

Volume 136/Number 6 June 2023

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Unity and solidarity



Brian L. Renfro

Unity and solidarity are words commonly used regarding organized labor. As is the case with many things in our daily lives, hearing or reading something often enough causes us to unintentionally lose sight of its importance and, at times, its very definition. This is human nature. In the case of these two words, they are more than simply words. They are principles at the very core of what a union is and what makes a union strong and successful.

This is a busy time for everyone in the NALC. First and foremost, letter carriers are working longer hours and even harder than ever. Branch and regional officers and representatives are spending countless hours fighting local management's rampant disregard for the provisions of our collective-bargaining agreement and often for the safety and health of letter carriers. National officers and staff are busy negotiating with the Postal Service for a new collective-bargaining agreement, while making efforts to address other issues facing our members, such as the wave of violent crime against letter carriers. NALC activists at all levels continue to work on other priorities, such as advancing our legislative and political agenda and our charitable efforts to make a positive impact on the communities we serve.

As we work hard daily to succeed in these areas, we maintain laser focus on the tasks ahead, as we should. I find that it is often motivating and refreshing to take a step back and look at what gives us all the best chance to be successful as a union in every area in which we represent the members of NALC. This is where unity and solidarity stand as our greatest strengths.

The success of labor unions and the larger labor movement has always been closely tied to our unity and solidarity in large numbers—the power of many people standing behind a common cause. As I wrote in my first President's Message as NALC president, we have the strength of empowered solidarity. NALC members have exercised that strength for more than a century, making us the powerful union we are today.

We are privileged to be members of a democratic union. NALC is as democratic as any labor union in this country. This provides ample opportunity for all NALC members to have input on the union's priorities and help chart our course for the future. Our structure allows for healthy discourse through branch meetings, state conventions and national conventions, just to name a few. NALC members and leaders at all levels have a strong tradition of constructive discussions, both informally and formally. I truly believe that this has made our union stronger and will continue to do so in the future.

We must all remain conscious of the unity and solidarity that makes us strong. Threats arise in the forms of people and ideology. Any effort to sow division is an effort to erode the strength of our union. That strength is founded on our unity and solidarity. NALC members have never tolerated these threats, and that isn't going to change anytime soon.

As we continue to fight the challenges ahead of us on a daily basis, let's all remember what makes us strong. If we grow and strengthen our bond of unity and embrace our gift of empowered solidarity, together we will achieve the best outcome possible for letters carriers in all areas in which we provide representation.

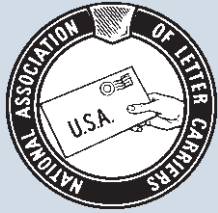
A handwritten signature in black ink, appearing to read "Brian L. Renfro".

NALC and USPS continue contract negotiations

NALC and the Postal Service have agreed to continue negotiations on a new collective-bargaining agreement. The current agreement, which was set to expire at 12 o'clock on the evening of Saturday, May 20, will remain in full force until a new negotiated or arbitrated agreement takes effect.

A mandatory 60-day mediation period will follow, as required by statute. NALC will continue to work toward reaching a negotiated agreement with the Postal Service during this 60-day period. Issues that remain in dispute after the mediation period would be addressed through an interest arbitration process, which would result in a final and binding decision on the contents of a new national agreement. The parties would select a neutral arbitrator to chair an arbitration board that would also include one management and one union arbitrator.

Further updates will be provided as the process moves forward.



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What you do



**Philip
Dine**

One of the joys of this job is watching, and marveling at, what the members of this union do.

Whether I'm writing this column, editing this magazine, dealing with the media (hey, someone has to) or more, your good works loom large.

That's a constant, but it's rarely as concentrated as it is right now as I write this.

We are just two days removed from the Stamp Out Hunger Food Drive, and I'm absorbing the realms of positive news coverage of the nation's largest single-day food drive—conceived, executed and expanded by America's letter carriers. You do it in every corner of this vast country;

it's noticed with gratitude by residents and reported with respect by the media. It helps feed millions of families and seniors, children and military veterans and, secondarily, it raises even higher the positive image of letter carriers in the eyes of the public.

We are just four days removed from the Heroes of the Year celebration, which usually is separated from the food drive by about five months. Thanks to the pandemic and other factors, the period between these two events was a single day.

Here too, in different fashion but with similar motivations and results, beyond delivering the mail many of you take time—and risks—to help those on your route and in your community. Here too, you save or improve the lives of residents, even as you boost the recognized value of your craft and your work.

A couple of hours ago, before resuming work on this column, I took a walk around the Capitol to clear my mind. (There's only so many conversations you can have back-to-back-to-back with the media before you need some fresh air...) On the grounds outside the Senate, I happened to run into Sen. Sherrod Brown of Ohio, accompanied by his communications director, and chatted briefly with the senator.

Barely a minute in, Senator Brown, among the most ardent labor supporters in Congress, mentioned that several letter carriers had been in Washington the previous week to be honored for their heroism.

"That's right," I replied, "and two were from Cincinnati."

"Yes, and I met with both of them," he responded without missing a beat, his pride evident.

Which makes for a good transition to a third area where your deeds are impressive—and invaluable.

Lawmakers' passage of postal reform is still fresh, and

here too your efforts—while of course markedly different than collecting food to feed the hungry, than rescuing families from house fires or finding a missing child—have an intrinsic value of their own while also inuring to our benefit. By so effectively getting out the message and rebutting the misleading conventional wisdom; by informing the press, public and politicians of the facts about postal finances and the unfair pre-funding mandate; by thereby altering the national conversation about postal issues, you have been instrumental in saving a revered national institution and you have helped the tens of millions of Americans who rely on the industrial world's most efficient and affordable delivery network. By saving the Postal Service from financial ruin, you also, of course, have helped save your jobs and those of future letter carriers.

And by preserving the USPS and its universal network, you have preserved your ability to perform the voluntary actions that have such a positive impact on so many—the providing of food at a time when food pantries are running out of their wintertime donations and school lunch programs are about to end for the summer, or the possibility of a letter carrier to be first on the scene when an elderly resident has fallen or a resident is about to fall victim of a crime.

Taking this a step further, the work you have done for the past dozen years to change public and political views about postal reform would not have been as impactful without your ability to deliver a persuasive message as competently as you deliver your routes—nor it would not have been as well received without the esteem the public has for you. Which, of course, stems not only from your professionalism on the route but also from the good deeds you perform—as in collecting food and rescuing people in emergency situations.

The various things you do reinforce one another and, indeed, help make each possible.

Closing where I began, one of the benefits of this job is the opportunity to observe how much you care about others and about the greater good, how despite a demanding job you always find ways to put that caring into practice, and how skillfully—and humbly—you do so.

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News from Washington

House oversight committee holds hearing on the impact of Postmaster General DeJoy's Delivering for America Plan

On May 17, the House Committee on Oversight and Accountability's Subcommittee on Government Operations and the Federal Workforce held a hearing titled "Tracking the Postal Service: An Update on the Delivering for America Plan" to seek updates from Postmaster General Louis DeJoy regarding implementation of the 10-year Delivering for America Plan, including the Postal Service Reform Act (PSRA)—a cornerstone of the plan.

During the hearing, committee members highlighted concerns regarding the financial stability of USPS, mail service reliability, staffing, network realignment and more. Lawmakers also pressed the Postal Service regarding its plan to ensure a safe working environment for USPS employees, and how it is combating mail theft and crime, particularly violent assaults on letter carriers.

In opening remarks, Rep. Gerry Connolly (D-VA) highlighted an assault this week on his district office staff, which was interrupted by a letter carrier who startled and distracted the assailant,

enabling staff to escape a violent attack that could have been even worse. "One of the heroes in the story was actually the postman," Connolly said. "He came to the office while the attack was going on...and that allowed the woman who was being beaten on the head to escape. He's an unsung hero in our story."

Ranking Member Jamie Raskin (D-MD) criticized DeJoy's recently announced plan for combating the issue of mail-related crime as "light on proactive protection for letter carriers." He emphasized that this problem has become increasingly serious, noting that more than 2,000 letter carriers have been assaulted or robbed since 2020, with 305 carriers targeted so far in 2023. Raskin, along with Reps. Kweisi Mfume (D-MD) and Connolly, sent a letter to Postmaster General DeJoy ahead of the hearing, requesting details on the Postal Service's new plans to protect postal employees.

Overall, DeJoy did not offer any specifics on USPS's plan to protect letter carriers and committed to getting back to the committee with more information by June 12, as requested in the letter.

In addition to concerns around the increase in assaults on letter carriers, lawmakers also questioned DeJoy on what USPS is doing to protect other aspects of the health and safety of employees. They indicated that a large number of letter carriers and postal workers have reached out directly to their offices to raise concerns, and legislators pointed to specific instances of letter carriers getting injured on the job, facing exposure to dangerously hot or cold temperatures, being affected by lack of staffing and high turnover, and more.

DeJoy recognized these issues and said that the Delivering for America plan is meant to improve these conditions and address these concerns, but that financial limitations present a significant challenge in responding to these issues.

NALC is committed to using every available resource to address the increase in attacks on letter carriers, including engaging the public, coordinating with law enforcement, pursuing legislation and seeking strategies such as enforcement measures and protective video technology that will better protect letter carriers.

On the issue of Postal Service finances, several lawmakers and DeJoy recognized the increased financial stability that USPS has seen over the last year following the passage of the bipartisan PSRA. However, many members pressed DeJoy on the agency's finances. Specifically, Rep. Gary Palmer (R-AL) questioned DeJoy about when he expected the Postal Service to "break even."

DeJoy pointed out that the 10-year plan accounts for executive action on the Postal Service's obligations to Civil Service Retirement System (CSRS) pensions. This was a reference to the Segal Report, a 2010 report from the Postal Regulatory Commission that directs the Office of Personnel Management to accurately value USPS's CSRS pension assets and liability. If these recommendations, which can be achieved only through executive action, were implemented, the Postal Service would save billions of dollars annually. For years, NALC has been advocating for administrative action on this issue, which complements the repeal of the pre-funding mandate and other financial victories from the PSRA.





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Rep. Gerry Connolly (D-VA) talks about how a letter carrier helped distract a recent attacker at his district office.

Rep. Palmer also questioned DeJoy on the Postal Service’s investment strategy with regard to the \$299 billion in assets and employee pensions currently on the Treasury’s books. Palmer pinpointed the Federal Employees Retirement System (FERS) and CSRS investment model for the rest of the federal government and asked whether an alternative investment model would benefit the agency. The question comes following a recent inspector general audit report—“Postal Service Investment and Interest Rate Risk”—that outlined how other investment strategies would result in a significant return on investment.

DeJoy acknowledged that if the \$299 billion on the Treasury Department’s books were invested differently, USPS’s investment funds could more than double. DeJoy noted that any change to the existing investment strategy would have to be approved through congressional legislation.

NALC has long advocated for recalculation of Postal Service pension liabilities by the White House and will continue to do so. With regard to investment, NALC is encouraged to see support and congressional interest in a more sound investment approach, and we will work with lawmakers to pursue legislation.

Resolutions protecting service reintroduced in House

On May 9, Reps. David Joyce (R-OH) and Sanford Bishop (D-GA) reintroduced a door delivery resolution (H. Res. 376), which calls on Congress to take all appropriate measures to ensure the continuation of door de-

livery for all business and residential customers.

The resolution, which has had consistent bipartisan support in the past, already had 20 bipartisan co-sponsors from both parties as this magazine was going to print.

More than 35 million U.S. businesses and households receive mail at their doors six, and sometimes seven, days a week. Receiving mail, including bills, paychecks, medications, ballots and packages at the door is preferred by the public. Continuing this essential service is critical to the economic success of the Postal Service, and NALC encourages all letter carriers to contact their representative to co-sponsor H. Res. 376.

Reps. Don Bacon (R-NE) and Marcy Kaptur (D-OH) reintroduced another service-related resolution on April 6. H. Res. 277 expresses the sense of Congress that the Postal Service should take all appropriate measures to restore the service standards that were in effect as of July 1, 2012. At press time, the resolution had 29 bipartisan co-sponsors.

On May 23, Reps. Stephen Lynch (D-MA), Jamie Raskin (D-MD), Gerry Connolly (D-VA) and Kweisi Mfume (D-MD) reintroduced a resolution to protect the Postal Service from privatization. H. Res. 439 calls on Congress to ensure that USPS remains an independent establishment of the federal government and is not subject to privatization.

This resolution was first introduced in 2018 following a report from President Trump that called to privatize the Postal Service. Fortunately, this idea was dead on arrival in Congress and the

resolution has received consistent support each time it has been introduced.

NALC opposes any service reductions or efforts to privatize the agency and supports resolutions that protect the essential and affordable service that our customers rely on.

Senate committee advances labor secretary nominee Julie Su

In an 11-10 party-line vote on April 26, the Senate Health, Education, Labor and Pensions (HELP) Committee advanced Julie Su’s nomination to serve as the next secretary of labor. The vote came after Su testified before the committee on April 20.

Su, who is serving as acting labor secretary following the departure of Marty Walsh in March, was confirmed as deputy labor secretary in July 2021. Before her tenure at the Department of Labor, Su specialized in legal work focused on civil and workers’ rights. She served as the California labor commissioner from 2011 to 2018. She later served as the secretary for the California Labor and Workforce Development Agency.

The next step is for the full Senate to consider Su’s nomination. While all the Democratic senators on the HELP committee voted in favor of Su, three Democratic senators, Joe Manchin (D-WV), Jon Tester (D-MT) and Mark Kelly (D-AZ), and Krysten Sinema (I-AZ), an independent who caucuses with the Democrats, have not publicly stated whether



Julie Su

they would vote to confirm Su. With a narrow 51-49 majority in the Senate, Democrats cannot spare more than two votes.

A Senate vote on Su's confirmation had not been scheduled at press time.

Election Mail Act introduced in the House and Senate

The Election Mail Act (H.R. 2987/S. 1391) was introduced by Rep. Nikema Williams (D-GA) in the House and by Sen. Amy Klobuchar (D-MN) in the Senate.

The bill aims to improve the processing and delivery of election mail by directing the Postal Service to deliver all election mail as First-Class Mail. It would postmark all mail-in ballots, ensuring that no voters or election officials have to cover the postage cost. Under the law, Congress would reimburse the Postal Service for the return of all domestic mail-in ballots, as it currently does for the ballots of overseas military members. It also would prevent the Postal Service from making any operational changes within 120 days of an election that would restrict reliable mail delivery.

Additionally, it would require states to count absentee ballots that are postmarked by Election Day and arrive within seven days following the election.

House passes bill to raise debt limit; conflict remains

The debt-ceiling crisis, and the question of whether lawmakers will agree to raise it to prevent a default on the nation's debt, has been looming since the 118th Congress convened. In a 217-214 vote on April 26, the House passed the Limit, Save, Grow Act of 2023 (H.R. 2811), which would raise the debt ceiling through March 31, 2024, while drastically cutting discre-

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.

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tionary spending to Fiscal Year 2022 levels.

The cuts to discretionary spending include repealing many of the energy and climate tax credit expansions under the Inflation Reduction Act (IRA), cutting the increased funding for the Internal Revenue Service in the IRA, adding or expanding work requirements for Medicaid, food stamps and other federal programs, and stopping the implementation of student debt cancellation.

While the Senate has no plans to consider the bill, House Republican leaders passed it in hopes that some of their measures would remain in a potential negotiated deal.

On May 9, bipartisan House and Senate leaders met with President Biden to discuss the debt limit. As this magazine was going to print, the group was scheduled to meet again, with a deal not yet made.

Experts predict that without action, the country could default on its debt as early as the beginning of June. A default could stop monthly Social Security checks for nearly 66 million Americans. It also could stop or delay certain veterans' benefits, including disability and survivor payments. Overall, experts predict that it would affect the country's already unstable economy, which is fighting record-high interest rates and inflation. **PR**

Stamp Out Hunger Food Drive

A testament to letter carriers' creativity and determination

Three decades after letter carriers first collected food in a national one-day food drive, they continue to conduct the largest single-day food drive in the country. On May 13, the Letter Carriers' "Stamp Out Hunger" Food Drive once again brought in donated food by the truckload.

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 leading up to this year's drive. The food collected from postal patrons who leave bags of food at their doorsteps or next to their mailboxes the second Saturday each May is delivered to local food banks.

The total for this year will be announced in next month's issue of *The Postal Record*, but preliminary results pointed to a great year.

"The Stamp Out Hunger Food Drive is 31 years strong, and this year's results look promising," NALC President Brian L. Renfro said. "Letter carriers showed up again for their communities and helped ensure that the needs of the hungry are met in every city and town in the United States."

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.

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



Left: North Texas Branch 4065
Above: Central California Branch 231
Below: Fort Collins, CO Branch 849





Above: Van Nuys, CA Branch 2462
 Below: Honolulu, HI Branch 860
 Below right: Lubbock, TX Branch 2589



Food Drive (continued)

pandemic continued as a supplement to the traditional food drive, so some of the support for local food banks came in the form of online cash donations.

The economic disruption of the pandemic caused a spike in demand for food, while squeezing food bank supplies due to canceled food drives, including the NALC Food Drive. But for some food banks, the problems didn't end with the pandemic shutdowns.

"Food banks never thought they would see client numbers rivaling the COVID-19 pandemic, when they were distributing emergency food to lines of cars at baseball stadiums and shopping malls. Alarmingly, we are seeing *more* people in need this year," Jerry Brown, director of public relations for St. Mary's Food Bank in Phoenix, AZ, wrote on AZCentral.com, the *Arizona Republic's* web news outlet.

"We are distributing more food, purchasing more food (due to sagging donations from both public and government sources)," Brown wrote, "and, like everyone else, paying a lot

more for that food than ever before."

In the days following the food drive, reports from branches and media outlets again demonstrated the dedication that postal employees and their customers have to the food drive—and also showed that food banks and the people they serve appreciated their efforts.

"It's everybody together helping out their communities in a way that touches everybody, which is food," **Devon Ranaldson**, food drive coordinator for Brunswick, GA Branch 313, told the *Brunswick News*. "Being right here, Brunswick-Glynn County, it's great motivation to get people to help each other out in a way we can all relate to."

Don Young, food drive coordinator for Vancouver, WA Branch 1104, told the *Columbian* news outlet that his goal is 100,000 pounds on each year's Food Drive Day—but any amount helps.

"Even if we can get, say, 30,000 pounds out of it, that still will feed quite a few people—I think it still has a good impact," Young said. "And because it's this time of the year when kids are starting to get out of school, it's a good time to do it, to replenish the food bank, because it's depleting."

Reno, NV, postal patrons donated a great deal of food this year, according to Reno Branch 709 President **Clarence McCarthy**.

"Some routes get a ton of food. Some of those trucks get filled to capacity a couple times," McCarthy said in a report by Reno's KTVN-TV.

"It's just a very good feeling at the end of the day," McCarthy added. "It's a lot of hard work for our letter carriers, but I think they all like doing it."

The beneficiary of Branch 709's hard work, the Food Bank of Northern



Right: Oklahoma City, OK Branch 458
 Below: Levittown, PA Branch 4973
 Bottom: Cherry Hill/Haddonfield, NJ Branch 769



Nevada, appreciates the letter carriers' dedication—and their timing. “One of the things that we love about this food drive in particular: It is in the spring and that is when people don't think about hunger,” Jocelyn Lantrip, director of marketing for the Food Bank of Northern Nevada, told KTVN. “They think about it during the holidays, and unfortunately it's a year-round problem.”

“Year after year, Stamp Out Hunger collects good food for local people, all thanks to our local letter carriers,” The Open Door food pantry President and CEO Julie LaFontaine told the *Salem News* of northeastern Massachusetts. “It's a sight to see, as mail trucks arrive and unload bags and bags of donations, and it is a testament to what our community can do with creativity and determination.” The *Salem News* reported a preliminary collection of 14,000 pounds of food by carriers of Massachusetts Northeast Merged Branch 25.

“The Stamp Out Hunger Food Drive makes a huge impact in our community each year, and we are so grateful to everyone in our community who so generously participated,” a representative of the Clark County (WA) Food Bank said. The food bank serves 120,000 people in the Portland, OR, and Vancouver, WA, area.

“We want to thank those people who participate, whether it's the person putting the bag of groceries on the porch, whether it the person who's volunteering to help us that day at all those locations, post offices across the state, or whether it's particularly the postal workers themselves—we just want to say thank you for giving us one day of their incredible service,” Utah Food Bank President Ginette Bott told Utah's *Deseret News*.

“The ripple effect of not eating has a huge impact on more than just a growly stomach. It impacts so many different facets of individuals, whether they're children, family members, senior citizens—we all deserve the basic three meals a day,” Bott said.

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.

Branches were asked to report their food drive totals to Headquarters by June 1. The total pounds of food collected, and top branch collections, will be announced in the July issue of *The Postal Record*. **PR**



Reasonable accommodation

The Rehabilitation Act of 1973 prohibits discrimination against qualified employees with disabilities and imposes an obligation on the Postal Service to find ways to accommodate a qualified individual with a disability where appropriate. The goal of reasonable accommodation is to enable qualified individuals with disabilities to perform the essential functions of the job and to enjoy equal employment opportunities.

USPS Handbook EL-307, Reasonable Accommodation, An Interactive Process explains the Postal Service's obligations and procedures for providing reasonable accommodation. This article will provide some basic information about the reasonable accommodation process.

Accommodations are sometimes referred to as "productivity enhancers." Reasonable accommodations should not be viewed as "special treatment," and they often benefit all employees. For example, facility enhancements such as ramps, accessible restrooms and ergonomic workstations benefit more than just employees with disabilities.

Under the Act, a qualified individual with a disability is someone who has a physical or mental impairment that substantially limits a major life activity, meets prerequisites (skills, experience, education and other requirements) for the job the individual holds or desires, and can perform the essential functions of the position with or without reasonable accommodation. For instance, a carrier who is shorter of stature may be able to case mail without accommodation, but use of an elevated platform makes it easier and more efficient to reach the upper shelves. In this circumstance, the carrier can perform the essential func-



tions of the job, but being provided with this small accommodation makes the job simpler and more comfortable for the carrier, and the carrier therefore more effective.

Examples of a physical or mental impairment include physiological disorders or conditions, cosmetic disfigurement, and/or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory, circulatory, cardiovascular, reproductive, digestive, genitourinary, hemic, lymphatic, skin, immune or endocrine. It can also include conditions such as an intellectual disability, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

Reasonable accommodation is provided when an impairment substantially limits a major life activity, rendering an individual unable to perform the activity, or significantly restricts their performance when compared to the performance of the same major life activity by most people in the general population. Sometimes, reasonable accommodation is not necessary. Many qualified individuals with disabilities can perform their jobs without any accommodation.

The act defines a major life activity as an activity of fundamental significance to most people and includes obvious functions such as hearing, seeing, walking, speaking, caring for oneself,

performing manual tasks, breathing, eating, sleeping, standing, reading, working, lifting and communicating. The "substantially limits" standard is not a demanding one. An impairment need not prevent, or significantly or severely restrict, the individual from performing a major life activity.

If you believe that you are a qualified individual with a disability who requires accommodation in your job, or in a job you seek, make your request orally or in writing to your supervisor, manager or to the district human resources manager. Your request should explain the nature of your limitations and the accommodation you need. This request can also be made by someone on your behalf.

If your disability is not obvious or already known, you may be required to provide documentation from an appropriate professional to clearly explain the nature and/or impact of the impairment and the need for reasonable accommodation, and/or to clarify how the requested accommodation could help you to perform the essential functions of the job. If necessary, a medical expert chosen and compensated by the Postal Service may further review your medical documentation. In all cases, USPS is required to keep your medical records confidential.

If you are an employee who is deaf or hard of hearing and you require com-



munication accommodations, you must submit your request for the accommodation to one of the following: your supervisor or manager, the district human resources manager, or the Reasonable Accommodation Committee chairperson. As part of the accommodation process, USPS must provide resources to assist qualified letter carriers who are deaf or hard of hearing.

NALC recognizes the importance of reasonable accommodation to our members. In addition to the USPS requirements contained in *Handbook EL-307*, NALC negotiated a specific memorandum of understanding (MOU) pertaining to reasonable accommodation for deaf and hard-of-hearing letter carriers. This MOU is found beginning on page 142 of the 2019-2023 National Agreement.

The MOU outlines management's obligations when it comes to accommodating deaf and hard-of-hearing letter carriers. It requires management to provide specified types of assistance depending on the situation and needs of the individual. For example, upon request of the employee, management must provide acceptable interpretation

support during investigatory interviews that might lead to discipline, during discussions with a supervisor regarding job performance or conduct, during some aspects of training including formal classroom instruction, and during employee orientations, safety talks or meetings concerning an employee's on-the-job injury and Office of Workers' Compensation Programs claim.

In conjunction with the *EL-307*, the Postal Service has developed several publications pertaining to reasonable accommodation. *USPS Publication 316, Reasonable Accommodation in the U.S. Postal Service A Guide for Employees and Applicants*, *USPS Publication 317, Manager's Guide to Reasonable Accommodation*, and management instruction *MI-EL-670-2021-4, Providing Communication Accommodations to Employees and Applicants Who Are Deaf or Hard of Hearing* are all available on the NALC website. For these publications and more information on reasonable accommodation, visit nalc.org/workplace-issues/resources/usps-handbooks-and-manuals. **PR**

Difficulty hearing is only one example of a disability that can require reasonable accommodation.

New Leadership Academy graduates ready to pay investment forward



Assistant Secretary-Treasurer Mack I. Julion presides over the graduation ceremony.

NALC Assistant Secretary-Treasurer Mack I. Julion presided over the graduation ceremony of the 31 members of NALC Leadership Academy Class 26. The ceremony was held on May 5 at the Maritime Center in Linthicum Heights, MD, just south of Baltimore.

Julion, a graduate of Leadership Academy Class 2, spoke about the transformative effect the Academy had on him as an NALC activist.

“I came in as an individual. I came in as ‘me’ and what I can accomplish,” he said. “I left with a sense of ‘we.’ We were a group.”

Julion talked about how over the course of the training, he came to feel that NALC had made an investment in him.

“It was a humbling experience,” he said. “I felt a need, a desire, a mission, to go back and not just pay back [what NALC invested in me] but to pay it forward. To pay it into other members of NALC and into NALC as a whole.”

That didn’t mean an expectation that there was a job or an appointment waiting for him. “This doesn’t entitle us to anything,” he told the new graduates. “It only challenges us to go

out there and work that much harder to be willing to give back because there is a lot of sacrifice in what we do,” he said.

“I would hope that each and every one of you—with this accomplishment—feels a great sense of gratitude and humility and that you’re given the opportunity to serve your brothers and sisters. And always keep that in the forefront.

“What we do, we keep the members first,” he concluded.

The commencement event capped several months of intensive training on the skills necessary for union members to become effective leaders. Under the tutelage of their mentors—established NALC leaders such as branch presidents—the students combined three separate weeks of classroom learning at the Maritime Center with take-home assignments and special projects.

After the commencement, the graduates were assigned to work at their national business agents’ offices for a week to learn in a different environment.

The 31 participants (listed below) now add their names to an ever-lengthening list of graduates of the Academy. During their classes, students took part in often lively discussions on such subjects as the National Agreement and the union’s legislative agenda. They also learn more about the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers’ compensation, effective negotiation techniques, and the use of social media for branch communications.

Current NALC officers, Headquarters staff members and even retired national presidents are tapped to teach classes on a wide variety of topics. The attendees also were guided by daily



A breakout group of attendees lead a presentation to the rest of the class.



Above: Leadership Academy Class 26
Left: Assistant Secretary-Treasurer Julion presents a graduate certificate to Landon S. Yoshikawa.

class instructors: former National Business Agents (NBAs) Troy Clark and Chris Wittenburg; Region 1 NBA Keisha Lewis; Region 5 Regional Administrative Assistant Larrissa Parde; and Assistant to the President Ed Morgan.

Each week of the Academy also includes an emphasis on acquiring effective written and oral communication skills through such means as written and oral reports. Back in their branches, graduates will make use of those skills in such forums as membership meetings, awards ceremonies and dinners.

The application period for participation in the Leadership Academy is expected to open this summer. **PR**



NALC Leadership Academy Class 26 graduates

Yesenia Robles
 Garden Grove, CA Br. 1100

Landon Yoshikawa
 Honolulu, HI Br. 860

Kollin Luman
 Portland, OR Br. 82

Misty Shea
 Tacoma, WA Br. 130

Miriah McMillan
 S. Suburban IL Mgd. Br. 4016

Tyrone Valdez
 Chicago, IL Br. 11

Jenilee Jackson
 Fort Collins, CO Br. 849

Timothy Fisher
 Arizona Mgd. Br. 1902

Patrick Baker
 Jefferson City, MO Br. 127

Andrea Malena
 Omaha, NE Br. 5

Elizabeth Bays
 Western Wayne Co., MI Br. 2184

Jeremy Swift
 Lafayette, IN Br. 466

Brian Doerr
 Sioux Falls, SD Br. 491

Luke Kane
 St. Paul, MN Br. 28

Samuel Hill
 Hattiesburg, MS Br. 938

Carman Montgomery
 Mobile, AL Br. 469

Wayne Green Jr.
 Winston-Salem, NC Br. 461

Wayne Harlow
 Greenville, SC Br. 439

Leigh Smith
 Decatur, GA Br. 2225

Tijuana Abbott
 Houston, TX Br. 283

Ron Stover
 Dallas, TX Br. 132

Feliciana Duran
 Toledo, OH Br. 100

Matthew Toth
 Elyria, OH Br. 196

Joshua Leeking
 Lancaster, PA Br. 273

Kevin Moore
 Philadelphia, PA Br. 157

Chad Fallecker
 Charleston, WV Br. 531

Cara Neri
 Petersburg, VA Br. 326

Anthony Bossi
 MA Northeast Mgd. Br. 25

Shauna Houghton
 New Hampshire Mgd. Br. 44

Eric Lomax
 Jamaica, NY Br. 562

Michelle Schulze
 Morristown, NJ Br. 272



OF THE YEAR AWARDS

The Heroes honored at the event (from l): Mark Simone, Casey Ritchie, Meagan Sperling, Eric Smith, Michael Ciccone, Jerry Giesting, Eric Beu, Jeremiah Grant, Sherri Baker, Kyle West, Gerald Soileau, Christine Cambizaca, Christopher Lippy, Chyanne Thomas, Anthony Picariello, Dixie Manns, Matthew King and Pedro Mendoza



“**E**very day, somewhere, letter carriers are doing something to assist folks on their route.

It may be as simple as noticing that a resident’s mail has gone uncollected from the porch and alerting authorities—or as courageous as trying to help a victim in real time amid gunfire from multiple assailants,” NALC Executive Vice President Paul Barner said as he welcomed a large audience to the NALC Heroes of the Year Awards luncheon.

He noted that letter carriers do not do those things because they are superheroes. “Rather,” he said, “it reflects the nature and the ethos of the letter carrier craft. Because they are out delivering the mail daily, in every community across this vast country, they’re often first on the scene when action is needed.”

“Equally important,” Barner added, “it indicates how letter carriers view their work. It is more than a job—it’s a career in public service.”

The Heroes event was held on May 11 in Washington, DC. The annual ceremony, which had been put on pause starting in 2020 due to the COVID-19 pandemic, highlighted the special acts of courage and compassion performed by NALC members to improve—or save—lives along their routes. Attendees included the union’s resident national officers, NALC staffers, U.S. Postal Service executives, members of the Postal Regulatory Commission, representatives from the USPS Board of Governors, journalists, and many others from the labor and postal community, including leaders from the

American Postal Workers Union, the National Postal Mail Handlers Union, the Transportation Trades Department of the AFL-CIO, the United Steel Workers, and the National Association of Postal Supervisors.

The event recognized not only the 2022 Heroes of the Year, but also the 2020 and 2021 Heroes of the Year. The full list of recipients is below. Because of the COVID-19 pandemic, it only recently became safe to hold an in-person award event for those two slates of recipients. This was reflected in the unfortunate death of 2020 Unit Citation winner **Jody Kotowski** from COVID-19 just months after she performed her heroic actions. A moment of silence was held in honor of the carrier.

Barner invited Postmaster General Louis DeJoy to the podium, where he lauded letter carriers for their service and positive impact in their communities. “Heroes are special people,” he said. “You find them in all walks of life. They are among many of the people we associate with and encounter every day. But not everyone is a hero. Not everyone does the heroic thing when the moment calls for a hero. That’s why it’s so important to celebrate and recognize those people who act selflessly and put themselves at risk and act with heroism when a hero is needed.”

DeJoy noted that letter carriers are uniquely part of the lives of the customers they serve and he praised them for rising to the occasion when help is needed in a crisis that can be averted or a dangerous situation that can be



Executive Vice
President Paul
Barner



diffused. “You epitomize the ideal of a public servant, and your actions reflect the very best expectations of the Postal Service and of the country,” the postmaster general said.

“I would like to recognize and congratulate the NALC Heroes of 2020, 2021 and 2022,” he added. “I am proud to be your colleague. May we all live up to the example you set.”

Returning to the podium, Executive Vice President Barner explained why the Postal Service, and especially the nation’s 200,000-plus active city letter carriers who are the face of the agency, are so trusted by the public. He said that they, along with the union’s 90,000 retired carriers, go beyond the call of duty every year. And he addressed the traits that spurred the honorees’ wide array of feats.

“Today’s Heroes represent letter carriers throughout the country who not only deliver the nation’s mail six, or even seven, days a week, but who often help—or save—people in emergencies involving accidents, fires, crimes or health crises, or who engage in efforts to improve the communities in which they work,” Barner said. “Letter carriers often deliver on the same routes for years or even decades. They know the neighborhoods and they form bonds with residents as they watch the families grow and the children grow up. They develop a sense of when something is amiss.”

Barner told the crowd that if the past were any indication, the heroes would rebuff the notion that they did anything out of the ordinary while asserting that anyone would have done

the same thing under similar circumstances.

“That’s reflected in how we generally learn about these events in the first place,” he said. “A fire chief mentions the critical intervention of a letter carrier. A grateful family writes a letter to the local newspaper. A neighbor tells the local postmaster what happened. The one place where we rarely find out about the event is from the letter carrier themselves. Rather than seeking attention after saving someone, they simply get back on the route and deliver the mail, perhaps checking up on the resident later on to see how things are going.”

Barner also mentioned that it doesn’t hurt that nearly a quarter of all letter carriers are military veterans, wearing their second uniform in service to our nation, and that “they possess the training and situational awareness to quickly size things up and act decisively when called for.”

He added that individual letter carriers—like the Heroes gathered at the ceremony—are the ones who put principle into practice by performing acts of heroism or kindness on their routes.

He then briefly recounted each hero’s story to the audience, before giving each his or her award. The stories of the 2022 Heroes are found in the following pages of this issue of *The Postal Record*. To read the stories of the 2020 and 2021 Heroes, see the December 2020 and December 2021 issues of *The Postal Record* respectively or visit nalc.org/news/the-postal-record/archives.

