

Volume 136/Number 9 September 2023

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue

| | |
|-------------------------|----|
| President's Message | 1 |
| National Officers | 26 |
| Branch Election Notices | 48 |
| Branch Items | 56 |

Make sure your family is covered

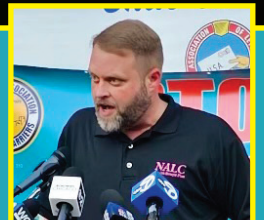


with life insurance from MBA

—PAGES 12-17



President Renfroe declares **'Enough is enough!'** in nationwide attacks on letter carriers—PAGE 1



Enough is enough!



**Brian L.
Renfroe**

times and delivering household items so tens of millions of Americans could shelter safely at home. As customers received more packages and stimulus checks in the mail, violent criminals started targeting our members, a disturbing trend that has continued and grown.

“Word is clearly out among criminals on the streets, leaving letter carriers unfairly forced to defend themselves. These conditions that once seemed unimaginable are the norm now. It is sickening, and it is wrong.”

Despite letter carriers being named the most trusted federal employees in a variety of public polls for many years running, we continue to see an increase in violent assaults and crimes against our members. Every day our members are being targeted in neighborhoods nationwide. Violence, assault, robbery, shootings, and even murder have become part of the job in many locations.

Nearly every day, I hear about another horrific assault against one of our members. Every time, I am heartbroken for our brothers and sisters who are victims and for their loved ones. But even more than that, I am angry.

Since the inception of the Postal Service nearly 250 years ago, letter carriers in uniform have delivered to all communities in our vast nation, including the meanest streets in the most dangerous neighborhoods in the country. Incidents of crime against these respected and revered public servants were almost unheard of. No one dared to mess with the letter carrier. Unfortunately, this is no longer the case.

During the COVID-19 pandemic, letter carriers never stopped working, keeping our nation connected during dangerous and uncertain

I am furious that our members continue to be targeted and harmed with no end in sight. I have said many times that there is no single solution to this disturbing problem, but more can be and must be done, and it must be done immediately. Every employer has a duty and obligation to protect its employees on the job. The Postal Inspection Service is not protecting us, and the U.S. Department of Justice is not doing its job prosecuting these crimes. Word is clearly out among criminals on the streets, leaving letter carriers unfairly forced to defend themselves. These conditions that once seemed unimaginable are the norm now. It is sickening, and it is wrong.

I am writing this column days after corporate communications from Postal Service Headquarters sent a tone-deaf message to carriers on our Mobile Delivery Devices that read, “You are responsible for your own safety.” No. We are not responsible for our own safety from violent robberies and attacks. Protecting postal employees is the responsibility of the Postal Inspection Service.

The Inspection Service’s website identifies “protecting USPS employees” as “what we do.” Further, it states, “The safety and well-being of postal service employees is a top priority for the Postal Inspection Service. Postal Inspectors and Postal Police Officers work diligently to investigate and prevent instances of violence against our employees.” And yet, current methods of prevention clearly are not working. The situation is worsening.

There are thousands of postal inspectors and postal police officers around the country who are dedicated public servants and, like letter carriers, work hard every day. I do not write this column to criticize them or the work they do. They know, as does the leadership at USPS Headquarters, that more must be done. Times have drastically changed, and methods for protecting our members while we do our job must reflect the current circumstances.

When an assault happens, the Inspection Service universally does a good job of investigating these crimes, which is a crucial element for the prosecution and conviction of the reprehensible criminals who attack letter carriers.

Unfortunately, very little is being done to prevent these attacks, and we continue to see alarmingly low prosecution rates for these crimes. When these crimes are not prosecuted, it sends a message to criminals that they can get away with robbing a letter carrier. What were once seasonal crimes of opportunity for packages/goods have escalated into elaborate, targeted crime rings with increasing violence. All the while, these heinous crimes continue undeterred. This absence of deterrence is extremely dangerous—and it is unacceptable.

ENOUGH IS ENOUGH!

PROTECT OUR LETTER CARRIERS



We continue to publicly call on all federal prosecutors to prioritize crimes committed against letter carriers, and we will keep doing so until every single one of these cases is heard. U.S. district attorneys cannot let these criminals get by and continue to put us in danger. I applaud USPS for investing to increase prosecutions. We now need the Department of Justice to step up and prioritize these crimes.

