br. 4405
Gary L. Schultz	Arvada, CO	Br. 4405
Melvin L. Schultz	Arvada, CO	Br. 4405
Vincent M. Gentile	Pueblo, CO	Br. 229
Bernard E. Byrd	Fort Lauderdale, FL	Br. 2550
Patricia A. De Monica	Fort Lauderdale, FL	Br. 2550
Diane Walden	Fort Lauderdale, FL	Br. 2550
John H. Waters	Fort Lauderdale, FL	Br. 2550

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

Arthur B. Lambert	Louisville, KY	Br. 14	Robert Morro	Brooklyn, NY	Br. 41	James A. Davis	Pittsburgh, PA	Br. 84
John W. Masterson Jr.	Louisville, KY	Br. 14	Bruce L. Hatfield	Elmira, NY	Br. 21	George J. Denk	Pittsburgh, PA	Br. 84
Anthony R. Orthober	Louisville, KY	Br. 14	Thomas J. Bambrick	Jamaica, NY	Br. 562	Robert A. Dorben	Pittsburgh, PA	Br. 84
Jackie A. Perry	Louisville, KY	Br. 14	Joseph A. Davanzo	Jamaica, NY	Br. 562	Dennis A. Dugan	Pittsburgh, PA	Br. 84
Robert L. Tucker	Louisville, KY	Br. 14	Richard J. Decriscio	Jamaica, NY	Br. 562	Edward D. Fitzgerald Jr.	Pittsburgh, PA	Br. 84
L. T. Tassara	Silver Spring, MD	Br. 2611	David M. Duffy	Jamaica, NY	Br. 562	Dominic E. Fratangelo	Pittsburgh, PA	Br. 84
John L. Stec	Fall River, MA	Br. 51	Peter J. Graganella	Jamaica, NY	Br. 562	Michael D. Gallagher	Pittsburgh, PA	Br. 84
Patricia R. Matejek	Mt. Clemens, MI	Br. 654	John M. Jeanmarie	Jamaica, NY	Br. 562	Lawren E. Gardner Jr.	Pittsburgh, PA	Br. 84
Lawrence C. Powers	Mt. Clemens, MI	Br. 654	Michael N. Mallilo	Jamaica, NY	Br. 562	J. F. Gobel	Pittsburgh, PA	Br. 84
Diane M. Thomas	Mt. Clemens, MI	Br. 654	Robert W. McCleary	Jamaica, NY	Br. 562	Thomas M. Hanahan	Pittsburgh, PA	Br. 84
Ronald F. Logrande	South Macomb, MI	Br. 4374	Charles F. Neuman	Jamaica, NY	Br. 562	Donald Hayes	Pittsburgh, PA	Br. 84
Dennis R. Pierce	South Macomb, MI	Br. 4374	Martin R. Scharfstein	Jamaica, NY	Br. 562	R. E. Heid	Pittsburgh, PA	Br. 84
Michael F. Sheridan	South Macomb, MI	Br. 4374	Nicholas R. Schiralli	Jamaica, NY	Br. 562	John Hohal	Pittsburgh, PA	Br. 84
James D. Tanner	South Macomb, MI	Br. 4374	David L. Diamond	LongIslandMgd., NY	Br. 6000	Donald S. Hruneni	Pittsburgh, PA	Br. 84
Dorothy L. Wurth	South Macomb, MI	Br. 4374	F. J. Alfieri	Rochester, NY	Br. 210	Donald E. Hudec	Pittsburgh, PA	Br. 84
Harold J. Yearkey	South Macomb, MI	Br. 4374	Thomas J. Alfieri	Rochester, NY	Br. 210	Robert E. Hughes	Pittsburgh, PA	Br. 84
Gregory J. Bedor	Minneapolis, MN	Br. 9	Valentina S. Ambrose	Rochester, NY	Br. 210	Joseph P. Hyland	Pittsburgh, PA	Br. 84
Robert E. Bentler	Minneapolis, MN	Br. 9	Robert J. Anderson	Rochester, NY	Br. 210	Winfield S. Jamison Jr.	Pittsburgh, PA	Br. 84
Douglas D. Duax	Minneapolis, MN	Br. 9	John S. Bidwell	Rochester, NY	Br. 210	Joseph Kokocinski	Pittsburgh, PA	Br. 84
Robert G. Fuglem	Minneapolis, MN	Br. 9	James D. Coffey	Rochester, NY	Br. 210	Dennis M. Krivonak	Pittsburgh, PA	Br. 84
Doris E. Gbala	Minneapolis, MN	Br. 9	David J. Di Lella	Rochester, NY	Br. 210	Robert T. Lasher	Pittsburgh, PA	Br. 84
Vernon L. Gragert	Minneapolis, MN	Br. 9	Joseph W. Di Maria	Rochester, NY	Br. 210	John R. Leavor	Pittsburgh, PA	Br. 84
Leonard L. Hrcncir	Minneapolis, MN	Br. 9	Richard W. Faulkner	Rochester, NY	Br. 210	Donald E. Legrand Jr.	Pittsburgh, PA	Br. 84
Charles R. Jennings	Minneapolis, MN	Br. 9	John A. Fromm	Rochester, NY	Br. 210	David L. Letchford	Pittsburgh, PA	Br. 84
Thomas J. Kaiser	Minneapolis, MN	Br. 9	Patricia A. Gregory	Rochester, NY	Br. 210	Gary L. Litvany	Pittsburgh, PA	Br. 84
Kenneth R. Lucas	Minneapolis, MN	Br. 9	Richard L. Hamblin	Rochester, NY	Br. 210	Dennis J. Luisi	Pittsburgh, PA	Br. 84
Richard S. Patterson	Minneapolis, MN	Br. 9	Gregory J. Humbert	Rochester, NY	Br. 210	Robert A. Matthews	Pittsburgh, PA	Br. 84
James P. Setten	Minneapolis, MN	Br. 9	James W. Inzinga	Rochester, NY	Br. 210	William J. McGee	Pittsburgh, PA	Br. 84
Douglas R. Sundt	Minneapolis, MN	Br. 9	Frank J. Iorio	Rochester, NY	Br. 210	Patrick E. McGlynn	Pittsburgh, PA	Br. 84
Roger D. Tanghe	Minneapolis, MN	Br. 9	James S. Lyons	Rochester, NY	Br. 210	George F. Miller	Pittsburgh, PA	Br. 84
Jon D. Thompson	Minneapolis, MN	Br. 9	Robert L. McNamara	Rochester, NY	Br. 210	Louis Monterossi	Pittsburgh, PA	Br. 84
Frank P. DiGiovanni	Bergen Co. Mgd., NJ	Br. 425	Lanny L. Northrup	Rochester, NY	Br. 210	D. M. Mosley	Pittsburgh, PA	Br. 84
Leon J. Dobrowolski	Bergen Co. Mgd., NJ	Br. 425	Daniel E. Osbelt	Rochester, NY	Br. 210	Edward A. O'Hara Jr.	Pittsburgh, PA	Br. 84
Joseph E. Florczyk	Bergen Co. Mgd., NJ	Br. 425	David M. Russo	Rochester, NY	Br. 210	Ralph A. Olzak	Pittsburgh, PA	Br. 84
Richard A. Guimes	Bergen Co. Mgd., NJ	Br. 425	Lawrence G. Sanderl	Rochester, NY	Br. 210	Vincent P. Penascino	Pittsburgh, PA	Br. 84
Donald G. Harris	Bergen Co. Mgd., NJ	Br. 425	Cletis E. Shoup	Rochester, NY	Br. 210	Daniel M. Podgorski	Pittsburgh, PA	Br. 84
Joseph Hecht Jr.	Bergen Co. Mgd., NJ	Br. 425	William T. Tolan	Rochester, NY	Br. 210	Michael L. Pometto	Pittsburgh, PA	Br. 84
Roy Hinko	Bergen Co. Mgd., NJ	Br. 425	Steven K. Tuckey	Rochester, NY	Br. 210	David V. Rich	Pittsburgh, PA	Br. 84
Kevin McEwan	Bergen Co. Mgd., NJ	Br. 425	John Wakefield	Rochester, NY	Br. 210	Marvin E. Rodgers	Pittsburgh, PA	Br. 84
Joseph F. Pearson	Bergen Co. Mgd., NJ	Br. 425	Jeffrey L. Youngs	Rochester, NY	Br. 210	Thomas J. Rudnicki	Pittsburgh, PA	Br. 84
Leo D. Volpi	Bergen Co. Mgd., NJ	Br. 425	Dominick A. Gentile	Utica, NY	Br. 375	William F. Scullion	Pittsburgh, PA	Br. 84
Lawrence L. Yannotti	Bergen Co. Mgd., NJ	Br. 425	Dennis J. Wojcik	Utica, NY	Br. 375	Edward J. Simko	Pittsburgh, PA	Br. 84
Charles A. Laphan	Camden, NJ Mgd.	Br. 540	William J. Bland	Burlington, NJ	Br. 2262	William E. Swoger	Pittsburgh, PA	Br. 84
Carl J. Anderson	NJ Mgd.	Br. 38	Larry H. Coble	Burlington, NC	Br. 2262	F. K. Thomas	Pittsburgh, PA	Br. 84
Anna M. Garelick	NJ Mgd.	Br. 38	Carmen J. Falcone	Burlington, NC	Br. 2262	Raymond M. Varga	Pittsburgh, PA	Br. 84
John W. Koberlein	NJ Mgd.	Br. 38	David E. Gabriel	Burlington, NC	Br. 2262	John Wracar	Pittsburgh, PA	Br. 84
David W. Levitt	NJ Mgd.	Br. 38	Coy T. Overman Jr.	Burlington, NC	Br. 2262	Gilbert C. Wysong	Pittsburgh, PA	Br. 84
Richard J. Pellegrino	NJ Mgd.	Br. 38	Everette L. Apple	Greensboro, NC	Br. 630	Ritchie W. Yazwa	Pittsburgh, PA	Br. 84
Vincent D. Catroppa	South Jersey, NJ	Br. 908	H. D. Boyer	Greensboro, NC	Br. 630	Cyril J. Zapf	Pittsburgh, PA	Br. 84
Charles B. Layden	South Jersey, NJ	Br. 908	Michael P. Branch	Greensboro, NC	Br. 630	Murray J. Brown	Wilkes-Barre, PA	Br. 115
Jerry B. Gonzales	Santa Fe, NM	Br. 989	Ronald A. Burgess	Greensboro, NC	Br. 630	Daniel W. Jescavage	Wilkes-Barre, PA	Br. 115
Benito R. Montano	Santa Fe, NM	Br. 989	John C. Cole	Greensboro, NC	Br. 630	Gerard A. Kashuda	Wilkes-Barre, PA	Br. 115
Orlando R. Montoya	Santa Fe, NM	Br. 989	Joseph E. Dove	Greensboro, NC	Br. 630	George Potsko	Wilkes-Barre, PA	Br. 115
MSndr T. Ortiz	Santa Fe, NM	Br. 989	Ricardo Harley	Greensboro, NC	Br. 630	Joseph M. Zafia	Wilkes-Barre, PA	Br. 115
Louis P. Perez	Santa Fe, NM	Br. 989	Leroy V. Hicks	Greensboro, NC	Br. 630	George V. Carlson	York, PA	Br. 509
Ramon C. Quintana	Santa Fe, NM	Br. 989	Billy M. Kiger	Greensboro, NC	Br. 630	Richard R. Carter	York, PA	Br. 509
Henry C. Romero	Santa Fe, NM	Br. 989	Ronald K. Kiser	Greensboro, NC	Br. 630	Orlando Barringer	Memphis, TN	Br. 27
Ben M. Shirley	Santa Fe, NM	Br. 989	James G. Lanning	Greensboro, NC	Br. 630	Stanley E. Craig	Memphis, TN	Br. 27
David L. Wulf	Santa Fe, NM	Br. 989	James H. Lineberry	Greensboro, NC	Br. 630	William L. Lamom	Memphis, TN	Br. 27
Nicholas C. Alfieri	Brooklyn, NY	Br. 41	Wesley W. Presnell	Greensboro, NC	Br. 630	Robert C. Vaught	Bonham, TX	Br. 1032
John A. Allocco	Brooklyn, NY	Br. 41	Eunice L. Walden	Greensboro, NC	Br. 630	Robert J. Hitchcock	Bellingham, WA	Br. 450
Richard M. Barnes	Brooklyn, NY	Br. 41	Riley D. Welborn	Greensboro, NC	Br. 630	Norvel E. Scheib	Bellingham, WA	Br. 450
John J. Basile	Brooklyn, NY	Br. 41	Norman Williams	Greensboro, NC	Br. 630	Vernon W. Good	Seattle, WA	Br. 79
Leonard C. Bayley	Brooklyn, NY	Br. 41	William F. Williams	Greensboro, NC	Br. 630	Douglas H. Meyers	Seattle, WA	Br. 79
Felice Benvenuto	Brooklyn, NY	Br. 41	Richard B. Wyrick	Greensboro, NC	Br. 630	Fred R. Remlinger	Seattle, WA	Br. 79
Harvey J. Bisofsky	Brooklyn, NY	Br. 41	Kim A. Thomas	Cleveland, OH	Br. 40	Donovan L. Simmons	Seattle, WA	Br. 79
Leo Bouvet	Brooklyn, NY	Br. 41	Jerry A. Adams	Bux-Mont, PA	Br. 920	Donald J. Gress	Yakima, WA	Br. 852
Mark T. Bromberg	Brooklyn, NY	Br. 41	Norman J. Beyer	Bux-Mont, PA	Br. 920	Harold L. Hutchinson Sr.	Yakima, WA	Br. 852
Joseph D. Bryant	Brooklyn, NY	Br. 41	Raymond J. Hritz	Bux-Mont, PA	Br. 920	R. R. Miller	Wheeling, WV	Br. 66
Stanley J. Butwill	Brooklyn, NY	Br. 41	Richard B. Medveckus	Bux-Mont, PA	Br. 920	Kip E. Behrendt	Milwaukee, WI	Br. 2
Joseph Cafarelli	Brooklyn, NY	Br. 41	Thomas T. Putz	Bux-Mont, PA	Br. 920	Lawrence K. Jaeger	Fond Du Lac, WI	Br. 125
Joseph F. Calabrese	Brooklyn, NY	Br. 41	Milton E. Stover	Bux-Mont, PA	Br. 920	William A. Olson	Fond Du Lac, WI	Br. 125
Joseph L. Cancellieri	Brooklyn, NY	Br. 41	Ronald A. Tomes	Bux-Mont, PA	Br. 920	Paul J. Pulvermacher	Madison, WI	Br. 507