Before presenting the awards by category for the three years, Barner

Recipients

Special Carrier Alert Award:

2020: Matthew King of Champaign, IL Branch 671
2021: Michelle DeCosta of New York, NY Branch 36
2022: Christopher Lippy of Harrisburg, PA Branch 500

Unit Citation Award:

2020: Eric Beu and Mark Simone of Oklahoma City, OK Branch 458
2021: Kevin Bystrak and Jody Kotowski of Buffalo-Western New York Branch 3
2022: Eric Beu, Casey Ritchie, Meagan Sperling and Jeremiah Grant of Oklahoma City, OK Branch 458

Humanitarian of the Year:

2020: Jerry Giesting of Cincinnati, OH Branch 43
2021: Kyle West of Cincinnati, OH Branch 43
2022: Anthony Picariello of Philadelphia, PA Branch 157

Western Region Hero:

2020: Chyanne Thomas of Garden Grove, CA Branch 1100
2021: Ray Hacker of North Bend, OR Branch 2342
2022: Darin Chew of Sun City, AZ Branch 6156

Central Region Hero:

2020: Gerald Soileau of Lafayette, LA Branch 1760
2021: Dixie Manns of Michigan City, IN Branch 455
2022: Sherri Baker of Little Rock, AR Branch 35

Eastern Region Hero:

2020: Sydney Rodgers of Buffalo-Western New York Br. 3*
2021: Erin Pennington of Pittsburgh, PA Branch 84
2022: Eric Smith of Charleston, WV Branch 531

National Hero of the Year:

2020: Pedro Mendoza of Grand Junction, CO Branch 913
2021: Ramique Hill of Rochester, NY Branch 210
2022: Christine Cambizaca of Connecticut Merged Branch 20

*Due to the impact of the pandemic as well as the passage of time, some of the 2020 and 2021 Heroes were unable to attend the awards ceremony or no longer are postal employees or NALC members. For 2020 Eastern Region Hero of the Year, Michael Ciccone of Worcester, MA Branch 12, who rescued a family from a house fire, represented the category at the ceremony.



Postmaster General Louis DeJoy

thanked the independent judges who selected the Heroes from more than 100 nominees, whose stories of heroism and community service were published over the course of a year in this magazine, as has been done since 1974.

For the 2022 Heroes, a one-time change was made to extend the selection period to 18 months, with the judges reviewing *The Postal Record* issues from July 2021 through December 2022. The 2022 judges were Christopher Godfrey, director of the Office of

Workers' Compensation Programs at the U.S. Department of Labor; Erkeisha Terry, director of labor engagement at United Way Worldwide; and Warren Broughton, lieutenant/assistant fire marshal in the Prince William County, VA, Fire Department.

Barner presented each honoree with an award certificate and a special lapel pin that the carrier can wear to highlight the distinction. Each recipi-

ent was asked to speak about why they acted in the way that they did.

2020 Special Carrier Alert award winner **Matthew King** summed it up aptly when he said he was serving as a representative for all the carriers out there who do their duty. "We all take an oath as federal employees to the Constitution of the United States," he said in accepting his award. "The Constitution is there to provide domestic tranquility, whether you're putting letters in a box, or doing something else as fate and the situation might call for. On behalf of all the representatives who do their duty, thank you for this."

While in the nation's capital, many of the honorees met with congressional representatives, who were eager to thank them for looking out for their customers and their communities.

Barner concluded the event by saying how proud the union is of the Heroes. "They truly represent our country's best in public service," he said to a standing ovation. "They are, indeed, our heroes."

Video of the Heroes of the Year event is available on NALC's YouTube channel at youtube.com/ThePostalRecord. **PR**



Above left: The 2021 Heroes of the Year who attended the ceremony were (from l) Dixie Manns of Michigan City, IN Branch 455; Kyle West of Cincinnati, OH Branch 43; and Erin Pennington of Pittsburgh, PA Branch 84.

Left: The 2020 Heroes of the Year who attended the ceremony were (from l): Jerry Giesting of Cincinnati, OH Branch 43; Mark Simone of Oklahoma City, OK Branch 458; Pedro Mendoza of Grand Junction, CO Branch 913; Gerald Soileau of Lafayette, LA Branch 1760; Chyanne Thomas of Garden Grove, CA Branch 1100; Eric Beu of Oklahoma City, OK Branch 458; Michael Ciccone of Worcester, MA Branch 12; and Matthew King of Champaign, IL Branch 671.



Christopher Lippy

Harrisburg, PA Branch 500



2022 SPECIAL CARRIER ALERT
AWARD HERO OF THE YEAR

Almost all heroic letter carriers will tell you that the key to what they accomplished was being alert. Sometimes that means smelling smoke at a house fire or noticing that yesterday's mail hasn't been collected from an elderly resident's mailbox. For Harrisburg, PA Branch 500 member **Christopher Lippy**, it was getting a second change of address (COA) form.

"It was early December," he said, when he received the COA for the wife of a married couple on his route. "[I got one] for her first, and I thought maybe [it was for] Christmas," the 33-

year carrier said. "Maybe she did it so Christmas presents would go somewhere else."

When Lippy got a second COA, this time for the husband, he took action.

Lippy went up to the door and "tipped them off" about the temporary requests. Both customers said they hadn't placed the requests. The carrier explained that he also had noticed a significant drop-off in the amount of mail he was delivering to them and suggested that they may have been the victims of mail fraud.

"We figured out [that the COAs] were phony," he said.

After an investigation, Lippy's hunch was proven correct—someone had placed the requests through an online form and had been collecting their forwarded mail.

The customers reached out to the post office, thanking the carrier for his attentiveness, saying, "We are grateful Chris picked up on it early, or even more damage would have been done."

For that attentiveness and compassion, the judges declared Lippy NALC's 2022 Special Carrier Alert Hero of the Year.

"He put two and two together," the judges said. "He was very close to what was going on with the married couple and laser-focused on his customers."

"I'm happy about it," Lippy said about being named the winner. "It's nice to be recognized." **PR**



Darin Chew

Sun City, AZ Branch 6156



2022 WESTERN REGION
HERO OF THE YEAR

“I was coming up the other side of the street for curbside delivery, when I heard someone talking on the other side of the street,” Sun City, AZ Branch 6156 member **Darin Chew** recalled about his route on Dec. 26, 2020, when “I heard [Patti Clark] say, ‘He fell and hit his head, and he’s not getting up.’”

The 25-year carrier continued on his route, listening intently, until he heard her say, “He’s not breathing.” At those chilling words, the Marine Corps veteran leaped into action.

Clark’s husband, Lee, had been pumping air into his tires when his wife went inside to get something. When Patti came back outside, her husband was lying on the pavement underneath the car, unconscious. Patti quickly called 911, which was the phone call that Chew had overheard.

“I heard her say, ‘The mailman’s running over,’” the carrier recounted. Lee’s body was partially under the car—Chew figured that he must have rolled after falling to the ground, but Lee’s position made it difficult to determine the extent of his injuries. “I reached under [the car] and felt for a pulse, but I got nothing,” Chew said. He managed to pull the man out from under the car. “Then I tipped his head back and started doing chest compressions,” the carrier said.

Chew hadn’t performed CPR since his military training, but he was determined to keep Lee alive until paramedics arrived.

“I felt like I could just give him a fighting chance until someone with medical training could come save his life,” he said.

He continued doing chest compressions until EMTs reached the scene and took over. Lee was defibrillated three times before his pulse was restored. Paramedics credited Chew’s medical attention with saving Lee

from possible brain damage, due to the length of time he was without a pulse. Lee was placed in a medically induced coma at the hospital and later underwent heart surgery, but has since completely recovered.

Chew didn’t tell anyone and didn’t want anyone to know about his heroism until Lee came out of the coma and could talk to his wife. That was complicated by the COVID-19 pandemic, as Patti was not able to go to the hospital and instead spoke with Lee over the computer and phone.

Lee was extremely grateful to Chew for helping save his life. “He put [the story] in the newspaper here,” Chew said. “He wants everyone to know.” Patti also called the post office to thank Chew for his actions, calling him “a miracle from God.”

For going above and beyond, the judges named Chew NALC’s 2022 Western Region Hero of the Year.

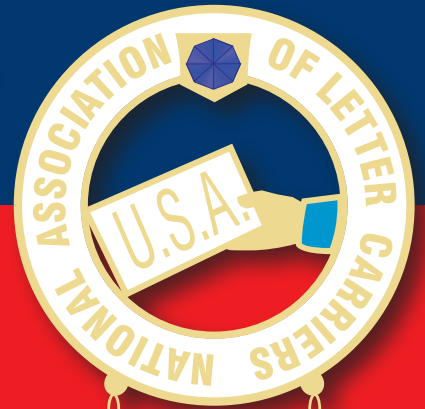
“His action had a very clear impact on the person that had become injured,” the judges said. “In a situation like that, he could have said, ‘I don’t want to pull this person because I could inflict further damage to an arm or leg.’ But he just immediately jumped into action and pulled the person out, saving their life. He didn’t think twice about that.”

The carrier, however, was modest about his recognition, saying that he was more grateful that Lee ended up being OK than about receiving an award. He said that he still sees the couple often and that every year on Dec. 26 since then they have dinner together to commemorate the day.

“I don’t feel like I saved him. I feel like I just kept him alive long enough for the paramedics to do it,” he said. Chew hoped that if anything good comes from this recognition it’s that when people see someone in need, they’ll respond. “Don’t do nothing,” he added. **PR**

Sherri Baker

Little Rock, AR Branch 35



2022 CENTRAL REGION
HERO OF THE YEAR

“I heard someone yelling, ‘Look out!’” Little Rock, AR Branch 35 member **Sherri Baker** said.

On April 8, 2021, the 24-year carrier had been helping deliver mail to an apartment complex on another route after finishing her own in the late afternoon. She was walking across the crowded courtyard outside the apartment building.

“There were about 30 people out there, including kids [at a playground],” Baker said—when she noticed a young man walking slightly ahead of her. “I could see the guy walking about 15 to 20 feet away from me,” she recalled.

A man jumped out of the passenger side of a vehicle that had pulled up in front of the building and began yelling at the man. As Baker watched, “they shot him twice in the back,” she said.

The victim, 24-year-old Deshon Stokes, fell to the ground and rolled over.

Despite the chaos that immediately broke out, Baker rushed to help. “I started yelling and running after the man shooting, telling him to stop,” the carrier said. “He turned and looked at me but continued to shoot the young man.”

Stokes was shot several times again, this time in the legs, arm and chest. The shooter ran back to the car and jumped in, and the vehicle took off as Baker called 911.

It was a frightening situation, Baker notes. “They shot him eight times in front of me,” she said.

Then two men ran up to Stokes, pulling at his pants and robbing him. “I was physically fighting with them to stop,” the carrier said.

The carrier followed the 911 operator’s instructions, who advised her to let the robbers have what they wanted and focus on her victim.

“I did CPR and everything I could,” which she said she was trained to do through her previous restaurant career. “It’s something everyone should learn.”

Police arrived shortly afterward and told her to stop CPR, as the young man was gone. Paramedics soon pronounced Stokes dead at the scene, with the fatal shot being to his lung.

“I knew he was gone because I couldn’t get any breath. I was doing my best to get breaths in him, but his eyes had already locked on mine,” she said. “When you’re doing CPR and somebody has blood coming up, you know.” But the training is, she added, that you keep going until someone relieves you. “I can say with all my heart I tried my best that day. I wish it was a good story; I wish it would have been a good outcome,” she continued. “I am thankful I was there for him, and that he didn’t die alone. I’ll never forget him, I know that. He will always be with me.”

Baker has a son who’s just slightly younger than Stokes. “I would hope and pray that if something happened to him, that somebody would be there for him,” she said.

The carrier, along with other witnesses, was later interviewed by police—but even two years later, the killer had yet to be apprehended.

The story, including Baker’s actions, was covered by many media outlets, such as the local Fox and ABC TV af-

filiate, and Stokes’s brother thanked Baker for her help. The carrier, however, rebuffed any praise for her role. “I’m not a hero, I’ll tell you that,” she said. “I just feel like God put me where he wanted me to be for this young man. I did something that I felt, in my heart, that anybody with compassion would do for somebody.”

In naming Baker NALC’s 2022 Central Region Hero, the judges cited the carrier’s bravery. “She put herself not only in harm’s way physically, but also emotionally and mentally,” they said. “To see something that traumatic and to still have the fortitude and the heroism to put herself in harm’s way—[when the shooter] coming back was a distinct possibility, and dealing with someone else who’s bleeding and still doing CPR—all of that is just very, very dangerous.”

Baker concluded simply: “We have to look out for everyone on our route,” she said. “We’re not just carrying mail; we’re looking out for everyone.” **PR**





Eric Smith

Charleston, WV Branch 531



2022 EASTERN REGION
HERO OF THE YEAR

A vehicle sitting idle in the road with flashers on caught the attention of Charleston, WV Branch 531 member **Eric Smith** as he was driving to work on March 20, 2021.

“I drove past it at first, and then I saw the flames” and he felt the heat through his car, Smith recalled. “I turned around after realizing no rescue vehicles were on the scene.”

The flames were coming from the house nearest to the parked vehicle, and when the 10-year carrier investigated further, he saw that the driver of the idled car was approaching the residence.

Smith recognized him as a customer from his route, and he recognized the house, too—he knew that three people lived there. The man yelled, “There [are] people in the house!” so they both ran up.

While another passerby called 911, Smith, the first passerby and a neighbor were able to gain entry to the house and decided to brave the smoke and flames to try to rescue the residents: Linda Harris and her two uncles.

“I got the front door open,” Smith said, “and there were two people lying [unconscious] behind the door.”

Harris and one uncle, Richard, had made it to the front hallway before collapsing from the thick smoke.

“I pulled the lady out, and she was unconscious,” the carrier recalled. “You could only go in as long as you could hold your breath. We could only

stay in for 30 seconds to a minute at a time. Visibility was extremely low also.”

While Smith carried Harris a safe distance from the fire, another person went into the house to pull out Richard, who also was unconscious. “By that time, the whole house was engulfed,” Smith said.

The neighbor was unable to pull out the man by himself, due to the heat and thick smoke, so Smith went back into the house. “I went in and managed to get hold of him, and I pulled him closer to the door until I had to catch a breath,” he said. “By this time, the house was coming down around us.”

Eventually, through a group effort, the four men were able to drag Richard out of the house to a safe distance and begin administering CPR on him until EMTs arrived.

Emergency services airlifted Harris to the hospital. She was the only survivor of the fire and spent 13 days on a ventilator. Richard did not survive, and Harris’s other uncle, who had been trapped upstairs, also died.

Harris later spoke to local media about the role of Smith and the three other men. “[They were] complete strangers, except for my neighbor,” she told local WSAZ-TV. “I thank them every day; I’m grateful every day for my heroes—my angels.”

“Everything happened so fast,” Smith said, reflecting on his role in saving his customer. “I just did whatever it took to try and get everyone out.

It was instincts—just try to save them,” he added.

In naming Smith NALC’s 2022 Eastern Region Hero, judges said that “the ability to experience the extreme temperatures and the extreme dangers that you do when you run into a burning building—and to go in a second time to pull someone out when you see that the environment has deteriorated even more—is a true act of heroism and so selfless of him to risk his life to do that.”

Though Smith called the award an honor he appreciates, he insisted, “I don’t necessarily think that I deserve it over anybody else. I just did what anybody else would do.” **PR**

Eric Smith’s son, Deklan, joins his father on stage.



Casey Ritchie, Meagan Sperling, Eric Beu and Jeremiah Grant

Oklahoma City, OK Branch 458

Returning to Chicago's McCormick Place Convention Center following lunch on Aug. 10, four Oklahoma City Branch 458 delegates to the 2022 NALC national convention saw two cars driving erratically in front of the convention center.

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

"It looked like road rage," added Branch 458 member **Casey Ritchie**.

They watched as the driver of one car abandoned it, still running, in the middle of the street and hopped into the other car, which made a U-turn and sped away. The carriers surmised that it was a stolen car that had been ditched.

Another Branch 458 member, **Meagan Sperling**, approached the remaining car to investigate—and spotted something shocking.

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

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

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

Beu previously had been recognized as a 2020 NALC Hero in the same

From l: Beu, Sperling, Ritchie and Grant



category after he and another carrier from the same branch had helped a lost, hungry man who was blind find his way home.

The judges were impressed by how the four carriers quickly jumped into action and did all the right things to respond to the situation, each taking a different role.

"Not only did they identify the situation, but they sprang into action to call dispatch, to stay on the line, and also triage to make sure one person was with the child and the others helped with the situation itself," the judges said in bestowing NALC's 2022 Unit Citation Award on the group. "It was just really good teamwork."

"I don't think any of us would consider ourselves heroes," Beu said of the award. "Just a couple of good Samaritans striving to put right what once went wrong." **PR**



2022 UNIT CITATION
AWARD HERO OF THE YEAR



Eric Beu tells the story of the group's actions in Chicago, while (from l) Casey Ritchie, Jeremiah Grant and Meagan Sperling look on.

Anthony Picariello

Philadelphia, PA Branch 157



2022 HUMANITARIAN OF THE YEAR



Anthony Picariello does his part to ensure that children enjoy what are probably the two favorite holidays among young folks: Halloween and Christmas.

Branch 157 carriers in Philadelphia, PA, where he has delivered the mail for 26 years, know Picariello as “Stitch.” He got the nickname as a young child when he had open-heart surgery, and then earned a reputation as an accident-prone boy. Years later, his own newborn daughter had surgery at Children’s Hospital of Philadelphia (CHOP), followed by 24 days of recovery time in the neonatal intensive-care unit.

After that experience, he teamed up with another carrier to collect Halloween costumes for children in the oncology unit of the hospital. The daughter of the other carrier, who has since left the Postal Service, had died of cancer at CHOP on Halloween, her favorite holiday, a few years ago. Since that carrier left the job, Picariello has carried on the work of bringing Halloween to the kids at CHOP.

“At the hospital, they set up a makeshift store,” he said. “A lot of the cancer patients, the kids can’t leave and their families pretty much live there.”

The in-house costume store allows the children to choose their costumes without parents having to worry about logistics. “The kids get to pick out their costume and trick-or-treat at the hospital,” Picariello said.

Picariello set up a box in the Bustleton Post Office, where he works, to collect donated costumes from postal employees and the community, and he also gathered cash donations to buy more. For Halloween 2022, the effort yielded 337 costumes of all kinds and sizes; many more were bought with the cash donations.

Once Halloween is over, many children’s thoughts soon turn to Christmas. For the past two years, Picariello, who has two young children of his own, set up a special mailbox in the post office lobby for letters to Santa, and answered each one.

At a table next to the box, he offered children little gifts such as stickers and candy, and included templates and pens to make writing to Santa easy. He personalized each response from Santa to match the child’s wishes—though he was careful never to promise that a child would get the gifts requested. He fancied up the letters from Santa with a special North Pole wax seal and sent them by mail.

When word got out about the mailbox, he was swamped with letters—151 last Christmas, for example. But that didn’t slow Picariello down. “I was up until 2 or 3 in the morning

almost every night writing back to them,” he said.

The judges were impressed by Picariello’s efforts, naming him NALC’s 2022 Humanitarian of the Year.

“To continuously give to our youth is a special action and it takes a special heart to do that. To continuously give speaks volumes for a person’s character. Not only did he go out of his way to have 337 Halloween costumes for the children at the hospital when they can’t go out and get costumes themselves or trick-or-treat, he had the time and the heart to think about the same kids during Christmastime. He took time to respond to each one of those letters,” the judges said.

“Just the act of continuously giving and continuously thinking of others and our youth is a very special thing,” they added.

Picariello said he was “honored to be recognized,” but he doesn’t feel like a hero. He just likes helping youngsters. In addition to his holiday volunteer activities, he coaches softball, a sport his children enjoy. “All my free time is helping my kids and other kids,” he said. “It’s one of my passions.” **PR**



Christine Cambizaca

Connecticut Merged Branch 20



2022 NATIONAL
HERO OF THE YEAR

A barefoot woman—crying, afraid and struggling to speak—approached city carrier assistant **Christine Cambizaca** while she was delivering the mail in her truck in Torrington, CT, in August of 2022.

“She had blood on her nose and bruises on her face,” Cambizaca said. “Are you OK?” Cambizaca asked her. “Are you being followed?”

The woman nodded.

Cambizaca, a member of Connecticut Merged Branch 20 who had started on the job only a month earlier, called her supervisor, who told her to call 911, which she did.

The carrier then spotted a man who seemed to be looking for the woman, so she let the victim wait inside her mail truck while she stood outside. The man approached the truck and yelled at her and the woman inside, demanding to be let in, but Cambizaca refused, despite the danger.

“I got scared because I saw a knife in his pocket,” she said.

Cambizaca tried to get into the truck through the back door, but the man noticed and also tried to enter the truck that way, so she shut the door again to protect the woman inside. A neighbor heard the commotion and came outside, distracting the man and allowing Cambizaca to get in the vehicle.

From the truck, she saw the man throw the knife at the neighbor, who was not injured. The neighbor picked up the knife and continued to distract the man until police arrived. They ar-

rested the man, and an ambulance took the woman to the hospital. After telling officers what happened, Cambizaca continued on her route.

“I was calm,” she said of the incident, “but I was scared.”

The suspect is facing six charges, including assault, strangulation and threatening.

For her courage and cleverness in the face of great personal danger, the judges declared Cambizaca the NALC’s 2022 National Hero of the Year.

“The young lady risked her life by locking a woman in her truck to protect her from someone who had proven he would assault someone,” the judges

said. “She put her own life in danger—she didn’t know what the situation could have developed into. But she thought quickly, on her feet.”

“I am excited that I was chosen Hero of the Year,” Cambizaca said, but she added that she simply did what needed to be done. The victim, she said, “could have been anybody’s daughter or sister. No matter who it was, we should always look after each other.” **PR**



Cambizaca receives her certificate from Executive Vice President Barner.

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.

Miniature residents move into a Michigan mailbox home

When Michigan residents Don and Nancy Powell built their mailbox to

resemble a miniature version of their house, they didn’t intend to also have miniature people living inside. However, that’s exactly what they got last August, when Don opened their mailbox to find a couple of dolls.

The male doll was dressed in a tan suit, and the female doll in a floral-patterned dress. Don told *The Washington Post* that he asked the neighbors, but nobody admitted to placing the dolls inside. He posted on Nextdoor, stating that “a homeless

couple has taken up residence inside our mailbox,” but still got no answers. Don thought, “This must just be a joke, and whoever left them here will come back to get them.”

The dolls didn’t go anywhere; instead, over the next few days, their mailbox was furnished with a miniature sofa, coffee table and rug. Don, who seemed to appreciate the joke, said that he “left a note of [his] own, saying that what the home really needed was a refrigerator stocked

Don Powell shows off the dolls who have moved into his mailbox.



with food”—and although the dolls never got their fridge, they did receive a bed, a painting and a stove. At some point, a note was left in the mailbox, thanking the Powells for “the lovely mailbox home” and explaining that they were happy to find a one-story after living in a Dutch-style dollhouse.

The mastermind behind this scheme continues to add things every few months—on Halloween, the dolls were replaced with skeleton versions of themselves dressed as witches; in December, the dolls got to celebrate with a tree and a pile of presents; and, at this point, the doll couple has adopted a cat, and has moved in “their cousin Shirley [and her] service dog named Maggie,” according to Don.

Though some neighbors think that Don placed the dolls there himself, both Nancy and their neighbor, Terry Falahee, can vouch for his innocence. Terry explained that “Don has a lot of skill sets, but doing something this detailed with dolls isn’t his forte.”

However, Don has contributed something—when the artist began leaving miniature mail for the residents, Don added a miniature mailbox to the outside of the Powells’ mailbox. He says that he doesn’t want to know who’s behind the scheme: “People in the neighborhood are enjoying it and stop by sometimes to ask questions. Some people ask if I’ve thought about installing an outdoor camera, but personally, I like the mystery of it.”

New York carrier makes a splash in the ‘Jeopardy!’ pool

On March 21, a Schenectady, NY, letter carrier had the opportunity to compete on “Jeopardy!”—the most highly rated quiz show on television.

Charlotte Diffendale poses with “Jeopardy!” host Ken Jennings. Her jacket made such an impression that she she posted to Twitter about it (below).



Charlotte Diffendale
@FederalLoaf

The whole @Jeopardy crew is so warm and supportive. When I got offstage (still stinging a little) one of the awesome contestant coordinators told me “the day your episode airs you should wear that jacket on your route, and don’t tell anyone why.” I LOVED IT. SO I DID.



Charlotte Diffendale, a Northeastern New York Branch 358 member, posted on Twitter the day before the show aired, to show her studying method: more than 50 double-sided pages of trivia questions.

She first auditioned for the show seven years ago, attributing her love for the program to watching it with her family all throughout her childhood and adolescence since it first aired. She even noted to *The Times Union* that she knew former host Alex Trebek’s favorite animal was a musk ox, and that ever

since his death in 2020, Diffendale has donated to an Alaskan farm, the Musk Ox Farm, to symbolically adopt a musk ox. Trebek was such a strong supporter of this farm that he was dubbed “herd grandfather” during his lifetime.

Though Diffendale didn’t win on the show, she made a huge impression on the internet with the bright red marching band blazer she chose to wear during the competition. The blazer had a black collar and golden fish-shaped buttons. Viewers cheered Diffendale on, complimenting her on her “bold choice” of attire and comparing her to everyone from Michael Jackson to the Beatles’ Sgt. Pepper album to a ringmaster. Diffendale said of the jacket: “My sister calls that jacket ‘Ringmaster of the Trout Circus,’ so that’s usually how I think of it.” She added that she’d watch any show with that name, given her love for animals.

Diffendale finished in second place with a score of \$5,199. She didn’t get to keep it, though, as second place

Social media (continued)

takes home \$2,000 and third place receives \$1,000. However, she said that winning or losing “doesn’t matter,” because “it was all about the experience. Right after the show I was OK about not winning, then I got down about it, but I gave myself the trip home to get over it. By the time I got to [a layover], I was back to being OK.”

Beloved Nebraska carrier receives warm sendoff

On April 2, Lincoln, NE, carrier **Jim Larsen** delivered his last route after 37 and a half years with the Postal Service. However, the local elementary school wasn’t going to let him go without a celebration: Students at Stoddard Elementary lined up on the sidewalks to say goodbye and wish the Branch 8 member a happy retirement.

The principal, Kevin Janssen, told the *Beatrice Daily Sun*: “I wanted the kids to realize that he works hard

every single day; whether we have school or not, he has to work.”

Larsen stopped by the elementary school every day and chatted with him and the support staff, Janssen said, adding, “He took the time not just to deliver mail, but to know people. He’s a true member of our Orangemen family.”

The whole incident came as a pleasant surprise to Larsen. “I saw the kids coming out, but thought they were going for a field trip or a walk or something,” he said. “I had no idea they were doing this.”

The postmaster and Larsen’s supervisor were present to witness the send-off and they sung Larsen’s praises. “He’s always there,” Postmaster Jodi Berke, who has worked with Larsen for seven years, said of his work ethic. “Just like his mail route, you can pretty much set your clock by him. He never misses and always does his job. That’s what he’s done his whole life.”

Berke said that without Larsen, “it’ll be different. Even during the pandemic, he was always there and dependable. We’re going to miss him.”

Life—and mail delivery—slowly return to normal in East Palestine

After the derailment of a train containing hazardous materials in East Palestine, OH, all aspects of life were affected, including postal service.

Youngstown, OH Branch 385 member **Dan Figley**, a lifelong resident of East Palestine, told the *Morning Journal* that only a small percentage of the mail was able to be delivered before the mandatory evacuation order around noon on Saturday, Feb. 4. Though some carriers used their saved time off to stay at home during the evacuation, most reported to the office.

“Nobody knew what to do at first, or what was going on, so Monday everyone came in so we could get a head count and make sure everyone from the office was safe, because most of our staff live in the affected area,” Figley explained. He said that there was an attempted re-routing of incoming mail to nearby offices to ensure that residents still received their mail during that week.

By Feb. 9, the morning after the evacuation order was lifted, the carrier was back out on his route. “Today is our first day back in the office, and we’ll be out in force today, and be making multiple rounds. We’re all really just happy to be back,” he said.

Though Figley didn’t have to evacuate, a family member of his who did ended up staying with him, and he said that the whole situation gave



Stoddard wishes Jim Larsen a happy retirement.

Dan Figley delivers to a resident on his first day on the route after the derailment accident in East Palestine, OH.



everyone a fright. “I think we all have questions, and there aren’t people answering them. I think the biggest question is how a train can go 17 miles an hour with a wheel on fire and nobody notices or does something about it,” he said.

He also explained that most people in the affected town don’t have rainy day funds to cover a week of expenses. “Most people here live paycheck to paycheck, if they can even make it that long, and don’t have money to pay for hotel rooms, or new clothes, and food for an extended period on short notice.” Thankfully, those who needed support were able to, in many cases, receive it from nonprofits, shelters and other organizations.

Daughter of NALC members raises money for NALC DRF

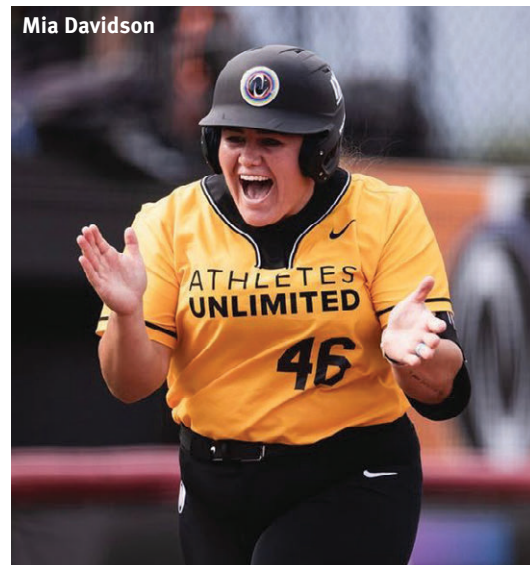
The daughter of an NALC national business agent (NBA) and a Headquarters staff member will be raising money for the NALC Disaster Relief Foundation in her upcoming softball season.

Mia Davidson, the daughter of Region 9 NBA Eddie Davidson and Assistant to the President for Community Services Christina Vela Davidson, plays professional softball for Athletes Unlimited, a newly formed professional sports organization with a mission to “empower athletes as leaders, promote inclusive ownership focused on long-term financial and personal well-being of athletes, and bring fans closer to the game by innovating on and off the

field.” Its “Athlete Causes” program gives athletes the opportunity to play a season partly to benefit a nonprofit of their choice, not only providing donations but also bringing attention to the cause. At the end of the season, the Give Lively Foundation makes a grant to the chosen organization equal to half of the athlete’s season-ending bonus.

Davidson has chosen to play for the NALC Disaster Relief Foundation, the program created by NALC to help members suffering after-effects of natural disasters. The program offers hands-on relief in the form of physical assistance, emotional assistance and supplies, and also provides financial support through grants, funded by NALC, branch fundraising events and donations both from members and corporate sponsors.

Members can make donations by sending a note about their interest to the NALC Disaster Relief Foundation at 100 Indiana Ave. NW, Washington, DC 20001-2144, by sending an email to DisasterReliefFoundation@nalc.org or by calling 202-423-2443. **PR**



Clownin' around

May 6, 2023, according to recent declarations by both the city of Topeka and the state of Kansas, is “JR Juggles the Clown Day.” **Jerry Loney**, a Topeka, KS Branch 10 member, has spent the last 40 years performing as and perfecting the act of JR Juggles. To celebrate the day, Loney performed a free 40th anniversary show of his “silly clown antics” in a park in North Topeka. He was introduced by Topeka Mayor Mike Padilla, who also presented him with a recognition certificate.

Prior to the May 6 event, Loney hadn't done a show in three years because of the COVID-19 pandemic. While he had some booked, they kept getting canceled. “I've got to remember how to do everything,” he said before the event.

JR Juggles is an “absent-minded, forgetful, 8-year-old clown boy who loves to have fun,” Loney said. He has a custom red, yellow and blue clown costume, and oversized clown shoes, which look like yellow Converse high-tops. He's a member of the Clowns of America Inc., the Society of American Magicians and the International Brotherhood of Magicians. He's even appeared in two made-for-TV movies.

“Anybody in Topeka would say, there's only one clown we know, and that's JR Juggles,” he said. But what they probably don't know is that “all through grade school, junior high, high school and even into college, I was really shy and bashful.”

After graduating from college, a friend suggested in summer 1981 that he try out for the local dinner theater. “I didn't get the part, but I started volunteering at the Topeka Civic Theatre,” Loney said. “And I kept auditioning and got shows.”

For one part, he learned how to juggle so he could be Touchstone,

the court jester, in the Shakespeare play “As You Like It,” but the show ended up getting canceled, so Loney became what he calls a “closet juggler” because he couldn't use it for anything.

A few years later, he became friends with another actor who juggled, and the pair got together to do juggling tricks.

His friend called Loney about a popular electronics and photography store that needed clowns, mimes and jugglers for its photo fair the first weekend in May, but Loney initially turned it down.

“I knew my lines and my blocking [stage positioning] with each show, and doing street corner entertaining is impromptu, which I didn't know that I could do at that time,” he said. “He twisted my arm and told me that I could make a few bucks, so I accepted his offer. Nobody knew me, so I could make a fool of myself as a clown and goof off.”

That first time, he said, “I wasn't the best clown, I didn't have the best make-up or costume. I just threw something together to go out there and juggle, and then I kept getting better and better. May 6, 1983, I started clowning around, and been doing it pretty much ever since.”

Loney was hooked, and he started learning more about the trade of clowning by reading books and taking seminars, workshops and classes whenever he could. He soon began learning and doing more magic, and later added animal balloon twisting to his areas of expertise.

His stage fright has never fully disappeared. “Every show, I'm a little bit nervous before starting,” Loney said, “but I found out you're supposed to be, because that means you're alive and you're doing something.”

When starting out, he'd go to fairs and festivals, bring his bag and say, “The clown's here!” Though he didn't get paid at first, he was getting his name out there.

Over the course of his thousands of shows, Loney has had a repertoire, starting with performing his clown rap that a high schooler helped him write years ago. He then juggles, using three red, blue and yellow balls, then juggling clubs (or even small toilet plungers), followed by a magic act—kooky stuff then serious, real magic, he says.

He continued: “I don't do it like David Copperfield”—whom he's met, he adds—“I want my magic to be silly and fun.” He likes to have kids from the audience help, too.

The carrier likes to end his shows with a little inspiration, including an act he does with his “dream bag,” where he pulls items out of what looks like a regular lunch bag.

Crowd enthusiasm helps his performance and he says that no show is ever the same. “I love hearing the applause and hearing the laughter if something goes right,” he said. “It's an adrenaline rush for me. I love seeing those smiles and I love taking away their heartache or depression for that 45 minutes or an hour.”

Loney signs off by saying, “Keep a song in your heart and laughter in your soul.”

The carrier is inspired by many performers, including Jimmy Stewart, Emmet Kelly, Red Skelton, Jerry Lewis, Buster Keaton, and Abbott and Costello, all of whom he's learned from.

“I was basically a self-taught clown, and I've learned through the school of hard knocks what not to do, what to do, and then after I learned it, I started finding out about these clown conventions, and started going to them,” he said. “After a while, they tagged me and said, ‘Hey, you know all this stuff, you've been a clown forever, why don't you be one of our trainers?’”

When he first started out, “I didn't treat it as a business, so I wasn't making

money,” he said. Loney now earns \$150 an hour for events such as birthday parties, company picnics, family reunions, grand openings, school carnivals and church events in Kansas and beyond, though he also does some charity events.

Through his involvement with the Lions Club and through his church, he’s gone to Honduras twice with the Volunteer Optometric Services to Humanity, and he has attended other mission trips following natural disasters.