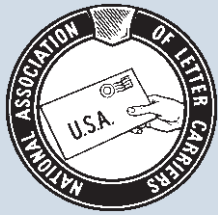
Together, we need to get the message out that any assault on a letter carrier is intolerable and that assailants will be punished to the fullest extent of the law. Last month, I joined Branch 11 at a rally in Chicago where the slogan was “Enough is enough.” The event took place one week after a brother from Branch 11 was shot on his route. The message at the rally was loud and clear: We deserve respect and protection, and we demand it now.

Despite the circumstances surrounding the event, I was heartened to see so many members of Branch 11, local leaders, media and other community members come out in support of letter carriers. Events like this make a difference and bring awareness to this growing problem. I encourage all NALC branches, especially in areas that are experiencing an uptick in crime, to mobilize and plan similar events. When we all come out with a unified message, we are heard.

We will not stand by and wait. We demand respect and protection. We cannot allow the Postal Inspection Service and the Department of Justice to continue to fail our members. We demand that they fulfill their responsibilities and stop these crimes. Enough is enough!



A rally to bring attention to the issue of attacks on letter carriers was held in Chicago on Aug. 8.



National Association of Letter Carriers, AFL-CIO

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

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

RESIDENT OFFICERS

BRIAN L. RENFROE
President

PAUL BARNER
Executive Vice President

JAMES D. HENRY
Vice President

NICOLE RHINE
Secretary-Treasurer

MACK I. JULION
Assistant Secretary-Treasurer

CHRISTOPHER JACKSON
Director of City Delivery

MANUEL L. PERALTA JR.
Director of Safety and Health

DAN TOTH
Director of Retired Members

JAMES W. "JIM" YATES
Director of Life Insurance
Mutual Benefit Association
202-638-4318

STEPHANIE M. STEWART
Director, Health Benefit Plan
Health Benefit Plan
888-636-6252

BOARD OF TRUSTEES

LAWRENCE D. BROWN JR.
774 Valencia St.
Los Angeles, CA 90017

SANDRA D. LAEMMEL
1400 Trumbull
Detroit, MI 48216-1945

CHARLES P. HEEGE
347 W. 41st St., 2nd Floor
New York, NY 10036

NATIONAL BUSINESS AGENTS

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

Region 2: NICK VAFIADES
(Alaska, Utah, Idaho, Montana, Oregon, Washington)
7710 NE Greenwood Drive, Suite 200
Vancouver, WA 98662
360-892-6545

Region 3: MICHAEL B. CAREF
(Illinois)
4979 Indiana Ave., Suite 203
Lisle, IL 60532-3848
630-743-5320

Region 4: DAN VERSLUIS
(Arizona, Arkansas, Colorado, Oklahoma, Wyoming)
12015 E. 46th Ave., Suite 550
Denver, CO 80239
720-828-6840

Region 5: DAVE TEEGARDEN
(Missouri, Iowa, Nebraska, Kansas)
1828 Craig Road
St. Louis, MO 63146
314-985-8040

Region 6: DAVID MUDD
(Kentucky, Indiana, Michigan)
43456 Mound Road, Suite 501
Sterling Heights, MI 48314
586-997-9917

Region 7: PATRICK JOHNSON
(Minnesota, North Dakota, South Dakota, Wisconsin)
Broadway Place West
1300 Godward St. NE, Suite 2600
Minneapolis, MN 55413
612-378-3035

Region 8: STEVE LASSAN
(Alabama, Louisiana, Mississippi, Tennessee)
160 Commissioner Drive
Meridianville, AL 35759-2038
256-828-8205

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

Region 10: SHAWN BOYD
(New Mexico, Texas)
23760 Hwy. 59 North
Kingwood, TX 77339
281-540-5627

Region 11: MARK CAMILLI
(Upstate New York, Ohio)
2500 W. Erie Ave.
Lorain, OH 44053-1056
440-282-4340