Election Notices

Lancaster, Pennsylvania

In accordance with Article 14, Section 1 of the bylaws of Red Rose Branch 273, this is an official notice to all members of Branch 273. Voting will take place during the May 17 monthly meeting on proposed bylaws amendments.

Christian Oatman, Rec. Sec., Br. 273

Little Rock, Arkansas

This is an official notice to all members of Branch 35 that proposed changes to Article VI (secretary/treasurer as well as health benefits representative) and Article VII (funds) will be discussed at the general meeting on June 2.

The changes will be voted on at the general meeting at 7:15 p.m. on July 7 at the union hall, 10112 Chicot Road, Suite 212, Little Rock.

Chad W. Dollar, Pres., Br. 35

Massachusetts

This is an official notice to all delegates of the Massachusetts State Letter Carriers Association 92nd state convention. Nominations and elections will be held May 19-21 at the DoubleTree by Hilton in Hyannis for the following positions: president, vice president, secretary, treasurer, director of retirees, director of education and eight executive board members.

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.

Nomination and election (if necessary) will take place during the May 20 session of the convention. The installation of newly elected officers will take place later that evening.

Joe Desrosiers, Sec., MSLCA

New Hampshire

In accordance with Article IV of the *New Hampshire State Association Constitution* and bylaws, this is official notice that nominations and elections of state officers will be held during the 123rd New Hampshire state convention at Mill Falls at the Lake in Meredith June 1-4.

The offices which shall be open for election are president, vice president, secretary, treasurer, two congressional liaisons, one state legislative liaison, retiree trustee, five-year trustee, one-year trustee, and an additional one-year trustee.

Paul Nee, Sec., NHSALC

New Mexico

This is an official notice to all members of the state association of New Mexico that nominations will be accepted for state officers for president, vice president, secretary-treasurer, director of retirees, Southwest District president, Southeast District president, Northeast District president and Northwest District president.

Nominations will be on Friday, and election will be on Saturday, June 3.

Our state convention is going to be held in Hobbs June 1-3.

Gloria Baros, Sec./Treas., NMSALC

New York

This is official notice to all members of NYSALC that nomination and election for the following positions will be held at the New York state biennial convention July 9-11 in Brooklyn: president, vice president, secretary, treasurer, delegate-at-large, alternate delegate-at-large, director of legislation, director of education, director of retirees, and the eight executive board district positions: Tinnelly, Central, Southern Tier, Niagara Frontier, Hudson Valley, Tri-Boro, Long Island and Caribbean.

All elected positions will be nominated and voted on during this convention. Elected officers will serve a two-year term.

Jay Jackson, Sec., NYSALC

Northern Kentucky

This serves as official notice to all active and retired members of Branch 374 that nominations will be accepted for the following: president, vice president, secretary, treasurer, health benefits director, workers' compensation, retirement, three trustees and 17 delegates.

Nomination of officers shall take place at the regular union meeting in July at 6:30 p.m. at the Southgate Vets. Any member not in attendance at the July meeting must signify in writing prior to the adjournment of that meeting that he or she is desirous of becoming a candidate for election to an office in Branch 374.

Members who are in good standing and have attended nine or more meetings will be eligible to be a paid delegate and a nominated officer.

The election will be conducted by mail in September, and the installation of officers will be in October.

Election of shop stewards will be conducted separately and by secret ballot at each office in September. PTFs will vote at the office they are assigned to.

Mike Smith, Pres., Br. 374

Reno, Nevada

In accordance with branch bylaws, Article IX, Section 1 and Article 5 of the *NALC Constitution*, this is official notice to all members of Northern Nevada Branch 709 that nominations for the following officers will be held at the regular branch meeting on Oct 4 at the Carson City Plaza Hotel and Event Center, located at 801 South Carson St., Carson City: president, vice president, recording secretary, financial secretary/treasurer, health benefits representative, sergeant at arms, three trustees, and delegates to the 2024 national convention and the 2025 Nevada State Association convention.

According to Branch 709 bylaws, Article VIII, Section 2, nominees must be present, or present to the recording secretary prior to the October meeting, a written statement stating that he/she is willing to accept the position for which he/she is nominated. In addition, any member who is unavoidably detained from attending said meeting and contacts the branch within 24 hours shall be considered a candidate.

The terms of office for elected officers will be two years, beginning January 2024. The duly elected officers of this branch shall be delegates to all conventions in order of their election. The election will be conducted by secret mail ballot.

Shawn Wells, Rec. Sec., Br. 709

Salem, Virginia

This is official notice to all active and retired members of Branch 1605 that a special election for secretary will take place at our regular meeting at 6:30 p.m. on June 20 at 1716 W. Main St., Salem. Nominations will take place on May 16 at 1716 W. Main St., Salem. All members in good standing are invited to participate in the nomination and election process.

Dale Martin, Pres., Br. 1605

Texas

This is official notice of the nomination and election of officers for the Tex-

as State Association of Letter Carriers, which shall be conducted at the 2023 TSALC convention July 27-28. The nomination form shall be available to all delegates, as well as to each branch in Texas. Any regular member in good standing with their branch shall be eligible for any office of this association.

Delegates of their respective districts shall elect candidates running for a district board member position. No person shall nominate themselves for more than one office. Each candidate running for office must acknowledge and sign the nomination form. Every nominee must certify that he or she has not served in a supervisory capacity for the 24 months prior to being nominated.

Upon completion, the nomination form must be received by the election committee by July 27. This election will be conducted on July 28 at the Royal Sonesta Houston Galleria, 2222 W. Loop S., Houston. Only duly elected delegates by and for their branch may vote. Ballots will be counted at their weighted value (weighted value = total number of branch members, divided by the total number of delegates voting).

A branch may choose to vote unit rule for the entire membership, and this decision must be made in writing and received by the election committee by July 27.