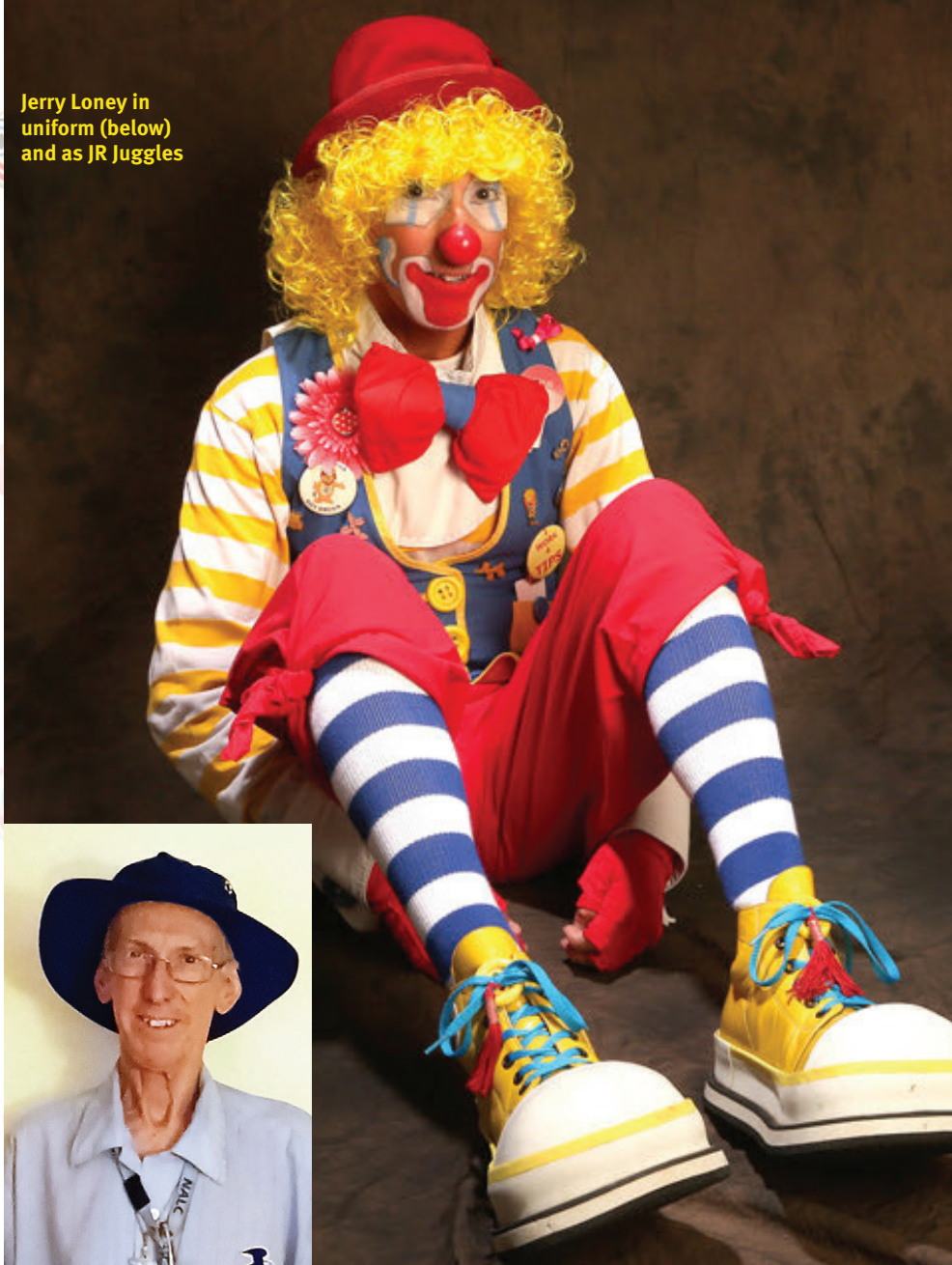
“My ‘paycheck’ from a free event is seeing the joy and laughter from people because of my volunteer efforts,” he said. “I am providing a needed service that people cannot do without—laughter, humor and good times.”

Besides the pandemic, other difficult periods to be a clown were when coulrophobia—or fear of clowns—was at its peak. First it was during the 1980s after the movie “It” came out—“Stephen King’s a great writer, but that scared me half to death,” the carrier said. And it evidently scared others as well: “I didn’t get a show for a year and a half, two years.” And in more recent years when news reports told of clowns scaring people across the country, his work also took a hit. “They’re not clowns who are doing this, they’re just people acting stupid,” he said. “‘Clown’ means good, kind, funny, joyous. You can’t put ‘clown’ with ‘scary’—you just can’t.”

In those cases, Loney’s also prepared to do gigs as simply “JR the Juggler” in a toned-down outfit and minimal makeup, or as “JR the Magician” in a traditional suit with some magical flourishes.

Besides being a clown—and now a letter carrier—Loney also has been a kindergarten teacher, substitute teacher, preacher and motivational speaker. He joined the Postal Service as a letter carrier in August 2022.

Jerry Loney in uniform (below) and as JR Juggles



“It’s kind of hard being a newbie under 12 months” because of his unpredictable schedule, he said, adding that once he makes career, he could do his clown events on Sundays or late afternoon/evenings.

The self-described “funologist, laughologist and humorologist” is learning new tricks all the time and says he hopes to continue clowning around for as long as he can, while delivering mail for another 10 years. “Once I get careered with the Post Office and get more days off, I’d like to start getting back into the clown conventions” and train more people, Loney said, adding that he hasn’t been in four years. He says that he’d like to help the art of clowning flourish

by teaching the next generation of clowns, because as things now stand not many people are going into it. “Clowning is a dying art,” he said, “but we need to keep it active.”

Loney’s job as a clown in the entertainment industry provides him with a sense of accomplishment, creativity and pride, he says.

“I didn’t think I’d ever be clowning around for 40 years,” Loney said. “But it’s exhilarating, because I get to spread joy and laughter. There might be some people in the crowd that are not feeling very good, or they’re upset about something. But for that little bit of time in that moment, I’m creating joy for them, they can throw away their problems, and they’re laughing.” **PR**

NEW Insignia Products



NALC Insignia Collection

ITEM DESCRIPTION		PRICE EACH	QTY.	TOTAL AMOUNT
INDICATE QUANTITY DESIRED NEXT TO SIZE				
1	Soft Heathered Grey T-Shirt	MD_LG_XL_2X_3X		
2	Men's Raglan Sleeve Sport Shirt	MD_LG_XL_2X_3X		
3	Men's Embossed Pattern Sport Shirt (Black)	MD_LG_XL_2X_3X		
4	Men's White Retiree Shirt	MD_LG_XL_2X_3X		
5	Ladies' Slub Pique Sport Shirt (White)	SM_MD_LG_XL_2X_3X		
6	Men's Tiger Stripe Sport Shirt (Blue)	MD_LG_XL_2X_3X		
7	Men's Black Fade Sport Shirt	MD_LG_XL_2X_3X		
	Men's Blue Fade Sport Shirt	MD_LG_XL_2X_3X		
8	Men's Charcoal Basket Weave Sport Shirt	MD_LG_XL_2X_3X		
9	Ladies' Tiger Stripe Sport Shirt (Blue)	SM_MD_LG_XL_2X_3X		
10	Ladies' Black Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
	Ladies' Blue Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
11	Cotton Mock Turtleneck (White)	MD_LG_XL_2X_3X		
	Cotton Mock Turtleneck (Navy)	MD_LG_XL_2X_3X		
12	Men's 1/4 Zip Slub Pullover Jacket (Navy)	MD_LG_XL_2X_3X		
	Men's 1/4 Zip Slub Pullover Jacket (Black)	MD_LG_XL_2X_3X		
13	Sweatshirt (Extreme Heavyweight, Navy)	MD_LG_XL_2X_3X		
14	Microfiber Sport Jacket	MD_LG_XL_2X_3X		
15	Ladies' White Zip	SM_MD_LG_XL_2X_3X		
16	NALC Winter Cap			\$10.00
17	Navy Cap with Fashion Red Sandwich Visor			\$15.00
18	Gold Medallion Pocket Watch			\$110.00
19	Men's Medallion Watch w/ Steel Link Bracelet			\$85.00
	Ladies' Medallion Watch w/ Steel Link Bracelet			\$85.00
20	Men's Black Medallion Watch w/ Exp. Bracelet			\$85.00
	Ladies' Black Medallion Watch w/ Exp. Bracelet			\$85.00
21	Ladies' Charm Bracelet (Silver or Gold Finish)	SILVER_____GOLD_____		\$20.00
22	Veteran Challenge Coin			\$10.00
23	Money Clip			\$15.00
24	NALC Earring			\$15.00
25	Veteran Drawstring Backpack			\$10.00
26	Veteran Window Static Decal			\$1.00
27	NALC Trailer Hitch Cover			\$10.00



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Attach check or money order made payable to Secretary-Treasurer, NALC and send with completed order form to: National Association of Letter Carriers, Supply Dept., 100 Indiana Avenue, N.W., Washington, D.C. 20001-2144 Telephone: (202) 393-4695

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Update on contract talks



**Paul
Barner**

As the NALC's executive vice president, I have the honor—and the duty under our union's constitution—to serve as the chief spokesman for our union in contract talks with the Postal Service. As we go to press this month, NALC and the Postal Service have agreed to continue negotiations on a new collective-bargaining agreement. The current agreement, which was set to expire at 12 o'clock on the evening of Saturday, May 20, will remain in full force until a new negotiated or arbitrated agreement takes effect.

A mandatory 60-day mediation period will follow, as required by statute. NALC will continue to

work toward reaching a negotiated agreement with the Postal Service during this 60-day period. Issues that remain in dispute after the mediation period would be addressed through an interest arbitration process, which would result in a final and binding decision on the contents of a new national agreement. The parties will select a neutral arbitrator to chair an arbitration board that would also include one management and one union arbitrator.

Further updates will be provided as the process moves forward.

The entire Executive Council and a team of Headquarters staffers have been mobilized to fight for improvements in city carrier pay and working conditions. As we reported earlier, we formed a variety of internal subcommittees to focus on dozens of contractual issues and to develop proposed changes and/or additions to our National Agreement. The subcommittees are composed of national business agents, resident national officers, and staff with specific expertise on the issues under consideration. Without exception, the subcommittees took their work seriously and labored diligently to reach consensus. All together, they reviewed each article in our labor contract for possible revisions, guided by the whole range of contract resolutions adopted by past NALC Conventions—the highest authority in our democratic union.

The subcommittees produced possible contract proposals for review by the resident officers, who then worked to revise and prioritize the proposals.

We finalized formal proposals to pass across the collective-bargaining table to postal management. These proposals focus on the most urgent challenges facing city carriers: the chronic understaffing we've experienced in recent years, the rising threat of crime on the job, mistreatment and bullying by managers, management's failure to comply with our contract's overtime provisions, scheduling matters and leave policies, and the need to improve our handling of grievances and the Dispute Resolution Process.

We have met with our management counterparts repeatedly, sometimes in the Sombrotto building and sometimes at the L'Enfant Plaza headquarters of the Postal Service, to exchange proposals. We have explained each of our proposals and answered management's questions.

Even as we engage in negotiations on these other issues, our focus remains on the most important issue in any contract—the need to properly compensate city letter carriers to reward those who serve as the public face of the Postal Service. We are convinced that significantly increased compensation is not only deserved by our members, but crucial to solving the Postal Service's staffing crisis.

Our goal is to hammer out a tentative, multiyear National Agreement covering all the terms and conditions for America's city letter carriers. If we are successful, we will send that tentative contract out to our active membership for consideration and a ratification vote. We will use our website and social media platforms to provide updates on our talks when necessary.

Our active members should know that even as we bargain in good faith to reach a settlement, we are also preparing to seek a new contract through binding interest arbitration. We are collecting data, hiring expert witnesses, and developing exhibits and testimony in support of our contract proposals. While we prefer a voluntary agreement that letter carriers can vote on, we are ready, willing and able to pursue our goals in arbitration if we reach an impasse.

We intend to remain at the bargaining table so long as productive negotiations are possible. No matter which path we pursue, we aim to achieve the best possible contract for the most productive and admired postal workers in the world. Because our union is strong and united in solidarity, I have every confidence that we will succeed.

The 22 LMOU items



James D. Henry

In this month's article, I will discuss the 22 subject items listed in Article 30 of the National Agreement to be negotiated locally. As previously stated, most letter carrier contractual rights and benefits are negotiated at the national level. However, there are 22 subject items that local parties are left to negotiate based on their own preference.

The union and management are obligated to bargain over each of the 22 items. This means that if either side raises an issue with any subject listed item during local negotiations, the other party must negotiate in good faith. Article 30, Section B of the National Agreement specifies the listed 22 items for local negotiations:

Article 30, Section B of the National Agreement specifies the listed 22 items for local negotiations:

1. Additional or longer wash-up periods. In addition to the National Agreement language that grants reasonable wash-up time to employees who perform dirty work or work with toxic materials, the local parties may negotiate to establish what is "reasonable wash-up time," such as when, how often and how long wash-up time occurs or lasts.

2. The establishment of a regular workweek of five days with either fixed or rotating days off. Negotiating fixed or rotating days off for all carriers in the office, or negotiating both rotating and fixed days off, specifying exactly what kinds of routes (e.g., parcel post, business, etc.) receive rotating or fixed days off.

3. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions. The idea here is to negotiate language that calls for reasonable decisions to be made with consideration for the safety and health of letter carriers.

4. Formulation of a local leave program. Among the items that may be negotiated are date of notification for making choice period selections, method for making choice selections, quota of carriers off during non-choice period, reposting of cancellations, transferring with leave, military leave, Family and Medical Leave Act (FMLA) leave and posting of leave schedules.

5. The duration of the choice vacation period(s). Some local memorandums of understand (LMOUs) have year-round choice vacation periods and no non-choice vacation periods. Other LMOUs have Memorial Day to Labor Day for the choice vacation period and the rest of the year as a non-choice vacation period. Many LMOUs have something in between these two examples.

6. The determination of the beginning day of an employee's vacation period. Generally, the vacation period begins either on a Saturday or on a Monday.

7. Whether employees, at their option, may request two selections during the choice vacation period, in units of either five or 10 days. The local parties can simply state whether there will be one or two selections during the choice vacation period.

8. Whether jury duty and attendance at national or state conventions shall be charged to the choice vacation period. The local parties negotiate whether an employee's attendance shall be charged against the total number of employees off during any week of the choice period.

9. Determination of the maximum number of employees who shall receive leave each week during the choice vacation period. Local NALC representatives should decide whether to negotiate a percentage formula or an absolute number. What may be likely to happen to the size of the workforce in the individual post office in which the LMOU is being negotiated should first be considered. If the size of the workforce is on the decline, then negotiating an absolute number will probably be advantageous. If, however, the workforce is expanding, then a percentage formula will be to the workforce's advantage.

10. The issuance of official notices to each employee of the vacation schedule approved for such employee. It is recommended that local NALC representatives negotiate language requiring the Postal Service to give each employee a copy of Form 3971, approving their vacation schedule.

11. Determination of the date and means of notifying employees of the beginning of the new leave year. Local NALC representatives might wish to include Article 10, Section 4.A in the LMOU. This language provides that the employer must post on bulletin boards, etc., no later than Nov. 1 the beginning date of the leave year. Of course, local NALC representatives may wish to nego-

tiate another date, depending on the needs and wishes of the members.

12. The procedures for submission of applications for annual leave during other than the choice vacation period. This item allows branches to negotiate procedures for obtaining leave during periods of the year other than the choice vacation period. There are two general types of provisions the branch should consider here—procedures for making non-choice period vacation selections and procedures for applying for incidental leave. Some branches also negotiate the percentage of letter carriers allowed to take leave during this period.

13. The method of selecting employees to work on a holiday. This simply determines the order in which employees will be selected to work on a holiday. The *Joint Contract Administration Manual (JCAM)* provides a default pecking order; however, the local parties may negotiate different holiday scheduling provisions as long as they are consistent with the provisions outlined in Article 11.6 of the National Agreement.

14. Whether “Overtime Desired” lists in Article 8 shall be by section and/or by tour. Some branches identify the individual sections by number or name in the LMOU.

15. The number of light-duty assignments within each craft or occupational group to be reserved for temporary or permanent light-duty assignment. In negotiating the number of light-duty assignments, local NALC representatives should first assess what the office’s needs have been in the past and then allow for abnormal circumstances that might require more light-duty assignments than have generally been required.

16. The method to be used in reserving light-duty assignments so that no regularly assigned member of the regular work force will be adversely affected. As part of the method to be used in reserving light-duty assignments to minimize the impact of these assignments on the regular workforce, local NALC representatives might attempt to negotiate that management reduce the hours of the non-career workforce to reserve a sufficient number of light-duty assignments.

17. The identification of assignments that are to be considered light duty within each craft represented in the office. Management typically finds limited-duty work for city letter carriers injured on duty. Consequently, one way to define light-duty assignments is to identify limited-duty work and attempt to negotiate

these same duties into a definition of light-duty assignments for city letter carriers.

18. The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section. Some branches separate their installations into sections by station, while other branches separate their installations into sections by zone.

19. The assignment of employee parking spaces. The intent of this item is that the parties negotiate the number of existing parking spaces that will be allocated to letter carriers. It is not—and has never been—the intention to negotiate about the construction of additional spaces.

20. The determination as to whether annual leave to attend union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan. It is important to note that union activities in this item differ from the national and state conventions referenced in Item 8.

21. Those other items that are subject to local negotiations as provided in the craft provisions of this agreement. Since Items 21 and 22 incorporate areas that overlap with one another, it is suggested that these items be negotiated together.

22. Local implementation of this agreement relating to seniority, reassignments and posting. Some categories that should be negotiated are frequency of posting, the scope and method of posting and bidding, and whether or not a branch chooses to incorporate Article 41, Section 3.0 into its LMOU.

Neither party is obligated to bargain outside the listed 22 subject items. However, each party may negotiate and make agreements outside the listed subject items as long as the local agreement is not inconsistent, or in conflict, with the provisions of the National Agreement.

Although we don’t know when the local implementation period will occur, it is important to understand what you are negotiating. Negotiating an LMOU can seem overwhelming for NALC local representatives, especially for those who have not been through the local implementation process. This is why it is essential for you to develop an action plan. Reach out to your branch’s local membership to determine what they would like to see improved in the LMOU.

To move a mountain, you must move one stone at a time.

Important reminders



Nicole Rhine

Whether it's filing reports with the Department of Labor and the IRS or just relaying information to NALC Headquarters, certain tasks must be done by branch officers—and in a timely manner. So here are some reminders designed to help ensure you get it all done.

Reporting to the Department of Labor—Any branch or state association that has a fiscal-year end of Dec. 31 should have filed its labor-management (LM) report by March 31. Additionally, any branch or state association that has a fiscal-year end of March 31 should file its LM report by June

29. If you are not sure what an LM Form is, or which LM Form to file, please see my January column. The form is due within 90 days of the end of the organization's fiscal year.

Reporting to the IRS—Any branch or state association that has a fiscal year end of Dec. 31 should have filed its Form 990, 990-EZ or 990-N with the IRS by May 15. The form is due by the 15th day of the fifth month after the end of the organization's fiscal year. As a reminder, the IRS now requires that all Form 990 filings must be made electronically using software approved by the IRS. In addition, the Internal Revenue Code requires branches with "unrelated business income" (UBI) of \$1,000 or more for the year to file Form 990-T, Exempt Organization Business Income Tax Return, and pay any tax due. Generally, UBI is income from a business that is unrelated to the branch's tax-exempt purposes. More information on the above is in my March column.

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

Service awards—Article 2, Section 5 of the *NALC Constitution* contains information on the years-of-service membership pins available. The branch secretary must notify my office either through the new membership pin program in the Members Only portal or in writing that a member will complete the necessary years of service. Should the branch be awarding a 50-year pin and gold card, please allow four to six weeks, as gold cards are a special order and must be engraved by an outside union vendor.

Bonding—Every officer, agent, shop steward or other representative and employee of a branch or state association who handles funds or other property of the branch or state association must be bonded if the branch or state association has property and annual receipts exceeding \$5,000. Branch and state treasurers should ensure that officers and others handling funds are adequately bonded. Trustees should ensure, during the constitutionally required audits, that an adequate bond is in place. Please see my April column for more information on audits. For more information on bonding requirements, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a separate chapter on bonding requirements (Chapter 4). The guide can be purchased from the NALC Supply Department, and an electronic copy is available from the secretary-treasurer's page on the NALC website by clicking on the "Resources" link.

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

Per capita tax call—The six-month per capita tax call has been mailed out to branches. NALC bills branches semi-annually, in June and December, for the national and state per capita tax of their direct-paying members. For more information on the six-month per capita tax call, please refer to the *NALC Branch Officer's Guide to Finance and Administration*, which has a separate chapter on NALC Dues (Chapter 2). Please see pages 2-12 and 2-13.

Officer information lists—Branches and state associations are reminded to provide the NALC Membership Department with any changes to officers that occur. If you have not already done so, please immediately update the Membership Department via letter or a "Branch Information Record" card, which was included with the six-month per capita tax call.

Sign of the times



**Mack I.
Julion**

Every time there is news of another letter carrier getting robbed at gunpoint for their arrow keys, without fail there is someone who will romanticize about a time when carriers were “off limits.” That is usually followed by a conversation about how respected we *were*, as if part of the problem is with today’s letter carriers. Some may even blame it on the difference in the mindset of these new generations and their lack of respect for all that is sacred.

I have concluded that it is really none of the above, but that it is more of a failure on the part

of the Postal Service to keep us safe. In this regard, I do not believe it is something that is intentionally being done, but rather what is *not* being done. Even more than that, we must all recognize that we are living in a much different world than we were even a decade ago.

Recently, as I prepared myself for my next assignment, I did so while the news story of the latest mass shooting played in the background. The next day I had an early flight to my destination, arrived and settled into my room. I decided to go out and get a feel for the city. I returned, and without watching the news, I went to bed. By the time I turned on the television the next day, there had been three other mass shootings.

I suddenly realized that the concerns of letter carriers out doing our jobs are no different than anyone else just trying to make it through another day. We are not immune to violence. Whether we are shopping in a mall or supermarket, jogging down the street, or simply have children in school, we live in an increasingly violent society and the assault on carriers is merely a sign of the times. Now, having said that, it does not absolve the Postal Service of its obligation to keep us safe.

In President Renfro’s installation speech in December and his article last month, he hit all the right notes. Our safety on the streets must be a top priority. So much so, that with every incident, we must challenge the Postal Service and even our elected officials on what they are doing to keep letter carriers of the *United States Postal Service* safe. We are couriers for

the federal government, and we should be protected as such.

While in Chicago for the annual food drive, I met with Branch 11 President Elise Foster, the A/district manager and the local A/postmaster. This meeting included local law enforcement officers, the Inspection Service and a member of Congress, and was held in the member’s office. Together, President Foster and I pressed them for answers. We told the people in that meeting that our members are keeping their heads on a swivel while delivering mail, and that they need to *know* that someone is working on something to keep them safe.

We agreed that there is no “silver bullet,” but for the sake of our members, we wanted to discuss all options. There are many carriers in Chicago and other major metro areas who are off work due to the *post*-traumatic stress of these armed robberies, while carriers at work are suffering from the *present*-traumatic stress of wondering if they are next.

In two of the delivery zones within the city, Amazon pulled out, citing the safety of its employees, and passed the additional work on to the letter carriers. Obviously, this does not make it any easier for our members, knowing that at least one of our competitors has acknowledged the inherent danger and decided not to put its employees at risk.

This was the environment in which we met, and the following are just a few of the options considered and discussed.

“De-valuing” the key—Prior to my departure, we were working with the mayor and the city council on an ordinance we drafted, which would stop the proliferation of cluster boxes. It appears that developers are being encouraged by “*someone*” to erect them everywhere, in both business and residential areas. Along with the blue boxes, it creates additional opportunities for those who have discovered the ability of the arrow key to access the mail. We know that at the center of this is a national ring of check washing and credit card theft. It has been reported that these keys have a street value, in some locations, of up to \$10,000. The ordinance is currently pending in the city council.

Nationally, the Postal Service is replacing the antiquated mailboxes and has prioritized some of the hottest areas for theft with the newer, more secure boxes. One postal inspector acknowledged that the

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Sign of the times (continued)

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current system of the arrow key dates back to the 1950s. Modern technology, such as key fob and/or remote electronic activation, needs to be implemented everywhere. The arrow key is outdated, and it is time to let it go.

Enhance street observation/security—We were told in our local meeting that FedEx has hired a security company consisting of off-duty law enforcement officers to provide surveillance on its employees while they are delivering. Meanwhile, the USPS Inspection Service and Postal Police are having internal fights over the limitations placed on their services. The Inspection Service claims that protecting carriers on the street was never the responsibility of the Postal Police and that its union is self-serving in trying to enhance its numbers in order to take on the role.

We let them know it is irrelevant to us which side is right; letter carriers are being terrorized while simply trying to do our jobs. We do not care whether it is the Department of Homeland Security, someone needs to protect the employees of the United States Postal Service. That is the message the Chicago branch sent to our congressional offices and the local city council, and I would encourage other local branches to do likewise.

Federal prosecution and public messaging—It appears to me that one of the biggest deterrents of mail theft and assaulting/robbing a postal employee is no longer present—that being the fierce “federal” prosecution and sentencing of anyone found guilty. There need to be harsher consequences. This is where legislators should find common ground. Enhance the laws in place and require all such incidents to go through federal courts.

We were informed that one of the challenges law enforcement faces is the increased use of minors to commit these crimes. Unless the violence is extreme, those cases will go to local prosecutors rather than federal prosecutors.

Either way, when someone is apprehended or prosecuted, it must be publicized. The public needs to know. But more importantly, we need to know!

The congressman we met with also implored his constituents in the district to watch over its carriers. Keeping us safe will take a collaborative effort, so we must seek to get everyone involved.

We all know there is a common denominator to all the madness—increasing societal violence—but unfortunately we cannot count on that changing anytime soon.



MISSING

HELP BRING ME HOME

NCMEC: 1476509

Summer Greenwood



Missing Since: Mar 29, 2023
Missing From: Evanston, IL
DOB: Aug 12, 2009
Age Now: 13
Sex: Female
Race: White
Hair Color: Lt. Brown
Eye Color: Blue
Height: 5'5"
Weight: 155 lbs

Summer was last seen March 29, 2023.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Evanston Police Department (Illinois) 1-847-866-5000



MISSING

HELP BRING ME HOME

NCMEC: 1479194

Laila Brown



Missing Since: Apr 29, 2023
Missing From: Philadelphia, PA
DOB: Dec 19, 2009
Age Now: 13
Sex: Female
Race: Black
Hair Color: Brown
Eye Color: Brown
Height: 5'1"
Weight: 120 lbs

Laila was last seen on April 29, 2023.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Philadelphia Police Department (Pennsylvania) 1-215-686-3093

Answering your questions about recent initiatives



Christopher Jackson

Recently, City Delivery has received a variety of questions from the membership about several Postal Service initiatives. I would like to use this month's article to provide answers to some of the questions asked by city carriers related to these initiatives.

Geotab Telematic device

In a December notification, USPS informed me of its intention to implement the use of Geotab Telematic fleet management devices in all postal-owned vehicles starting in February of this year. USPS explained that the devices

can read and transmit information related to engine odometer readings, vehicle speed, locations, maintenance needs and engine hours to give fleet management a better picture of a vehicle's usage.

Limited testing of the device began in the Richmond, VA, district in December of 2019. Based on information gathered, the Postal Service determined that using telematics technology not only reduces fuel consumption but also improves overall vehicle maintenance and repairs. Additionally, the device provides an audible alert to the driver based on what it believes could be harsh driving behavior. Vehicle reports or "scorecards" will be available to all vehicle operators and their management team without identifying the actual driver; the devices are paired to postal vehicles, not drivers.

Many city carriers have asked questions about the capabilities of the devices and potential safety and privacy concerns. One concern raised by carriers is about the increased risk of Long Life Vehicle (LLV) fires with the potential additional electrical demands on already strained systems. USPS states that during the testing and subsequently there was no indication of increased fire risk due to the devices. As always, carriers should be vigilant for any possible warning signs of vehicle fire and should protect themselves accordingly.

Unfortunately, there also have been reports of some misinformed management officials who have communicated to employees that the devices are recording audio and video of letter carriers. This is simply not true; the devices only measure vehicle conditions and driving behaviors. I have spoken with USPS and have been as-

sured that the devices do not record any audio or video inside the vehicle. If city carriers are being told that the devices are being used for anything other than the stated purpose, they should contact their shop steward or branch officer to investigate.

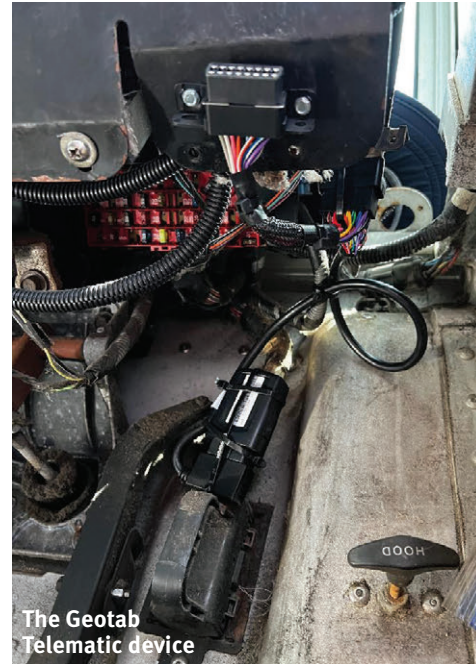
Certified mail

In late March, the Postal Service announced a change to the procedures for certified mail at mail-processing facilities. Over the years, in many locations, USPS has routinely been including certified mail

pieces in the Delivery Point Sequence (DPS) automated mail. However, in other locations certified mail was still being held out and separated from the DPS. With this recent change, USPS hopes to standardize the processing of certified mail. So, in those locations where certified mail still was being separated, the Postal Service now is including certified mail with the DPS.

With this change, it has been reported in some areas that local management has been informing letter carriers that certified mail no longer is an accountable item; this can't be further from the truth. Whether management is processing certified mail into DPS mail or separating and issuing it in the office, it still is a special services mail product and considered an accountable item. Sections 122 and 261.11 of *Handbook M-41, City Delivery Carriers Duties and Responsibilities* specify that certified mail is an accountable, special service item and how it should be treated. These sections read, in relevant parts, as follows:

122.22 Deliver and obtain date, time of event, and signature receipts for registered, certified, Priority Mail Express, insured, and other special services mail. Use scanning device where appropriate.



The Geotab Telematic device

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Answering your questions about recent initiatives (continued)

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

262.1 Use PS Form 3849, Delivery Notice/Reminder/Receipt, for each accountable piece and numbered insured parcel or other special services item. Usually prepare PS Form 3849 as you make delivery. However, enter the address in the Delivery section on the barcoded side of the form, for identification, in the office at the time articles are issued.

Certified mail found in the DPS mail should be handled on the street and upon returning to the office, as outlined in *M-41* Sections 335.16 and 432 below.

335.16 Certified mail mixed in with Delivery Point Sequence (DPS) mail and identified while performing street duties is to be handled in the same manner as certified mail that is issued in the office by the accountable clerk. Customers must sign for this mail on the data collection device at the delivery point. If for any reason the customer cannot sign on the collection device, PS Form 3849 must be completed at the delivery point and delivery should be attempted. Receipts are to be turned in and the collection device presented to the accountable clerk along with receipts for any other certified mail.

Registered and Certified

432.1 Give finance clerk all undeliverable articles, present the data collection device showing each item delivered, all PS Forms 3849 for items unable to be signed for on the device, and/or PS Form 3811 for each registered and certified delivery. The supervisor may print an electronically generated report showing all items signed for on the data collection device.

432.2 Complete PS Form 3821 showing the number of receipts and undeliverable articles returned to the clerk. Ensure that any accountable items found in the DPS mail are added to the total accountable pieces included on the form. If form is properly completed, clerk will sign and return it to you. This is your receipt, keep it for a 2-year period (see Exhibit 432.2).

If you are instructed to treat certified mail in violation of these provisions, notify your local steward or branch officer.

Standard work instruction

—Handling of small parcels and rolls

Another recent concern regards a recently released update to a standard work instruction (SWI) for the handling of small parcels and rolls (SPRs). The update, released in March by the Postal Service, seemed to raise questions about existing procedures and appeared to create new responsibilities for city carriers. The SWI includes sections on start times in relation to manage-

ment's Distribution Up Time (DUT), SPR sortation and distribution, the Load Truck feature, and implementation of an average load time. I want to clarify some of the items on the SWI.

Carrier start times are still determined by management in accordance with Section 122 of *Handbook M-39, Management of Delivery Services*. Proper sortation and distribution of SPRs is not the responsibility of city carriers. While city carriers sometimes are used to sorting and distributing SPRs and parcels, there are no handbook or manual requirements for city carriers when performing these activities.

The SWI also seems to imply an average vehicle load time of 22 minutes for all city routes. I want to remind city carriers that there is no set vehicle loading or unloading time. Load time is determined by the letter carrier following the *Handbook M-41* guidelines. Despite what management may tell you, the union has never agreed to any time standard for vehicle loading. This 22-minute time value was developed simply as a reference time for the route evaluation and adjustment teams to use with the Digital Street Review (DSR) program in the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). The TIAREAP guidelines document (M-01983 in NALC's Materials Reference System) specifically states that this load time average is not a delivery standard and is used only for the purpose of assisting the evaluation team in identifying potential anomalies. All city carriers know that load times can vary greatly based on routes type, mail mix and local conditions. Do not be concerned if your load time varies; just continue to be efficient and conscientious when performing your duties.

As always, city carriers should perform their duties as outlined in the *M-41* and follow the instructions of management. However, if the instructions you are given seem to violate the *M-41*, you should inform your shop steward or branch officer to investigate, and if appropriate, to file a grievance.

I hope this article helps answer some questions about these recent city delivery initiatives. Be sure to visit the City Delivery page on the NALC website for all the latest news on city delivery activities.

In closing, I want to say thank you to all letter carriers for continuing to provide the excellent, conscientious service that makes the Postal Service the most trusted federal agency.

Customers can be our greatest safety risk



Manuel L. Peralta Jr.

Every once in a while, during conversations held with letter carriers while traveling throughout the country on assignments for the NALC, I find myself inviting those around me to share their concern or idea in written form, so that I may incorporate it in my column.

During my recent attendance at the Michigan state convention, such a conversation resulted in

the following contribution from Morgan Harrington of Branch 246, Kalamazoo, MI. She explained her thought on writing the following column this way:

I have typed up an article about the dangers women face while at work. I tried to stay away from words that may be upsetting to some readers while still making the point how some coworkers, management and customers put women at a greater risk while delivering and how we can stand together to protect each other from this. I hope you like it, and I hope it empowers other offices to stand up against harassment in the workplace and out on the street. Thank you for giving me the opportunity to speak on this matter.

The following column was written by her.

Each day, when we show up to work, we are required to do the same job. We are required to lift 70 pounds, we must be able to carry a satchel of 35

pounds, we are required to be able to case at 18 and eight, but when it comes to our safety, are we being treated as equals? In the *EL-801 Handbook: Supervisor's Guide to Safety*, it states that "Supervisors or managers having primary responsibility for the wellbeing of employees must fully accept this principle."

When a letter carrier is bit by a dog, mail delivery is often suspended. The entire area may even become mounted to keep the carriers safe in the future. There are safety talks and guidelines and protective equipment we are all given, all the time, to ensure we are safe from dogs on our routes. All levels of management study how to keep employees safe from dangerous chemicals, animals, slip trips and falls, but what are they doing when a letter carrier reports a customer who is infatuated with them?

As men and women, we face different dangers when we are doing our jobs. As a City Carrier Assistant Academy instructor and an on-the-job instructor, I train all the new hires about the different dangers they may face while delivering the mail. Our men may face hostility from a husband who feels they're being too nice to their wife, and they believe they're flirting, but women often become the best part of some men's day. They watch for them to arrive, follow them, make unwanted advances, and just in general, overstep the boundaries of the carrier. Through my years with the Postal Service, I have spoken to many women on the dangerous situations they have been in while at work. Through these discussions I have found that an alarmingly high rate of our female co-workers are being harassed, threatened, stalked,

or even assaulted while just trying to make a living. I, myself, am no exception to this problem.