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

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

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

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

Contents

Volume 136/Number 9 September 2023

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS



Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 18 **Proud to Serve**
- 26 **Executive Vice President**
- 27 **Vice President**
- 28 **Secretary-Treasurer**
- 29 **Assistant Secretary-Treasurer**
- 30 **Director of City Delivery**
- 31 **Director of Safety and Health**
- 32 **Director of Retired Members**
- 33 **Director of Life Insurance**
- 34 **Director, Health Benefit Plan**
- 35 **Contract Talk**
- 36 **In Memoriam**
- 37 **MDA Report**
- 38 **Staff Reports**
- 40 **Annuity charts**
- 42 **State Summaries**
- 44 **Honor Roll**
- 46 **Retiree Reports**
- 48 **Election Notices**
- 56 **Branch Items**
- 61 **Cost-of-living adjustment**
- 63 **Auxiliary Update**
- 64 **Nalcrest Update/
Mutual Exchange ads**

Features

- 4 **News from Washington**
With Congress returning following its August recess, September is set to be busy with a potential government shutdown looming
- 5 **The face of USPS**
USPS advertisements feature real letter carriers; we examine how members apply, are selected and go through the filming process
- 8 **Understanding your pay stub**
To ensure that you're getting paid properly, we look at how the USPS timekeeping system, Virtual Timecard, pay stubs and ePayroll work
- 12 **Life insurance made simple**
We explain options for life insurance and how the Mutual Benefit Association can give carriers and their families the coverage they need
- 20 **Giving life**
A New York carrier—one of the few living people who have donated two organs—tells us about his experience

No comment



**Philip
Dine**

A decision not to comment when a reporter asks us to discuss a given topic can be a valuable tool in our communications arsenal. Yet, “no comment” is a fraught phrase that risks defeating the very goal we have in mind.

While declining to comment can be the right thing to do in certain circumstances, wording it that way is always the wrong thing to do. You say “no comment” to a reporter intent on sensationalizing a story or making us look bad, and you’ve just given him all the ammo he needs.

The matter of when—and how—to avoid engaging with a journalist is such a key part of dealing with the media that it merits close examination—especially at a time when rank-

and-file letter carriers and branch presidents, national business agents and Headquarters officers are besieged with inquiries from news outlets.

First, some context.

Journalistic interest in letter carriers rose in recent years as we made news on various fronts: bringing essential items to sheltering residents, delivering a record number of mail ballots in the 2020 presidential election, helping push historic postal reform through Congress last year. From a media perspective, the pandemic, election and legislation were national issues and so were chiefly covered by reporters assigned to such beats as politics or Congress or economics, and intent on talking to our national leaders.

The past few months, media attention to letter carriers has widened—and changed in nature—as we confront the twin safety perils of heat and crime. A heat wave and a crime surge are less Washington-centric. They affect every community, every household and, therefore, pique the interest of local, regional and national news outlets, which in turn assign what are known as general assignment reporters, or GAs.

So, we now are dealing with hundreds of reporters throughout the country, possessing varying levels of experience, information and skill. While the main challenge previously involved journalists with political agendas, on topics like heat and crime we risk facing attempts to draw attention via sensationalism, even if it incentivizes the bad guys and endangers carriers by stories that focus, for example, on the black-market value of arrow keys.

Further, reporters covering the local impact of heat and crime, while still interested in our national perspective, often seek out local carriers directly affected by these phenomena—aiming to satisfy editors’/producers’ instructions to humanize the stories by featuring RPs (journalese for real people).

In this environment, we need to communicate forcefully, but smartly—which brings us to the nitty-gritty.

If a reporter approaches you or calls you, do not comment, but also do not refuse to comment. Instead, simply tell him you’re in the middle of something and will try to get back to him. Then let me know. If he emailed you a query, simply forward it to me. (If easier for you, get the information to your branch president or NBA.)

The reason to avoid “no comment” is that in fact you’ve just commented; the subsequent story might say, “Asked how letter carriers are coping with the heat, Jim Smith refused to comment”—suggesting indifference to carriers’ well-being. And don’t elaborate or ad lib, as in “I have to check whether I can comment”—because if the reporter doesn’t hear back, he might feel emboldened to write that Jim Smith was willing to speak but had been muzzled.

This is no time to freelance. It bears mention that almost all of you are following these steps.

Before engaging, we need to evaluate the reporter, the outlet, the story. I’ll talk with them to assess their postal knowledge, disabuse them of any misconceptions, figure out whether they’re likely to seek self-aggrandizement and perhaps put a target on the backs of letter carriers, and judge whether they’re grounded in journalistic ethics and practices.

If they seem inept, irresponsible or unethical, it’s a non-starter. In that case, I won’t tell them that we have no comment (smile...) but instead that we couldn’t find someone to interview on short notice. Or, perhaps, that if the reporter agrees to eliminate the detail about washing stolen checks, we might reconsider.