Carlos Rodriguez Jr., Pres., TSALC

Western Wayne Co. Michigan

This is official notice to all members of Branch 2184 that nominations for branch president, executive vice president, vice president, recording secretary, financial secretary-treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms, retirees' officer (who shall be a retired member), three trustees and all station stewards, as well as state and national convention delegates for the 2024-2026 term, will be taken at the regular branch membership meeting at 7:30 p.m. on Wednesday, Oct. 4, at the Branch 2184 office at 6969 Monroe St., Taylor. All branch officers, by virtue of their positions, are automatic delegates to the state and national conventions.

Elections will be conducted by mail and the results will be announced at the December membership meeting.

Melvin MacDonald, Rec. Sec., Br. 2184

Staff Reports

ECOMP (continued)

(continued from page 38)

- Initial adjudication of the five basic elements of a case, which include accepting the initial diagnosis and coding the system with the appropriate ICD-10 code.
- Acceptance of a new body part where the link to approved treatment is not clear and unambiguous.
- Acceptance of new psychiatric condition.
- Acceptance of "long Covid."
- Acceptance of aggravations (temporary or permanent).
- Attendant allowance and home health care.

- Approval of any medical/surgical procedure requiring DMA/SECOP/IME.
- Initial response to authorization requests from CNSI.
- Payment of all wage-loss compensation.
- Formal denials (all).

Finally, note that issues involving formal decisions made by OWCP cannot be elevated through the escalations process and must be dealt with through OWCP's formal appeals process. Such decisions include initial denials of cases, formal denials of wage-loss compensation, LWEC determinations, and reductions, terminations and suspensions of benefits.

I will continue this discussion of escalations via ECOMP in the June *Postal Record* and will go over in detail the nuts and bolts of the process.



Nalcrest Update

From the Trustees

Bees are buzzing, birds are chirping, flowers are blooming, butterflies are fluttering. That can only mean one thing: Spring has sprung. At Nalcrest, the glow of spring starts with many residents preparing for their annual migration to other parts of the country, aka “snowbirds.” In honor of their flight, Nalcrest hosted a going-home party on April 21 that all enjoyed.

Residents have enhanced Nalcrest with their talent, painting figurines and statuettes that surround the popular Nalcrest pool and spa. The Nalcrest Quilters donated receiving blankets to the Holy Spirit Catholic Church in Lake Wales, FL. Nalcrest provides space for club meetings and workshops, so come join us.

Eleven years has passed with two extraordinary union brothers working together to raise Nalcrest from unfortunate circumstances to become a first-class, one-of-a-kind union retirement community. Brother Tom Young (former director of NALC health benefits) transitioned out of his duties a couple months ago. Last month, my longtime friend and colleague, Don Southern (former NALC director of retired members), made the move back to retired sta-

tus. Both Tom and Don held numerous NALC positions before becoming Nalcrest “on the ground” trustees.

Don Southern and I started working together at Branch 1071, South Florida Letter Carriers, in the 1970s, and we later moved on to the Region 9 NBA’s office. Don later became the

director of retired members at NALC Headquarters. Our lifelong friendship and NALC relationship has spanned over five decades. Without Don’s union dedication and our support for each other, Nalcrest would not be what it is today. Thank you, Don!

Matty Rose

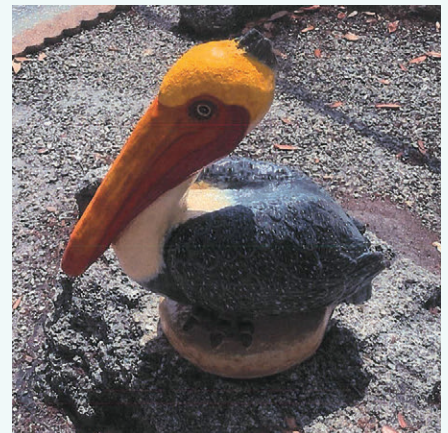
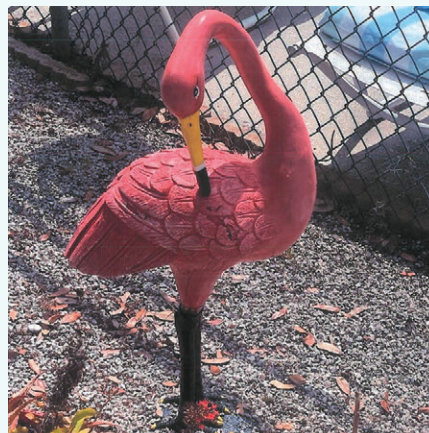


Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, call 863-696-1121 or fax 863-696-3333.

Nalcrest Trustees

- NALC Executive Vice President Paul Barner
- NALC Secretary-Treasurer Nicole Rhine
- NALC Assistant Secretary-Treasurer Mack I. Julion
- NALC Director of Retired Members Dan Toth
- Nalcrest Trustees President Matty Rose
- Nalcrest Trustees Vice President Fred Rolando
- Nalcrest Trustees Vice President Don Southern



Top: The Nalcrest Quilters with some of the receiving blankets that they made and donated to a local church. Pictured are: Kathy Leuscher, Elaine Berner, Don Berner, Robbie Buchanan, Pat Nyert, Barbara Johnson, Mary White, Roxanne Frederick, Joy Campbell, Marlene Perry, Pam Bivens, Mary Evans, Donna Taylor, Karen Gulley, Mary Boylen, Susan Church, Joyce Kochvara and Mimi Miller.

Above left and right: Statues at the Nalcrest pool

Branch Items

Albany, New York

I was speaking to a 10-year-plus employee non-member recently. I asked, "Why haven't you joined the union?" Their answer was surprising; they spoke about how they didn't like the steward where they worked. I asked if they know what the three main functions of a union are. This person came up with only a singular answer: to file grievances.

I explained that first and foremost is negotiating benefits and wages. A simple search on employee complaints about Amazon will show you just how important it is to bargain over wages and benefits, including working conditions.

The second function is protection against discipline; the benefits negotiated in Article 16 are very different than non-union employers. Many businesses have no letter of warning, or seven-day suspension. They have no union to investigate if management's action was for just cause, and if it wasn't got the discipline thrown out. In most companies, if your boss is



Kenosha, WI Branch 574 Director of Retirees Jim Kirby (l) presented a 70-year plaque to Don Everett.

unhappy, you're fired—the end.

The third main function of a union is supplying information. Union conventions are every year, between national and state. The NBA office is always just a phone call away, and provides regional trainings frequently. Your local branch holds union meetings monthly. Not to mention the many written publications, the NALC Member App, nalc.org, and many different ways you receive information on almost a daily basis from the NALC. Without even mentioning the MBA or the NALC Health Benefit Plan.

I explained to them that the union is not just the steward; the union is you, and me, and all of the people we work with having a voice at the table when it matters, like right now while negotiating our next collective-bargaining agreement. Do you want to be forced to take what's offered, or be in a position to bargain and fight for what's fair?

Norris Beswick, Branch 29

Camden, New Jersey Merged

One of the CCAs in my installation came to me with a question. He asked me if there was a way for him to learn about his rights as a letter carrier, and all the rules to doing the job the right way. I exclaimed, most emphatically, *Yes!* I told him to read our branch's newsletter, for him to read *The Postal Record* magazine that gets mailed to his house every month. I told him to come out to his branch's union meetings. I also told him to go to the NALC website and to download the union's handy dandy app. This is also the first thing I tell our new CCAs when an OJI introduces them to me.

Our branch has had three of our shop stewards accepted to participate in the Formal A and Beyond training. We were going to send one of these stewards sooner, but COVID-19 hit. Now she, and two more, will be attending the training and the additional computer training. Congratulations to Stacey Adams, Karen Dickerson and Tyrone Nock. They are all strong union representatives, and I know they will make the most out of this opportunity to further their education.

That's what the money's for. I've been taught that motto by my predecessors. Our branch doesn't pay high salaries to the officers. But what we do is provide our officers and stewards with the means to get the best education any labor leader could hope for. From our newest alternate stewards to the grizzly old timers like me, we send as many of our representatives to as much training as we can. This investment in knowledge has been paying off. Our shop stewards are filing grievances with confidence, getting results, and the members are reaping the benefits.

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 would like to wish all the mothers a happy Mother's Day, as well as honor the mothers who are no longer with us but are still with us in spirit. We cannot say or do enough to show all our appreciation for the wonderful things all of you did to enrich all our lives. We hope all of you mothers are showered with the love and affection that you showed each and every one of us.

We would also like to acknowledge that the new route inspection process went well at our WT Harris Station, thanks to the union facilitator on the team. The process allowed for the station to add one additional route and one auxiliary route to their complement.

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

Don't be afraid to turn blue. No, I don't mean you should hold your breath until you pass out. I mean you should change your color politically to Democratic blue like we did here in Michigan. We went from a red state, where for many years all the branches of government were totally dominated by domineering Republicans, to a state where now all branches are a beautiful blue. You can do it, too. But first you have to un-gerrymander yourself. You must aspire to be free.

For Michigan, that took passing a ballot proposal to redraw districts by independent public commissions. Once the districts were fairly drawn, it turned out after free and fair elections, we found we weren't really a red state after all—we turned blue just like that. And once safely blue, we quickly passed gun-safety legislation, like safe storage, red flag laws and universal background checks. Then we repealed right-to-work, and expanded civil rights and other true-blue laws. All while moving from a budget-deficit state under Republicans to a budget-surplus state after a Democratic governor. Things moved fast for us, because at heart we're a blue state controlled by the lies that are voter suppression and gerrymandering. Which are undemocratic and South African-style apartheid tricks where Republicans, as the minority party, want desperately and illegally to maintain control by any means necessary.

I suspect there's a lot more (about a dozen) truly blue states falsely called red, like Wisconsin and North Carolina, for instance, that are just aching to turn true blue. The voter demographics say this will be a growing trend as Gen Zers, who care about things like climate change, reproductive rights, safe schools, democracy and civil rights for *all* of our citizens, replace the elderly as the largest voting bloc. They'll naturally vote Democratic.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

Last month I spoke about the route adjustment process. This month I want to address this 12/60-hour rule that accommodates the CCAs more than the career carriers.