"I have found that an alarmingly high rate of our female co-workers are being harassed, threatened, stalked, or even assaulted while just trying to make a living."

In my nine-year career, I have been sexually harassed by a postmaster; threatened to be assaulted by a drunk man just so he could get arrested to be with his son; and a man, who first asked for directions, attempted to reach down my shirt and assault me and was arrested less than four hours later for sexually assaulting a woman, just two blocks away from my encounter, in broad daylight. I do not tell you this to invoke some kind of sympathy, but to bring awareness to a problem rarely spoken of and even more rarely prevented or handled within the post office.

When I first reported a postmaster sexually harassing me at work to my own female postmaster, she asked me for a statement and sent it to our manager of post office operations, who was also a female. I later received a call stating that, "It is just words, I don't know what the hell you're afraid of. Get back in there and do your job."

Later, after a discussion with the Office of the Inspector General, I found out there were more than 40 complaints of sexual harassment against that postmaster. I testified in federal court on behalf of the Postal Service to have this man removed from his position and from USPS. Only six

(continued on next page)

Customers can be our greatest safety risk (continued)

(continued from previous page)

other women felt comfortable enough to testify. He did lose his job, but why did it take 40 complaints?

The worst part was that the complaints were only found while he was being investigated about something else. Our complaints weren't their focus, they were just a smaller part of the "bigger" case. With all that USPS preaches to us about being safe and that "safety depends on me," why are they not protecting us from this very real danger?

“When this occurs to you or a co-worker, please use a PS Form 1767, Report of Unsafe Working Conditions or Practice, to report the customer and/or co-worker (management included). Let your steward know and provide them with statements about what occurred. If you feel you're in immediate danger, call 911 and remove yourself from the location or situation and then report to your supervisor and union steward.”

Each year in the United States, more than 450,000 women are sexually assaulted and 81 percent of women report to have been sexually harassed or assaulted while at work. Those are incredibly high rates. The USPS reports 13,000 injuries (38 percent) due to mail delivery. The chances that a female co-worker is or has been harassed or assaulted while at work is astronomically higher than our injury claims, yet injuries are what we are constantly trained to prevent. We must be vigilant, proactive and advocate for our safety in all aspects of our job: against the customer who is making us uncomfortable, the person who won't take "no" for an answer, the person who is making unwanted advances, and management that doesn't take it seriously.

When this happens to you or a co-worker, please use a PS Form 1767, Report of Unsafe Working Conditions or Practice, to report the customer and/or co-worker (management included). Let your steward know and

provide them with statements about what occurred. If you feel you're in immediate danger, call 911 and remove yourself from the location or situation and then report to your supervisor and union steward.

These dangers are very real. If you doubt it has happened in your office, just ask any of your female co-workers if they have ever experienced a potentially dangerous customer. I have yet to find one who can tell me they haven't in some way been followed, had to ward off unwanted advances, had to skip delivery to a location or pass off loops due to a customer who makes them uncomfortable or afraid for their safety. Male or female, this could happen to you. We must stand together to stop the harassment of our co-workers, by management or our customers.

The United States Postal Service has very strict policies on harassment, and we need to report all possible harassment, whether by a co-worker, management or customer. In my case, it was often my male co-workers and my wonderful customers who protected me from the harassment I encountered, not my management team. I wish I had known back then what I do now. Management has an obligation to protect us from all the dangers we encounter each day. Those aren't just words. The customer isn't "just weird." And you do *not* have to put yourself at risk when you feel their comments, advances or actions are putting you at potential risk of physical or emotional harm.

Brothers and sisters, as your director of safety and health, I ask you to look out for one another, step up to protect each other, report misconduct, harassment and potentially dangerous individuals and situations. We must take this seriously. We must stand together and advocate for safer working conditions, both in the office and out on the street. Take care of each other.

If you or someone in your office has been a victim of harassment and needs someone to talk to, the Employee Assistance Program (EAP) is available to you. Don't suffer and try to get through this on your own. Call 1-800-EAP-4-U or visit EAP4you.com for more information.

In January of 1984, while at the beginning of my USPS and NALC career, my branch suffered the loss of letter carrier Ida Jean Haxton. Haxton, a 30-year-old mother of two, lost her life at the hands of a customer. The station at which she worked was renamed in her memory.

The concerns expressed by Morgan are real and I thank her for sharing them with us.

Keep an eye on each other.

Social Security web portal



**Dan
Toth**

It's easy to go into cruise control when it comes to Social Security. With each paycheck, a small portion of your wages is deducted with no effort on your end (except for employees covered under the Civil Service Retirement System, CSRS). In return, you will receive a safety net of a guaranteed benefit during your retirement. This article will discuss Social Security's web portal, as well as credit necessary to receive benefits.

You should stay up to date on your earned Social Security benefit by creating a "my Social Security" account at ssa.gov. This is a

free and secure portal for you to access your own information, whether or not you are already receiving benefits. This portal becomes a one-stop shop. You can view benefit estimates, experiment with a variety of different calculators for Windfall Elimination Provision (WEP), Government Pension Offset (GPO), early or late retirement, earnings test, benefits for spouses, life expectancy and more. Other tools and resources include the ability to view your Social Security statement, receive a benefit verification letter, change your address and telephone number, get a copy of your 1099, and request a replacement Social Security card. You don't have to be retired, or even close to retirement, to start benefiting from a personal "my Social Security" account. But for those already receiving benefits, you can set up or modify your direct deposit to ensure that any changes in financial institutions don't result in delayed payments.

Calling or visiting a local Social Security office is rarely necessary once you have a "my Social Security" account. To create your account, visit ssa.gov/myaccount and select "Create an Account." Read and agree to the terms of service and verify your identity. Create your account details, select how to receive your security code and then enter your code. Now that you have an account, you can choose to receive courtesy notifications if desired, by selecting email or text under "Message Center Preferences."

Now that you've created an account, you'll probably want to review your estimate, as well as your earnings history, and check your eligibility for benefits. To qualify for Social Security benefits, you must earn at least 40

credits. These credits don't affect the amount of benefits you receive; they are simply used to determine eligibility. To receive a credit, there is an earnings amount that changes each year. In 2023, you earn one credit for every \$1,640 in covered earnings. You can receive only up to four credits per year. For 2023, you must earn \$6,560 to get the maximum four credits. As this is a fairly low threshold, most people will qualify for Social Security benefits after 10 years in the workforce.

"Your Social Security benefits don't need to be on your mind every day, but you should consider creating an account and checking in at least once a year."

The number of credits needed to be eligible for Social Security disability benefits varies based on age. Before age 24, you may qualify if you have six credits earned in the three-year period ending when your disability started. In general, between ages 24 and 31, you may qualify if you have credit for working half the time between age 21 and the time you became disabled. As a general example, if you became disabled at age 27, you would need three years of work (12 credits) out of the previous six years (between ages 21 and 27). Through the "my Social Security" portal, you can check to see what your disability benefits would be if you qualify, and if eligible, you can even start the disability application process.

Your Social Security benefits don't need to be on your mind every day, but you should consider creating an account and checking in at least once a year. This will help you reflect on your long-term retirement goals and give you an opportunity to review your other retirement benefits on a routine basis. As Social Security benefits are not intended to be your only source of income in retirement, you should also examine your Federal Employees Retirement System or CSRS pension and participation in the Thrift Savings Plan.

Keep in mind that you also should monitor any other benefits, such as the Federal Employees Health Benefits Program, U.S. Letter Carriers Mutual Benefit Association, Federal Employees' Group Life Insurance and Medicare. These combined benefits, with proper planning, can enable anyone to have a long and enjoyable retirement.

Life insurance in retirement



**James W.
“Jim” Yates**

It is never too early to start planning for your retirement. Everyone’s life insurance needs change over their lifetime. One thing we all have in common is the later in life we make decisions about our life insurance, the more expensive it can become.

Most of us do not consider the increasing cost of life insurance as we age and then get blindsided when we reach retirement and see the cost of the decisions we have to make.

All career postal employees are enrolled in the Federal Employees’ Group Life Insurance (FEGLI) basic insurance unless they opt out. The

full premium for FEGLI basic coverage is paid by the Postal Service and therefore is free to active city carriers. Basic coverage covers your life for the amount of your salary rounded up to the next \$1,000 plus another \$2,000.

Many letter carriers also take advantage of FEGLI Options A, B and C while they are active carriers. Option A is an additional \$10,000 in coverage; Option B provides coverage in an amount from one to five times your annual rate of basic pay after rounding your salary up to the next \$1,000; and Option C is coverage for your spouse in multiples of \$5,000 up to \$25,000 and eligible dependent children in multiples of \$2,500 up to \$12,500.

FEGLI is term life insurance that does not build any cash value and remains in effect if premium payments are being made (may continue for up to 12 months in a non-pay status). FEGLI’s premiums are based on the letter carrier’s age. Premium rates increase in five-year intervals beginning on the insured 35th birthday.

Upon retirement, USPS no longer pays the full premium for basic coverage. A portion of the premium will be paid by the retiree. Additionally, if you want to continue your optional FEGLI coverage into retirement, you must choose between continuing full coverage, 50 percent reduction, or 75 percent reduction. Each has a different financial impact to the retiree up to \$2.25 per month, per \$1,000 in coverage for basic, \$6.24 per month, per \$1,000 in coverage for Option B, and \$16.90 per month for each multiple of Option C if full coverage is elected. Option A will cost as much as \$13 per month from age 60 to 64 but becomes free at age 65.

The Mutual Benefit Association (MBA) offers several options that you can take advantage of either in place of,

or to supplement, FEGLI. Two of these options are MBA Whole Life—Paid Up in 20 Years and MBA Whole Life—Paid Up at Age 65.

Both policies are available to NALC members and their spouse, children, stepchildren, grandchildren, step-grandchildren, great-grandchildren and step-great-grandchildren, as well as members’ parents. MBA will insure any one life up to the maximum coverage amount of \$100,000. The difference between these two plans is the age at which the policies may be issued: for a Paid Up in 20 Years policy it is age 0 to 80; for Paid Up at Age 65, age 0 to 55.

The best part about these plans is that the premiums remain the same for the entire premium payment period. At the plans’ designated time, the policy is paid in full. The Paid Up in 20 Year policy is fully paid off 20 years after the issue date of the policy. The Paid Up at Age 65 policy is fully paid off on the policy anniversary date after the insured individual turns age 65. At that time, no further premiums are ever due on either of these policies and the coverage remains in force for the insured’s entire lifetime. The premium is determined by the insured’s age at the time the policy is purchased and the amount of life insurance requested. The earlier in life you make this purchase, the less expensive it will be.

Premiums on either plan may be paid to the MBA through biweekly payroll deduction, through electronic funds transfer (EFT) or directly to the MBA office on an annual or monthly basis by check or money order.

MBA’s whole life policies are “participating plans of insurance.” This means that the policy owner will share in any divisible surplus of the MBA. The divisible surplus is called a dividend, which is credited to the policy on each anniversary date. Policy owners have options on how they may receive the dividends: receive a check each year on the policy anniversary date; dividends remain on deposit with the MBA and earn interest; or dividends can be used to purchase additional life insurance for the insured.

These whole life policies also build a cash value. The longer the policy remains in force, the larger the cash value. If your insurance needs change and you determine that you no longer need coverage, you will receive the value that has accrued. As stated above, because FEGLI is term insurance, it builds no cash value.

There is no open season to purchase an MBA policy; you may join at any time.

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

Preventive health



**Stephanie
Stewart**

Let's take a minute and talk about the word "preventive." Cambridge Dictionary defines this word as "intended to stop something before it can happen, or before it becomes a problem." Taking preventive measures can apply in your daily life choices, in your financial choices, or—as I'm here to discuss—in your health care choices.

I may not know you personally. I may not know your family history. And I may not understand what is of importance to you. But what I do know is, you matter and your health is important. And because of that, I know that preventive health should be a top priority for you.

Preventive care is essential to healthy living because it can detect changes and abnormalities in your body, which in turn could result in earlier diagnosis and treatment plans. Preventive service, as defined by healthcare.gov, is, "routine health care that includes screenings, check-ups and patient counseling to prevent illness, disease or other health problems."

If you are not sure where to start your preventative services, I encourage you to speak with your provider regarding immunizations or screenings you should receive based on your age or health risks. Although not an inclusive list, the NALC Health Benefit Plan covers the following benefits at 100 percent when services are rendered by a PPO provider and are in alignment with the United States Preventive Services Task Force and the Centers for Disease Control guidelines:

- Flu vaccination
- Pneumococcal vaccination
- Routine physical exam
- Screening for cervical cancer
- Routine mammogram for women
- Biometric screening—one annually to include: calculation of body mass index, waist circumference measurement, total blood cholesterol, blood pressure check and fasting blood sugar
- Osteoporosis screening
- Colorectal cancer screening
- Lung cancer screening
- Diabetes screening
- PSA (prostate cancer) screening

And don't forget, you can earn valuable health savings dollars to use toward eligible medical expenses when you partici-

pate and complete the Plan's Wellness Incentive programs, services or screenings as defined in our brochure. For a complete list of wellness incentives and what you need to do, visit our website at nalchbp.org or check the NALC Health Benefit Plan mobile app to see what incentives are available to you.

As we talk about preventive care, there is no better time to give a little extra TLC to the most important muscle in your body—your heart! And that can start with Hello Heart.

Over the years, cardiovascular disease has remained the leading cause of death in the United States, and too often health concerns related to the heart are understated or overlooked. This can happen when heart attack symptoms are misdiagnosed, or other issues aren't properly treated.

According to the American Heart Association, heart attack symptoms in individuals may include:

- Chest discomfort—Discomfort in the center of the chest that lasts more than a few minutes. It may go away, then return.
- Discomfort in other areas of the upper body—Pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Shortness of breath with or without chest discomfort.
- Breaking out in a cold sweat, nausea or lightheadedness.

Keep in mind that though some symptoms may apply to all sexes and genders, others may not, and you should always check with your health care provider as concerns arise.

The good news is that you can help prevent serious health events like heart attacks and strokes by taking steps to care for your heart. These steps let *you* take control of your heart health. By adopting healthy lifestyle habits, staying physically active, avoiding smoking and managing stress, you are caring for your heart.

A helpful tool on this journey is Hello Heart. This app lets you track, understand and manage your heart health, all from the privacy of your own phone. You get personalized digital coaching and heart attack symptom warnings tailored by gender, depending on the setting. Plus, you get a free blood pressure monitor that syncs with the app, so you can monitor your blood pressure anytime, anywhere.

How much will this cost you? The great news is that all of this is available to you at no cost. That's right, we want to make sure your heart is healthy, and you are in control.

If you are ready to give your heart some love today, go to join.helloheart.com/NALC or text NALC to 75706.

NALC Health Benefit Plan members or adult dependents (18 years of age or older) with blood pressure readings of 130/80 mmHg or above, or those taking blood pressure medication, are eligible to enroll.

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

Annual leave carryover

On Sept. 3, 2020, the NALC and USPS agreed to a Memorandum of Understanding (MOU) Re: Annual Leave Carryover for Leave Year 2021, M-01928 in NALC's Materials Reference System, which increased the carryover limit to help avoid forfeiture of unused annual leave caused by the effects of the COVID-19 pandemic. As the pandemic continued to make travel and social gatherings difficult, this increased carryover was extended into the 2022 and 2023 leave years. Although the impact of the pandemic continues to fade, the parties recently agreed to a new MOU, M-01993, to maintain the increased annual leave carryover for leave year 2024. This month's Contract Talk will explain the annual leave provisions, annual leave carryover, and the agreed-upon provisions of M-01993.

Article 10 of the National Agreement covers general leave provisions such as choice of vacation period, vacation planning and sick leave. Article 10, Section 2, incorporates Section 510 of the *Employee and Labor Relations Manual (ELM)*, which contains the rules and procedures related to the Postal Service leave program. Section 512.321 of the *ELM*, which contains the provision regarding annual leave carryover, states:

The maximum carryover amount, i.e., the maximum amount of previously accumulated annual leave with which an employee may be credited at the beginning of a year, is as follows:

- a. Bargaining Unit Employees. The maximum leave carryover for bargaining unit employees is 55 days (440 hours).

As explained in the *ELM*, the typical maximum carryover amount is 440 hours. Accumulated annual leave exceeding 440 hours at the end of the leave year is lost and not rolled over into the next leave year.

Under the provisions of the current agreement, the maximum carryover from leave year 2023 to leave year 2024 is increased to 520 hours. This is explained in M-01993:

The parties agree that for leave year 2024, regular work force career employees covered by the USPS-NALC Agreement may carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024.

In all other respects, the Employee and Labor Relations Manual (ELM) provisions for payment of accumulated leave are not changed because of this Memorandum.

This MOU will expire December 31, 2024.

Just as in the predecessor agreements, M-01993 also affects terminal leave payments, which are made to separating employees for their balance of accrued annual leave. These payments are increased to a maximum of 520 hours through the life of M-01993, which expires Dec. 31, 2024. The provisions regarding terminal leave payments are found in Section 512.732.b of the *ELM*, which states in part:

b. Bargaining Unit Employee. Bargaining unit employees may receive a lump sum leave payment:

- (1) If separating other than under the Voluntary Early Retirement Authority (VERA), for accumulated annual leave carried

over from the previous year; accrued annual leave for the year in which they separate, up to the carryover maximum for their bargaining unit (see 512.32); any unused donated leave; and for full-time and part-time regular employees, holidays that fall within the terminal leave period. Any part of the unused annual leave earned during the leave year of separation that is in excess of the maximum carryover amount is granted prior to separation rather than paid out in the form of a lump sum payment. No payment is made for unused leave that the employee would have been required to forfeit at the end of the leave year.

The provisions of M-01993 apply only to career city letter carriers. City carrier assistants (CCAs) do not carry over leave from one appointment to another or when they are converted to career status. Instead, CCAs who are separated or converted to career status receive a terminal leave payment for any leave balance at the end of the CCA appointment.

Without additional extensions, the leave carryover and terminal leave payment will return to a maximum of 440 hours (as reflected in *ELM* Section 512.321.a) on Jan. 1, 2025.

Article 10, Section 3, of the National Agreement establishes a nationwide program for vacation planning for employees in the regular workforce, with emphasis on the choice vacation periods or variations thereof. Article 30, Sections B.4 through B.12, allow the local parties to negotiate provisions formulating a local leave program in the local memorandum of understanding (LMOU). Any LMOU provisions regarding the local leave program must be consistent with the general provisions of Article 10, Section 3.B, which states:

B. Care shall be exercised to assure that no employee is required to forfeit any part of such employee's annual leave.

Article 10, Section 4, sets out the procedure for vacation planning. Each year, the installation head shall meet with the representatives of the union to review local service needs as soon after Jan. 1 as practical. As stated in Article 10, the installation head shall then:

1. Determine the amount of annual leave accrued to each employee's credit including that for the current year and the amount he/she expects to take in the current year.
2. Determine a final date for submission of applications for vacation period(s) of the employee's choice during the choice vacation period(s).
3. Provide official notice to each employee of the vacation schedule approved for each employee.

In accordance with Article 10, during vacation planning, the local parties should determine the amount of annual leave accrued to each employee's credit, including that for the current year and the amount he or she expects to take in the current year. As the carryover maximum will return to 440 hours from leave year 2024 to leave year 2025, care should be taken to ensure that no employees are required to forfeit any part of their annual leave.

MDA Summer Camp



Christina Vela Davidson



Remember in March, sisters and brothers, when you raised enough money to send at least 30 children to MDA camp? MDA Summer Camp is oftentimes a child's "Best week of the year!" It's an experience of a lifetime for them, and for many NALC members.

MDA Summer Camp is a magical place where anything is possible—from swimming to zip-lining and horseback riding to dancing under a disco ball and gaining valuable life skills. Each summer, kids liv-

ing with neuromuscular diseases attend life-changing, overnight camps around the United States, at no cost to their families, thanks to you, my brothers and sisters.

MDA Summer Camp creates a world of possibilities for children living with neuromuscular disease. Camp gives kids a chance to discover new interests while gaining self-confidence, making lifelong friendships and experiencing the independence of being away from home. Thanks to generous donors and partners, MDA provides a safe, inclusive summer camp experience at no cost to families.

Camp offers a variety of activities and programs such as arts and crafts, sports and games, traditional camp activities and more. Every activity is adapted to meet each individual's needs and abilities. Dedicated and trained camp counselors are available to help campers with activities of daily living and personal care.

Become a camp volunteer

If you're 18 or older and available for a multi-day residential camp, MDA would love for you to apply to join them as a volunteer counselor or medical staff member. Volunteer counselors are by campers' sides day and night so that they can do all the fun activities that summer camp offers. Medical team members supervise and maintain the health and well-being of our campers by administering medications, delivering first aid, and more.

In addition to bringing joy to campers, this fantastic opportunity allows each volunteer to gain high-quality, field-based experience in physical therapy, occupational therapy, medicine, education, recreation and family social services, as well as earning volunteer hours.

Summer Camp registration is now open to both campers and volunteers. And children can still join

virtually or choose to participate in person. For more information, please visit mda.org/summer-camp or contact MDA at 800-572-1717 or camp@mdausa.org. You also can go to mda.org/summer-camp/camper to see where the camps are being held.

Just a reminder: If you want any of your branch events to be shared, please send them to mda@nalc.org or social@nalc.org to be posted on social media. Remember to send copies of all items to MDA so that we can properly give your branch the correct credit for the 2023 year.

**Additions and corrections for the 2022 MDA numbers:
Tulsa, OK Branch 1358—\$2,480**



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: 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.

NV: Henderson (8/20) to Sioux Falls, SD or surrounding area.

Ready to go ASAP. Doesn't snow here! Viva Las Vegas! Casey, 717-587-0636 (text or call).

PA: Pittsburgh (5/19) to Phoenix, AZ or surrounding area. Timothy, 717-439-0063 (text or call) or 24ktlg@gmail.com.

VA: Suffolk (8/20) to Charleston, SC or surrounding areas. Seeking mutual exchange. PTF with a hold-down route with plenty of OT. Moving for family reasons. Freddie, freddiebmanniii@gmail.com or 757-635-9531.

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., June's deadline is for the July 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.

Escalations via ECOMP and the new MTA position, Part 2



Regional Workers' Compensation Assistant Coby Jones

Last month's column provided a broad overview of OWCP's new escalations process. Overall, we have received very positive reviews of the process from both injured letter carriers and their representatives. Many issues that would go unresolved for months are now taken care of in a matter of days or weeks. Since the May column, OWCP has released a second circular on escalations, *FECA Circular* No. 23-06, that further discusses how the process works. In this month's

column we will discuss the nuts and bolts of the process.

Within each case in ECOMP there is now an escalations tab. Currently, claimants or their representatives can use this feature if they would like to submit an inquiry regarding an issue in any of the following areas that is unresolved:

- a. Payment for wage loss
- b. Payment of a medical bill
- c. Authorization of medical treatment/procedure
- d. Authorization of a medication
- e. Health benefits or life insurance issues
- f. Overpayment issues

Last month's column provided examples of possible issues in each of the above areas. Inquiry requests will be initially sent to the appropriate staff member, depending on the nature of the issue, and will be made part of the case file. OWCP has established an initial standard response time of two business days, during which time claimants or representatives may not submit additional inquiries or escalation requests on the same issue.

For example, if a claimant or representative submits a request on Tuesday, they should expect a response by the end of the day Thursday. If they submit a request on Friday, they should expect a response by the end of the day Tuesday. In tracking the days, claimants and representatives should keep in mind that OWCP observes all federal holidays.

If after two business days the issue remains unresolved, claimants or their representative may escalate the inquiry. The inquiry will be submitted to the same individual but will also be escalated to the individual's supervisor. Claimants should then expect a response within two business days.

If two business days pass from the second request and the issue remains unresolved, claimants or their

representatives may escalate to the office director by resubmitting their request a third time.

Note that all active inquiries within escalations will appear in the legend on the bottom of the ECOMP dashboard. The "Review or Escalate Inquiries" section will display a table with inquiries that have been submitted for the case. The "Notified" column indicates the staff member(s) who have been notified about the issue, and the "Request #" column indicates the number of times an inquiry has been made about the issue.

The ECOMP escalations process will help ensure that inquiries are directed to the most appropriate Federal Employees' Compensation Act staff member and that both the inquiry and resolution will be fully documented in the claimant's case file. Accordingly, email communication to DOL and/or OWCP employees from claimants or entities registered in ECOMP regarding issues that can be escalated will be redirected to the escalations feature in ECOMP.

In similar fashion, OWCP has created a new interactive voice response (IVR) system for phone inquiries. Previously, the IVR flow chart directed billing issues to CNSI (OWCP's billing and authorization agent), and everything else to the claims examiner. The new IVR flow chart will now funnel work away from claims examiners to let them focus on their basic claim responsibilities that were outlined in last month's column.

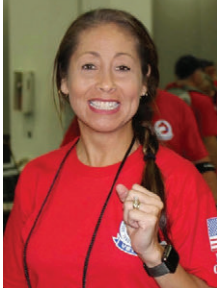
Here is how the workflow will be directed in the new IVR system:

- Press 1 for bill payment or authorizations—directs caller to a medical treatment adjudicator.
- Press 2 for medications—directs caller to a prescription adjudicator.
- Press 3 for health/life insurance issues—directs caller to a fiscal benefit specialist.
- Press 4 for overpayment issues—directs caller to an overpayment specialist.
- Press 5 for CA-7, wage-loss-compensation and other issues—directs caller to a claims examiner.

While the new IVR system mirrors the escalations process, OWCP's goal is for claimants and their representatives to use the more efficient escalations option within ECOMP rather than direct calling.

Claimants and their representatives also should be aware that help guides are available in ECOMP to assist them in using the escalations process. The guides can be accessed by selecting the help menu in the upper right-hand corner of the ECOMP home page ecomp.dol.gov/#/, or at ecomp.dol.gov/#/help.

Are you ready—Disaster supply kit



Assistant to the President
for Community Services
Christina Vela Davidson

As we all know, it is hurricane season. Between the hurricanes and the dangerous, crazy storms that come out of nowhere and catch us by surprise, sisters and brothers, we need to be prepared.

Disasters and emergencies can happen at any time. Preparing for a disaster can reduce the fear, anxiety and losses that disasters cause. A disaster can be a natural disaster, such as a hurricane, tornado, flood or earthquake.

You should know the risks and danger signs of different types of disasters. You also should have a disaster plan. Be ready to evacuate your home and know how to treat basic medical problems. Make sure you have the insurance you need, including special types, like flood/flood content insurance.

Below is information to help you build a disaster supply kit. Once you have planned for your safety as well as that of your family and your possessions, you will have peace of mind and be able to help others. As you prepare your kit, consider any unique needs, including mobility, disability, special needs and other medical needs for your family.

It is important to have an emergency supply kit, a communication plan, plans for your records, plans for each family member, and plans for your pets. Defining your risk will help you develop an appropriate preparedness plan.

After an emergency, you might need to survive on your own for several days. Being prepared means having enough food, water and other supplies to last at least 72 hours. To assemble a disaster kit, store items in airtight plastic bags and put your entire disaster supplies kit in one or two easy-to-carry containers such as plastic bins or a duffel bag.

A basic emergency supply kit could include the following recommended items:

- Water—One gallon of water per person per day for at least three days, for drinking and sanitation
- Food—At least a three-day supply of non-perishable food
- Battery-powered or hand crank radio and a NOAA weather radio with tone alert
- Flashlight
- First-aid kit
- Face mask
- Hand sanitizer
- Extra batteries
- Whistle to signal for help
- Dust mask to help filter contaminated air and plastic sheeting and duct tape to shelter-in-place

- Moist towelettes, garbage bags and plastic ties for personal sanitation
- Wrench or pliers to turn off utilities
- Manual can opener for food
- Local maps
- Cell phone with chargers and a backup battery

You might want to add these additional emergency supplies to your kit based on your individual needs:

- Prescription medications
- Non-prescription medications such as pain relievers, anti-diarrheal medication or antacids
- Glasses and contact lens solution
- Infant formula, bottles, diapers, wipes and diaper rash cream
- Pet food and extra water for your pet
- Cash or traveler's checks
- Important family documents, such as insurance policies, identification and bank account records saved electronically or in a waterproof, portable container
- Sleeping bag or warm blanket for each person
- Complete change of clothing appropriate for your climate and sturdy shoes
- Household chlorine bleach and medicine dropper to disinfect water
- Fire extinguisher
- Matches in a waterproof container
- Feminine supplies and personal hygiene items
- Mess kits, paper cups, paper plates, paper towels, and plastic utensils
- Paper and pencil
- Books, games, puzzles or other activities for children

You should maintain your kit, and store it in a cool, dry place. You also will want to make sure your boxed food is in a tightly closed plastic or metal container. Remember to replace items that are expired as needed.

I suggest that everyone get some kind of weather and/or emergency alert system. Find tools and information to help get your home, family and business ready to deal with disasters and emergencies.

As disasters come and go, you might want to rethink and update your kit to meet your family's needs. Natural or human-made disasters cause emotional distress. Recovery can take time. Brothers and sisters, stay connected to your family and friends during this period.

If you are affected by a natural disaster, please contact the NALC DRF at 100 Indiana Ave. NW, Washington, DC 20001-2144 or at DisasterReliefFoundation@nalc.org, or visit nalc.org/disaster.

Brothers and sisters, stay safe, and as always, thank you for allowing me to serve you!

Please note: The Office of Personnel Management has provided a more accurate method of determining future annuity estimates for retiring letter carriers, which is reflected in this chart and those going forward.

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

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Aug. 1, 2023. Estimates are computed by using the given high-3 aver-

ages, which are based on the basic pay earned by full-time Step 0 carriers and vary by length of postal/federal/military service.

Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$70,520			CC Grade 2 / High-3 Average ¹ : \$72,001		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,130	\$191	\$1,940	\$2,175	\$195	\$1,980
21	2,248	202	2,046	2,295	207	2,088
22	2,365	214	2,151	2,415	219	2,196
23	2,483	226	2,257	2,535	231	2,304
24	2,600	238	2,363	2,655	243	2,412
25	2,718	249	2,469	2,775	255	2,520
26	2,836	261	2,574	2,895	267	2,628
27	2,953	273	2,680	3,015	279	2,736
28	3,071	285	2,786	3,135	291	2,844
29	3,188	296	2,892	3,255	303	2,952
30	3,306	308	2,998	3,375	315	3,060
31	3,423	320	3,103	3,495	327	3,168
32	3,541	332	3,209	3,615	339	3,276
33	3,658	343	3,315	3,735	351	3,384
34	3,776	355	3,421	3,855	363	3,492
35	3,893	367	3,526	3,975	375	3,600
36	4,011	379	3,632	4,095	387	3,708
37	4,128	390	3,738	4,215	399	3,816
38	4,246	402	3,844	4,335	411	3,924
39	4,363	414	3,950	4,455	423	4,032
40	4,481	426	4,055	4,575	435	4,140
41	4,599	437	4,161	4,695	447	4,248
41+11 months & over ⁵	4,701	448	4,254	4,800	458	4,343

Clip and save—may not be printed every month. Always available at nalc.org.

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Aug. 1, 2020, and July 31, 2023, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

3. The reduction for a survivor's annuity is the amount necessary to provide maximum benefits (55 percent of basic annuity) to a surviving spouse.

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$523.75 per month if for self plus one (code 323), \$457.82 if for self and family (code 322), or \$223.12 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-three average on the basis of unused sick leave accumulated under CSRS.

Please note: The Office of Personnel Management has provided a more accurate method of determining future annuity estimates for retiring letter carriers, which is reflected in this chart and those going forward.

Monthly FERS annuity payments for letter carriers who retire on Aug. 1, 2023

The Federal Employees Retirement System (FERS) covers federal and postal employees hired on or after Jan. 1, 1984. FERS employees earn retirement benefits from three sources: the FERS Basic Annuity, Social Security and the Thrift Savings Plan.

An additional Special Annuity Supplement is paid to FERS annuitants who retire at Minimum Retirement Age (MRA) plus 30 years or more, or at age 60 plus 20 years or more. It is approximately calculated by taking an individual's Social Security age 62 benefit estimate, multiplied by the number of years of FERS

coverage, divided by 40. It is payable to age 62 and then ends. Social Security benefits are payable beginning at age 62.

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Aug. 1, 2023. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$70,520			CC Grade 2 / High-3 Average ¹ : \$72,001		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,175	\$118	\$1,058	\$1,200	\$120	\$1,080
21	1,234	123	1,111	1,260	126	1,134
22	1,293	129	1,164	1,320	132	1,188
23	1,352	135	1,216	1,380	138	1,242
24	1,410	141	1,269	1,440	144	1,296
25	1,469	147	1,322	1,500	150	1,350
26	1,528	153	1,375	1,560	156	1,404
27	1,587	159	1,428	1,620	162	1,458
28	1,645	165	1,481	1,680	168	1,512
29	1,704	170	1,534	1,740	174	1,566
30	1,763	176	1,587	1,800	180	1,620
31	1,822	182	1,640	1,860	186	1,674
32	1,881	188	1,692	1,920	192	1,728
33	1,939	194	1,745	1,980	198	1,782
34	1,998	200	1,798	2,040	204	1,836
35	2,057	206	1,851	2,100	210	1,890
36	2,116	212	1,904	2,160	216	1,944
37	2,174	217	1,957	2,220	222	1,998
38	2,233	223	2,010	2,280	228	2,052
39	2,292	229	2,063	2,340	234	2,106
40	2,351	235	2,116	2,400	240	2,160
Each additional year ⁵	58.77	5.88	52.89	60.00	6.00	54.00

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

2. Years of service includes any unused sick leave.

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

4. If covered by the NALC Health Benefit Plan, a further deduction of either \$523.75 per month if for self plus one (code 323), \$457.82 if for self and family (code 322), or \$223.12 if for self only (code 321) will be made. In addition, premiums for any coverage under the Federal Employees' Group Life Insurance Program will reduce the net annuity further.

5. Under FERS rules, there is no maximum allowable yearly annuity. However, given the FERS formula of 1 percent per year, it is highly unlikely that any FERS employee will ever exceed the 80 percent maximum limit under CSRS.

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10 percent—their annuities are calculated at 1.1 percent times years of service times high-three average salary.

Wounded Warriors Leave rights

Wounded Warriors Leave (WWL) is a category of leave, distinct and separate from earned sick and annual leave. It was created in response to the passage of the Wounded Warriors Federal Leave Act of 2015. WWL is provided specifically for eligible employees to undergo medical treatment for a military service-connected disability rated at 30 percent or more.

This additional category of paid leave is an important benefit for disabled veterans eligible to receive it. Disabled veterans generally have a need to attend regular medical appointments to maintain their health and to continue their eligibility to receive their veterans' benefits. Frequently, it is unavoidable that such appointments must be scheduled during normal work hours, and before the creation of WWL, letter carriers were often required to use leave without pay (LWOP) or their earned sick leave to attend those appointments. WWL provides some relief, in the form of 104 hours, credited annually, to those who are eligible and need to receive medical treatment.

It is an employee's responsibility to notify the Postal Service of their eligibility before requesting WWL. Employees must provide documentation from the Department of Veterans Affairs certifying that they have a qualifying service-connected disability. Eligible letter carriers who have not yet submitted the necessary paperwork should do so as soon as possible to avoid any delays.

The eligibility requirements, as outlined in USPS Management Instruction EL-510-2019-2 (M-01901 in NALC's Materials Reference System), are as follows:

Eligibility

Eligible Employees

All employees who have a single or combined service-connected disability rating of 30 percent or more are eligible for Wounded Warriors Leave.

Employees with Pending Disability Determinations

Otherwise eligible employees with pending disability determinations who at any time during any Leave Year receive a 30 percent or more disability rating, will be eligible for leave retroactively to the first day of that current Leave Year. Any leave without pay (LWOP) or leave used while the determination is pending will be reimbursed and replaced with Wounded Warriors Leave, as appropriate, up to the maximum number of hours allowed. Wounded Warriors Leave may be retroactively applied for only the most current Leave Year and for no more than 104 hours.