I have fought management constantly concerning allowing CCAs to leave because they are close to 60 hours and have filed numerous grievances and with favorable results. We are filing due to management relieving CCAs who are on hold-down and not being allowed to complete their assignment when they are entitled to. They are entitled to complete their assignment for the day eight hours and overtime if necessary. But oh no, management will quickly tell me that the district has identified certain carriers being close to 60, so they got to go home.

Recently I was talking to the supervisors concerning this issue, and as usual, they said, "I had to follow my instructions." Management is now using a Retail and Delivery Insight and Operational Excellence Report, which tells the office who are close to hitting 60 hours. I understand the dilemma they (supervisors) are in, but I contribute this to mismanagement.

Every week you have the same problem; someone needs to look at what is creating the problem. It's simple: CCAs are working on Sunday doing Amazon packages, then they work the hold-down for the week—it could be 8.5 on the routes and up to 11.5 for the day to assist other routes or carriers. They need to schedule the CCAs on either of the routes scheduled day off on Sundays. In an office that has at least 17 additional CCAs, there is no reason for this problem to be happening.

On behalf of the branch, I want to give our condolences to the Williams, Rogers and Irby families on the loss of their loved ones.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

The forcing of overtime seems to be slowing down here in Fargo for the time being. We have a few new PTFs who have started recently, as well as a couple rumored to be in the next training class. We are still shorthanded, but for now it is a nice break from the daily forcing and forcing of non-OTDL carriers on their non-scheduled day. If we don't hire more carriers, this will only be a break until the peak leave season starts.

Management finally decided to take control of the Sunday delivery of Amazon by not forcing the OTDL carriers, instead just using the PTFs and as needed taking OTDL volunteers then rolling anything not delivered until Monday. This has reduced the daily forcing of non-OTDL carriers the last couple of weeks and has stopped forcing of non-OTDL carriers on their non-scheduled day.

Recently management has pushed for the carriers to submit leads for business growth. This has been going on for years with many different names for the program, the last I recall, it was "Customer Connect." Instead, prior to searching out new business leads, I think we should be asked to promote the job to possible future employees. Without more new employees, we will be losing more and more due to the long hours and forcing with no end in sight.

Anyone interested in getting more involved in the union, please attend our monthly meeting the first Thursday of each month.

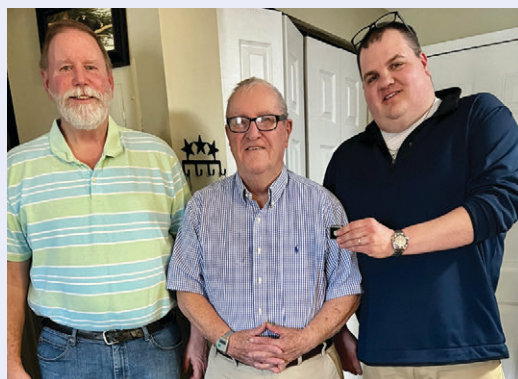
Congratulations to Emily Roach, Michael Souter and Kristine Raap on recently getting converted to regular.

Brian Prisinzano, Branch 205

Greensboro, North Carolina

On March 30, Donald Trump became the first former U.S. president to be indicted for criminal prosecution in the country's history. From the standpoint of union working people, it was long past due. Yet most media pundits, from right-wing MAGA apologists to liberals, expressed "sadness" over this. One NBC pundit, however, presidential historian Michael Beschloss, recognized it was a good day! He explained that Trump's belief he could beat the system came from Nixon-appointed Gerald Ford, who pardoned disgraced President Nixon for all his crimes around the 1972 presidential election before he could be charged.

Ford claimed he spared the country "the trauma you'd see if a president went on trial." Ford was praised by both Wall Street parties, but the U.S. voters weren't convinced. It cost Ford his only presidential run in 1976. Yet since then, a Nixon-era Justice Department ruling that a sitting president cannot be indicted combined with Nixon's pardon fed the idea that you can't indict an ex-president. (This con-



Massachusetts Northeast Merged Branch 25 Trustee Bob Cronin (l) and Branch President Dan Wheeler (r) presented a 60-year pin to John Paul Jones.

tinued through Reagan's and Clinton's openly criminal conduct in the Iran-Contra scandal and the more personal Lewinsky scandal, respectively.) Beschloss concludes optimistically, "Well, what do you expect but a president like Donald Trump who is going to be lawless and renegade? My point is that at that moment on the 30th of March, one reason why that's a moment in history is that the rule of law is being restored to the highest office in the land."

This should give us greater appreciation for the union democracy we have in NALC. Whatever internal procedures our *NALC Constitution* provides for us to correct or strengthen our branch, state association and/or national union, we the members are the decisive force. We need to be prepared to weigh in.

For in our unity lies our strength!

Richard A. Koritz, Branch 630

Greenville, South Carolina

This will serve as official notice for all members of Branch 439 that at the June meeting at 7 p.m. on June 1 at the union hall, located at 4003 Old Buncombe Road, Greenville, a motion will be made to merge with Greer Branch 2553.

If the merger is approved, the bylaws of Branch 439 will be the bylaws of the merged branch. The officers of Branch 439 will be the officers of the merged branch. The assets of Branch 2553 will be transferred to Branch 439. The dues for the merged branch will be the dues paid by Branch 439.

Michelle Harlow, Branch 439

Jackson, Michigan

I guess I'm a little confused on how this "office" time and "street" time works. I was always raised to get the job done and work hard. It seems there is some magic system out in place that office time is the key and management must hustle the heard out the door ASAP!

I sometimes wonder if it is simply because they want peace and quiet and be able to do what they do?

I literally counted a supervisor in one hour say "let's go hit the streets" to carriers 15-plus times. And the majority of whom she was talking to were back in eight hours. So in my humble opinion, why does it matter if I spend five hours in the office or one, as long as I'm back and clocked out in a reasonable time?

They want to save money stop paying supervisors for walking around and telling us how much DPS we have and we should be out of the office by 8:15. By the time the supervisors come to me and say you should be fine by 8:15, it's already 8:40.

I feel out more time in to the following:

You have eight hours to get 1,100 pieces of DPS, 200 hot-case pieces of mail and 75 packages—do you think you need an aux sheet? Then you can

run a spreadsheet and compare each day and show each carrier where they are failing, or better yet, where they are excelling!

I literally feel like a fourth-grader when the supervisors talk to you every five minutes about office time. I wonder what would happen if all carriers clicked in at street time when it's office time and vice versa? I think the supervisors would panic like ants when their mound pyramid gets wiped out!

Mark Raczkowski, Branch 232

Kansas City, Missouri

Retirees Elizabeth "Beth" Horned (2022 Steward of the Year) and Terry L. Myers (2022 Lifetime Achievement Recipient) were so honored on March 25 at the NALC Branch 30 annual appreciation dinner/dance. About a hundred or so branch members and guests witnessed the honors, held in an upper-level room at the Argosy Casino.

Region 5 NBA David Teegarden in his comments thanked the significant others for their sacrifices in allowing stewards to commit family time to conduct the affairs of the membership. He also recognized former NBAs Dan Pittman and Mike Weir (Branch 343), who conducted a retirement seminar on March 26.

Steward of the Year Beth Horned became an NALC carrier in 1996, after serving as a clerk since 1985. She became a steward to help other people who had problems with management, as she had and has no regrets. Beth retired in 2022 and accepted the arduous task of reviewing whether closed grievances have been paid.

Lifetime Achievement Award winner Terry Myers, a Navy veteran, began his NALC jour-

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ney in 1994. He's served as steward, Formal A, trustee, branch route adjustment representative (IRAP/JARAP), Viewpoint Committee member, treasurer and chairman of the entertainment committee (the Party Poohbah). Husband to the love of his life, Auxiliary 4 President George Anna Myers, retired in 2020 and he is only 19! Terry thanked everyone, from his sixth-grade teacher to the servers working the affair.

I looked around to see if Branch President Melvin Moore was going to signal Djøeleven to cue the music as some attendees discretely went *downstairs*—to where the gaming floor and functioning bathrooms were located.

While I cannot say who went where, or whether they won or lost money, what I can say for certain is that they were definitely appreciated.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters!

The number 757 is the model given to a jet. It's also a code used to identify when a city carrier is moved over into the rural carrier craft. President Haggard has repeatedly grieved these grievances and has consistently won. The evidence has shown that management, by its own actions or inactions, caused the problem, which it then solved by violating the contract again and again!

This has gotten to be old news and is to the point that carriers are tired of this practice. They want to deliver mail on their routes and go home.

President Haggard escalated the monetary remedy whereby management decided to stick its heels into the ground and say, "nope," and not agree with our escalated remedy. President Haggard said, "Fine, send it up, and in the meanwhile, we will hold the other grievances in abeyance." Management said, "Nah, we can't hold them in abeyance because the last time we did, the dollar amount was outrageous and we got in hot water."

So, due to its egregious nature of continuing violations, warranted significant remedies, management will spend more money and have President Haggard live in the office and process these grievances. Hopefully a Step B team or an arbitrator will issue a wake-up call to local management that contract compliance is not discretionary, but rather a requirement!

Tony Rodriguez, Branch 419

Lakeland, Florida

To the Executive Counsel and negotiation team:

We, the members of Branch 1779, know that you have a monumental task before you. Not once, since 1970, has the union been in a situation where negotiations were of such import. With the retention rate being so low, to include career city letter carriers walking away from the job, we need change! City letter carriers are overworked and underpaid. In 2013, the Step A rate of pay was \$22.15. Flash-forward 10 years later...Step A is \$22.13, 2 cents less than 10 years ago. This is a bad look for any union.

We, the NALC, need you to do better for our members. The contract is scoffed at, and non-compliance is an everyday occurrence. Morale is at an all-time low, and dignity and respect are absent from the workroom floor in many places. As the new leadership team, these are the issues that we need you to address. We, the members of Branch 1779, will not vote to ratify a contract that continues to let down a significant portion of our members. We are in a position to negotiate a fair contract consisting of an all-career workforce with starting pay significantly higher than it is now.

We are putting our faith in you to do right for the whole of our membership. We also want to remind you that you are duly elected to work for the members. The members are speaking in unison.