Losing the Disability Rating

If an employee's service-connected disability rating is decreased to below 30 percent or discontinued during any Leave Year then the employee no longer has a qualifying service-connected disability. The employee must notify the HR Shared Service Center of the effective date of the change in the disability rating. The employee is no longer eligible for Wounded Warriors Leave as of the effective date of the rating change.

Confirmation of eligibility to receive WWL can be found on the carrier's PS Form 50, Notice of Personnel Action. In Box 11 on their PS Form 50, it should indicate "6-10pt-Comp over 30%." If Box 11 does not denote "6-10pt-Comp over 30%," the employee will need to



submit the necessary documentation to certify that they meet the 30 percent eligibility requirement.

When possible, eligible carriers are required to request this leave in advance by completing and submitting to their supervisor a PS Form 3971, Request for or Notification of Absence. The supervisor is responsible for approving or disapproving requests by signing PS Form 3971 and returning a copy to the employee. In addition, to verify that any WWL requested by an employee is appropriately used for the treatment of a service-connected disability, the requesting employee must provide proof from a health care provider that the employee used the leave to receive treatment for a covered disability.

The Postal Service created a form to be used for this verification, PS Form 5980, Treatment Verification for Wounded Warriors Leave. The employee should designate the reason for the absence as "Other" on PS Form 3971 and write "Wounded Warriors Leave" in the space provided.

Should the need to use this leave be unforeseeable, the employee must notify the supervisor of the expected duration of the absence and the applicability of WWL. Carriers may use the Enterprise

Leave Request Application (eLRA) to request unscheduled WWL, accessible online via LiteBlue at liteblue.usps.gov. Employees also may use the Interactive Voice Response (IVR) system to report absences if this process is used in their employing office. A PS Form 3971 is required upon returning to work and a PS Form 5980 no later than 15 calendar days after returning.

Employees eligible for WWL also may be eligible for protection under the Family and Medical Leave Act (FMLA)—see Section 515 of the *Employee and Labor Relations Manual* for more information and eligibility requirements. Supervisors will initiate FMLA leave if they have reasonable grounds to believe that the leave might qualify. FMLA protection does not create any additional accrual of leave time; FMLA runs concurrently with the WWL. It is the employee’s responsibility to provide complete and sufficient documentation to establish eligibility for FMLA.

Newly hired eligible employees or those returning to the Postal Service will be credited with 104 hours of WWL following the Postal Service’s

receipt of documentation supporting the employee’s eligibility. WWL will be available for use retroactively to the first day of their enter-on-duty date, or the current leave year, whichever is later, for use through the end of the leave year. As long as the employee remains eligible, they will be credited with 104 hours of WWL on the first day of each leave year and the leave will be available for use until the last day of the leave year.

No employee may accrue more than 104 hours of WWL each year and it must be used during the leave year in which it is credited and will not be carried over. If the employee leaves the Postal Service at any time during any leave year, any remaining leave will not be reinstated or paid out, except as permitted by OPM regulations if the employee transfers to another federal agency.

Information regarding the rules and regulations of WWL is available on the NALC website, nalc.org, and can be found on the NALC Veterans, Contract Administration Unit and City Delivery pages. PS Form 5980

can be found on those pages as well. After reviewing those guidelines, if you have any further questions about WWL, make sure to discuss them with your shop steward or a branch officer.

NALC Member App

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

Join the NALC Veterans Group

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

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

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



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

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

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

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

Free
to join

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit [serviceline.opm.gov](https://www.serviceline.opm.gov) and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

If the spouse of a retired letter carrier dies, call the NALC Retirement Department for instructions on how to restore annuity to full amount, switch health coverage from family to self (unless you have dependent children) and change beneficiaries.

California

As I write this, we are several days ahead of the food drive. I heard some carriers bragging about not participating in the food drive. And I am sure there are some who did not bother to deliver the food drive cards, which have postage on them. If that describes you, shame on you!

I, for one, am sick and tired of those who talk big. That is to say, they feel they don't need the union, that we don't endorse the "right" politicians, that we defend those who "don't deserve it." How many times has a scab come begging the steward for help because he or she received discipline or felt shorted on overtime equitability? It happens all the time. And if we support Democrats for the office of president of the United States, well, would you support someone who didn't bother to even open your questionnaire? Would the NRA endorse someone who didn't bother to answer their questions? Of course not! Can you name one legislative proposal in our favor that Donald Trump supported?

As we come to the home stretch of contract negotiations, let's support our current leadership. Since 2007, we've survived attack after attack from not only our political enemies, but also those within the USPS who wanted to eliminate six-day and door delivery. And our leadership team got us through all that. I believe they've earned our trust.

On May 14, I celebrate 30 years as an NALC member. It seems like yesterday that I signed up at Fort Ord, which at the time belonged to Monterey Branch 1310. I am proud of all the things that our union represents, such as defending a public postal service, maintaining our contractual rights and pay/benefits. I also appreciate our involvement with MDA and the food drive.

Eric Ellis

Kentucky

As you are reading this Kentucky State Summary for June 2023 in *The Postal Record*, your KYALC is continuing to prepare for our biennial state convention in Louisville on the 11th through 12th of this month. We are following the blueprint set by our national officers when it comes to lobbying our congressional reps. We also totally agree that all of our members should contribute to LCPF.

The sheer numbers are the proof that LCPF has served our membership well. There will be a continual need to have friends in Congress, the White House, the regulatory agencies and the courts. The May *Postal Record* detailed NALC's agenda. We should all save this issue because it minutely describes how important NALC is in the legislative/political process. This scribe cannot embellish this depth in 300 words. There are so many facets of letter carrier lives that are brought to life: health, ECOMP, heat safety, food drive, MDA, disaster relief and the contract—just to name a few!

So across the commonwealth, please read, ask questions and participate, even if it's only to give to LCPF, and support this union that gives back so well.

Bob McNulty

Michigan

Greetings from Michigan. Last month was the Michigan State Association's biennial convention held in Detroit. While preparing, I learned that the first convention was held in Grand Rapids on Feb. 22, 1900. Our next convention, in Traverse City, will mark 125 years as a state association.

By the time you read this, we will either be discussing a tentative agreement or preparing for arbitration. While our last two contracts were marred by the repercussions from the PAEA and the great financial crisis, today we find ourselves buoyed by postal reform and the acknowledgement of the essential role we played during the pandemic.

The sun is still shining, but there are storm clouds gathering on the horizon. Ahead of us lies uncertainty; inflation, possible recession and recent bank failures all pose serious threats to the near-term future of the Postal Service. It's time to take out a little insurance on your future.

Now's the time to make an investment in yourself and your co-workers by donating to the Letter Carrier Political Fund. You may not think of it as "job insurance," but that's exactly why I contribute. The money we raise goes to elect officials, from both parties, who are willing to support *our* interests.

If you're reading this, odds are you're already signed up, so I'm asking you to talk to a co-worker about the fund. If that co-worker responds positively, give us their name and phone number—we will get them signed up. You don't have to do anything but tell either the state association, your branch president, LCPF coordinator or our LPO who to call—we'll do the rest.

Our unity is our strength. No matter what challenges lay ahead, we will get through them the way we always have—together.

John Serwach

Texas

Texas, it's June, and the heat is on. Sisters and brothers, drink water often. You need to drink water every 20 minutes. The *M-39*, Section 242.341 states in part: "Reasonable comfort stops will not be deducted from the carrier's actual time." Do not let any manager or supervisor scare you or guilt you when taking comfort stops. You know your body—take care of it.

The state convention is coming together, and a big thanks go out to Houston Branch 283 and TSALC Secretary Kimberly Arnhold for their hard work. We are looking forward to seeing you next month.

Legislatively, we are pushing H.R. 82, the Social Security Fairness Act, and so far, we have 260 co-sponsors, with 21 from Texas. We are making headway with members across the spectrum. This bill is bipartisan, and co-sponsors continue to be added. There are still 17 representatives who we can convince to support this outstanding bill. Representatives of congressional districts: Go to nalc.org, then Government Affairs>Political Action>Bill Tracking.

Our two senators need some nudging to support the Senate companion bill, S. 597. Sens. Cruz and Cornyn can use your calls, emails and letters to push them to co-sponsor this bill.

When LCCL training is completed, they are ready to represent you in your congressional representative's offices at home and in DC. If interested in volunteering as a letter carrier congressional liaison, feel free to email me at carlos.tsalc@gmail.com.

Carlos Rodriguez Jr.

Wisconsin

Spring is in the air...but the buzz around Eau Claire, WI, is that WSALC Vice President/Director of Education Corey Grotte is the bee's knees!

Grotte has been a USPS letter carrier since 1999, immediately after serving four years in the Navy. In 2016, his youngest daughter saw a



Corey Grotte

display of honeybees at the local hardware store. Grotte stated that at that time she was studying the importance of pollination and pollinators, so they started their own backyard beekeeping with two hives and worked with the bees together. This started the Grotte family-

owned business Sticky sMyles—Eau Claire's Urban Beekeeper.

Six years later, Corey manages 14 hives of his own and sponsors four youths a year, teaching them about honeybees and managing healthy hives. Sticky sMyles uses all the byproducts from the hives. They use the beeswax to make all-natural lotion bars and lip balms, and of course they harvest the honey from their chemical-free hives. Sticky sMyles donates half of all sales from letter carriers to MDA, approximately \$700 a year.

Urban beekeeping provides communities with opportunities to learn about bees and become comfortable with our favorite winged pollinators. Honeybees play a critical role in our food system, accounting for the pollination of more than 85 different crops.

Like bees to honey, Grotte, as an apiarist, enjoys working with the pollinators that are important in maintaining a healthy environment.

You can find out more buzzworthy backyard stories at "Sticky Smiles Apiary" on Facebook, or stickysmyles.com.

In solidarity—

Dawn Ahnen

Retiree Reports

Anchorage, Alaska

The branch picnic is scheduled for June 25 at the American Legion Post 28 from noon till 4 p.m. There are door prizes for everyone and plenty for the kids to keep busy. We'll have face painting and jumper houses for the kids.

Carriers need the break from the hectic pace of work and the overtime hours. Have you ever seen the movie "Weekend at Bernie's"? If you remember how they pretended their boss was still alive with different stunts (having a string tied to his hand so it looked like he was waving), well, the carriers are reporting that management in Anchorage are doing the same thing with the current postmaster.

While no one has verified if he has a pulse, he surely acts like he isn't alive. While many say that managers are the puppets of upper management, this guy takes it to a whole different level. We can't tell when he's talking because it's so rare and his lips don't move. And because he doesn't commit to any actions or decisions and isn't a new act by managers, it does make us question, again, if he's alive. It sure makes it difficult to have a labor-management meeting when nothing can be accomplished unless someone else has to approve every move. Too bad his paycheck didn't reflect the work he accomplishes.

The city is about to go through some major route changes (well, after many grievances, I'm sure) due to the joint route inspection process. As many of us all knew, management had the routes so overburdened that to get routes back to some type of normalcy, numerous new routes are being created. What are the chances they will get it right without the help of letter carriers? I say slim to none, and slim's out of town.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

In 1952, NALC became the first national sponsor of the Muscular Dystrophy Association. Since that time, we have kept our pledge to be with MDA until cures are found for the 43 diseases under the MDA umbrella. We mean to keep that commitment.

Letter carriers' significant role in helping make important research development and potential breakthroughs possible cannot be underestimated.

The freedom to walk, to talk, to run and play. To laugh, to hug, to eat. To breathe. Every day, muscle-debilitating diseases take these abilities away from kids and adults we love. And every day, MDA families are doing remarkable things to live beyond their physical limits.

Remember, be sure to send off any offline revenue to MDA using the NALC allocation form that can be found on the NALC website of the branch Facebook page so that we can be sure your branch gets the credit.

You don't have to wait for the branch to have a fundraiser—donate now.

Dennis Spoto, Branch 425



Milford, MA Branch 308 President Rick Murdock (l) and Region 14 Regional Administrative Assistant Jerry Ugone (r) give a presentation at a recent branch dinner meeting.

Centennial, Colorado

We had the pleasure of hearing from NALC Vice President James Henry at our last branch meeting. He updated us on contract negotiations, bills in Congress, arbitrators involved in grievances, and safety of letter carriers.

It was a pleasure to hear that our national officers are listening and working to ensure that our benefits are maintained and looking for ways to improve our well-being. So many jobs today are looking for someone to produce as cheaply as possible, without giving those laborers a voice in their productivity. A "seat at the table" refers to what unions do—give workers a voice in decisions being made. And that's where NALC fits in.

At our convention in Chicago, there was a lot of talk about the safety of carriers. Due to the nature of what we are delivering these days (more parcels), there is an increase in robberies. And because our days are starting later, we find ourselves out late at night more often. I always thought walking house to house late at night was a waste of time—customers just assume no mail was delivered when there is nothing in the box at the usual time.

One of the suggestions heard was putting a panic button on the carrier's scanner. I'm actually surprised this wasn't implemented on the last rollout—which tells me our safety is not a priority. But that can be fixed, because we have a union to back us up. We have to be creative and start talking to our stewards, fellow carriers, and maybe management and explain what is not making us feel safe. And please get the information to our next union meeting. Watching out for each other is what will get us home safely.

In unity—

Barb Larson, Branch 5996

Milford, Massachusetts

Along with many other retirees, I recently attended the Branch 308 dinner meeting. This is always an enjoyable experience for us. Those branches who don't do something like this now would do well to consider it. Active carriers and retirees can learn a lot from each other.

We were joined by my friend, Jerry Ugone, a regional administrative assistant from our national business agent's office. Jerry stressed the importance of keeping up with developments concerning working conditions and benefits, among other things. There are several good ways to do this: read this magazine when it arrives, download the NALC app to your smartphone and, of course, take an interest in your branch business. Things are a lot different now than when most of us retirees started, a time when communications consisted of two tin cans and a string.

The issue of health insurance is of special importance, as the system will be seeing a lot of changes in the next two years. Like it or not, this is political, and we must face up to this reality or we risk ending up with disappointing results. Another reality is that the struggles of workers outside the Post Office in the long run affect us as well.

I am very proud that our Branch 308 has 100 percent membership among letter carriers, and that our region has very high membership as well. This is a credit to the good work being done by our branch president, Rick Murdock, our national business agent, Rick DiCecca, and the stewards and staff that work with them. Most importantly, credit must also be given to the newer letter carriers, because after all, they *are* the union.

I hope to see many of you at the 2024 national convention in Boston.

Jim Zozzaro, Branch 308

Paterson, New Jersey

Branch 120 has always been an innovator when it comes to participating in union events. From our national strike in 1970, when we were one of the first in New Jersey to participate in this event with our branch president, Murray Ross, to the countless information and strategic picket lines set up in front of the Paterson Main Post Office, we continue to take part in union activism. We are grateful to have former Branch President Ross, who is alive and well, and whom we consult with as time permits. We must not forget the sacrifices made in our past history, which set the foundation for our strong union.

Items like these pave the way for our great union, and are only one sign to promote unionism and protecting the middle working class of America.

Joseph Murone, Branch 120



From the Trustees

Summer has arrived, and Nalcrest residents who live at our community year-round are enjoying the Central Florida leisurely warm breezes, hanging out at the pool/spa or just relishing the unhurried lifestyle.

The “snowbirds” have left the nest for the summer months and have hit the road with a great sendoff party. In classic Nalcrest style, on April 21, the annual going-home party was held for residents. The Nalcrest softball players did their awesome cooking on the grill, and the Ladies Club helped with lots of stuff, while music and dancing engulfed the Lakeside Pavilion. Looking forward to the Fourth of July Nalcrest extravaganza.

There are some changes on the Nalcrest Committee, with the well-deserved ending of more than a decade serving the NALC at Nalcrest by Don Southern and Tom Young. Both are returning to retired life. Retired NALC President Fred Rolando has rejoined the Nalcrest Committee as a vice president, replacing Tom Young. Tony Diaz, retired past president of Tampa, FL Branch 599, was voted unanimously by the Nalcrest board to fill the vacancy created by Don Southern’s departure. Tony will also serve as a Nalcrest vice president.

Wow! There are 250-plus retired letter carrier members on the waiting list to live at Nalcrest. Apparently Nalcrest is a sought-after cool place to spend life after being a union active letter carrier.

Matty Rose

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 Tony Diaz



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.

Top and above: Nalcrest resident enjoy a going-away party for the snowbirds.

Election Notices

Arlington Heights, Illinois

This is the official notice to the members of Branch 2810 for nominations for delegates to the 2024 Illinois State Association convention and 2024 national convention. By virtue of his/her office, the president shall be an automatic convention delegate. Nominations shall be held at the regular branch meeting on Sept. 1 at 600 Landmeier Road, Elk Grove Village. The meeting will begin at 6:30 p.m. Any member in good standing is eligible for nomination. Candidates must accept nominations at the time made or, if absent, in writing, accepting nominations in writing must be received by the recording secretary within two weeks after nominations have occurred.

Patrick McDonough, Pres., Br. 2810

Bux-Mont, Pennsylvania

This is the official notice of nominations of officers for Branch 920. Nomination of officers will be conducted at the regular meeting on Oct. 24 at the Croydon F.D. Annex (1000 State Road, Croydon). All regular members in good standing except those who have held or applied for a supervisor or 204b position within the last 24 months, as provided in Article 5 of the *NALC Constitution*, will be eligible to be nominated. All candidates for office must be present at the time of their nomination or have submitted to the corresponding/recording secretary in writing a letter indicating their desire to be nominated. This letter must be presented to the president prior to the close of nominations. The nomination of a candidate who is unavoidably detained from attending the meeting will be provisionally accepted pending acceptable evidence being provided to the corresponding/recording secretary. The branch will conduct its nomination of officers and delegates by certified mail if it is unable to hold its regular nominations meeting in October. All nominations must be received at the branch office by Oct. 24.

Elections, if necessary, will be by mail ballot. The ballots will be mailed to members at least 20 days prior to the Nov. 28 meeting at the Telford VFW (395 W. Broad St., Telford). Each member will mail his/her ballot to a P.O. box address established by the election committee. All ballots will be collected by 4 p.m. on the day of the November meeting. Ballots will be counted during the regular meeting. Section 14, Conducting Mail Balloting, of the *NALC Regulations Governing Branch Election Procedures*, will be strictly enforced. The election committee will be permitted to count the mail ballots if the November election meeting is canceled. The election committee and observers will follow all the guidelines as outlined by the CDC.

Jordan Loomis, Sec., Br. 920

Chapel Hill, North Carolina

This is to serve as official notice to all members of Branch 2613 that nominations for the office of president, vice president, secretary, treasurer and three trustees, as well as delegates to the 2024 national convention will take place at the regular branch meet-

ing to be held at 6:30 p.m. on Aug. 10 at Camelot Village, 130 S. Estes Drive, Chapel Hill. Those who wish to be nominated must be present or should give the secretary a letter in writing stating acceptance of nomination. The terms of office will be until October 2025.

The election will be conducted by mail-in ballot. The mail-in ballots will be counted at the regular branch meeting on Sept. 14 at Camelot Village, 130 S. Estes Drive, Chapel Hill, by the election committee.

All mail-in ballots shall be in Branch 2613 P.O. Box 3321, Chapel Hill, NC 27515, no later than 6 p.m. on Sept. 14 in the provided ballot envelope.

Clare Mullman, Sec., Br. 2613

Greater East Bay, California

This is official notice to the membership of Branch 1111 that nominations for the election of branch officers will be held at the regular monthly general meeting at 7 p.m. on Aug. 22 at the branch office, located at 402 37th St., Richmond. The term of office is two years, beginning on Nov. 28.

Nominations will be held for the following branch offices: president, executive vice president, 1st vice president, 2nd vice president, 3rd vice president, 4th vice president, secretary-treasurer, assistant secretary-treasurer, insurance officer, three trustees, seven executive council members and a sergeant-at-arms.

All candidates for office must be present at the branch meeting when nominated and/or signify in writing their willingness to serve, if elected. Nominations may also be made in writing but must be received by the secretary-treasurer before nominations at the branch meeting on Aug. 22. Candidates must verify that they have not held, accepted nor applied for (voluntarily or otherwise) a supervisory position in the Postal Service in the 24 months preceding nominations. Candidates may accept a nomination for only one office. Nominations for delegates to the state and national conventions will also be held.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the address of record to all eligible members in good standing around Sept. 13. Write-in votes are not permitted. Eligible members who have not received a ballot must contact the branch office right away. All ballots are to be returned by the close of business on Oct. 18. The results will be announced at the Oct. 24 general membership meeting.

Edward P. Fletcher, Pres., Br. 1111

Mankato, Minnesota

This is the official notice to all members of Branch 90 about nominations for all branch officers: president, vice-president/head steward, secretary, treasurer, sergeant-at-arms, NALC health benefits representative, and a board of trustees (three members).

Nominations will be held at our regular branch meeting on the second Wednesday of July, and our election will be held at our regular branch meeting on the second Wednesday in September. Any nominations that are mailed in must be received by July 10.

Robert Danks, Rec. Sec., Br. 90

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

Ogden, Utah

This is official notice to all active and retired members of Branch 68 that nominations of all officers shall take place at the Branch 68 monthly meeting at 5:30 p.m. on Thursday, Oct. 5. The address of the meeting place is 298 24th St., Suite 315, Ogden.

Election will be held at 5:30 p.m. on Thursday, Nov. 2, at the Branch 68 monthly meeting at the same location.

The following offices will be up for election: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefit officer, director of retirees, and three trustees. We will also be nominating and electing delegates to the 2024 NALC national convention. The terms of office will be for two years, beginning Jan. 1, 2024.

Sharon Pearson, Sec., Br. 68

Ohio

This is an official notification to all members of the Ohio State Association of Letter Carriers that nominations and elections for the offices of president, vice president, secretary, treasurer, director of legislative and political affairs, director of retirees and board members will be held during the 71st state convention being held at the Hilton Columbus Downtown Aug 4-5. The term of each office shall be two years.

If, due to COVID-19 or any other health pandemics that do not allow the state convention to be held in person, nominations and elections would need to be determined. Notification would be made through a letter to branch presidents on how the nominations/elections would proceed.

Dale M. Liptak, Sec., OSALC

Scranton, Pennsylvania

This is official notice to the members of Branch 17 that nominations for the following officers will be held at the regular branch meeting on Tuesday, Oct. 3, at McEntee-Keller Labor Center, located at 32 Line St., Throop: president, vice president, recording secretary/treasurer, financial secretary/treasurer, MBA/health benefits representative, director of retirees, sergeant-at-arms and three trustees.

According to Branch 17 bylaws, Article 5, Section 4, "All candidates for office or delegate must be present at said meeting when nominated or signify in writing to the Branch their willingness to serve if elected and such notices may be read at the meeting before the nominations are made or received by the Branch within one week of being nominated."

The term of office for elected officers will be two years, beginning January 2024. Elections, if necessary, will be held in person from 7:30 to 8:30 p.m. on Nov. 7.

Daniel Cadden Jr., Rec. Sec./Treas., Br. 17

Regarding Election Notices

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

To submit items by mail: Mail to The Postal Record, 100

Indiana Ave. NW, Washington, DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

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

Southern Illinois Merged

This is official notice to the members of Branch 1197 that nominations for all officers will take place at the Aug. 10 meeting. The meeting will be held at Rob's Pit BBQ in Carterville. Elections will be by secret mail ballot in September. Installation of officers will take place at the Oct. 12 meeting.

Kim Suits, Sec., Br. 1197

Washington, DC

This is official notice that, pursuant to Article 5 of the Branch 142 bylaws, the election of all officers of Capitol Branch 142 will be held by secret mail ballot, and the elected officers of the branch will be installed at the Jan. 3, 2024, regular meeting for a term of three years. Nominations for all officers will be made at the regular branch meeting on Oct. 4. The regular meeting of the branch will be held at 7:30 p.m. at 6310 Chillum Place NW, Washington, DC.

All members in good standing as defined in the *NALC Constitution* must be present or have a member in good standing place his/her name in nomination for only one office/position. All members in good standing must signify his/her acceptance of nomination in writing to the recording secretary no later than 24 hours after the Oct. 4 nominating meeting. The nominee's written acceptance must also include that he/she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting.

At the nomination meeting, the president shall declare any candidate elected when there is but one nominee for the officer position. The name of a nominee who has been declared elected by the president will not appear on

the secret mail ballot. At the nominating meeting, the president will appoint an election committee of five members; none shall be a candidate. The election committee shall conduct the election in accordance with *NALC Regulations Governing Branch Election Procedures*.

Any officer, by virtue of his/her office, shall be a delegate to all conventions.

This is official notice, pursuant to Article 5 of the Branch 142 bylaws of the nomination and election of delegates and alternate delegates to the NALC 73rd National Convention Aug. 5-9, 2024, in Boston. Nominations for all delegates will be made at the regular branch meeting on Oct. 4. The election of delegates and alternate delegates will take place at the regular branch meeting on Nov. 1. Branch 142 union meetings begin at 7:30 p.m. at 6310 Chillum Place NW, Washington, DC.

All members in good standing as defined in the *NALC Constitution* must

be present or have a member in good standing place his/her name in nomination. All members in good standing must signify his/her acceptance of nomination in writing to the recording secretary no later than 72 hours after the Oct. 4 nominating meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions. The nominee's written acceptance must also include that he/she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently at any time during the 24 months prior to the nominating meeting.

Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure that his/her faxed written acceptance has been received timely.

Dennis Wright, Rec. Sec., Br. 142

In Memoriam

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

Harvey M. Bullion	Br. 469	Mobile, AL	Edgar J. Boos	Br. 10	Topeka, KS	Robert K. Kirk	Br. 78	Columbus, OH
Noel J. Anderson	Br. 704	Tucson, AZ	Oscar H. Calderwood	Br. 10	Topeka, KS	Bobbie D. Davis	Br. 1629	Cuyahoga Falls, OH
William M. Gonzalez	Br. 3745	N. Little Rock, AR	Jack E. Connell	Br. 10	Topeka, KS	Jerry A. Kerr	Br. 1629	Cuyahoga Falls, OH
Lilian Meza	Br. 2525	Escondido, CA	Carl D. Golden	Br. 10	Topeka, KS	Robert E. Casad	Br. 182	Dayton, OH
Robert G. Rapp	Br. 1100	Garden Grove, CA	James W. Gravenstein	Br. 10	Topeka, KS	Clyde E. Neinas	Br. 105	Lima, OH
Nida P. Cahinusayan	Br. 1111	Greater E. Bay, CA	Merle E. Holliday	Br. 10	Topeka, KS	Douglas B. Larson	Br. 1433	Medford, OR
Patricia C. Cole	Br. 1111	Greater E. Bay, CA	William E. Manion	Br. 10	Topeka, KS	Louis J. Phillips	Br. 284	Erie, PA
Major A. Samford Jr.	Br. 133	Sacramento, CA	Wendell D. Monaghan	Br. 10	Topeka, KS	Raymond B. Rubin	Br. 157	Philadelphia, PA
George M. Yano	Br. 214	San Francisco, CA	Phillip Munoz	Br. 10	Topeka, KS	James W. Connors	Br. 84	Pittsburgh, PA
Ted D. Carver	Br. 47	Denver, CO	Jack D. Newell	Br. 10	Topeka, KS	James B. Tuscano	Br. 84	Pittsburgh, PA
Zachary P. Romero	Br. 47	Denver, CO	Everett L. Noble	Br. 10	Topeka, KS	A. S. Weber Jr.	Br. 84	Pittsburgh, PA
Paul C. Kipping	Br. 849	Fort Collins, CO	Eldon W. Rokey	Br. 10	Topeka, KS	Randy A. Yoder	Br. 258	Reading, PA
Paul R. Vachon	Br. 20	CT Mgd.	Lyle F. Stebbins	Br. 10	Topeka, KS	Frank J. Rusboldt	Br. 3902	Charleston, SC
John P. Stephenson	Br. 86	Hartford, CT	Ellouise M. Nulik	Br. 201	Wichita, KS	Bobby K. Slagle	Br. 439	Greenville, SC
Raymond N. Daniele	Br. 19	New Haven, CT	Charles D. Guilford	Br. 14	Louisville, KY	Bobbie Aulner	Br. 498	Mitchell, SD
Daniel L. Mansfield	Br. 19	New Haven, CT	Donald F. Stein	Br. 374	Northern KY	Arthur J. Kimball	Br. 491	Sioux Falls, SD
Enrico J. Carpentri	Br. 142	Washington, DC	Alton Guidry	Br. 914	Lake Charles, LA	Carl R. Kile	Br. 62	Chattanooga, TN
James Graham Jr.	Br. 142	Washington, DC	Janice M. Cross	Br. 34	Boston, MA	Kenneth E. Dillard	Br. 2309	Arlington, TX
Charles E. Hall	Br. 142	Washington, DC	Roger D. Hines	Br. 18	Southeast MA Mgd.	Michael A. Larkin	Br. 421	San Antonio, TX
Emory Pratt	Br. 142	Washington, DC	William H. Everson	Br. 1	Detroit, MI	Arturo Licea	Br. 421	San Antonio, TX
William D. Robinson	Br. 142	Washington, DC	Charles D. Giddens	Br. 1	Detroit, MI	Rodney A. Frantum	Br. 567	Alexandria, VA
Scott H. Woodring	Br. 2008	Clearwater, FL	James N. Johnston	Br. 1	Detroit, MI	Robin B. Payne	Br. 1112	Suffolk, VA
Joltan A. Williams	Br. 4559	Emerald Coast, FL	Harold Bigger Jr.	Br. 3126	Royal Oak, MI	Gene R. Betz	Br. 79	Seattle, WA
Clarence J. Waugaman	Br. 2550	Fort Lauderdale, FL	Rhea K. McGregor	Br. 74	Saginaw, MI	Min Song	Br. 79	Seattle, WA
Frank D. Jones	Br. 53	Northeast FL	Martin Tich	Br. 9	Minneapolis, MN	Edward J. Palac	Br. 422	Spokane, WA
Maynard A. Kenner	Br. 1071	South FL	John H. Williams	Br. 763	Columbia, MO	Walter H. Seabrands	Br. 852	Yakima, WA
Ernest J. Knight	Br. 1071	South FL	Ronald T. Hall	Br. 343	St. Louis, MO	Michael W. Bishop	Br. 481	Parkersburg, WV
Robert E. White	Br. 1071	South FL	Robert S. Guccione	Br. 621	Butte, MT	Jack C. Jaquay	Br. 66	Wheeling, WV
Andrea Chang	Br. 599	Tampa, FL	Michael Touroso	Br. 425	Bergen Co. Mgd., NJ	Joseph F. Suchon	Br. 983	Antigo, WI
Robert L. Thurmond Jr.	Br. 599	Tampa, FL	Dolson H. Ayers Sr.	Br. 38	NJ Mgd.	Paul J. Pulvermacher	Br. 507	Madison, WI
Warren E. Herman	Br. 1690	W. Palm Beach, FL	Daniel P. Geroni	Br. 38	NJ Mgd.	Ralph H. Bjerke	Br. 2	Milwaukee, WI
Carl W. Hicks	Br. 1690	W. Palm Beach, FL	Donald F. Trainor	Br. 38	NJ Mgd.	Clarence A. Bruening	Br. 2	Milwaukee, WI
Matthew P. Hoy	Br. 1690	W. Palm Beach, FL	R. A. Amatucci	Br. 768	Somerville, NJ	James R. Denman	Br. 2	Milwaukee, WI
Edward J. Kot Jr.	Br. 1690	W. Palm Beach, FL	Paul F. Mack Jr.	Br. 1492	Westfield, NJ	Robert O. Dix	Br. 2	Milwaukee, WI
Frank J. Ragley	Br. 1690	W. Palm Beach, FL	Henry G. Shuster	Br. 1492	Westfield, NJ	Sterling A. Gray Sr.	Br. 2	Milwaukee, WI
Donald D. Sands	Br. 1690	W. Palm Beach, FL	Leonard F. Dabkowski	Br. 29	Albany, NY	John F. Henkel	Br. 2	Milwaukee, WI
Edwin L. Wade Jr.	Br. 1690	W. Palm Beach, FL	Albert E. Segal	Br. 3	Buffalo-Western NY	Frank W. Jackson	Br. 2	Milwaukee, WI
Willie L. Langley	Br. 73	Atlanta, GA	Walter C. Stetz	Br. 3	Buffalo-Western NY	Gordon F. Kirchhoff	Br. 2	Milwaukee, WI
Leon Spooone	Br. 4568	Forest Park, GA	Edmund F. Aniszewski	Br. 150	Dunkirk, NY	Patrick A. McGillis	Br. 2	Milwaukee, WI
Virgil C. Lawrence	Br. 1364	Idaho Falls, ID	Mark A. Ward	Br. 21	Elmira, NY	Donald R. Meisenheimer	Br. 2	Milwaukee, WI
Brian A. Manns	Br. 309	Alton, IL	Mitchell T. Prindle	Br. 134	Syracuse, NY	Gerald A. Peschong	Br. 2	Milwaukee, WI
Donald Brumfield	Br. 11	Chicago, IL	James B. Welch	Br. 134	Syracuse, NY	Peter Piotrowski	Br. 2	Milwaukee, WI
Arnetta L. Smith	Br. 11	Chicago, IL	William E. Boyce	Br. 1127	Elizabeth City, NC	Thomas P. Ross	Br. 2	Milwaukee, WI
George B. Burt	Br. 245	Rockford, IL	Broidia O. Combs	Br. 630	Greensboro, NC	Wayne L. Sjoblom	Br. 2	Milwaukee, WI
Tijuana Howell	Br. 4739	Wheeling, IL	Gilbert R. Townsend	Br. 630	Greensboro, NC	Michael L. Southard	Br. 397	Waukesha, WI
James W. Sapyta	Br. 580	Hammond, IN	Arthur E. Reinke	Br. 1152	Minot, ND			
William H. Allen	Br. 10	Topeka, KS	David G. Beck	Br. 43	Cincinnati, OH			

Branch Items

Albany, New York

April was a very busy month for Upstate New York. First, we had the Region 11 rap session in Syracuse. Branch 134 was a fantastic host, and the Region 11 NBA office put together an excellent opportunity to receive training on a variety of important topics, from MODS codes and DEEMS, to OWCP issues and Weingarten rights, to JSOV training.

One of the hits of the three-day affair was a mock arbitration performed by the advocates from Branch 134 in front of Arbitrator Barrett. If you ever get the chance to attend a mock arbitration, I highly recommend it. As a shop steward and Formal A representative, you are literally building the foundation of the entire case that could eventually be heard by a regional arbitrator. To see how the evidence you collected and the interviews you conducted fit like pieces of a puzzle that the NALC advocate is putting together in front of an arbitrator to sway his or her decision in our favor is nothing short of magical.

A week later, it was time for the New York delegation to lobby our elected officials in Washington, DC. This is an important trip each year to thank our elected congressmen and women for supporting us and reminding them there is still much legislative work to be done. Sen. Gillibrand took a special interest in the treatment of letter carriers by management during the horrific snowstorm in Buffalo this past December. Rep. Tonko was interested in the new S&DC centers and how they affected the communities letter carriers were being moved away from. Sen. Schumer thanked the carriers in attendance for fighting with him to finally get postal reform passed. All three pledged their support for the hardworking men and women of the NALC in the future.

Norris Beswick, Branch 29

Boston, Massachusetts

With the arrival of spring in Boston, one thing you can count on is the weather changing every day. Like our spring weather, Branch 34 has gone through a mountain of changes over the course of a year.