In solidarity—

Joshua Breault, Branch 1779

Manhattan, Kansas

To the Executive Council—

As we have opened our newest rounds of collective bargaining with the USPS, the members of Branch 1018 urge you to deliver! For far too long, we have struggled with management's willful disregard for the contract we all hold dear. Management has treated us like we are nothing more than a body, and no matter how many grievances we file, and how many cease-and-desist settlements we receive, management continues to laugh. Our local union is doing everything it can to curb this, and we ask you, the Executive Council, to join our fight.

We ask that you bridge the gap between Table 1 and Table 2 carriers, fight to abolish the CCA position, and return us to an all-career workforce that was once held in high regard.

We all know how difficult this round of collective bargaining will be, but it is one of the most important since we gained the right to collectively bargain in 1970. We cannot allow another contract where management can sit back and smile, we need a contract that management will not willfully and deliberately violate. Our letter carriers are tired of paying the price for management's "blind eyes" to our contract, our families are tired of it, and it is time for the Executive Council to be tired of it. The rank and file have borne the weight of management failures for far too long.

We wish you nothing but success in the current round of collective bargaining; however, for a bargain that fails to address what the letter carriers need and deserve, the members of Branch 1018 will not ratify and support what we are presented with.

In solidarity—

Sean Land, Branch 1018

Massachusetts Northeast Merged

We are roughly six weeks along with our very own "supercenter" here in Branch 25. The Woburn, MA, building is part of the Postal Service's new Sorting and Delivery Center (S&DC) plan of consolidating multiple offices into one facility. So far, the results have been mixed at best. The letter carriers have

done the best they can with the new operation. The Postal Service has done a less-than-stellar job in making the adjustment process smooth.

For something they knew was coming for a while, many aspects of the new setup seemed to catch them off guard. On the day of implementation, carriers did not know simple functions like where their keys or hot cases were, and they weren't sure which door of the building to leave to load their vehicles. There were changes for the carriers who were new to the building and those who already worked there. The whole setup for the building changed as part of the S&DC plan. There are still things that remain not done. The Postal Service planned to update the parking lots, upgrade the restrooms, and make other improvements. These have either not been started at all or are still in progress.

Time will tell whether this plan works in the long run. As I said earlier, letter carriers are adaptable and will do their best to get the job done despite the challenges they face, including those brought on by management. Hopefully, as the Postal Service opens more of these later this year, the process will go smoother for the upcoming offices; however, I wouldn't bet the rent money on it!

Dan Wheeler, Branch 25

Minneapolis, Minnesota

Retirement. It's that goal that appears when we make regular; the possibility of a career at the USPS becomes real. For many years, the number of people who are eligible to retire has outweighed the number of new hires. They have the freedom to decide when it's time to move on.

As a full-time officer, I have had the pleasure of assisting many of our members with their retirement paperwork. Most carriers are happy to retire but are nervous about filling out the paperwork. There are questions regarding pension payments, "the bridge," health benefits, and life insurance.

As carriers, we're used to handing off the paperwork (i.e. mail) to our customers. We do it every day, without much thought, unless they are looking for something special. When it's time to retire, those tables are turned. We send in our paperwork and check the mail each day for a response from the Service showing that our first pension check has arrived in our bank account.

I've always enjoyed sitting down with prospective retirees. I love hearing about their plans for retirement. They say that they will really miss their customers and co-workers, but not the hours they are working. Their apprehension about retirement has always been puzzling to me. After all, it's the day we all look forward to!

Well, now I can relate; I have retired. It is a big step into the next chapter of life. Finally, I ordered my blue book, annuity estimate and figured everything out. I wanted to take advantage of this last time to write one more *Postal Record* article to say, "See you at the retirement banquet next year." It was an absolute pleasure to share with you each month for so many years.

In solidarity—

JoAnn Gilbaugh, Branch 9

Mount Prospect, Illinois

To whom it may concern: You don't know me and I don't know you, but if we have the same beliefs, then it shouldn't matter. I've been a carrier for nine years now. I understand that is not a lot of time compared to many. When I first started this job, I was so happy and proud to be a postal carrier. But for the past three years now, it has been very difficult, and not just for me.

In the past year, we had five FTRs (full-time regulars) quit their positions because of these hours #postal proud. We've had more than 10 PTFs (part-time flexibles) quit because of the excessive hours #postal proud. This career has put so much strain on carriers, that it has affected marriages and relationships #postal proud. I have had two carriers pass out on the workman floor and a carrier forced to retire because he ended up in the hospital #postal proud. I myself had a mental breakdown during the holiday season and took it home to my family #postal proud.

Now let me explain the hashtags. If you are OK with every situation with a hashtag, then this has become a new standard in our community. If you are disgusted like I am, then I suggest you put your heart and soul into this new contract. For my brothers and sisters have put their blood, sweat and tears into this career. I speak for my brothers and sisters, and we ask you to better all of our situations. Bring back #postal proud to where we all once loved saying it.

Thank you for taking the time to read this; I do appreciate it.

Antonio Valdez, Branch 4099

New Orleans, Louisiana

Greetings, my fellow union brothers and sisters.

As we hurriedly prepare for the fast-approaching state convention in Shreveport, we are determined to fulfill yet another successful convention. As time would have it, there are many things to be considered and done. We have to elect officers and CDLs. I'd be reminded if I didn't shout out to our retirees and upcoming retirees. A job well done and well earned. Continue to enjoy the benefits of your retirement.

As I pen this letter to you guys, our state legislature is preparing to construct new laws governing the abortion pill and raising minimum wages. We are committed to being informed about events within our communities as well as our state. This is as good as good gets. Keep getting up, going to work, doing due diligence to protect yourself and your job. You CCAs, be in attendance and on time for your assignment! Continue making union meetings, participating and being involved. After all is said and done, you are the future of the USPS!

Give to LCPF. Do what it takes to be a good union man or woman. Remember, we are in it to win it! Retirement should be the goal. We

work not just for a paycheck, but for everything that goes along with working, especially benefits. It's been said that if you stand for nothing, you will fall for anything. Let that not be said of us. We are a strong union. We stand united. No divisiveness here!

Stand strong, undeterred, keeping your eyes on the prize. Be ever unrelenting on your quest. May continue blessings be upon you and your loved ones.

As always, yours in unionism—

Marshall Wayne Smith, Branch 124



Tacoma, WA Br. 130 member Jerry Bock (l) was honored by his branch with a 65-year pin.

Norristown, Pennsylvania

Greetings, fellow carriers of information.

Warmer weather is coming, and so will the street observations, so you shouldn't have to worry, 'cause you're always doin' what you're supposed to be doin', and being where you're supposed to be...right?

Stationary time is what is the flavor of the season now. The scanner is the Big Brother Brain... Don't think it's not monitoring everything you do within reason. Obviously, it can't see what you are doing (but it does have a camera on it, so ya never know). The "How am I doing" feature can give you an idea of what they can see, and that's only an inkling of what they see. They know how fast you are goin', where you are goin', but what they scrutinize the most is stationary time. They think (without seeing what you are doing) that you are purposely sitting still.

You should treat your route as a journey and not a destination. Don't rush in the beginning and think you'll take extra breaks at the end to make your time. "Steady as she goes" is my motto; this is the safest way to do your route. When you rush is when you make mistakes and put yourself in situations that could be dangerous. Take your lunch, two 10-minute breaks and comfort breaks (when you get older, you gotta go a little more), stop at stop signs, do the speed limit, and when pulling out into traffic from a mailbox, wait for a large clearing and use your turn signal. And most of all, watch out for kids—they love to chase balls into the street. With new toys like scooters and e-bikes, they are even more fearless riding around on the streets. Take the time to be safe!

Carriers rock! Peace!

Joel Stimmler, Branch 542

North Little Rock, Arkansas

To the Executive Council: As you embark on this round of contract negotiations, it is essential that you deliver for all the city letter carriers across the nation. We cannot and will not stand for another failed contract. Out last contracts have failed to provide us basic needs. Our carriers are tired and weary; the mandatory overtime, inconsistent scheduling, inadequate pay and staffing issues are running our current staff into the ground, making the job less desirable. These must be addressed. The workplace environment and lack of contract compliance must be of upmost importance. We must restore the faith that our contract's words mean what they say and will be followed.

We must make this a desired *career* again! Requirements that weekly schedules be posted two weeks in advance and be firm would help make a significant improvement to quality of life. We need stronger contractual language concerning work hour limits for non-OTDL and part-time employees, while protecting and preserving the rights of OTDL carriers. A full rewrite of Article 8 simplifying and strengthening workhour limits is way overdue.

We know this time around will be ponderous, but this is the most important round of negotiations since we first achieved the right to collectively bargain in 1970. We have borne the weight of our employer's failure for far too long! We cannot accept another contract where management is comfortable ignoring the terms. We cannot accept another contract where we have to pay for poor management decisions.

We trust that our brothers and sisters at Headquarters will capitalize on last year's legislative victory to improve many things. We wish you much success in your negotiations on our behalf! However, if negotiations fail to address the abovementioned concerns, the members of Branch 3745, North Little Rock, AR, will vote *not* to ratify.

In solidarity—

Samuel Swanson, Branch 3745

Northeast Florida

On March 29, NALC Director of Safety and Health Manny Peralta sent out a notice to all NBAs and branch presidents about the Heat Illness Prevention Program training that was required to be given to carriers nationwide by April 1. He reported that he was made aware that, in some cases, management was entering into the employees' training record that the course was completed. In some cases, the union found out the training was not provided. Manny encouraged all branches to investigate their offices.

As you can imagine, here in North Florida, the falsification of employee training is rampant. Not only Branch 53, but other branches in the district are affected, too. When interviewed, carriers said they never got the training, but they were not surprised that the falsification occurred. When interviewed, some supervisors said they did it due to the pressure to make the numbers by the district office.

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This training is 35 minutes long and is for heat illness prevention. This is what management thinks about your safety. When all is said and done, you will finally receive the training.

Just a thought: If you falsified a record, you would be up for removal. Let's wait and see what happens. Watch out for your own safety. I wish all branches a successful food drive.

Bob Henning, Branch 53

Oak Brook, Illinois

On behalf of Branch 825 in the state of Illinois, I wish to convey the following message to my fellow brothers and sisters across the country as we begin bargaining with the Postal Service.