First, our newly elected president, Mike Murray, was offered a job working as an arbitration advocate for our national union, which he graciously accepted. Per Branch 34 bylaws, the executive vice president assumes the position of president. For the first time in Branch 34 history, three members have occupied the position of president in one calendar year. As of the writing of this article, Branch 34 has two openings on its executive board. These seats should be filled after an election slated for the fall. Hopefully, this will be the last changes until our triennial branch board of officers elections in 2025.

Branch 34 has also seen changes to the letter carrier craft. A MOU was signed in July stating that all Boston CCAs were to be converted to PTFs. The MOU also allows management to hire a total of 190 PTFs with the hopes of alleviating our staffing problems.

To top off all the changes, the Boston installation has dismantled all FFS sorting ma-

chines. Boston has gone back to the old and more efficient way of throwing the mail in the right order.

Now that the dust has settled, the board of officers is committed to modernizing our operations and bringing Branch 34 grievance procedures into the 21st century.

In closing, Branch 34 has had seen a flood of retirements, too many to list. So, if you are one of the lucky recent retirees of Branch 34, best wishes on a long, healthy and happy retirement.

Tom Rooney, Branch 34



Cherry Hill/Haddonfield, NJ Br. 769 honored Paul Roberts for 70 years of membership.

Camden, New Jersey Merged

Branch 540 just held our annual retiree brunch. We were honored to have the NALC's 18th president in attendance. President Fred Rolando (Ret.) helped welcome our honorees into the revered status of a retired member of the National Association of Letter Carriers. Brother Fred also both congratulated our new lifetime members and, as we do every three years after branch elections, he installed our branch officers.

Congratulations to all of our honored retirees and thank you for your years of continued membership and support of the NALC: Pete Bindig, Michelle Darro, Janet Clark, Mike Mofa, Robert Kruihof, Donna Jaloway, John Jackson, Angela Morton, Juliana Thompson, Steve See and Richard Hicks.

Retirees Rich Coniglio, Bob Cooper, Jack McGuire, Charles Laphan and Ron Turner all entered into gold card status. We also thanked some of our most senior members. Phil Deaner has 55 years of membership, and Walter Wydra and Henry Szwak (former branch president) both have 65 years of membership.

Thank you all for your years of brotherhood and sisterhood. Thank you for your friendship. Thank you for leading by example. We wish you all have a long, healthy and happy retirement.

I want to thank our banquet committee, Rich Coniglio and Karen Sweerus, and especially the committee head and our director of retirees and former branch president, Russ Olive. Thank you, Russ, for your years of service to the branch. Thank you for your guidance, leadership and mentorship. You've made a huge impact on the branch and on me.

Chuck Goushian, Branch 540

Carmel, Indiana

It can be a mistake to thank people, because you always leave someone out, but I need to take time to thank a couple of people. First, my wife, Cristina, for being as understanding as humanly possible. When we got married, I wasn't even working at the Post Office. When I got hired as a CCA, she thought it was crazy that I spent a couple hours a month at our union meetings. Now every night she's hearing contract talk, complaints about supervisors, late-night texts from Bob with M documents, calls and texts to carriers, trying to have dinner with the kids with David's Webex playing, and seemingly always traveling to some training or convention. She didn't sign up for this but is as understanding as possible; this job can be very hard on our spouses. You can't be thanked enough. Thank you, Cristina Armacost.

President Emeritus Bob Spear has given up his time to be there for me anytime I need it. Since I've become president, he has traveled far to be at every meeting. It is of no personal benefit to him at this point except to help our branch and letter carriers with the knowledge and experience he has gained over the years. Thank you for everything, President Emeritus Bob Spear.

Thank you and congratulations to Greg Clark, who retired at the end of May. Working at the case next to me, he has been a big inspiration, motivating me to step up and take a role in supporting our branch. Without his support, Branch 888 likely would not exist anymore. Thank you and congratulations, Greg Clark.

Josh Armacost, Branch 888

Charlotte, North Carolina

Branch 545 would like to wish all the fathers a happy Father's Day as well as honor the fathers 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 touch all our lives. We want to thank you for being such good role models, not only home but at work as well. We hope all the fathers get to enjoy their day with some much-needed rest and attention from your families.

We would also like to acknowledge and congratulate our fellow carrier, Christine Bowman, on her recent retirement. She has been a carrier assigned to our Ballantyne station and has been with the Postal Service for 35 years. We all wish you the best in the next chapter of your life.

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

Cherry Hill/Haddonfield, New Jersey

On Saturday, April 29, NBA Brian Thompson, former RAA Shelly Williams, Charlie Balmos, Robert Curry, Rick Butler and I had the privilege of presenting a 70-year NALC membership plaque to Paul Roberts.

Roberts is 96 years old and a World War II veteran. At age 17, he enlisted in the U.S. Marine Corps and was stationed in Nagasaki, Japan, right after the atomic bomb leveled the city in 1945. After the war, he settled in Haddonfield, NJ, and worked as a letter carrier in 1952 until he retired in 1986.

After retiring, Roberts moved to Ship Bottom, NJ, into the home his father bought in 1965. Retirement hasn't always been easy for him. He survived Superstorm Sandy in 2012, when his home was completely flooded. Last year, at the age of 95, his home caught fire. He crawled out of the fire with just the clothes on his back. He lost everything except a few photo albums.

Even after those hardships, Roberts always has a smile on his face and remains in good spirits. He still goes on his daily walks and is waiting for his new home to be completed.

The presentation of the 70-year plaque was a surprise arranged with the help of his of his daughter, Pat. Roberts was pleasantly surprised and proud. It was an honor to present this milestone plaque to such a dedicated and overall wonderful person.

William Phillips, Branch 769



Cumberland, MD Br. 538 President Paul Kirby attended the Western Maryland Democratic summit. Pictured (l to r) are Rep. David Trone (D-MD), Kirby and Sen. Ben Cardin (D-MD).

Cumberland, Maryland

As Branch 638 president, I met with Maryland Sen. Ben Cardin and Maryland Rep. David Trone in April at the Western Maryland Democratic summit held at Rocky Gap Casino Resort in Cumberland. I thanked both men for their support and leadership with H.R. 3076, which repeals the pre-funding mandate. Both Sen. Cardin and Rep. Trone discussed with me their continued support and commitment to the NALC in ensuring door-to-door delivery.

The Postal Service is the largest employer of veterans and a valuable source of communication to every single household in the United States. The letter carriers of the NALC thank them for all their support in helping us to serve everyone.

Paul Kirby, Branch 638

East Lansing, Michigan

Republicans seem dead set on having our twice-impeached, sexual assaulter former president get reelected and reunited with DeJoy. You think things are bad now? Believe me, it could be much worse if the two of them get together again. I'm thinking privatization. Many years ago, on my first day on the job, I went out with veteran carrier G. Brown to deliver on his route. After about an hour, we came to a house where two dogs were on the loose inside a fenced yard. He asked me as a test, "Do we deliver here?" I said, "I don't know. Maybe, if I knew the dogs were friendly."

He said, "Good answer. In this case, the answer is no. They are not friendly. And you'd think two dogs equal twice the risk, right? But you'd be wrong. With two dogs, one dog excites and emboldens the other, and their pack instincts come out. And, one dog will distract you while the other one sneaks behind you. I always figure two dogs on the loose are at least four times as bad as one by itself."

If you think I'm comparing Trump and DeJoy retiring to those two dogs, I think if I did, I'd owe the dogs an apology. The essence of Trumpification, and the reason his cult spreads like a cancer, is his ability to bring out the very worst in himself and people around him. I know cult behavior when I see it. I had a friend who, in 1999, sold his house, quit his postal job, cashed out his retirement and gave the money to his "church" because he thought the world would end in the year 2000. We weren't friends anymore after I asked him why, if the world was ending, his "church" needed his money.

Mark Woodbury, Branch 2555

Elyria, Ohio

Cascade Branch 196, with the help of NALC Director of Safety and Health Manuel Peralta, Region 11 National Business Agent Mark Camilli and Branch President Dave Lozano, presented retired letter carrier John Poiner with his 55-year membership service pin and a certificate of recognition from Ohio Sen. Sherrod Brown.

The branch also recognized 27 other branch members with membership service pins ranging from 25 to 55 years, along with recent branch retirees Audrey Schindler and Michael Ochall.

William L. Rolfe, Branch 196

Emerald Coast, Florida

Do you remember the CBS show "60 Minutes"? It looks like someone in our district is trying to do a spin-off of it. I have received calls from my stewards and members informing me about stand-ups they are having by the supervisors or postmasters saying that they must be out of the office in 60 minutes. It includes casing, pulling down and loading parcels and gone!

I understand the normal 18/8 standard casing time in the office; let's be realistic, 60 minutes in most cases is not obtainable. In my office, some routes load three or four gurneys of parcels a day, and using the load feature to

scan each parcel and putting them in the truck according to the number makes it near impossible to reach the 60-minute goal. Mind you, I use the word "goal"; all the reports and other



Elyria, OH Br. 196 President Dave Lozano (r), with the help of Region 11 National Business Agent Mark Camilli (l) and NALC Director of Safety and Health Manuel L. Peralta Jr. (second from l) presented John Poiner with his 55-year membership service pin and a certificate of recognition from Sen. Sherrod Brown (D-OH).

methods in the DOIS systems are only tools to assist management in achieving their goal for that day. I have told the carriers that it takes what it takes to accomplish *our mission* of delivering the mail.

Management worries about office times instead of looking at the overall mission. They need to be more efficient in providing the service to our customers. I have read articles where, in some parts of the nation where cities and communities are not receiving the mail daily, some post offices are alternating zones to deliver mail because of a shortage of carriers to deliver the mail. Now that's what the Postal Service should be focusing on: how to deliver mail to all parts of the nation, and not just 60 minutes, which is only one hour of our day.

Condolences got out to the Prater family on their loss.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Our branch recently sent 10 delegates to the state convention in Grand Forks. As always, it is great to see a good number of members who want to learn more and get involved. Congratulations to Branch President Cory Carter on being elected the new state president and Kristi Taylor-Livdahl on being elected to a trustee position. Branch 205 has a long history of our members stepping up, getting elected, and serving as state president or in other executive board positions.

The Trollwood station recently lost one and a half routes through the new TIAREAP process. It is important to always have your scanners on you and do your job by the book every day. With the new technology, be sure to do your job each day of the week as if you are being followed on a route inspection.

Our branch is currently sitting at more than 99 percent organized. We do have one new hire who has not joined as of this writing. Being a branch that has been 100 percent for so long, we forget to ask the new employees if they've

Branch Items

joined and explain the many benefits of the union.

The date for our annual picnic has not been nailed down yet, but I have been informed it will be a Wednesday evening in July. Members will be notified as soon as the final preparations are made. It is always a great time with a mix of retired and active carriers in attendance.

Great job done by Megan Keszler on her first food drive as coordinator; the transition from Mike Fosberg has been seamless.

Congratulations to Kristine Raap and Bill Simpson on recently converting to regular.

On behalf of all members of 205, I send our thoughts and prayers to longtime member Stacie Rinde as she continues her courageous battle with cancer.

Brian Prisinzano, Branch 205

Fresno, California

Is a supervisor really necessary at work when you clock on? Not in my opinion. Unless there is a new letter carrier. We know what to do. It seems most of them just create a hostile work environment with their lies and attitude. Reportedly, communication is a required skill. I know, I know! If they were to just answer the phone, talk to patrons, enter their numbers into the computer, and keep their personal opinions to themselves, that would go a long way. Most of the time, they have to ask the carrier about any problems anyway.

So are they essential to the mail delivery? We do not need nagging liars and power-hungry, opinionated people bothering us before we hit the street. In the 1970s/'80s, they seemed to care about the employees. Not like now. If you get into a vehicle accident on the route, you are not even asked if you are injured. It's more like, "Who did you hit?" You are immediately blamed for being at fault. That's a true story, by the way.

You will never be fast enough, so just forget that. We are not supposed to use loud and/or abusive language on the workroom floor. Yet they have been known to order certain employees to "shut up" while other employees carry on. That is not providing a hostility-free work environment—something they are required to do. None of us needs that before going to the route on a really cold, hot or heavy-volume day. Stressed or angered before you get to your first stop.

Grievances should be filed when dealing with such people. The truth is, you know what to do on the route. It seems that some in management do not know, or refuse to tell the truth. Be united at work. You do not need their crap while at work.

Jesse Dominguez, Branch 231

Garden Grove, California

Over the past three years, the nation has suffered through the first pandemic in almost a century. During the pandemic, letter carriers in every corner of America have stepped up and have kept the nation moving forward, one delivery at a time. For the first time in a long time, we enter contract negotiations from a position

of strength. No longer are we shackled with the pre-funding mandate that management has used as an excuse to deny us a competitive wage and better working conditions. Our time is now, brothers and sisters.

Today's CCAs make less than their TE counterparts almost a decade ago. We must demand an all-career workforce with higher wages of at least 4 to 5 percent across the board. The bullying, harassment and threats on the workroom floor must stop immediately. The abuse suffered by our brothers and sisters at the hands of overzealous, cruel managers must no longer be tolerated. There must be real and sustained change.

During these negotiations, we must be laser-focused on the task at hand. The American people are firmly behind us, and we must rise to the occasion and fight like hell for our members. There can be no excuses, and while there must be honest and fair negotiations, there must never be retreat nor surrender.

Over the past several years, I have witnessed carriers perform above and beyond the call of duty in service to this great nation. Many of our brothers and sisters have lost husbands, wives, sons and daughters during the pandemic. These brave brothers and sisters put aside their pain and their grief and came to work because their country needed them. Now our members need us to do the right thing and negotiate what should be an historic contract for our members.

Byron Thomas, Branch 1100

Granite City, Illinois

Iwant to thank the brothers and sisters of Branch 1132 of the National Association of Letter Carriers who participated in the Stamp Out Hunger Food Drive. And I appreciate the devotion of our members who have volunteered to join the official duties of holding an office, in the past and present, representing members within our local.

Because Branch 1132 is a smaller local, we have a limited number of members to represent our community and our unique members who have different experiences. We see daily how larger communities may discount the concerns from a lower percentage of its members. So, it is mandatory that all of our members participate in union activism that demonstrates our desire to keep every one of our members representation local. Our collaborative efforts are needed to enforce policies and regulations that are restrictive to smaller locals with fewer members.

Please, attend regularly scheduled monthly meetings, and any time you can volunteer assisting the branch, it will be appreciated. Your contribution will help make the National Association of Letter Carriers a powerful and stronger union.

And as reminder to all members of the National Association of Letter Carriers, stated in relevant part of the ceremonial for initiation of candidates into NALC branches: "Wrong no member or see no one wronged if you can prevent it."

Should the need arise in the future to merge with a larger branch, my hope would be that

the members would follow in the steps of previous labor activist from the "burning ground of unionism in Southern Illinois" and turn the local into one of the most powerful. That will deliver a fair and equitable CBA.

In solidarity for all!

Tim Swigert, Branch 1132

Greater East Bay, California

The continuing chronic understaffing in Branch 1111 is extremely bad. Carriers are frequently worked more than 12 hours a day, there is no quality of life, attrition rates are above 50 percent, and the fatigue and stress levels are unhealthy. The starting wages are too low, the cost of living is too high, and there is too much mandatory overtime, even on Sundays. M-01968 did not fix it (Band-Aid), and it hurts us because no dues are paid. We must increase the starting wages above \$26 an hour. The higher wages will slow down attrition rates, reduce mandatory overtime and improve the overall quality of life for all letter carriers. I believe our pay schedule should be shortened to eight years, with Steps AA-C tossed out. We can accomplish our goals through unwavering negotiations, or in arbitration.

Too many crimes are being committed against our brothers and sisters in Branch 1111. We have had armed robberies (guns/knives), a carrier punched in the face, and locks shot out of the back of LLVs. Many carriers have suffered PTSD. There have been numerous smash-and-grabs. We need more law enforcement resources allotted to stop these crimes and to prosecute the criminals. Postal inspectors should be used to protect us from the criminals who assault letter carriers and steal postal keys, mail and packages. If we do not do more now to stop them, these crimes will spread like wildfire.

Now is the time to stop talking and start doing more to protect our carriers who put their lives on the line to deliver the mail. We must do whatever we can to protect our families, our jobs and our communities. We must fight like hell to accomplish our goals.

In solidarity—

Edward P. Fletcher, Branch 1111

Hamilton, Ohio

This is official notification to members of Branch 426. In accordance with Article 15 of the *NALC Constitution*, bylaw amendments were submitted in writing at the branch meeting in April. Therefore, there will be a vote on the submitted amendments at the branch meeting at 7:30 p.m. on June 13. The branch meeting will take place at the union property, located at 3727 Hamilton Richmond Road, Hamilton.

The substance of the proposed bylaw amendments are as follows: correcting the list of officers, clarification of officer and AFL-CIO delegate election procedures, clarification of convention delegate election procedures, and a change in quorum size.

Scott Zimmers, Branch 426

Jackson, Michigan

Jackson is a unique place to work. As you can see from the picture, we have a great group that likes to get involved with fun ideas. This year's Spring into Spring brought rural, city carriers and other areas together to create a mini-Detroit Tigers baseball field. This project took donations and many hours to put together.

We had lights, hats, bats, bases, pictures



Letter carriers from Jackson, MI Br. 232 joined other postal employees to create and enjoy a "Spring into Spring" event.

and jerseys! It was remarkable how ideas would pop up and we would make it happen. Together we made a fun and unique event become a reality. It truly was a great time, and I can't wait for the next one.

What really was unique was the fact that others want to join in next time. The Negative Nellies are becoming positive. The wave and seventh-inning stretch song was the best! Tune was out a little, but very effective.

Take us out to the game!

Mark Raczkowski, Branch 232

Kansas City, Missouri

Now that the 2023 NALC food drive is in the bag (go ahead, I'll wait), hopefully, by the time you read this, the total poundage collected this year shatters the amount collected in 2022. I was out on the 21-day disabled list during last year's efforts and believe that, had I participated, I could have gotten at least six more tubs to help feed America.

The importance of developing and maintaining relationships is the key. Good, solid relationships that NALC carriers have established over time helps create the trust necessary for the USPS to survive. The COVID-19 pandemic and the years following have further exacerbated an already troubled economy. With many of our customers being on the receiving end of food assistance, the NALC food drive is our opportunity to help those who not only pay our salary, but may now include family and friends. It was disappointing to have seen so many NALC food drive notification cards in the UBBM that it still leaves a bitter taste in my mouth.

Going forward, after seeing the good that comes from an annual phenomenon, those of us who approach our event with indifference will have a change of perspective. There is something magical about returning with a load

of food and being swarmed by volunteers undoing in minutes what took hours to accumulate, then celebrating the *victory* over hunger with a potluck with your co-workers and bringing up "stories" of former carrier exploits.

A Letter Carrier Cheer goes out to Byron Townsend, Branch 30 food drive coordinator, office coordinators, volunteers and NALC carriers who participated. A special thanks to Mosugarwood coordinator Sharon Hudgens for providing an excellent Panamanian chicken and David Lopez for his pulled pork.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters!

Last month, I went to Washington, DC, along with fellow Tennessee legislative liaison representatives Anthony (Gno) Lauderdale (Branch 4), James Brown (J.B.) (Branch 4), Laurie McLemore (Tennessee State Association of Letter Carriers president) and Angie Hartley (Branch 4).

This trip is conducted every two years and is sponsored by TSALC. During the year, our job is to reach out to our congressional representatives concerning legislation that has an impact on our role as letter carriers and as family members of this great country.

A few of our compatriots were unable to attend, so we had to double up and meet with all nine of our representatives over a two-day period. And what an experience! It was an impressive experience to walk down the halls of Congress and feel the power and aura of power and history where the laws of our great nation are written.

The force that we felt was even amplified when after the meetings, we visited the Vietnam Wall. It was a very emotional experience to stand at the wall and see fellow warriors wearing boonie hats, fatigues and lapels. They showed up in walkers and wheelchairs. A few had their family and many tearfully remember the aftershock of their battles during and after their return from Nam.

The Capitol is a symbol of power, and the Wall is a symbol of remembrance to those soldiers who survived and those who paid the ultimate price. It is up to our congressional representatives and to society to ensure that their lives will not be forgotten.

Finally, while we stood in front of the Martin Luther King memorial—with his arms folded, positioned between two presidents—it made us aware of the importance of why we, as liaison reps, were there. Thank you.

(Vets) Gno, J.B. and Tony Rodriguez, Branch 419

Lanham, Maryland

In accordance with Article 15 of the NALC Constitution, By-laws of Branches and State Association, Branch 4819 must inform all members of the upcoming vote to approve changes to the current branch bylaws.

The vote will take place during the regular branch meeting on Tuesday, June 6. The branch meeting will begin at 7:30 p.m. Only members in good standing will be allowed to

cast a vote. The meeting will be held at 10104 Senate Drive, Lanham, in the second-floor conference room.

Cynthia Goodwin, Branch 4819

Massachusetts Northeast Merged

Time is indeed a flat circle. Nowhere is that more evident than in the Postal Service. Another month brought another initiative that somehow the union knew about, but the Postal Service did not. Remember that the initiatives I'm referring to are both Postal Service initiatives, so one would think people within the Service would know about them.

The first one was Geotab telematics technology that they are putting into some of the newer postal-owned vehicles. These devices plug into the OMD port and transmit vehicle data, similar to what insurance companies use to give drivers safe-driving discounts. They measure things like hard braking and fast acceleration. Branch 25 received a list from the Postal Service listing which offices were getting these devices installed in their vehicles. Unsurprisingly, not a single local manager was aware of this new program until the union inquired about it.

The second and most recent example was the change in how certified letters are processed. By now, most carriers have noticed that most of the certified letters they get show up in DPS and are not held out separately. The change in certified mail handling is also a Postal Service change in operations. Again, somehow, no one in management at the local level seemed to be aware of this change. Not only was local management not aware of this, but some managers were giving out false information, saying that certified mail was no longer accountable and instructing carriers to scan them and deliver them without getting a signature.

As is the case with most things, the Postal Service is lucky to have the NALC. In these two cases, it was to get the message out to letter carriers, even if it was its own message.

Dan Wheeler, Branch 25

Minneapolis, Minnesota

I noticed that you are new here. Welcome! I'm so happy that you chose to work at the USPS. We need you more than ever. Staffing is so difficult lately. It's harder and harder to find talented and hardworking individuals like yourself. Anyway, I thought that I should introduce myself.

My name is Will. I've been a mail carrier here at the USPS for 10 years. When I started, I was extremely lucky. I worked at a station that was packed with old timers! I learned how to do my job from the very best carriers that the Post Office has ever had.

If it's cool with you, I'd like to share what I've learned. We could take a few minutes from time to time. I believe that I'm standing on the shoulders of giants. I would be so happy if you could feel the same someday.

Branch Items

For now, let me share this little nugget with you. The most important thing that you can do as a new employee: *Show up.*

No matter what happens, you need to keep showing up every day. Your beginning days here are going to be very challenging, but *please don't give up.* If the supervisor says something disrespectful to you, brush that dirt off your shoulder. They don't even realize that they are preventing you from showing up every day with their negativity. Please don't give them any power. Keep your head up. Turn up your smile and *believe* that you are the next great carrier that the USPS was lucky enough to hire.

Together, we could be unstoppable!

Until we meet again, listen and learn. Apply what you learn to your daily work. If you want to talk more about your new job, send me an email: william@branch9nalc.com.

Will Mathes, Branch 9

Monterey, California

Memorial Day is a time to reflect and appreciate those who have gone before us. I appreciate the sacrifices of all our veterans. All gave some, some gave all.

Things in Monterey are kind of strange. From what I am hearing from some, you'd think Korfhof was back. I don't understand why enforcing the contract is taken so personally by members of the management team. It's contractual, not personal.

Withholding documents, giving 10 minutes of union time, telling the steward that they aren't going to give them sh*\$! What on earth is going on? I guess looking at yourself in the mirror each day doesn't bother you. Thank you, Phil, for taking on this battle. I know how hard you're working, as we are sometimes on the phone close to midnight. You are appreciated. Hang in there!

We've always had a pretty stick-together workforce. An injury to one is an injury to all. I don't know why anyone would write a statement against another carrier; you never know when that can come back to haunt you. Just sayin'!

I'm hoping those who received a payment for the non-compliance grievance have made a contribution to the political action fund. The job you save could be your own.

Many thanks to Chris Calica for coming to Monterey and assisting with issues. He's a gem of gems in my mind. Thank you, Brother!

If you are running your route and working less than eight hours, be ready for an add-on—or worse yet, losing your route completely. Route maintenance, putting the parking brake on, shutting off the engine, and taking parcels to the front door are all part of your job. Make sure you're doing your job in a professional manner.



At its retiree luncheon, New Jersey Merged Br. 38 President Michael O'Neill honored James Antoine, Russell Aquino, Robert Reina and William Vance for 60 years of NALC membership with the help of Region 15 National Business Agent Bruce Didriksen and NALC Director of Life Insurance Jim Yates.

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Greetings, carriers of information.

You know when you have your plan 5 talk and the supervisor has a paper in their hand and they are reading a safety talk? Do you think they really care, or are they doing what they are told?

I guess you already know the answer to that, 'cause they give you two different orders from two different stupidvisors and they contradict each other. One says be back at 7, and later the next one says be back at 6:30 on your scanner.

How can you do that when your day is planned ahead of time and you are carrying a workload that would get you back at 7? The only way to get back by 6:30 is to run your route and to do unsafe practices. If you get hurt, they will not have your back; they will stab you in it.

Every office has runners who do their route and 1.5 on another route and still be back in eight hours. All I have to say to you is, "Shame on you!" You think you are doing a great job, but are skipping breaks and lunches and delivering accountable mail without a signature and jamming mailboxes with packages instead of walking them to the door. And management will say you are doin' a great job, 'cause you are making them look great all the while screwing your fellow carriers!

When they add on to your route and you can't do it anymore, then what? Oh yeah, you bid another route and run the hell out of that one! Leaving a mess behind you! Management thanks you, 'cause you just made someone lose their job. One less route, without a doubt!

Be smart and be safe; your union cares about ya. Peace!

Joel Stimmler, Branch 542

Northeast Florida

At the April meeting of Branch 53, four members were recognized for 50 or more years of membership in the NALC. Maceo George, Russell Earl and Tim Muse were given 50-year

pins and gold cards, and 102-year-old Lloyd Pearson was presented his 75-year pin. These men served the branch in many positions and events held over the years. Thank you all for your many years of service to the members of NALC and the branch.

As I write this article, the branch is preparing for the annual food drive. We distributed more than 1.6 million postcards to about 100 offices in the North Florida area. Assisting us was the acting Jacksonville postmaster, Diana Nygaard, and the acting district OPS manager, Rebecca Kruckenberg. This is the first time we have received physical assistance from management, and they both were very helpful and we thank them.

President Thigpenn appeared on a local TV broadcast and attended the kickoff of our drive, and once again Clear Channel electronic billboards announced the drive throughout Jacksonville. Let's hope for an increase in donations to those in need this year.

We also thank NBA Eddie Davidson and his staff for his efforts clearing up the grievance backlog and for his work in troubled offices correcting issues. It is appreciated.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

As negotiations proceed with the Postal Service toward a new contract, we need a career workforce, and that should be one of the priorities. The way the Postal Service deals with CCAs is causing an unstable workforce. Retention, or the lack thereof, is a problem—and one that can be easily solved and still maintain the Service's bottom line now that the onerous pre-funding issue has been dealt with. The path to a career status should be made easier. Letter carriers are among the highest workers in performance and reliability. They should be offered a short time period to reach career status. The mentoring program isn't being dealt with in a manner that takes into account a little common sense, and the Service needs to address that.

It seems nothing new ever lasts in the Postal Service. Every new crop of supervisors is worse than the those who came before. Where the Postal Service needs to improve is training supervisors who care about the people they are supervising. It's not rocket science knowing how to treat the people who work for you with dignity. It is simply using a modicum of common sense and some actual intelligence. Seems like that has always been a problem with postal management, though. Until the hierarchy in the Service gets their heads on straight and realizes that treatment of the people who do the work is what makes the Service one of the most productive in the world, we will be plagued with bad management.

As Strother Martin opined in "Cool Hand Luke," "What we have here is a failure to communicate!" And boy, does it ever fit postal management.

Bob Bearden, Branch 458

Pittsburgh, Pennsylvania

By the time you are reading this, letter carriers will be working without a contract. For those newer branch members who have never been through this, we will be covered under an extension until a new contract is ratified. Theoretically, the NALC (and the USPS at large) has never been in a better bargaining position.

Unemployment is at a 50-year low and so is retention. That puts the pressure on management to sweeten the pot of hiring direct to career appointments. CCAs could possibly wait up to two years before *one minute* of creditable service toward retirement, so this is key.

Starting pay also stands to be increased. The \$10 million pandemic “loan” turned into a grant, the Postal Reform Act eliminated the pre-funding, which resulted in \$56 million in surpluses, and the Department of Justice is investigating an almost \$100 million overpayment to the Civil Service Retirement System. Not only could this be achieved, but letter carriers are deserving of more than a 1.3 percent general wage increase every year for this contract. Don’t forget—every one of us who will end up on Medicare Part B saves USPS money as well.

Letter carrier safety/security while on the street, uniform allowance increases to counter inflation (plus conniving uniform companies) and treatment of employees are all on the table. I guess what I’m trying to say is, examine any proposed contracts with a critical eye. If it passes the test, vote “yes.” If not, vote “no.”

And, well, don’t just fall for the oldest trick in management’s playbook—“back pay.” Sure, it’s nice to receive a lump sum, but USPS knows that it can ramrod a subpar contract through with those two little words.

Be smart; be discerning. You deserve it.

John Conger II, Branch 84

Portland, Oregon

Here in Portland, we are lucky enough to see a rise in hiring. In the Postal Service, there is always some kind of barrier to achieving our goals. Currently, we can’t get our new hires into Carrier Academy because of a backup at drivers training. We don’t have enough DSIs to get new employees through. It’s always something.

In my office, probably like yours, we are expected to do more work in less time, and anything extra that comes up shouldn’t affect our times on the route at all. The clerks are no longer passing out certifieds with the accountable cart. They just show up in the DPS. A carrier in my station recently had 10 unexpected certifieds in their DPS tray. Surprise! No additional time needed there!

How about this: What if each carrier had to deliver a 473-page book to every house on their route? Would that take any extra time? Besides dividing that many books among each route, they must be organized into some kind of street order, not to mention delivered. According to the boss, it takes no extra time. Since that must be true, it seemed like a great day for management to come look us up on the routes to try to squeeze us for less or no OT.

All this after it was announced that “we are the professionals, and we know how long our routes take.” Yet no one ever seems to believe us.

If we are going to retain employees, management must realize that professional delivery takes time. They should all just back off letter carriers and worry about the plant getting us the mail on time. There’s a place where they could find some “savings.”

Suzanne Miller, Branch 82

Providence, Rhode Island

At our branch meeting in May, National Business Agent Richard DiCecca came down to swear in all recently elected branch officers. Family and friends of some of the elected were in attendance for the swearing-in ceremony and some refreshments afterward. Afterward, Mr. DiCecca shared some kind words of thanks and appreciation for Ingrid Armada, former president, and Joan Crugnale, former vice president, who were both in attendance, for their years of dedication and responsibility for growing Branch 15. They depart their positions with the branch financially stable and in the hands of the next generation of leaders to whom they and many others have devoted much time and resources.

I usually touch on management’s flavor of the month in each article, but this month is a little different. Management has increased its efforts to a new flavor of the week. So, to recap, starting a few weeks ago there was a big push against stationary events; not that they were a big issue, but they were probably just bored. Road observations became a hot issue for a couple of weeks when the weather started getting warmer outside, guessing management just wanted to get outdoors. Then they made a point to emphasize no more one-unit lunches (which no one really ever did with any regularity). They are not forcing OTDL carriers on their days off as much and suggesting carriers pivot instead. As you see, it has been a busier month than usual. Again, all I can do is encourage whoever is reading to continue to do the job as safely and effectively as possible. If you do the job correctly, you have nothing to worry about. Until next time.

Anthony Turcotte, Branch 15

Racine, Wisconsin

A staggering 36 human hearts could fit inside a giraffe’s heart. Meanwhile, there are 350 slices of pizza sold every *second* in America. We need to know this.

Finally getting more CCAs on board. How ‘bout the USPS giving them a chance without firing them within 90 days? It takes years to fully digest our craft. We can’t expect new CCAs to know everything in 90 days. They need our support, encouragement and guidance. It’s a process. A constant learning curve.

Remember the “years in service” and “safety” pins we used to get? There was a time when you were recognized by management with a safety certificate or pin, as well as a years-in-service pin. We haven’t done that in years. This was always a positive and unique event for carriers only. It was an opportunity for carriers to be recognized for their worth and experience.

More often than not, our service talks are about giving carriers “one more thing” to do in an already busy day. Right before our eyes, we see a few of our profitable postal products that have lost their value. Express Mail and Certified/accountable mail are two of them.

Express Mail was a premium delivered by noon. It’s 6 p.m. now; might as well save 30 bucks and just slap a 63-cent stamp on it. Certified Mail is no longer an accountable piece of mail. Mailers pay nine bucks or more for Certified/Return Receipt and it just gets dumped in the DPS like a regular piece of mail. No accountability.

More and more, we’re drifting from our core deliveries and bowing to an all-parcel Postal Service. Let’s go back two decades and deliver Carol Wrights and cereal samples. More than half my station will wonder what I’m talking about.

Chris Paige, Branch 436

Rockville, Maryland

We wish to thank the great Bob Henning from Branch 53 out of Northeast Florida for his kind words about our branch in the April issue of *The Postal Record*. We really appreciated that!

I just read an article written by union brother Mack Julion, assistant secretary-treasurer of the NALC, in the *May Postal Record*. This was

COLA: Cost-of-living adjustment

- The 2024 projected COLA under the Federal Employees’ Compensation Act (FECA) is **2.3 percent** following the release of the April 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 **2.0 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

a terrific article. Mack was basically saying, “in our unity, lies our strength!” Please encourage your members to read this brilliant article.

There is a new arbitration out of Memphis, TN, concerning the Joint Statement on Violence in the Workplace, dated Feb. 23, 2023, where Arbitrator Troy Soileau immediately removed four members of management from their positions, including the district manager! Can you imagine how bad the working conditions must have been there for an arbitrator to render a decision like this? Please see this arbitration on our website at nal3825.com.

Last month I started reprinting a letter that was sent to Brian Renfro and Paul Barner on March 24, requesting an *emergency intervention*. Please read the beginning of the letter in the *May Postal Record*. The continuation of that letter is reprinted below:

3) Management sending our members for psychiatric 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. This has been going on for more than six months. And, management refuses to provide the union with a copy of the FFD report in obvious violation of Article 31, Section 3 of the National Agreement. We are entitled to medical information if the information is related...

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

Saginaw, Michigan

In January, Saginaw letter carriers celebrated the new year with the annual Christmas party at the Eagles Hall in Shields, where service pins were awarded and branch officers were introduced. Many retirees came out; among them were 93-year-old Larry Selley and a great group of younger carriers.

Branch 74 officers this year are President Ron Slone; Vice President Tomoko DeLeon; Secretary Patty Sedlock; Treasurer Lydia Enos-McGregor; Segeant-at-Arms Tammy Vincke; Trustees John Hofmann, Dan Ellis and Kristen Duran; Health Benefits Rep Brad McKenna; and stewards Tomoko DeLeon, Crystal Garcia, Dan Ellis and Sean Kelley.

The annual Branch 74 MDA bowling event in February at Stardust Lanes raised \$3,443. Shout-out to Crystal Ranville and volunteers for hosting a successful family fun event.