Members within our 70 offices are expecting more of a fight on our behalf from our national leadership this round of negotiations. The pay raises, COLAs and other pay provisions we normally pursue are well and good, but any contract that fails to address quality of work life for our members will not be supported.

Higher pay is only good if someone wants to work in this company. Too many carriers, including veterans, are leaving in droves. They are literally exhausted from forced work beyond the 8/40. They are frustrated with minimal protections our Article 8 provides. We are failing them. A rewrite for (absolute) hours protections is overdue. If we can't prevail at the table, we need to gear up for arbitration. A 50 percent pay penalty does not remedy one's life taken away from their family in a perpetual way. It takes years and the luck-of-the-draw arbitrator to escalate anything more. Even then, you can't rewind time to get your life back.

Just learned one of our offices had 20 open routes today. Both supervisors and a clerk were out delivering mail along with all mandated regulars. Seven routes were undelivered. What's wrong with this picture? Another office mandates our members to perform rural work on a daily basis. Our contract does not have a mechanism to refuse that work, yet the rural contract does? These scenarios happen often without any relief in sight.

Our career workforce has been speaking with their feet as they leave. The ones who are left holding the line will be speaking with their vote.

Scott Jacaway, Branch 825

Oklahoma City, Oklahoma

Now that we are in negotiations for a new contract, they will address the CCA issue and work together to find a way to make CCAs part of our career workforce. There is no need in my mind for a year's probationary period. Most probationary employees are 60 to 90 days. If a supervisor can't determine the competency of a new employee within 60 days or less, they need to get the heck out of Dodge and go back to craft or find themselves another profession. The Postal Service needs an all-career workforce. It will improve the bottom line and we will be able to retain more and more letter carriers. Two-tier systems don't work well.

When a letter carrier knows that within a short period of time after they are hired that they will become a valued career employee, that gives them incentive to become an important cog in the wheel of the Postal Service. The Service can only remain competitive in the workforce of processing and delivery if it has a highly motivated workforce. Making a letter carrier a career within a short period of time and paying them a salary commensurate with their status will only help the Postal Service,



Kansas City, MO Branch 30 honored two members with awards. Pictured (l to r) are Branch Vice President Curtis Walker, Lifetime Achievement Award Winner Terry L. Myers, Steward of the Year Beth Horned, Region 5 NBA David A. Teegarden and Branch President Melvin Moore.

and stability and longevity make good common sense.

Bob Bearden, Branch 458

Phoenix, Arizona

Howdy from Arizona! I realize that some time has passed since the many, many tornadoes ravishing the rest of the country. At least, I sincerely hope they are done for a long time!

But I hope the rest of us can rally together and pump up the NALC Disaster Relief Fund to help out all those affected.

Our Region 4 has Oklahoma and Arkansas that have been hammered, while Arizona, Colorado and Wyoming have avoided such devastating weather. Of course, there are many other regions that have been through it, too.

Many of us are solicited by so many good causes and it is hard to leave anyone out when it comes to donating.

And, we have our MDA that we are so committed to and should never forget.

I hope many of us, or our branches, can find the funds to donate to helping our very own family of letter carriers that have been through so much.

On another note: I told you I would report on how my enrolling in the new Aetna Medicare Advantage program was working. It has been like I am still in the NALC Health Benefit Plan, and my care has been great. And we have seen almost a \$700 monthly increase in spendable income. Thank you, NALC, for this opportunity.

Have a great food drive!

Al Linde, Branch 576

Portland, Oregon

Greetings from Branch 82. Lately we have had quite a few retirements. It is always a special time to see someone on their last day and wish them well. Most of these retiring carriers are leaving us with 30-plus years in the Postal Service. One of whom, Ken Wilson of Oak Grove Station, was a shop steward, DRT representative and former branch recording secretary. With Ken and carriers like him leaving, we are losing a lot of experience on the workroom floor. These senior carriers have important, institutional knowledge that we all can learn from. They have been around long enough to know their rights, understand the rigors of the job, and what it takes to be a competent, professional letter carrier.

I know when I was a new employee starting out, I looked to the senior carriers in my office for tips and advice. In many ways, those carriers shaped me into who I am today. Now with an influx of new employees entering the workforce and the overall seniority in offices decreasing, it is important for new carriers to absorb as much as they can from their elders. These are veteran letter carriers, and there is much that they can teach the newbies coming up.

For those who are in the final stages of their careers, pass on what you know. It will only strengthen this craft for the future. To those carriers just starting out, look to the ones who have been doing this for a while. They can help make you successful.

Retirement is where we all want to end up, punching that clock for the last time and moving on from the day-to-day grind and on to bigger and better things. It isn't easy. We all need to help each other to get there.

David Norton, Branch 82

Providence, Rhode Island

At our meeting in March, we held nominations and elections for branch officer positions. Let's start by congratulating the following elected Branch 15 officers: President Phil Riggi, Vice President Even Cohen, Recording Secretary Cam Dilorio, Treasurer John Barberi Jr., Sergeant-at-Arms Anthony Ianiero, NALC Health Benefits Representative David Laboissonniere, postal scribe Anthony Turcotte, Director of Retirees Michael Cardarelli, branch representative to RISALC Brett Heeneey, and branch trustees Michael Vallee and Joseph Pires. Congratulations again to those in new positions and those reelected to continue serving in their previous roles.

Most notably, we elected a new branch president, Phil Riggi, who is succeeding Ingrid Armada after 27 years of service as Branch 15's president, as she is set to retire. On behalf of

all Branch 15 members, current and former, who have been under the presidency of Ingrid Armada, we thank you for all you have done to help get the branch to where it is today. While we are exceedingly thankful for Ingrid Armada and her dedication, hard work and countless hours put into making Branch 15 better and stronger over the years. We are all very excited and in full support of Phil Riggi as we enter a new chapter of our existence.

It would be remiss of me not to mention the flavor-of-the-month from management, which is cracking down on unapproved overtime. All I can do is remind you to continue doing all aspects of your job in the office and on the street. Don't let the pressure put on by management cause you to not do your job safely and accurately.

Lastly, the branch will be hosting a charity golf tournament on June 4 at 1:30 p.m. at the Cranston Country Club. For more details you can contact Phil Riggi or Mike Dunphy.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Your heart is the same size as your fist, and New Zealand has more sheep than people. Just throwing it out there. This month crept up on me. I don't have a main dish to pass; I can offer up a few side dishes, though.

Wrapping up an election for the hotly contested Wisconsin Supreme Court and locally for Racine's mayoral race. Both produced as much election mail as previous elections. The money spent on both was incredible, particularly the mayoral race. Mailings, TV spots and mobile electronic signs, all degrading each other. It's a mayor's race, for crying out loud, that pays 80 grand a year. There must be more to this office than we think.

Racine continues to be plagued by understaffed offices. Well, one office, maybe. Guess which one. I'll give you a minute. Yup—4-Mile Station. Not just the carrier side, but the clerk side as well. Understaffed clerk positions create uneven pre-sort distribution days, curtailed parcels and delayed First-Class Mail for carriers. There are days carriers are triple forced. When did that become a thing? That doesn't make any more sense than double time and a half. Retention is the key. USPS needs to make our craft(s) more attractive to potential new employees.

Just about every postal magazine we receive details how automation and new technology is making non-carrier craft jobs easier and less strenuous on the body. Just once I would like to see something that makes our jobs easier. DPS was supposed to make our jobs easier. Now it makes our job harder. Parcels float through automated conveyor belts with hardly a touch of the hand by clerks. Carriers still gotta hoist that microwave into the truck then up the front porch.

Chris Paige, Branch 436

Rochester, New York

As we as a union continue in negotiations for our next contract, it is important to ask a few questions. Why can't we hire in certain

locations? Why are CCAs quitting their jobs once hired? Why are career employees quitting and leaving the Postal Service altogether? It is a well-known fact that employees in general will continue to work for an abusive employer only if they are well compensated. Also consider that employees will continue to work for a job where they are underpaid only if they are treated well by the employer.

In the Postal Service, we have the perfect storm in working for an abusive employer while our newer employees are underpaid; this is a recipe for disaster should it continue. In 1970, carriers in NYC stood up and said "no more" to abusive behavior and being underpaid. I am not advocating for another postal strike; however, changes need to be made.

In 1970, one of the reasons those carriers walked out was over starting pay, which was \$2.96 per hour. Today, starting pay for a carrier is \$19.33 per hour. If you run an inflation calculator, you will find that \$19.33 today has the same buying power as \$2.51 per hour in 1970. Comparatively speaking, USPS is paying our new carriers 15 percent less per hour than it did in 1970. Carriers are routinely being worked six to seven days per week and 12/60-hour violations are rampant. We now have a two-tier wage scale underpaying our newly hired carriers and not providing a full COLA to those new carriers. It's no wonder they are quitting.

In this round of negotiations, NALC needs to demand a better wage for all carriers, especially our newest members, and improved treatment of our current staff. Summed up: "We have to do better."

Kenny Montgomery, Branch 210

Rockville, Maryland

The following letter (in part) was sent to our national union president, Brian Renfro, on March 24:

"We need an *emergency* intervention for the cities represented by Branch 3825 (Rockville), Branch 142 (Washington, DC) and Branch 651 (Annapolis.) We have some serious issues that are adversely affecting our membership. They are as follows:

1) No one can get back pay when an 8039 is required. The back pay coordinator for management, (A) Tonja Jackson, either refuses to complete all the boxes on the 8039, writes "no" in

box F under "Salary Progression," or just refuses to complete the 8039. This has been going on for at least 18 months. No one can get back pay for any Step B decision or arbitration that states "Make the grievant whole."

2) Someone in management is prematurely taking employees off the USPS rolls, usually after an injury suffered on the job. When a carrier returns to full duty, management tells them they have been removed from the USPS! We had a carrier who was not allowed to work for 10 days after returning with no medical restrictions. Then, after our union got involved, management allowed the employee to work, but could not be paid because they were no longer in the system. The employee worked for three months and was *not* paid. Approximately seven months later, the carrier still has not been paid for the overtime and penalty pay worked during the aforementioned three-month period!

3) Management sending our members for psychological FFD exams after management loses the EP case at Step B. Then, when management informs us that the carrier failed the FFD, the carrier is not allowed to work."