The retirees lunch group is up and running on the third Wednesday every month with a new concept: one lunch paid for by Branch 74. Some members showing up were Brad McKenna, Dave Wilkins, Gary Sayers, Jim Davis, Gary Schroeder, Larry Selley, John Hoffmann, Lori Higgins, Lydia Enos-McGregor, Jen Speckard, Leona Kem, Lori Wilson, Chuck Henning, Jim Finkbeiner, Tom Switek and me.

Forrest Robison, Branch 74

St. Louis, Missouri

May 6 marked the return of our Ol' Timers Day celebration. This was the 94th year that Branch 343 has set aside to honor those brothers and sisters who have achieved the distinction of remaining loyal members of the



St. Louis, MO Br. 343 honored 50- and 60-year members at its annual Ol' Timers Day.

National Association of Letter Carriers.

We were pleased to welcome 75 attendees, which included nine awardees, officers, family members and friends. The celebration was preceded by a meet and greet, hors d'oeuvres, tall tales, and a delicious catered lunch.

Region 5 National Business Agent David Teegarden and Branch 343 President John McLaughlin served as guest speakers, and yours truly served as the welcoming host. Probably for the first time in our 131 years of existence, Branch 343 welcomed five of our current and former branch presidents. In attendance were John Haake, Keith Gentry, Bill Lister, Barry Linan, and our current president, John McLaughlin. Interestingly enough, speaking with each of the former presidents, the postal problems they addressed were the same issues being faced today. Some things never change. The conclusion is that each generation must continue to fight for the same rights and privileges as the generation before.

Following the remarks of our speakers, it was time to present the awards. This year's gold card recipients in attendance were Donald Bruegger, Keith Gentry, Brad Gleiforst, Nick Grillo, Michael Jennings and Mike McCoy. Attendees receiving their 60-year pins were Edwin Blomker, Michael Carbery and Ken Weld-ele.

It was a privilege to see so many brothers and sisters recognized for their loyalty, dedication and commitment to this union. And it's equally important to slow down the clock and take the time to recognize the accomplishments of all of the brothers and sisters who came before us and sacrificed and fought for the contractual rights we all enjoy today.

Tom Schulte, Branch 343

St. Paul, Minnesota

Early in May we celebrated our annual retirees banquet here at Branch 28, and the turnout was fantastic! This was my first time attending the banquet, and it was amazing to see so many carriers and hear their stories. The job may have changed in some ways, but

the drive to keep improving our working conditions remains the same. Everything we have is due to the hard work and tenacity that was put forth by those who've come before us. I'm already looking forward to next year's party.

Speaking of annual events, it seems as though upper managers have gazed into their crystal ball, spun the giant wheel and cast their runes. Now after much deliberation, they have come to the decision that the most pressing problem facing the Post Office is that we're all spending a little too much time looking at pictures of our families in the office. Who cares that years of poor policy has caused such a staffing shortage that many of us only get to see our families in pictures? Who cares that we're not just a route number but actual people with emotions and lives outside of work? I'm sure this is just one of many ways to “improve efficiency” at the expense of mutual respect. It looks like there's going to be some very interesting times ahead of us, but if we all stand together, we'll come out the other side.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

Special thanks to Champaign, IL Branch 671 for tossing out the first pitch concerning the upcoming contract negotiations. NALC stands at an inflection point, and our new contract must compete with the wage wars that are raging across our nation. USPS must attract and field quality candidates, and our wages must continue to draw new workers.

What's wrong with this picture? letter carrier pay schedule:

- Table 1—Appointment prior to Jan. 12, 2013 – city carrier salary: \$62,078.
- Table 2—Appointment on or after Jan. 12, 2013 – city carrier salary: \$46,038.

Our contract must focus on this discrepancy and fix it! New carriers can read.

We are bargaining from a position of strength; the pre-funding mandate is done, and thankfully that albatross is no longer hanging around our collective necks; Congress has provided funding for new vehicles; our NALC work ethic is bar none. We labored non-stop through the pandemic, while others stayed home; we navigated delivering test kits and the all-important ballots.

It is essential that NALC has a seat at the table when new management personnel are brought on board. We will be better off if we have a part in the hiring process, as other unions have; failure to staff shouldn't fall on carriers' shoulders via mandatory overtime. This is literally breaking the backs of carriers and driving our new hires away; these failures in contractual compliance must be painful (financially). The Dispute Resolution Process needs to be bolstered and include language requiring compliance with all grievance settlements.

NALC simply must nail this contract. No fear, no trepidation. This is what carriers deserve, and we should accept nothing less: a workforce of full-time career craft employees with a guaranteed retirement for new hires to look toward, and a living wage that the private sector cannot match. No carrier should earn less than \$30 an hour.

Don Nokes, Branch 79

South Jersey, New Jersey

Score another one for the NALC! In a long-awaited decision concerning secondary mail that is not in delivery sequence order in our DPS trays, we have gotten an arbitrator to agree that management has violated the contract by not taking this mail out of the DPS trays and has now given them 90 days to take the necessary steps to remove this mail from the DPS trays and give it back to the carriers to sort at their cases, like we did previously. Management is trying everything in their power to eliminate office time, but once again we have stopped them in their tracks.

If your office is still having your secondary mail in your DPS, I suggest you challenge it immediately. Like I said previously, we are working for a bunch of thieves who will try anything, either allowed or not, to eliminate office time.

Another latest ploy, as I am sure you are aware, deals with certified letters being placed in our DPS, which again takes away office time. What concerns me, and it has already happened, carriers are missing these letters and management feels the need to try to discipline them for missing an accountable piece of mail. The problem with this rationale is that we can't be held accountable for mail we haven't signed for.

I am not sure when this lunacy will end, but hopefully someone will step up and stop trying to cut every corner just to save time. The manuals have been around for a long time and unless they change them, they should stop trying to create their own rules. I see how they are dying to figure out a way to mess with the new route evaluation process by trying to disallow certain functions.

I'm not done. Stay tuned.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Fresh off regional OWCP and retiree training held at our hall, Branch 725 just held our annual "Beef and Beer" fundraiser for MDA. Although we are off and running, it's still not enough. We must do everything to benefit our members. Thanks to Norristown Branch 542 for always showing us support. We love you guys, too!

It's that time for postal management. They are talking tough. So please be careful. The acting district manager has instituted a policy to attempt to have carriers off the street by 6:30 p.m. (previously 7). Now he is trying to push back the start times in offices. Yeah, you get it. It is an attempt to circumvent Article 8! Just remember, these actions are only goals for management. They cannot do anything to

violate our agreed-to and firmly negotiated contract. But because of the pandemic, arbitrations are backed up.

We can see what management is attempting to do from a mile away. But how smart are we when we give them what they want? When our attendance is so poor, we ask them to fire us. When we drive around on the phone or without our seat belts fastened, we ask to be placed off the clock for safety reasons. The thing is, they are not willing to do the hard work of "managing" us, so they resort to intimidation tactics, etc.

So, what's the solution? How about we do our jobs safely and according to the rules? In



Northeast Florida Br. 53 presented Maceo George, Russell Earl and Tim Muse 50-year gold cards and a 75-year pin to Lloyd Pearson.

the end, we are here to make money. Do it their way, we make money and/or work less. But so many of us still want to do things "our" way. The B.S. retort of "that is not fair" doesn't carry weight. Sometimes the mirror has all the answers!

#ThanksToBarbaraKearney #ShoutOutTo
WestChesterAndTriCountyWeAreWithYou
#NeverGiveUp! #WeUsOurNotMineMeOrl

Eric Jackson, Branch 725

Springfield, Ohio

The food drive is over, and a big shout-out goes to all the carriers, active and retired, who helped make this year's food drive a success. This article was written before the final amount of food collected is known, but it really doesn't matter.

You all were part of the biggest one-day food drive in the country. Since its inception in 1991, almost 2 billion pounds of food have been collected. Your efforts, along with the \$2,000 donation made by the branch, will ensure that people in need in our local community, who don't have the great-paying, union-protected job we enjoy, are helped a little bit. Thank you all.

Speaking of helping, how about the newly updated for 2023 *Letter Carrier Resource Guide*? What? You haven't heard about it? Well, go to the NALC website and you can look at it. Even better, go to the Members Only section, click one box, and a printed copy will be delivered to your door.

Why bother getting a personal copy? Because it's meant to help all carriers, from the newest CCA to the most senior carrier. This guide covers a wide range of topics such as the history of the NALC, grievances, relative standing, using personal vehicles, personal conduct, 3996s, conversion to career status, health benefits, seniority, bidding, retirement, health care, life, dental and long-term care insurance, and many other topics. It has the answers to questions you didn't know to ask, but wish you did. And it's free. Get yourself a copy. You'll be glad you did.

See you at the branch meeting.

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's been interesting and challenging being out on the road doing arbitrations again. I'm always grateful for the hospitality, support and insight that the union representatives and members offer. These arbitrations are a team effort for sure!

Often, I am reminded of some general items that help union representatives at each level follow the case through the case file itself. Here are a few from the last couple of months.

Dates—Be sure to date everything you can, including, but not limited to, information/time requests, statements and grievance forms. Note the date of receipt of any documents from management and any dates you speak with management about the case. Super helpful would be a written chronology of events from the beginning through your part in the process.

Table of contents—We all know how office equipment can behave! If the gremlin in the copy machine eats a document, your table of contents will clue the advocate that something is missing.

Evidence—Many union reps love a good debate, and love to tell the story behind why management's actions are in violation. A well-crafted argument is necessary to prevail, but won't get us over the finish line without the actual evidence. Look at the evidence that management provides. You'd be amazed how often it supports our arguments.

Enough of that! I'm so excited, while I'm writing this, that the food drive is just days away. It was an honor to be part of the group of carriers receiving a proclamation declaring May 13, 2023, Letter Carrier Food Drive Day from the city of Staunton. I'm so proud of our team.

In my next article, I hope to share stories from our Food Drive Day and from the Virginia State Association convention June 1-3.

Stay safe.

Cindy Connors, Branch 513

Toledo, Ohio

Our delegation to the Ohio legislative conference in Washington, DC, was the larg-

Branch Items

est among all branches in the state. We were scheduled to meet with aides of both Reps. Bob Latta and Marcy Kaptur. While we were gathering down the hall from Rep. Kaptur's office in the Rayburn Building, she was hurrying to her office, having just left the House floor for voting procedures. She had another scheduled meeting about 20 minutes from our happenstance occurrence. Within five minutes we were in her office discussing our issues, which she totally supports. After our brief meeting with Marcy—and I use her first name because she is such a good friend—we had an informative meeting with her postal issues aide.

Following that meeting, we proceeded to Rep. Latta's office, just a few floors up. President Hayden and Vice President Adkinson entered his office only to learn he was in a classified congressional committee briefing. He has generally been very accommodating to our branch for a hello and to get pictures.

Later that evening, the Ohio State Association hosted a reception at the Hyatt. Several representatives attended the gathering and expressed their gratitude and support for letter carriers. Several national officers were also in attendance.

Our recording secretary and Formal A representative, Ciana Duran, completed leadership training in Washington, DC. Congratulations, Ciana!

Renovations to our offices and conference rooms continue at the hall. Progress has slowed due to the busy schedules.

We will be hosting our MDA Golf Scramble the last Sunday in June at Eagles Landing. Our office manager, Butch Wuwert, along with Bob Ramirez, are in charge of the arrangements.

Ray Bricker, Branch 100

Tri-Valley, California

It would be wonderful if the world distributed goods according to the need. Although



Southeast Massachusetts Merged Br. 18 raised more than \$2,700 for the Muscular Dystrophy Association by hosing a cornhole tournament at a brewery.

many of the wealthiest people try to help those who have little or nothing, others seem to just want. It's really a matter of attitude. Some people think that those who are poor choose to be poor, and those who have wealth, earned it. The truth is far from reality. Most of the poor work hard every day to provide for their families and still live in poverty. Some work two or three jobs just to get by. In the '50s, the rule of thumb for how much should be spent on rent/mortgage was 25 percent of one's take-home pay. Today, it's closer to 50 percent, and in some cases more. Where is the money for food? Work takes up so much parenting time that little is left over for the children. Nowadays, education is a luxury that families can't afford. How can children reach their full potential if there are no opportunities for education? However, generosity can start by participation in stamping out hunger across America.

I can't name all of you who went above and beyond the call of duty during food drives, but I must give a special thanks to Branch President Emeritus Ray Hill, branch food drive coordinator Mary Stanley and volunteers as follows:

Matthew Hill, Sue Degenhardt, Louis Rodriguez, David Hyman and Jeff Ross for dispatching food drive cards to our local installations. A heartfelt thanks to each and every one of you who has participated in this yearly event at any time over the past 30 years; without all of your stellar efforts throughout the years, the annual food drive could not succeed like it has for over the last quarter century.

James C. Perryman Jr., Branch 2902

Westchester Merged, New York

We have been assigned to redistrict into NY-3 for over one year now. This district assumes management from Yonkers to somewhere in Buffalo. New York is a big state in this area and would probably take at least six hours to drive. When I was informed of the move, I knew we were done down here. We no longer have any personal contact with anyone in management. Getting things done administratively is impossible. I don't know how the rest of the country is responding, but I must speak my mind to properly represent my membership.

We have experienced non-deliveries of mail in certain ZIP codes, as well as coverups. Certified mail being delayed. Continued staffing issues. No planning for holidays or prime time vacations. COVID CA-1 forms not being reviewed by supervisors, causing delays in claims and possible benefits. Extensive delays of route postings. Carriers not being notified by supervisors or district of their conversions to career positions. Union representatives must resort to personal phones to contact supervisors in offices. Quite often, 204-b's or incompetent supervisors are responding to our calls.

We are now entering prime time vacation periods, with staffing still a major concern. I am worried about the health and welfare of our already overworked craft. Many officers have already resorted to using regular full-time carriers to deliver on Sundays. I believe a full-time workforce could be the answer. Branch 693 carriers continue to provide great service to our customers when provided the much-needed manpower.

Richard Montesarchio, Branch 693

How to submit items

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

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

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

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

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

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

To submit items by email: Send to postalrecord@nalc.org with the branch

city and state as the subject. The item can be in the body of the e-mail or as an attachment in Microsoft Word format. Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your email was received, please call *The Postal Record* at 202-662-2851.

Photos: Branches may submit in-focus, professionally processed photos or e-mail digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC's social media accounts.



Samantha Yerg
Treasurer

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
President



Crystal Bragg
Secretary

From the Treasurer

Family and friends, spring is here! Outside the flowers and trees are beginning to bloom, and gardening has begun. Whether you are a keen gardener or a beginner, you take pride in being able to provide food for your family and friends.

I don't claim to be a farmer, but I grow quite a lot of fruits and vegetables. I do the same for our union. I don't claim to be a politician, but I'll always lobby for letter carriers! The letter carriers' contract is now up and negotiations are ongoing. That may also mean that local agreements are due to begin new contracts. Letter carriers are encouraged to submit their thoughts and ideas about how to make their work safer, better, easier, fair and just. Every item submitted is considered and carried out the way it gets voted. The Auxiliary need to know the changes, if any, to ensure our support.

Ask your locals for the minutes of the meetings each month to ensure your auxiliary is doing everything it can for the branch. I believe that our Auxiliary is at the beginning of an amazing "re-grand-supporting-role" start for our letter carriers. However, there are al-

ways a few stragglers. If you are having a hard time receiving information from your locals, please contact Cynthia or me. We will do all we can to ensure the success of your Auxiliary! (Calling direct or text messaging are the two best ways to contact Cynthia or me.) We all know that change can be difficult. We also all know that change is necessary.

In the last few years, our Auxiliary, well, we have seen many changes. Some changes made us happy, some angry. But in the end, all was agreed upon. You have witnessed, or been part of, negotiations. If nothing else, you accepted the changes presented to you. Those at the Chicago convention witnessed NALC President Brian L. Renfroe (executive vice president at the time of the convention) promise to ensure our Auxiliary a bigger role than we have had in the past several years. A role in which our founders knew too well! The role of *support*. The role of *promoter*. The role of *activist*. Each role different, but all the same *importance*.


Auxiliaries are so much more than raffle callers and cooks for the potlucks! Auxiliaries are powerful. The NALCA will be as powerful as we choose. It is the work we are willing to do and the time we are permitting of ourselves to provide that will ensure our success.

By the time this month's *Postal Record* gets to you, the annual food drive will be over. Did you help? Did you drive around and help the carriers with the pickups? Did you drive around and pass out water or snacks? Did you plan an afterparty for carriers after an incredible day of giving? If not, why? Maybe you are new, or didn't know. Now you do! There is *always* something an Auxiliary member can do when letter carriers are involved.

If you have important information, questions or shareable events, please contact one of our officers. Nothing is not worthy of asking. Sometimes we feel like our thoughts or questions don't matter or won't make a difference. This is simply not true. *You matter*.

The caterpillar works hard to become the butterfly.

Samantha J. Yerg



For information on how to contribute to the Letter Carrier Political Fund, go to: nalc.org/pac

AUXILIARY OFFICERS

Cynthia Martinez, President
3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
camslm@yahoo.com

Crystal Bragg, Secretary
835 Westland Drive
Mt. Zion, IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer
4553 County Road 137
Gibsonburg, OH 43431
419-410-6162
samanthayerg@yahoo.com



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

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

John L. Johnson I	South FL	Br. 1071
Albert E. Michaels	South FL	Br. 1071
Marion E. Aud	Springfield, IL	Br. 80
Thomas J. Rapps	Springfield, IL	Br. 80
William H. Everson	Detroit, MI	Br. 1
George S. Filimon	Detroit, MI	Br. 1
Jack E. Garr	Detroit, MI	Br. 1
William B. Miller	Youngstown, OH	Br. 385
Joseph A. Geiger	Scranton, PA	Br. 17
William W. Scott	Houston, TX	Br. 283
Leroy Gilmore	Milwaukee, WI	Br. 2

70-year pins

Earnest C. Davis	Birmingham, AL	Br. 530
Mack Mata Jr.	Escondido, CA	Br. 2525
James K. Daley	Greater E. Bay, CA	Br. 1111
Frank G. Delgado	Santa Clara, CA	Br. 1427
Anthony J. Derenzo	South FL	Br. 1071
Fred F. Haller	South FL	Br. 1071
Riley McGhee Jr.	New Orleans, LA	Br. 124
Robert E. Dobranski	Detroit, MI	Br. 1
Patrick L. Dyer	Detroit, MI	Br. 1
Max J. Cunningham	Lansing, MI	Br. 122
Frank J. Korige	Western Wayne Co., MI	Br. 2184
Frank J. Ciervo	Brooklyn, NY	Br. 41
Irwin J. Cohen	Brooklyn, NY	Br. 41
Herman J. Convissar	Brooklyn, NY	Br. 41
Soo K. Won	Raleigh, NC	Br. 459
Joseph A. Goble	Hickory, NC	Br. 1250
Albert P. Cook	Youngstown, OH	Br. 385J.
A. Tinsley	Greenville, SC	Br. 439
Arthur J. Kimball	Sioux Falls, SD	Br. 491

65-year pins

Clabron T. Hosch	Birmingham, AL	Br. 530
David Robinson Jr.	Birmingham, AL	Br. 530
Walter Dodson Jr.	Central CA	Br. 231
Billy A. Newman	Central CA	Br. 231
Ray E. Rinne	Greater E. Bay, CA	Br. 1111
Gilbert Rodrigues	Greater E. Bay, CA	Br. 1111
Walter R. Beard	Pasadena, CA	Br. 2200
Curtis J. Dachtler	Sacramento, CA	Br. 133
Herbert Jackson	Sacramento, CA	Br. 133
Don F. Lesh	Sacramento, CA	Br. 133
Earl Osborn	Sacramento, CA	Br. 133
Ruben Salandez	Sacramento, CA	Br. 133
Wilton H. Johnson	Santa Clara, CA	Br. 1427
Thomas L. Biroscak	Bridgeport, CT	Br. 32
Chester G. Istvan	Bridgeport, CT	Br. 32
Ronald J. Plavnicky	Bridgeport, CT	Br. 32
Stephen F. Staffy Jr.	Bridgeport, CT	Br. 32
Garland B. Tickle	Tampa, FL	Br. 599
Fred F. Haller	South FL	Br. 1071
Harris W. Jamieson	South FL	Br. 1071
Kenneth L. Summerall Sr.	Fort Myers, FL	Br. 2072
Furman J. Padgett Jr.	Augusta, GA	Br. 263
John U. Henneberry	Decatur, IL	Br. 317

Marion D. Demott	Parsons, KS	Br. 477
Revis L. Lee	Monroe, LA	Br. 136
Robert J. Chapman	Baltimore, MD	Br. 176
Frederick M. Gebhardt	Baltimore, MD	Br. 176
Jack Kerner	Baltimore, MD	Br. 176
Bernard H. Miles	Baltimore, MD	Br. 176
Albert L. Vogel	Baltimore, MD	Br. 176
Wilbur T. Zink	Baltimore, MD	Br. 176
William J. Lombardi	Boston, MA	Br. 34
Philip M. Silver	Boston, MA	Br. 34
Charles J. Dobrick	Detroit, MI	Br. 1
Raymond J. Dregiewicz	Detroit, MI	Br. 1
Robert L. Durden Jr.	Detroit, MI	Br. 1
Ocie J. Ellington	Detroit, MI	Br. 1
Joseph Essa	Detroit, MI	Br. 1
Charls H. Gibbs	Detroit, MI	Br. 1
Donald J. Kalinka	Grand Rapids, MI	Br. 56
Gary E. White	Battle Creek, MI	Br. 262
Richard S. Dziendziel	Wyandotte, MI	Br. 758
Roger A. Anderson	Western Wayne Co., MI	Br. 2184
Kay Boyagian	Western Wayne Co., MI	Br. 2184
Ben A. Donnamaria	Morristown, NJ	Br. 272
Domenic J. Cardullo	Brooklyn, NY	Br. 41
Frank J. Ciervo	Brooklyn, NY	Br. 41
Herman J. Convissar	Brooklyn, NY	Br. 41
Joseph R. Meyer	Rochester, NY	Br. 210
Joseph F. Becker	Bismarck, ND	Br. 957
Raymond J. Baldelli	Youngstown, OH	Br. 385
Anthony M. Barone	Youngstown, OH	Br. 385
Lloyd R. Schooley	Youngstown, OH	Br. 385
William A. Schuller Jr.	Youngstown, OH	Br. 385
Mike G. Zitricki	Youngstown, OH	Br. 385
Alton L. Berkey	Johnstown, PA	Br. 451
William C. Nichols	Columbia, SC	Br. 233
Billy B. Price	Columbia, SC	Br. 233
Elmer L. Warner	Columbia, SC	Br. 233
Robert F. Agar	Sioux Falls, SD	Br. 491
Arthur J. Kimball	Sioux Falls, SD	Br. 491
John G. Miller	Sioux Falls, SD	Br. 491
James C. Robertson	Sioux Falls, SD	Br. 491
Alton W. Welborn	Houston, TX	Br. 283
Herbert R. Dickerson	Beckley, WV	Br. 2420
James C. Lapinske	Mikwaukee, WI	Br. 2
Gerald T. Spitzer	Mikwaukee, WI	Br. 2
Donald W. Toth	Mikwaukee, WI	Br. 2
Floyd D. Mccalear	La Crosse, WI	Br. 59

60-year pins

Charles R. Copeland	Gadsden, AL	Br. 1047
Coy R. Davis	Gadsden, AL	Br. 1047
Robert J. Coburn	Central CA	Br. 231
Joseph L. Johnson	Greater E. Bay, CA	Br. 1111
Peter G. Katsifolis	Greater E. Bay, CA	Br. 1111
Wesley H. Parker	Greater E. Bay, CA	Br. 1111
Victor A. Quarello	Greater E. Bay, CA	Br. 1111
Richard A. Segraves	Greater E. Bay, CA	Br. 1111
Charles L. Thompson	Greater E. Bay, CA	Br. 1111
Jerome J. Balcer	Pasadena, CA	Br. 2200
Gerald A. Heidenrich	Pasadena, CA	Br. 2200
Robert W. McCulloch	Pasadena, CA	Br. 2200

Walter T. Washington	Pasadena, CA	Br. 2200
Joseph F. Wilke	Pasadena, CA	Br. 2200
Louise C. Hadley	Sacramento, CA	Br. 133
Edward W. Halterman	San Bernardino, CA	Br. 411
Lawrence J. Amaral	Santa Clara, CA	Br. 1427
James E. Coburn	Santa Clara, CA	Br. 1427
Clifford R. Defayette	Santa Clara, CA	Br. 1427
L. R. Derusha	Santa Clara, CA	Br. 1427
Tracy D. Hargrave	Santa Clara, CA	Br. 1427
Eldwyn W. Allen	Tri-Valley, CA	Br. 2902
Augustine Aguilar Jr.	Van Nuys, CA	Br. 2462
Raymond W. Neel	Fort Collins, CO	Br. 849
John A. Barry	Bridgeport, CT	Br. 32
Dominick Covelluzzi	Bridgeport, CT	Br. 32
Spencer E. Vigneau	Fort Myers, FL	Br. 2072
Jonathan A. Booth	South FL	Br. 1071
Alvin L. Friedman	South FL	Br. 1071
Martin B. Gunson	South FL	Br. 1071
Harris W. Jamieson	South FL	Br. 1071
Arthur L. Lavalle Jr.	South FL	Br. 1071
Thomas C. Livoti	South FL	Br. 1071
Robert E. Sanders	Augusta, GA	Br. 263
Robert E. May	Columbus, GA	Br. 546
Frank J. Licari	Rockford, IL	Br. 245
Arley J. Journot	Parsons, KS	Br. 477
Donald L. Seadler	Louisville, KY	Br. 14
Earl A. Adams Jr.	New Orleans, LA	Br. 124
Ronald R. Grauer	Baltimore, MD	Br. 176
Lawrence E. Robl	Baltimore, MD	Br. 176
Robert L. Williams	Baltimore, MD	Br. 176
William F. Jameson	Lanham, MD	Br. 4819
Joseph P. Allen	Boston, MA	Br. 34
Walter J. Brown	Boston, MA	Br. 34
Gerald J. Cocuzzo	Boston, MA	Br. 34
Joseph P. Costantino	Boston, MA	Br. 34
Daniel E. Devereaux	Boston, MA	Br. 34
Richard E. McCarthy	Boston, MA	Br. 34
Frank N. Mercicano	Boston, MA	Br. 34
Louis V. Miraldo	Boston, MA	Br. 34
John V. Raymond	Boston, MA	Br. 34
Michael J. Rutledge	Boston, MA	Br. 34
G. Zardas	Boston, MA	Br. 34
Al F. Feria	Detroit, MI	Br. 1
William L. Kartz	Midland, MI	Br. 2317
Bernard A. Razmek	Wyandotte, MI	Br. 758
Harry J. Bealke	St. Paul, MN	Br. 28
William E. Erickson	St. Paul, MN	Br. 28
Russell O. Rose	St. Paul, MN	Br. 28
John F. Fix	Southwest MO	Br. 366
Bernard B. Brady	Cherry Hill/Haddonfield, NJ	Br. 769
Anthony A. Memoli	NJ Mgd.	Br. 38
George H. Czubat	Paterson, NJ	Br. 120
Henry F. Franz	Toms River, NJ	Br. 2128
Walter L. Peins Jr.	Toms River, NJ	Br. 2128
Angelo Portuese	Toms River, NJ	Br. 2128
Herman J. Convissar	Brooklyn, NY	Br. 41
Dante A. Sicilia	Long Island Mgd., NY	Br. 6000
Mathias Fetting	Bismarck, ND	Br. 957
Boyd V. Hanson	Minot, ND	Br. 1152
Eugene E. McCarragher	Youngstown, OH	Br. 385
Edward J. O'Malley	Youngstown, OH	Br. 385

Honor Roll

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

Thomas J. Sheehan Jr.	Boston, MA	Br. 34	E. Rios Jr.	Brooklyn, NY	Br. 41	Donald R. Barker	Columbia, SC	Br. 233
Arthur J. Speranza	Boston, MA	Br. 34	Jimmy L. Brewer	Hickory, NC	Br. 1250	Ronald C. Burton	Columbia, SC	Br. 233
James T. Stynes	Boston, MA	Br. 34	Eldon R. Caldwell	Hickory, NC	Br. 1250	Willie N. Capers	Columbia, SC	Br. 233
Stanley L. Wiencus	Boston, MA	Br. 34	James W. Childers	Hickory, NC	Br. 1250	Eugene T. Higginbotham	Columbia, SC	Br. 233
Daniel J. Wood	Boston, MA	Br. 34	Thaddeus L. Crump	Hickory, NC	Br. 1250	John E. Hollis	Columbia, SC	Br. 233
Leonard A. Dlugokinski	Detroit, MI	Br. 1	R. V. Hagaman	Hickory, NC	Br. 1250	Richard A. Merritt	Columbia, SC	Br. 233
Richard F. Dobson	Detroit, MI	Br. 1	Larry G. Jump	Hickory, NC	Br. 1250	John H. Nelums	Columbia, SC	Br. 233
Wayne J. Dunning	Detroit, MI	Br. 1	Stephen W. London	Hickory, NC	Br. 1250	Vernon E. Rumph	Columbia, SC	Br. 233
Queenie M. Dyson	Detroit, MI	Br. 1	Theodore K. Mauney	Hickory, NC	Br. 1250	Dewey Scott	Columbia, SC	Br. 233
Mary L. Echols	Detroit, MI	Br. 1	Calvin E. Moore	Hickory, NC	Br. 1250	Don C. Shealy Jr.	Columbia, SC	Br. 233
Mattie M. Ensley	Detroit, MI	Br. 1	Harold D. Passmore	Hickory, NC	Br. 1250	Leonard E. Thompson	Columbia, SC	Br. 233
Donald H. Erickson	Detroit, MI	Br. 1	Gerlnd B. Ragan	Hickory, NC	Br. 1250	Roy W. Thraillkill Jr.	Columbia, SC	Br. 233
Joe Ferby Jr.	Detroit, MI	Br. 1	Timothy L. Sigmon	Hickory, NC	Br. 1250	William E. Timmons	Columbia, SC	Br. 233
Jerome W. Finger	Detroit, MI	Br. 1	Richard L. Speagle	Hickory, NC	Br. 1250	Lynn D. Brech	Sioux Falls, SD	Br. 491
Edward Flynn Jr.	Detroit, MI	Br. 1	Max A. Ward	Hickory, NC	Br. 1250	Harold F. Elcock	Sioux Falls, SD	Br. 491
Edward A. Gabriel	Detroit, MI	Br. 1	Tony B. White	Hickory, NC	Br. 1250	Dale W. Flannery	Sioux Falls, SD	Br. 491
Sarah A. Garry	Detroit, MI	Br. 1	Joel L. Barbour	Raleigh, NC	Br. 459	Ralph G. Irvine	Sioux Falls, SD	Br. 491
Dorothy L. Gatson	Detroit, MI	Br. 1	Johnny M. Wilson	Raleigh, NC	Br. 459	Larry J. Pierson	Sioux Falls, SD	Br. 491
Gerlnd T. Gazoul	Detroit, MI	Br. 1	Walter E. Tharrington	Rocky Mount, NC	Br. 1321	Calvin H. Doughtie	Houston, TX	Br. 283
Willis W. Dekam	Grand Rapids, MI	Br. 56	Lawrence J. Ressler	Bismarck, ND	Br. 957	Louis Brewer Jr.	Midland, TX	Br. 3792
Robert W. Van Oort	Grand Rapids, MI	Br. 56	Gordon A. Rhoads	Bismarck, ND	Br. 957	Maynard W. Bryant	Midland, TX	Br. 3792
John M. Krick	Midland, MI	Br. 2317	Gerald A. Weinmann	Bismarck, ND	Br. 957	James C. Cooper	Midland, TX	Br. 3792
Fredric A. Sopcak	Midland, MI	Br. 2317	Russell E. Keller	Minot, ND	Br. 1152	Santiago A. Martinez	Midland, TX	Br. 3792
Ronald J. Kaiser	Oscoda, MI	Br. 6002	Dennis A. Estes	Lima, OH	Br. 105	Jerry W. Pearce	Midland, TX	Br. 3792
Benny L. Anderson	Western Wayne Co., MI	Br. 2184	Robert L. Gollither	Lima, OH	Br. 105	Clifton A. Pruitt	Midland, TX	Br. 3792
Kent W. Jaspersen	Albert Lea, MN	Br. 718	Madeline A. Simpson	Lima, OH	Br. 105	Allen R. Jenson	Cedar City, UT	Br. 3574
Norman E. Parks	Park Rapids, MN	Br. 3270	Edward F. Bero	Youngstown, OH	Br. 385	William P. Jones	Northern VA	Br. 3520
Wayne L. Andert	St. Paul, MN	Br. 28	Donald H. Ellis	Youngstown, OH	Br. 385	George W. Powell Jr.	Northern VA	Br. 3520
Thomas P. Gardner	St. Paul, MN	Br. 28	Walter J. Foreman	Youngstown, OH	Br. 385	Leonard M. Taylor	Northern VA	Br. 3520
Bernard M. Garhofer	St. Paul, MN	Br. 28	Robert D. Holzer Jr.	Youngstown, OH	Br. 385	Edward R. Baldwin	Charleston, WV	Br. 531
Dennis F. Grengs	St. Paul, MN	Br. 28	Charles J. Kopsic	Youngstown, OH	Br. 385	Michael E. Barnhart	Charleston, WV	Br. 531
James R. Haag	St. Paul, MN	Br. 28	Andy F. Leone	Youngstown, OH	Br. 385	William L. Brightwell	Charleston, WV	Br. 531
Roger J. Hallman	St. Paul, MN	Br. 28	James T. O'Malley	Youngstown, OH	Br. 385	William G. Bumpus	Charleston, WV	Br. 531
Kenneth C. Knudson	St. Paul, MN	Br. 28	Donald R. Revis	Youngstown, OH	Br. 385	Ronald O. Fisher Sr.	Charleston, WV	Br. 531
Patrick J. Lynch	St. Paul, MN	Br. 28	Richard J. Russo	Youngstown, OH	Br. 385	J. P. Heim	Charleston, WV	Br. 531
Robert J. Mack	St. Paul, MN	Br. 28	Cecil L. Thomas	Youngstown, OH	Br. 385	David H. Horton	Charleston, WV	Br. 531
Hensel A. Nelson	St. Paul, MN	Br. 28	Larry D. Coffey	Tulsa, OK	Br. 1358	James L. Perry Jr.	Charleston, WV	Br. 531
Gary L. Shepard	St. Paul, MN	Br. 28	Roy E. Johnson	Tulsa, OK	Br. 1358	Joseph M. Pickering	Charleston, WV	Br. 531
Stephen L. Sommers	St. Paul, MN	Br. 28	Walter H. Watts	Tulsa, OK	Br. 1358	Jerry W. Saunders	Charleston, WV	Br. 531
Jerrold E. Swanson	St. Paul, MN	Br. 28	Raymond D. Clinton Jr.	Klamath Falls, OR	Br. 1784	Guy H. Skeens	Charleston, WV	Br. 531
Larry D. Terrell	St. Paul, MN	Br. 28	Keith G. Colahan	Klamath Falls, OR	Br. 1784	Richard A. Walz	Charleston, WV	Br. 531
Ronald T. Topp	St. Paul, MN	Br. 28	James W. King	Klamath Falls, OR	Br. 1784	Robert A. Yates	Charleston, WV	Br. 531
Charles L. Dobbins	Corinth, MS	Br. 2202	Barbara S. Petersen	Klamath Falls, OR	Br. 1784	J. R. Bellamy	Beckley, WV	Br. 2420
Paul T. Miller	Corinth, MS	Br. 2202	Hollis R. Pierce	Klamath Falls, OR	Br. 1784	B. E. Jennings	Beckley, WV	Br. 2420
Jimmy R. Phillips	Corinth, MS	Br. 2202	Thomas B. Quirk	Klamath Falls, OR	Br. 1784	Michael J. Berry	Mikwaukee, WI	Br. 2
Harold K. Sanderson	Corinth, MS	Br. 2202	Ronnie J. Rathbone	Klamath Falls, OR	Br. 1784	Robert J. Borowski	Mikwaukee, WI	Br. 2
Doyle G. Traylor	Corinth, MS	Br. 2202	R. H. Ross	Klamath Falls, OR	Br. 1784	Ronald Dukat	Mikwaukee, WI	Br. 2
John R. Lehouillier	Florissant, MO	Br. 4839	Leslie M. Sharp	Klamath Falls, OR	Br. 1784	Robert F. Hardrath	Mikwaukee, WI	Br. 2
A G. Smalley Jr.	Morristown, NJ	Br. 272	Glenn E. Slowey	Klamath Falls, OR	Br. 1784	Wayne H. Kiss	Mikwaukee, WI	Br. 2
Robert J. Burns	NJ Mgd.	Br. 38	Lawrence C. Thomas	Klamath Falls, OR	Br. 1784	Robert C. Lausmann	Mikwaukee, WI	Br. 2
Charles H. Dean Jr.	NJ Mgd.	Br. 38	T. H. Archer	Scranton, PA	Br. 17	Ruthann Poirior	Mikwaukee, WI	Br. 2
Morris H. Turner Jr.	NJ Mgd.	Br. 38	Stephen H. Bayles Sr.	Scranton, PA	Br. 17	Patrick J. Ross	Mikwaukee, WI	Br. 2
Nelson C. Ziegler	NJ Mgd.	Br. 38	Ronald T. Davis	Scranton, PA	Br. 17	Steven M. Simonson	Mikwaukee, WI	Br. 2
William W. Colon	Paterson, NJ	Br. 120	Richard J. Evans Jr.	Scranton, PA	Br. 17	Donald M. Torner	Mikwaukee, WI	Br. 2
Eugene P. Herre	Plainfield, NJ	Br. 396	M. Grayson	Scranton, PA	Br. 17	Emery N. Freiberg	Oshkosh, WI	Br. 173
Ernest P. Viehweg Jr.	South Jersey, NJ	Br. 908	Ronald A. Gregory	Scranton, PA	Br. 17	Kenneth C. Keller	Oshkosh, WI	Br. 173
Joseph Sutaris	Toms River, NJ	Br. 2128	Eugene J. Herman	Scranton, PA	Br. 17	James M. Martin	Oshkosh, WI	Br. 173
Lynn S. Davis	Albuquerque, NM	Br. 504	John W. Hilson	Scranton, PA	Br. 17	Warren D. Jackson	Laramie, WY	Br. 463
Robert Duran	Albuquerque, NM	Br. 504	Robert C. Hughes	Scranton, PA	Br. 17			
Nickolas P. Esquibel	Albuquerque, NM	Br. 504	William M. Krotzer Jr.	Scranton, PA	Br. 17			
F. F. Gabaldon	Albuquerque, NM	Br. 504	Thomas Mammolito	Scranton, PA	Br. 17			
Carlos A. Garcia	Albuquerque, NM	Br. 504	Millrd A. Martin	Scranton, PA	Br. 17			
Richard Garcia	Albuquerque, NM	Br. 504	Knewell A. Miller	Scranton, PA	Br. 17			
Thomas Y. Garcia Jr.	Albuquerque, NM	Br. 504	Robert Mrykalo	Scranton, PA	Br. 17			
Larry A. Geist	Albuquerque, NM	Br. 504	A. R. Paul	Scranton, PA	Br. 17			
Tony Olveda	Albuquerque, NM	Br. 504	Joseph T. Ryan	Scranton, PA	Br. 17			
Carl Cataldi	Brooklyn, NY	Br. 41	James C. Shaffer	Scranton, PA	Br. 17			
Alphonso Catanzano	Brooklyn, NY	Br. 41	Michael J. Shaute	Scranton, PA	Br. 17			
Michael Cesare	Brooklyn, NY	Br. 41	James M. Smugerski	Scranton, PA	Br. 17			
R. Ciavatella	Brooklyn, NY	Br. 41	Robert M. Surkey	Scranton, PA	Br. 17			
James J. Ciulla	Brooklyn, NY	Br. 41	William C. Zeman	Scranton, PA	Br. 17			
J. E. Conrad	Brooklyn, NY	Br. 41	P. M. Carpenito	Bethlehem, PA	Br. 254			
Herman J. Convissar	Brooklyn, NY	Br. 41	Luis A. Gonzalez	Bethlehem, PA	Br. 254			
Isaiah P. Copeland	Brooklyn, NY	Br. 41	George F. Quinter	Bux-Mont, PA	Br. 920			
D. Corradi	Brooklyn, NY	Br. 41	Samuel W. Miller	Great Valley Mgd., PA	Br. 4317			
William Crespo-Perea	Brooklyn, NY	Br. 41	Murad M. Abdul Mu Min	Philadelphia, PA	Br. 157			
Alan J. Cush	Brooklyn, NY	Br. 41	James M. Al-Uqdah	Philadelphia, PA	Br. 157			
G. A. Dagostino	Brooklyn, NY	Br. 41	John Alexander	Philadelphia, PA	Br. 157			
Farrel A. Daly Jr.	Brooklyn, NY	Br. 41	R. G. Ansbach	Reading, PA	Br. 258			