I have reached the 300-word limit. The rest of the letter will be reprinted in upcoming issues of *The Postal Record*.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

The labor-friendly PRO Act was reintroduced in the 118th Congress on Feb. 28, hoping to ride the growing support of organized labor in this country. The PRO Act is a sweeping piece of legislation that would appreciably bolster the ability of labor to organize with the backing of the National Labor Relations Act.

This PRO Act has three components. The first component is to streamline the justice process for retaliation by companies and enhance the right of workers to boycott and strike. The second component closes loopholes in labor laws to hold employers accountable for violating their employees' rights and to facilitate collective-bargaining agreements.

The third component aims to secure free and fair labor union elections so that union leadership represents the workers.

"This critical piece of legislation would finally put teeth back into the National Labor Rela-

COLA: Cost-of-living adjustment

- The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.7 percent** following the release of the March consumer price index (CPI). This COLA is based on the change in the CPI between December 2022 and December 2023.

- 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 **1.4 percent**. The 2024 COLA will be finalized with the publication of the September 2023 CPI in October 2023.

- Visit nalc.org for the latest updates.

Branch Items

tions Act with respect to organizing workers,” said United Mine Workers of America President Cecil Roberts.

AFL-CIO President Liz Shuler said the bill would restore the original intent of the National Labor Relations Act to protect workers, which has been eroded by corporate interests.

“For too long, employers have been able to violate the law with impunity, routinely denying working people our basic right to join with co-workers for fairness on the job,” Shuler said. “Restoring our middle class is dependent on strengthening our collective power.”

“Nearly half of new unions fail to reach a contract within their first year because their employers won’t even come to the table,” said Sen. Joe Manchin (D-WV). “That is plain wrong. I support the common-sense reforms in the PRO Act that will level the playing field and protect workers’ rights.”

I urge you to contact your representative and urge them to support the PRO Act. Let’s put the teeth back into organized labor.

Tom Schulte, Branch 343

St. Paul, Minnesota

Well, it looks like spring has finally arrived here at Branch 28. After one final foot of snow, we’re looking forward to temps well into the 70s only a week later. While we’re used to strange turns in the weather, this year has been stranger than usual. There have been multiple days where some stations in our branch weren’t able to deliver because of how easily our aging trucks get stuck and how poorly upper management has kept up on the parking lot plowing contracts. Luckily, the weather took care of the parking lots for us. If only it’d do something about our dilapidated facilities next!

We had another big round of PTF conversions in St. Paul. As of the first week in April, 22 PTFs were converted to full-time regulars. We want to congratulate all of our brothers and sisters. Your hard work and patience has finally paid off. I encourage all of these new regulars to brush up on their new contractual rights and to read up on the Letter Carrier Political Fund and all the huge strides forward we’ve made in recent years. Much like our contractual rights, we can’t rest on our laurels but must push forward together to ensure we’re all getting a fair shake. Solidarity forever!

Kaylee Valerius, Branch 28

San Diego, California

With contract negotiations with the USPS now taking place, there are some issues our branch would like to see addressed.

We believe there should be an all-career workforce in the letter carrier craft. It’s necessary, not only for the good of our carriers and the USPS, but for our customers. It’s already been shown that working the CCAs too hard without good pay and benefits has them running out the door to find a better job. Every carrier deserves to have pay and benefits commensurate with the hard work that they do. It’s a long career and to have to wait two years to become career before you can start that career is just plain wrong.

We need to do everything we can to get back to one pay table for all carriers. Table 2 needs

to go, or at least be phased out. PTFs should be in the same pay table as full-time letter carriers.

Of course, we want to see an increase in wages and benefits. And the USPS should have the money on hand to meet that demand now that the health care pre-funding issue has been resolved.

The uniform allowance needs to match the inflated costs being charged by the vendors.

Management needs to be held accountable for their repeated violations and failing to honor cease-and-desist orders. Instead of more cease-and-desist orders, we must find a way to make the repeat offenders accountable with real action taken to ensure it doesn’t continue to happen.

We believe there needs to be new language addressing the 204b 120-day rule to prevent management’s rampant circumvention of what is written in Article 41.

George Elias, Branch 70

Scottsbluff, Nebraska

To the Executive Council: As you embark on this round of contract negotiations, it is essential that you deliver for the letter carriers of Western Nebraska Merged, Branch 1836, Scottsbluff, NE. We are tired, and we are frustrated! The current contract fails to meet our basic needs, both economically and in the day-to-day trials and tribulations of being a city letter carrier. We stand united for a contract that restores the dignity and pride of our profession and rewards us for the fruits of our labor. In addition to the inadequate pay, we must also address issues like contract compliance, staffing, mandatory overtime and work schedules.

We know this time around will be a heavy lift, but this is the most important round of negotiations since we achieved the right to collectively bargain in 1970. We have borne the weight of our employer’s failures for far too long! We can’t accept another “contract” where management is comfortable ignoring the terms. We can’t accept another contract where the work rules don’t make sense, and we are made to pay for poor management decisions. It’s no wonder the employer finds it difficult or impossible to hire and retain city letter carriers in many offices.

We wish you success in your endeavors on our behalf. However, a bargain that fails to address what ails us will not be ratified by the members of Branch 1836.

Randy L. Wallerich, Branch 1836

Seattle, Washington

When I began my letter carrier career, something that often struck me, akin to getting sucker punched with a Smokin’ Joe left hook, was “Why aren’t the workers simply allowed to work?” What was it with management always dragging people off their assignments, raking them across the coals, and constantly causing ill will and discontent? What was that all about?

After a few more years under my belt, I figured it out. The way it’s set up, the job of management in the Postal Service is that of being a faultfinder. If you aren’t yanking people around for not following the rules, then you’re a useless “tool,” something akin to the dingle arm on a turbo encabulator. And every question a carrier may have about their “numbers” system, those numbers that told you when you

were going to get out of the office and when you were going to be back off the street—well, that was always an invitation to an argument.

So, let’s talk about the elephant in the room. The pachydermata of data—the numbers. Something doesn’t add up about management’s numbers game. There’s certainly something hinky going on when you’re thigh-high in flats and letters, when you haven’t even seen your parcels, but you get visited by the numbers Grinch spewing stats and data like a confetti cannon, and making demands. “This is when you’re going to get out, this is when you return, this is the amount of undertime you’ll be required to carry.” So let it be written; so let it be done? Come on, man.

Management only uses the numbers to legitimize their illegitimate demands. The whole system is out of balance because they have their thumbs on the scales and their boots on the workers’ throat. Let the workers work! Eighty-six the numbers!

Don Nokes, Branch 79

South Suburban Merged, Illinois

To the Executive Council, as you embark on this round of contract negotiations, it is essential that you deliver for letter carriers. Wage increases across the country have created more competition in the job market. In order to remain competitive, we must have a contract that significantly increases wages and creates an all-career model nationally.

In far too many offices, carriers are being required to work far too many hours due to management’s failure to staff offices. The workforce is tired, and they need relief. Too often, management simply ignores the 12-hour daily and 60-hour weekly work-hour limits, overworking carriers instead of hiring needed help. Mandatory overtime has become the norm, and that is unacceptable.

Full-time regulars should be able to count on having a normal schedule of eight hours a day and 40 hours a week most of the time unless they are on the overtime list. That is simply not happening and must be addressed. Part of a stable schedule means reasonable start times and end times. In too many places, the start times are unreasonably late, to the point where for carriers, especially single parents, child care places are now closing before they are off of work. I am advocating that we push for language in our contract that ensures “carrier start times are no later than...”

Management’s failure to comply with our National Agreement and grievance settlements have risen to completely unacceptable levels. Far too often management simply ignores what the parties have bargained for. Grievance handlers should not be required to continually file the same grievances time and time again. Our contract must mean what it says and must be abided by!

All of the above must be addressed in this round of contract negotiations.

John Poskin, Branch 4016

Southeast Pennsylvania Merged

The month of May epitomizes “hope springs eternal.” May flowers mark the renewal in the cycle of nature where a “rebirth of sorts” happens.

But the fatalistic “woe is me” attitude doesn’t help anything.

The USPS/NALC have begun contract negotiations. For some, that would elicit those complaints we just spoke of. But it is the very opportunity that we fought for, for so many years at the inception of the NALC. And now we are the best at contract negotiations of any union. We plan and perform because we have a legacy of great leadership! And with extreme humility, I say we are the shiznit!

We are the best when you look at all the other unions in the world and compare results. But that entails so much hard work. But people don't want to work for the right represent letter carriers like we do. So, people start with us and peel off because they can't hang with the standards we place on ourselves for the benefit of our members. So, they then go into management where everyone can claim to be something they never was or will be.

Our greatest challenge moving forward is our new carriers. They need the direction and care that our carriers who retired 10 years ago would give us. Change is going to come. The Carrier Academy classes are approaching levels that we had pre-pandemic. So, that means the system is now ready for carriers to be replaced.

So, please don't send your shop stewards to the gun fight with a water pistol. We will adjust, but not without many "I told you so"s. Just be great!

It's an honor to represent letter carriers. More importantly, in an honor to be a letter carrier. Don't waste that opportunity!

#YouAreWorthAllTheHardWorkTheNALC-GivesYou #YouHaveAGreatJob/Opportunity

Eric Jackson, Branch 725

Springfield, Ohio

Congratulations to Lora Miller on her recent retirement. Hope you have many years ahead to enjoy it.

Well, things continue to improve in Springfield. Postmaster Baker is working tirelessly to fill empty carrier slots with quality CCAs and to making the office more efficient. President DeWell is working tirelessly to make sure the contract is followed. So far, they are working well together to improve Springfield.

Now that the warm weather is upon us, it is time to talk about something important to all of us—sunscreen. That's right—sunscreen. When you get as old as I am, you know many carriers that have cancer on their arms, lips, cheeks and ears. Not to mention those ugly age spots on your hands and arms. Easily prevented by the judicious use of sunscreen. Every day. Multiple times a day is even better. And wear a hat. Take care of yourself today, so you don't look like me tomorrow. You have been warned!

And another thing. Throw out that can of dog spray you have been carrying around for a year. Get a fresh can. Or two. On average, there are nine carriers nationwide bit by dogs every day. Don't be one of them. And don't forget to make dog warning cards for your route.