50-year pins and gold cards

Kenneth A. Cleveland	Birmingham, AL	Br. 530
Elmer Houston Jr.	Birmingham, AL	Br. 530
Willie J. Hudson Jr.	Birmingham, AL	Br. 530
Charles H. Jenkins	Birmingham, AL	Br. 530
Lorenzo Jones	Birmingham, AL	Br. 530
Charles R. Nichols	Birmingham, AL	Br. 530
William C. Posey	Birmingham, AL	Br. 530
Kenneth H. Cordell	Gadsden, AL	Br. 1047
Harold L. Cornutt	Gadsden, AL	Br. 1047
Robert J. Moon	Gadsden, AL	Br. 1047
Billy J. Neal	Gadsden, AL	Br. 1047
Jerry T. Thacker	Gadsden, AL	Br. 1047
Billy E. Boyd	Tuscaloosa, AL	Br. 1096
Burt Brown Jr.	Tuscaloosa, AL	Br. 1096
Elbert W. Channell Jr.	Tuscaloosa, AL	Br. 1096
Ralph L. Kelley	Tuscaloosa, AL	Br. 1096
Woodford C. Lesley Jr.	Tuscaloosa, AL	Br. 1096
Danny H. Maness	Tuscaloosa, AL	Br. 1096
Harrison L. Taylor	Tuscaloosa, AL	Br. 1096

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

Anthony W. Teague	Stamps, AR	Br. 3733	Bobbie H. Chambers	South FL	Br. 1071	Reinaldo Ja	South FL	Br. 1071
Pauline C. Bonilla	Greater E. Bay, CA	Br. 1111	Angel Chevere-Heredia	South FL	Br. 1071	Alfredo A. James	South FL	Br. 1071
Michael D. Browne	Greater E. Bay, CA	Br. 1111	Leo J. Ciccone	South FL	Br. 1071	Zoa S. James	South FL	Br. 1071
Thomas R. Carlson	Greater E. Bay, CA	Br. 1111	Gerald L. Clark	South FL	Br. 1071	Nathaniel Jenkins	South FL	Br. 1071
D. W. Crosse	Greater E. Bay, CA	Br. 1111	Jorge L. Colon	South FL	Br. 1071	Thomas A. Johnson	South FL	Br. 1071
Duane M. Edwards	Greater E. Bay, CA	Br. 1111	Humberto M. Coipel	South FL	Br. 1071	Paul Jones	South FL	Br. 1071
Richard R. Fieldsoe	Greater E. Bay, CA	Br. 1111	Anthony Colaluca	South FL	Br. 1071	John R. Kannally	South FL	Br. 1071
John C. Gill Jr.	Greater E. Bay, CA	Br. 1111	Jack D. Crocker	South FL	Br. 1071	Donald T. Kelly	South FL	Br. 1071
Steven A. Gomez	Greater E. Bay, CA	Br. 1111	Patrick M. Cooper	South FL	Br. 1071	Jimmy L. Kinard	South FL	Br. 1071
David M. Harris	Greater E. Bay, CA	Br. 1111	Cordell J. Corbett	South FL	Br. 1071	Norman E. King	South FL	Br. 1071
Dorothy R. Harris	Greater E. Bay, CA	Br. 1111	Jack D. Crocker	South FL	Br. 1071	Herbert M. Kleinman	South FL	Br. 1071
Virginia G. Herrera	Greater E. Bay, CA	Br. 1111	Bernard V. Cublinsky	South FL	Br. 1071	Bernard D. Kohulka	South FL	Br. 1071
Jim R. Hill	Greater E. Bay, CA	Br. 1111	Richrd I. David	South FL	Br. 1071	Sandra S. Kotch	South FL	Br. 1071
Robert S. Hoes	Greater E. Bay, CA	Br. 1111	David L. Davis	South FL	Br. 1071	John A. Krause	South FL	Br. 1071
George Hughes	Greater E. Bay, CA	Br. 1111	Francs W. Davis	South FL	Br. 1071	Melvin Lamons	South FL	Br. 1071
James D. Kirk	Greater E. Bay, CA	Br. 1111	Roger A. De Blois	South FL	Br. 1071	Edward C. Larsen Jr.	South FL	Br. 1071
Daniel C. Loey	Greater E. Bay, CA	Br. 1111	F. D. Dechert	South FL	Br. 1071	Fred Latulip	South FL	Br. 1071
Richard Palacios	Greater E. Bay, CA	Br. 1111	Patrick A. Dell	South FL	Br. 1071	Vincent A. Laverghetta	South FL	Br. 1071
Loretta J. Scott	Greater E. Bay, CA	Br. 1111	Marvin E. Deshazior	South FL	Br. 1071	Lawrence R. Leakey	South FL	Br. 1071
Warren D. Sedgwick	Greater E. Bay, CA	Br. 1111	Thomas L. Devito	South FL	Br. 1071	Raymond W. Leduc Sr.	South FL	Br. 1071
Lydia Sosa	Greater E. Bay, CA	Br. 1111	Paul A. DiPietrantonio	South FL	Br. 1071	Charles E. Lee	South FL	Br. 1071
Don S. Spalding	Greater E. Bay, CA	Br. 1111	Ronald B. Duncombe	South FL	Br. 1071	Allen I. Leibowitz	South FL	Br. 1071
Carole J. Terry	Greater E. Bay, CA	Br. 1111	Patrick M. Dunne	South FL	Br. 1071	Kenneth A. Lesley	South FL	Br. 1071
Gordon H. Wind	Greater E. Bay, CA	Br. 1111	Lawrcn B. Eaton	South FL	Br. 1071	Thomas C. Livoti	South FL	Br. 1071
Howard Yang	Greater E. Bay, CA	Br. 1111	Thomas J. Edwards	South FL	Br. 1071	Wasył B. Loniak	South FL	Br. 1071
Maxi M. Cash	Hawthorne, CA	Br. 2614	William P. Esch	South FL	Br. 1071	Felix V. Lopez	South FL	Br. 1071
Harold Frear	Hawthorne, CA	Br. 2614	Leo I. Faibish	South FL	Br. 1071	Gary L. Loring	South FL	Br. 1071
Paula M. Green	Hawthorne, CA	Br. 2614	Victor M. Falto	South FL	Br. 1071	David A. Lubin	South FL	Br. 1071
Richard L. Karzin	Hawthorne, CA	Br. 2614	Stanley E. Farber	South FL	Br. 1071	R. B. Lucarella	South FL	Br. 1071
Eugene J. Massimo	Hawthorne, CA	Br. 2614	Arthur W. Farro	South FL	Br. 1071	James W. Lundy Jr.	South FL	Br. 1071
David A. Stempson	Hawthorne, CA	Br. 2614	James R. Feagle	South FL	Br. 1071	Santos E. Luyanda	South FL	Br. 1071
Vito M. Mazzeo	Lancaster, CA	Br. 4430	Charls A. Federico	South FL	Br. 1071	James R. Malsbury	South FL	Br. 1071
George E. Barnes	Pasadena, CA	Br. 2200	Carlos M. Fernandez	South FL	Br. 1071	Peter Malvasio	South FL	Br. 1071
Frank G. Duci	Sacramento, CA	Br. 133	Ernest J. Fernandez	South FL	Br. 1071	Ronald B. Mann	South FL	Br. 1071
George Ortega	Sacramento, CA	Br. 133	David A. Ferree	South FL	Br. 1071	Ronnie L. Martin	South FL	Br. 1071
Arthur A. Bocek	Van Nuys, CA	Br. 2462	Ronald E. Ferree	South FL	Br. 1071	James A. Martin Jr.	South FL	Br. 1071
Robert C. Morales	Van Nuys, CA	Br. 2462	Vernon L. Ferrell	South FL	Br. 1071	Isidro Martinez	South FL	Br. 1071
Chester F. Pieloch	Van Nuys, CA	Br. 2462	Eric K. Floyd	South FL	Br. 1071	Sal Martorano Jr.	South FL	Br. 1071
Thomas A. Reyes	Van Nuys, CA	Br. 2462	Robert J. Flynn	South FL	Br. 1071	William D. Matherly Jr.	South FL	Br. 1071
Mike L. Webster	Van Nuys, CA	Br. 2462	Isaac Ford Jr.	South FL	Br. 1071	Harold T. Mathers	South FL	Br. 1071
Robert C. McClenathan	Bridgeport, CT	Br. 32	Thomas E. Franklin	South FL	Br. 1071	Ulysess Matthews	South FL	Br. 1071
Edward J. McCormick	Bridgeport, CT	Br. 32	Charles C. Frazier	South FL	Br. 1071	John A. Maughan	South FL	Br. 1071
Thomas J. Robertson	Bridgeport, CT	Br. 32	Arthur R. French	South FL	Br. 1071	Neil R. McDonald	South FL	Br. 1071
Ronald Persico	Derby, CT	Br. 109	Ann C. Fulton	South FL	Br. 1071	Donald L. McCarthy	South FL	Br. 1071
Joseph E. Swinik Jr.	Derby, CT	Br. 109	Curtis A. Gallon	South FL	Br. 1071	Samuel F. McCoy	South FL	Br. 1071
John F. Grohs	Hartford, CT	Br. 86	Moises Garcia	South FL	Br. 1071	Van A. McElhoney	South FL	Br. 1071
Edward A. Kassing	Southern DE	Br. 906	James G. Garry	South FL	Br. 1071	Irvin E. McFord	South FL	Br. 1071
Paul E. Simmons Jr.	Washington, DC	Br. 142	Harvey R. Gelfand	South FL	Br. 1071	Charles E. McMaken	South FL	Br. 1071
Robert D. Williams	Washington, DC	Br. 142	Louis A. Gentile	South FL	Br. 1071	Angel L. Merino	South FL	Br. 1071
Evander Collier III	Northeast FL	Br. 53	Lloyd R. George	South FL	Br. 1071	Richard T. Michelcic	South FL	Br. 1071
W. H. Allen	South FL	Br. 1071	James J. Gibbons	South FL	Br. 1071	George A. Milian	South FL	Br. 1071
Kermit B. Aquila	South FL	Br. 1071	Thomas J. Gilbert	South FL	Br. 1071	George M. Miller	South FL	Br. 1071
Candace G. Ashdown	South FL	Br. 1071	Burton L. Ginsburg	South FL	Br. 1071	James E. Miller	South FL	Br. 1071
Elliot R. Bailey	South FL	Br. 1071	Blaise S. Giove	South FL	Br. 1071	Willie L. Milton	South FL	Br. 1071
James W. Barr	South FL	Br. 1071	Lewis M. Glintz	South FL	Br. 1071	Vicente M. Flores	Tampa, FL	Br. 599
William J. Barrows Jr.	South FL	Br. 1071	Norman H. Goldin	South FL	Br. 1071	Leslie R. Garcia	Tampa, FL	Br. 599
Charles W. Benjamin	South FL	Br. 1071	Gilbert Gonzalez	South FL	Br. 1071	Leland R. Garner	Tampa, FL	Br. 599
John M. Bennett	South FL	Br. 1071	Jose R. Gonzalez	South FL	Br. 1071	Jerry G. Tharpe	Atlanta, GA	Br. 73
Robert A. Bentley	South FL	Br. 1071	Stuart N. Goodrich	South FL	Br. 1071	Lyndon A. Short	Farmer City, IL	Br. 2411
Ramon Betancourt	South FL	Br. 1071	John J. Grata	South FL	Br. 1071	Phillip D. Morgan	Macomb, IL	Br. 658
James A. Black	South FL	Br. 1071	Beverly B. Green	South FL	Br. 1071	Jerome J. Burke	Springfield, IL	Br. 80
Vincent C. Boag	South FL	Br. 1071	Walter L. Green	South FL	Br. 1071	Michael C. Crowe	Springfield, IL	Br. 80
Paul E. Bonasera	South FL	Br. 1071	John A. Gumino	South FL	Br. 1071	Gary R. Haynes	Springfield, IL	Br. 80
Joe M. Bowers	South FL	Br. 1071	Gerald E. Hahn	South FL	Br. 1071	Jimmie C. Robinson	Springfield, IL	Br. 80
Lewis W. Bradshaw	South FL	Br. 1071	Richard L. Hamer	South FL	Br. 1071	Jackie M. Terrill	Springfield, IL	Br. 80
Melvin L. Bratton	South FL	Br. 1071	Mary A. Hanselman	South FL	Br. 1071	Gilbert A. Covington	Indianapolis, IN	Br. 39
Abel G. Bravo	South FL	Br. 1071	William E. Harden	South FL	Br. 1071	Robert A. Sorenson	Decorah, IA	Br. 445
Archie E. Brooks	South FL	Br. 1071	John Hardy Jr.	South FL	Br. 1071	Keith R. Oliver	Keokuk, IA	Br. 371
Jimmie L. Brown	South FL	Br. 1071	Bobby L. Harris	South FL	Br. 1071	Gary D. Harris	Moulton, IA	Br. 2508
Robert J. Brown	South FL	Br. 1071	John M. Hawlik	South FL	Br. 1071	Jerome L. Waskow	Sumner, IA	Br. 5258
J. C. Bryant	South FL	Br. 1071	Harry Henderson Jr.	South FL	Br. 1071	Robert C. Irwin Jr.	Iola, KS	Br. 834
Stanley W. Burcham	South FL	Br. 1071	Enrique U. Hernandez	South FL	Br. 1071	Jerry M. Gallipeau	Kansas City, KS	Br. 499
Kathleen A. Buschman	South FL	Br. 1071	Gonzalo L. Hernandez	South FL	Br. 1071	David L. Murrill	Kansas City, KS	Br. 499
Charles L. Cain	South FL	Br. 1071	Manuel Hernandez	South FL	Br. 1071	Morton E. Peddicord Jr.	Kansas City, KS	Br. 499
Roy S. Campion Jr.	South FL	Br. 1071	Charles D. Higgs	South FL	Br. 1071	David C. Austin	Parsons, KS	Br. 477
Glenn O. Camplejohn	South FL	Br. 1071	Russell H. Hjelte	South FL	Br. 1071	Robert L. Montee	Parsons, KS	Br. 477
Barbra J. Carr	South FL	Br. 1071	Arthur E. Hobbs	South FL	Br. 1071	David E. Crume	South Central KY	Br. 468
Leonard F. Carr	South FL	Br. 1071	Donald W. Hogan	South FL	Br. 1071	James E. Albritton	Monroe, LA	Br. 136
Dennis H. Carver	South FL	Br. 1071	Vernon M. Howard	South FL	Br. 1071	Claude R. Boehl	Baltimore, MD	Br. 176
Frank A. Catalano	South FL	Br. 1071	John W. Howell	South FL	Br. 1071	Curtis C. Bomar Jr.	Baltimore, MD	Br. 176
James F. Celi	South FL	Br. 1071	Larry Hudson	South FL	Br. 1071	Philip E. Cashmyer	Baltimore, MD	Br. 176

Honor Roll

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

Charles R. Dennis	Baltimore, MD	Br. 176	Alphonso Catanzano	Brooklyn, NY	Br. 41	R. R. Altman	Columbia, SC	Br. 233
Francis A. Dixon	Baltimore, MD	Br. 176	R. Ciavattella	Brooklyn, NY	Br. 41	Fletcher Goines Jr.	Columbia, SC	Br. 233
Douglas M. Dorer	Baltimore, MD	Br. 176	James J. Ciulla	Brooklyn, NY	Br. 41	Franklin Pringle	Columbia, SC	Br. 233
John G. Foos	Baltimore, MD	Br. 176	J. E. Conrad	Brooklyn, NY	Br. 41	Eugene A. Sims	Columbia, SC	Br. 233
William M. Hawley	Baltimore, MD	Br. 176	D. Corradi	Brooklyn, NY	Br. 41	Robert D. Straw	Columbia, SC	Br. 233
Edward B. Holden	Baltimore, MD	Br. 176	William Crespo-Perea	Brooklyn, NY	Br. 41	James R. Shipman	Bonham, TX	Br. 1032
William N. Howell	Baltimore, MD	Br. 176	Alan J. Cush	Brooklyn, NY	Br. 41	Glenn M. Taylor	Bonham, TX	Br. 1032
Clarence R. Johnson	Baltimore, MD	Br. 176	G. A. Dagostino	Brooklyn, NY	Br. 41	Lee E. Coffey	Houston, TX	Br. 283
Joseph F. Lalak Jr.	Baltimore, MD	Br. 176	Farrel A. Daly Jr.	Brooklyn, NY	Br. 41	Allen R. Jensen	Cedar City, UT	Br. 3574
Alan J. Mardaga	Baltimore, MD	Br. 176	Ronald Nussbaum	Brooklyn, NY	Br. 41	Stanley G. Poulson	Richfield, UT	Br. 2863
Francis P. Meusel	Baltimore, MD	Br. 176	E. Rios Jr.	Brooklyn, NY	Br. 41	Martin Q. Smith III	Richfield, UT	Br. 2863
Charles L. Porrovicchio	Baltimore, MD	Br. 176	Gary B. Wilson	Brooklyn, NY	Br. 41	Charles L. Burnett	Richmond, VA	Br. 496
Thomas E. Reid	Baltimore, MD	Br. 176	Joseph Billy	Hudson Valley Mgd., NY	Br. 137	Arthur M. Carrington	Richmond, VA	Br. 496
Aloy L. Ruland Jr.	Baltimore, MD	Br. 176	Peter J. Conroy	Hudson Valley Mgd., NY	Br. 137	Edward A. Herzig	Richmond, VA	Br. 496
Glenn E. Rumbley	Baltimore, MD	Br. 176	James Hetzel	Long Island Mgd., NY	Br. 6000	John H. Jackson	Richmond, VA	Br. 496
Glen W. Smith	Baltimore, MD	Br. 176	John A. Burnham	Sidney, NY	Br. 3050	Maynard B. Lipscomb	Richmond, VA	Br. 496
Willie L. Stephen	Baltimore, MD	Br. 176	John W. Davis	Sidney, NY	Br. 3050	John A. Valsechi	Richmond, VA	Br. 496
Edwin J. Tress Jr.	Baltimore, MD	Br. 176	James K. Morrison Jr.	Sidney, NY	Br. 3050	Lewis V. Bolen	Staunton, VA	Br. 513
Joseph D. Twigg	Baltimore, MD	Br. 176	Edward L. Baxter	Raleigh, NC	Br. 459	James M. Conner	Staunton, VA	Br. 513
Elmer H. Warfield Jr.	Baltimore, MD	Br. 176	Glenn C. Stuart	Raleigh, NC	Br. 459	Fred A. Cook	Staunton, VA	Br. 513
E. D. Watts	Baltimore, MD	Br. 176	Timothy L. Sigmon	Hickory, NC	Br. 1250	James C. Houff	Staunton, VA	Br. 513
Arlester J. Wilson Sr.	Baltimore, MD	Br. 176	Paul E. Adams	Chillicothe, OH	Br. 452	Larry T. May	Staunton, VA	Br. 513
Stephen A. Winder	Baltimore, MD	Br. 176	Charles G. Laporte	Chillicothe, OH	Br. 452	Eugene E. Mullenax	Staunton, VA	Br. 513
Dennis F. Wright	Baltimore, MD	Br. 176	Gregory Moore	Chillicothe, OH	Br. 452	Henry W. Jett	Winchester, VA	Br. 694
Henry E. Wright	Baltimore, MD	Br. 176	Larry J. Partee	Chillicothe, OH	Br. 452	James R. Scott	Lewis County, WA	Br. 1266
Norman H. Yingling Jr.	Baltimore, MD	Br. 176	Paul D. Reed Jr.	Chillicothe, OH	Br. 452	William H. Siegwarth	Lewis County, WA	Br. 1266
J. A. Zimmerman Jr.	Baltimore, MD	Br. 176	Robert R. Gross	Lima, OH	Br. 105	Sharon L. Frost Campbell	Longview, WA	Br. 2214
S. R. Nevin	Glen Burnie, MD	Br. 4422	Karl W. Billhardt	Willoughby, OH	Br. 3688	Samuel T. Ross	Longview, WA	Br. 2214
Eric M. Pfeiffer	Patuxent River, MD	Br. 6080	Joseph J. Prankas Jr.	Willoughby, OH	Br. 3688	Fred E. Bailey	Beckley, WV	Br. 2420
Randy N. Powers	Patuxent River, MD	Br. 6080	David D. Larrison	Enid, OK	Br. 858	Freddie L. Conner	Beckley, WV	Br. 2420
Geraldine Faulkner	Detroit, MI	Br. 1	Wayne F. Yandell	Lindsay, OK	Br. 4242	Glen Facemire Jr.	Beckley, WV	Br. 2420
David R. Baldwin	Grand Rapids, MI	Br. 56	Kenneth J. Roberts	Tulsa, OK	Br. 1358	Darrell B. Hale	Beckley, WV	Br. 2420
George W. Kortjohn	Midland, MI	Br. 2317	Charles W. Wall	Coos Bay, OR	Br. 1450	Donald L. Hannah	Beckley, WV	Br. 2420
Jeryle A. Gross	Western Wayne Co., MI	Br. 2184	Raymond D. Clinton Jr.	Klamath Falls, OR	Br. 1784	B. E. Jennings	Beckley, WV	Br. 2420
Robbin E. Zeitz	Western Wayne Co., MI	Br. 2184	Keith G. Colahan	Klamath Falls, OR	Br. 1784	Charles P. Monitor	Beckley, WV	Br. 2420
Rodney E. Anderson	Minneapolis, MN	Br. 9	James W. King	Klamath Falls, OR	Br. 1784	Donald H. Reynolds	Beckley, WV	Br. 2420
Wayne L. Andert	St. Paul, MN	Br. 28	Barbara S. Petersen	Klamath Falls, OR	Br. 1784	James H. Stewart	Beckley, WV	Br. 2420
Thomas P. Gardner	St. Paul, MN	Br. 28	Hollis R. Pierce	Klamath Falls, OR	Br. 1784	Chester L. Adkins	Charleston, WV	Br. 531
Bernard M. Garhofer	St. Paul, MN	Br. 28	Thomas B. Quirk	Klamath Falls, OR	Br. 1784	Edward R. Baldwin	Charleston, WV	Br. 531
Dennis F. Grengs	St. Paul, MN	Br. 28	Ronnie B. Rathbone	Klamath Falls, OR	Br. 1784	David F. Boyd	Charleston, WV	Br. 531
James R. Haag	St. Paul, MN	Br. 28	R. H. Ross	Klamath Falls, OR	Br. 1784	William L. Brightwell	Charleston, WV	Br. 531
Patrick J. Lynch	St. Paul, MN	Br. 28	Leslie M. Sharp	Klamath Falls, OR	Br. 1784	Ronnie E. Chapman	Charleston, WV	Br. 531
Robert J. Mack	St. Paul, MN	Br. 28	Glenn E. Slowey	Klamath Falls, OR	Br. 1784	Robert K. Davis	Charleston, WV	Br. 531
Harald H. Simonsen	St. Paul, MN	Br. 28	Lawrence C. Thomas	Klamath Falls, OR	Br. 1784	Ronald O. Fisher Sr.	Charleston, WV	Br. 531
James W. Larsen	Waseca, MN	Br. 1447	Gary L. Ellerbrook	Newport, OR	Br. 4163	Terry E. Guthrie	Charleston, WV	Br. 531
Norman E. Parks	Park Rapids, MN	Br. 3270	Reginald Bennett	Philadelphia, PA	Br. 157	Lawrence W. Hickman Jr.	Charleston, WV	Br. 531
Elmer E. Schmidhuber	Le Center, MN	Br. 3697	Charles D. Brooks Jr.	Philadelphia, PA	Br. 157	Arne L. Jones	Charleston, WV	Br. 531
Richard W. Nations	Brookhaven, MS	Br. 2396	David M. Bucher	Philadelphia, PA	Br. 157	Donald A. Jones	Charleston, WV	Br. 531
Roderick H. Winborne	Brookhaven, MS	Br. 2396	Joseph W. Calabrese	Philadelphia, PA	Br. 157	Richard L. McElhane	Charleston, WV	Br. 531
Terrance O. Adams Jr.	Clarksdale, MS	Br. 1195	Elzie Calhoun	Philadelphia, PA	Br. 157	Alvaro Mendez	Charleston, WV	Br. 531
Ronald L. Gibbs	Liberty, MO	Br. 1264	Richard Clegg	Philadelphia, PA	Br. 157	Paul W. Mullins	Charleston, WV	Br. 531
Raymond L. Shumaker	Southwest MO	Br. 366	Richard K. Clegg	Philadelphia, PA	Br. 157	Earl K. Nowling Jr.	Charleston, WV	Br. 531
David L. Calkins	Missoula, MT	Br. 701	Michael J. Comerford	Philadelphia, PA	Br. 157	Guy H. Skeens	Charleston, WV	Br. 531
Darrell L. Witt	Fairbury, NE	Br. 1014	Daniel F. Connors	Philadelphia, PA	Br. 157	Robert G. Slater	Charleston, WV	Br. 531
Henry A. Stratker	Nebraska City, NE	Br. 593	Thomas N. Dachtello	Philadelphia, PA	Br. 157	Robert G. Spurllock	Charleston, WV	Br. 531
Wilhelm E. Witte	Nebraska City, NE	Br. 593	Eugene L. Decker	Philadelphia, PA	Br. 157	Richard A. Walz	Charleston, WV	Br. 531
John J. Vandenberg	Claremont, NH	Br. 833	John F. Dorrian	Philadelphia, PA	Br. 157	James W. Wayne	Charleston, WV	Br. 531
Robert L. Allen	Brick Town, NJ	Br. 5420	Clifford C. Duncan	Philadelphia, PA	Br. 157	William L. McMan	Marlington, WV	Br. 2936
Olga J. Boyle	Brick Town, NJ	Br. 5420	Lennie Edge	Philadelphia, PA	Br. 157	Paul H. Bohlen	Mikwaukee, WI	Br. 2
Peter A. Caroselli	Brick Town, NJ	Br. 5420	David R. Faino	Philadelphia, PA	Br. 157	Robert S. Burczyk	Mikwaukee, WI	Br. 2
Michael A. Cullen	Brick Town, NJ	Br. 5420	Samuel E. Knight	Philadelphia, PA	Br. 157	Leo F. Copus Jr.	Mikwaukee, WI	Br. 2
D. M. Enrico	Brick Town, NJ	Br. 5420	Joseph J. McCloskey	Philadelphia, PA	Br. 157	Salvatore A. Corrao	Mikwaukee, WI	Br. 2
Anthony Festa	Brick Town, NJ	Br. 5420	William J. McGeever	Philadelphia, PA	Br. 157	Ernest A. Elliott	Mikwaukee, WI	Br. 2
Richard A. Inghram	Brick Town, NJ	Br. 5420	Raymond K. Miller Jr.	Philadelphia, PA	Br. 157	Michael W. Gagliano	Mikwaukee, WI	Br. 2
M. V. Kowal	Brick Town, NJ	Br. 5420	Michael D. Murphy	Philadelphia, PA	Br. 157	James J. Lambro	Mikwaukee, WI	Br. 2
Eugene D. Leahay	Brick Town, NJ	Br. 5420	James F. Nalencz	Philadelphia, PA	Br. 157	Dennis E. Lieber	Mikwaukee, WI	Br. 2
Stephen O. Leeds	Brick Town, NJ	Br. 5420	James Pancoast	Philadelphia, PA	Br. 157	Daniel E. Locke	Mikwaukee, WI	Br. 2
Richard J. Lockwood	Brick Town, NJ	Br. 5420	Bruce E. Rich	Philadelphia, PA	Br. 157	Eugene S. Nikora	Mikwaukee, WI	Br. 2
Wayne H. Lorentzen	Brick Town, NJ	Br. 5420	Frank Sannuti	Philadelphia, PA	Br. 157	Thomas J. Potochick	Mikwaukee, WI	Br. 2
Albert J. Mirault Jr.	Brick Town, NJ	Br. 5420	Anthony J. Travaline	Philadelphia, PA	Br. 157	Dale J. Regan	Mikwaukee, WI	Br. 2
H. W. Rhoades	Brick Town, NJ	Br. 5420	James L. Young	Philadelphia, PA	Br. 157	Richard V. Sterle	Mikwaukee, WI	Br. 2
William P. Richmond III	Brick Town, NJ	Br. 5420	David H. Jenkins	Scranton, PA	Br. 17	Harold W. Zarling	Mikwaukee, WI	Br. 2
Edward F. Rizzitello	Brick Town, NJ	Br. 5420	Andrew M. Carrigan	Willow Grove, PA	Br. 2771	Jerome J. Koene	Plymouth, WI	Br. 1370
Robert J. Schano	Brick Town, NJ	Br. 5420	John Flannery	Willow Grove, PA	Br. 2771	Glenn W. Ter Maat	Plymouth, WI	Br. 1370
Robert J. Weiner	Brick Town, NJ	Br. 5420	Carl F. Kline	Willow Grove, PA	Br. 2771	Michael P. Johnson	Superior, WI	Br. 337
Alvin F. Weirman Jr.	Brick Town, NJ	Br. 5420	Anthony F. Pileggi	Willow Grove, PA	Br. 2771	William F. Wachtler	Superior, WI	Br. 337
Robert J. Burns	NJ Mgd.	Br. 38	T. D. Smoyer	Willow Grove, PA	Br. 2771			
Tony Olveda	Albuquerque, NM	Br. 504	C. S. Walters Jr.	Willow Grove, PA	Br. 2771			
Darryl H. Arbeit	Brooklyn, NY	Br. 41	Kennith V. Clark	Cayce-W. Columbia, SC	Br. 4616			
Michael A. Cardillo	Brooklyn, NY	Br. 41	William D. Coates	Cayce-W. Columbia, SC	Br. 4616			
Carl Cataldi	Brooklyn, NY	Br. 41	Charles L. Stockman	Cayce-W. Columbia, SC	Br. 4616			

Nalcrest

Application and Confidential Questionnaire

**All questions must be answered!
Please print legibly or type.**

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent ranges starting at \$383 per month. Prices subject to change due to periodic trustee approval.
Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form – please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS A NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (Location and Branch Number): _____

Are you a Gold Card Member? YES NO
(50 years of membership with NALC)

Are you a Veteran? YES NO

Additional information and photos can be accessed at NALC.org

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

If accepted, you must be willing to sign a 1 year lease.
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____ Date: _____

NALCREST FOUNDATION, INC.
P.O. Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

NALC's retirement community



Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.

 Find us on Facebook



Nalcrest Foundation, Inc.

Apartments are leased unfurnished, on a yearly basis. Rent includes trash, wi-fi, stove, refrigerator and maintenance.

Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

No pets allowed.

Smoking is only permitted in designated areas.

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**