I would like to thank all the current and retired carriers who have been showing up for the monthly branch meetings. It is nice to see new (and old) faces who take the time to see what your union is about. If you haven't been to a meeting, you should really try to make one.

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15. Meeting at 6:30 p.m. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

Staunton, Virginia

It was a privilege to visit the Staunton Main P.O. to help kick off food drive season. Big thanks to all the carriers, rural and city, who have been working massive amounts of overtime and are still willing to put in the extra effort to make the drive a success. The volunteers will have your back!



Dennis Bonilla of Northeast Florida Branch 53 (l) and Matty Rose of Central Florida Branch 1091 (r) attended a rally in Daytona Beach to support the Volusia United Educators teachers union and oppose union-busting by Florida Gov. Ron DeSantis.

Congratulations and thank you to our new president, Stoney Caricofe, and new shop steward Jon Toman. They have big shoes to fill and many challenges to face; please support them any way you can.

Stoney and I will be representing Branch 513 as delegates to the Virginia State Association of Letter Carriers upcoming convention June 1-3. So excited to be attending my first Virginia convention. Preparations bring back amazing memories from many I attended in Colorado. Can't wait to show off my horrible bowling skills at the MDA bowlathon; thank goodness it is for such a worthy cause.

Elections for all officers of the state association will be held at the June convention. Long-time President Thelma Hunt is taking her well-deserved retirement. I look forward to working with the new officers on my favorite pastimes, legislation and politics.

My fellow Branch 513 members, I look forward to providing updates on the food drive, convention and other events, but am open to suggestions, too.

Be safe out there.

Cindy Connors, Branch 513

Tacoma, Washington

Our respect and our gratitude: Jerry Bock.

Mr. Jerry Bock has surpassed 65 years of union membership. For some perspective, stamps were 4 cents, integrating schools began, and Alaska became our 49th state within his first year of carrying mail. I thank you, Mr. Bock, for helping to lay the groundwork for what the union is today. From the orchard tended by your service these many years, we harvest the fruits of our prosperity.

Mr. Robert Muntz has graciously provided a personal account of his friends, the Bocks:

"Jerry and Jean Bock have been friends of mine now for over 65 years. I first met Jerry one day on my route, when this young fellow comes running out of his house, telling me that he was just accepted to be a letter carrier. 'Good for you,' I thought, never realizing that he and Jean would become our best friends.

Jerry became very active in the branch, where for many years he served as the hospitalization director. Jerry attended many state and national conventions. He dedicated a lot of his time to Branch 130, from picnics to playing baseball. He was always ready to help in any way he could. In recent years, he has not been able to attend every meeting because of health reasons, but he stays interested in what goes on here.

I count it a personal joy that I have known Jerry and Jean for so many years. Not many of us have been members as long as Jerry and Jean Bock. We worked together, traveled together, and we sometimes experienced sorrow together, but through it all, we have remained friends.

I thank God that He gave me friends like Jerry and Jean."

—Bob Muntz, member for 74 years

In solidarity—

Lia Sondergaard, Branch 130

Toledo, Ohio

The winning streak for the Toledo Walleye has ended. But the 18-game stretch set a record for the longest in Toledo professional hockey history. It is the second-longest winning streak in ECHL history.

Branch 100's wins continue, too. As a result of arbitration success, management appears to have realized that settling at a lower level is less costly. There has been a noticeable change in their attitude toward settlement. That being said, we have 500-plus grievances in the system so far this year.

A group of six officers attended the Committee of Presidents meeting in Detroit in March. Our philosophy is to provide our leadership with the experience and training to enable them to better serve our membership. As I write this article, we have eight officers, stewards and alternates attending a regional rap session in Syracuse. We sent a delegation of 10 members to the Ohio Legislative Conference in Washington, DC, in April. Like I said in last month's article, we have been really busy.

The TIAREAP at our Reynolds Corners Station, Zone 43615, was canceled after the fact. It seems the data that was collected got lost! Speaking of collections, the Post Office decided to inspect our collection routes. There were numerous violations. We'll see what happens.

We were pleased to learn that the Maumee Post Office will be becoming a total career workforce in the near future. Could this be a sign of future conversions? We are still waiting on the city of Toledo to do the same.

Preparations for this year's food drive are in full swing. Our coordinator, Tammy Kelley, with the cooperation of President Mike Hayden, has the thank-you cards and T-shirts ready to go. And a huge thank-you goes to all of you selfless letter carriers who make this food drive possible! The hungry thank you.

Ray Bricker, Branch 100

Auxiliary Update



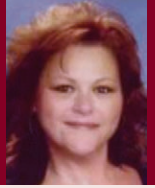
Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
President



Samantha Yerg
Treasurer

From the Secretary

Hello, sisters and brothers: For those of us who live in snow country, Mother Nature has been nice to us, teasing us with springlike days. I just wish they would last longer than a few days. (I know: Be careful of what you wish for.)

I hope 2023 has been going well for you with all the changes a new year can bring. As for the Auxiliary, we are working through our changes—some are more difficult than others.

Finally, per capita letters were mailed out, so if you have not received yours, please contact me by mail at 835 Westland Drive, Mt. Zion, IL 62549; by email at cbragg5414@comcast.net; or by phone at 217-864-4684 (home) or 217-620-9193 (cell).

Remember: You must be registered with the National Auxiliary to be an official member of the Auxiliary.

Joy and happiness to you and your family—

Crystal Bragg

From the President

Greetings to our Auxiliary, friends and supporters.

Summer is coming fast, so I am enjoying

spring right now.

A labor rally was planned for April at our state capitol. Be on the lookout in your home state so you can participate in activities and workshops. They are so informative. Another benefit is meeting your elected representatives up close and personal. In addition, meeting, talking to and sharing ideas with like-minded members from the many locals in your state is interesting and fun.

On another note, we are going to have a Country Store in Boston. Remember to make and save things to sell at our store—it is not too early to start. I always find the best treasures in the Country Store. Our members are so talented.

In solidarity—

Cynthia A. Martinez



The Arizona State Association hosted a day of action at Phoenix Branch 576. Reps. Greg Stanton (pictured, center) and Ruben Gallegos attended.

AUXILIARY OFFICERS

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NALC Member App

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



Include me in the fight for letter carrier rights

Sign me up as an Auxiliary member!

Branch No. _____ Branch City _____ Auxiliary No. _____

Name _____ Phone No. (____) _____

Address _____

City _____ State _____ ZIP _____

I am a family member of NALC member _____ of Branch _____

Return form with membership fee of \$20 to a local Auxiliary member or mail to:

NALC Auxiliary
Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549

Mutual Exchanges

CO: Denver (5/20) to Houston, TX. District 2. Many bidding offices with plenty of OT, if desired. Seeking mutual exchange for family reasons. Sinh, 720-209-8891 or awdevox@yahoo.com.

FL: Miami Beach (4/14) to Boynton Beach, Delray Beach, Boca Raton or surrounding areas. Four bidding offices. Floater T-6 position. OT available. Routes: one condo, park and loop, dismount, two mixed. Enrique, 718-710-9162 (text).

FL: Tarpon Springs (12/00) to Atlanta, GA or surrounding areas. Tarpon Springs and Holiday with 27 city routes. Mostly curbside. Jim, 727-808-7645 or richjim3@verizon.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.

NY: Queens (11/14) to Charlotte, NC or surrounding areas. Seeking mutual exchange. Nice area in Long Island City. Short distance to most major conveniences and highways. Quick commute to NJ. Great office with plenty of OT. James, 347-717-8844 or jamesg_1990@yahoo.com.

PA: Pittsburgh (5/19) to Phoenix, AZ or surrounding area. Timothy, 717-439-0063 (text or call) or 24ktlg@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., May's deadline is for the June publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

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.

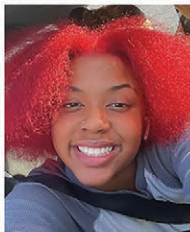


MISSING

HELP BRING ME HOME

NCMEC: 1476458

Jessica Crawford



Missing Since: Mar 29, 2023
Missing From: Conyers, GA
DOB: Dec 23, 2007
Age Now: 15
Sex: Female
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 5'4"
Weight: 168 lbs

Jessica was last seen on March 29, 2023. She may travel to Jacksonville, Florida.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST*)
Conyers Police Department (Georgia) 1-770-483-6600

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.

- \$50 **Hartford, CT Br. 86** In memory of Robert E. Johnston Jr., retired member of Br. 86
- \$50 **Hartford, CT Br. 86** In memory of John F. Mogielnicki, a lifetime Br. 86 member
- \$50 **Hartford, CT Br. 86** In memory of Faustino Aviles III, a Br. 86 member
- \$50 **Milwaukee, WI Br. 2** Quarterly contribution
- \$100 **NALC Auxiliary**
- \$240 **NALC Auxiliary**
- \$50 **Palo Duro Letter Carriers Aux. 233**
- \$50 **Hartford, CT Br. 86** In memory of Filomena Colangelo, mother of retired Br. 86 member Dominic Colangelo
- \$50 **Milwaukee, WI Br. 2** Quarterly contribution
- \$50 **Hartford, CT Br. 86** In memory of Tyrone Butler, husband of active Br. 86 member Shawnie Butler
- \$50 **Hartford, CT Br. 86** In memory of Joseph J. Burns, a retired Br. 86 member
- \$500 **John Weis and Jane Hoffman-Weis of Elko, MN** In honor of her daughter, Rena D. Weis, a 2013 William C. Doherty Scholarship recipient
- \$25 **Phoenix, AZ Aux. 377**
- \$100 **Judy King of Pompano Beach, FL** Former (1977-81) William C. Doherty Scholarship recipient
- \$100 **William C. Petite** A retired lifetime member of Westchester Mgd., NY Br. 693
- \$50 **Hartford, CT Br. 86** In memory of James Danis, a retired Br. 86 member
- \$50 **Milwaukee, WI Br. 2** Quarterly contribution
- \$50 **Hartford, CT Br. 86** In memory of Andrew Holiday, the father of Angela Williams, an active letter carrier of Branch 86
- \$100 **John P. Murphy** A retired member of Brooklyn, NY Br. 41

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.

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**