If doing the interview makes sense—and in most cases it does—and you’d like to do it, we’ll discuss the best message and tone. These conversations are often brief because so many of you are both well versed in the issues and adept at dealing with journalists.

This column would be incomplete without saluting you for your outstanding work helping NALC get our message out on matters that affect the livelihood—even the lives—of letter carriers. As always, when it matters most, you are delivering.

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

The Postal Record (ISSN 0032-5376) is published monthly by the National Association of Letter Carriers. Periodicals postage paid at Washington, DC, and at additional mailing offices.

POSTMASTER: Send address changes to Membership Department, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Subscription included in membership dues. First-class subscription available for \$20 per year (contact Membership Department).

© 2023 by the National Association of Letter Carriers.

Circulation: 287,000. Union-printed using soy-based inks.

CHANGE OF ADDRESS? Contact the Membership Department.

Follow us on Facebook, Twitter, Instagram and YouTube by going to NALC.org.





News from Washington

Congress set to return following August recess

Following an August recess, Congress is set to return after Labor Day, with the Senate scheduled to return on Sept. 5, followed by the House's return on Sept. 12.

Members of both chambers left Washington, DC, with much work remaining to be done, especially on the federal budget—ensuring busy legislative sessions when lawmakers return this month.

The House approved one spending bill, the Military Construction-Veterans Affairs bill, ahead of the recess. The Senate advanced all 12 funding bills out of committee, but none received a full Senate vote before the congressional break.

Congress must pass all 12 appropriations bills to fund the government and avoid a shutdown on Sept. 30, though a stop-gap spending bill is a possibility as a short-term solution to keep the government running. Reaching a consensus will likely be difficult, however, given partisan divisions and holdouts, particularly from members of the House Freedom Caucus. Spending caps included in the debt-limit deal that passed earlier this year aimed to make the budget process smoother in a divided Congress, but partisanship and contentious issues have complicated the process.

Federal Aviation Administration (FAA) reauthorization also will be a top priority when lawmakers return. The current FAA bill is set to expire on Sept. 30. After several controversial amendments that failed, the House passed an FAA bill at the end of July. Now it is the Senate's turn to act on FAA reauthorization, where revisions to pilot training, added long-haul flights at Reagan National Airport and increased minimum wage for airport workers are expected to be debated.

September is set to be a busy month in Washington, especially with a potential government shutdown looming. While a shutdown would not affect the work of letter carriers, it could stop the work of hundreds of thousands of other federal employees.

House resolutions protecting postal services gain support

Below is updated information on the three service-related resolutions that have been reintroduced in the 118th Congress.

Door delivery resolution (H. Res. 376) Reps. David Joyce (R-OH) and Sanford Bishop (D-GA) reintroduced this resolution, which calls on Congress to take all appropriate measures to ensure the continuation of door delivery for all business and residential customers currently receiving them. Getting mail, including bills, paychecks, medications, ballots and packages, at the door is preferred by the public, and continuing this essential service is critical to the economic success of the Postal Service. At press time, the resolution had 25 co-sponsors (16 Democratic and nine Republican).

Service standards resolution (H. Res. 277) H. Res. 277 was reintroduced by Reps. Don Bacon (R-NE) and Marcy Kaptur (D-OH). It 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. It has 35 co-sponsors (29 Democratic and six Republican) so far.

Anti-privatization resolution (H. Res. 439) 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. The

resolution 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 for privatizing the Postal Service. Fortunately, this idea was dead on arrival in Congress.

Update on the Social Security Fairness Act

The Social Security Fairness Act (H.R. 82/S. 597) has once again received broad bipartisan support in the House, with 289 co-sponsors in the House. Under House rules, when a bill reaches 290 co-sponsors it can go to the House floor for a vote after 30 days if the committee of jurisdiction does not act. The House Committee on Ways and Means is the committee of jurisdiction for H.R. 82.

The committee is led by Chairman Jason Smith (R-MO). If the bill reaches 290 co-sponsors, it is unlikely that House leaders will bypass the committee process and call for a floor vote.

The Social Security Fairness Act would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits of millions of federal annuitants, including letter carriers.

On Sept. 13, NALC will participate in a rally hosted by the National Repeal WEP/GPO Task Force. The rally will take place at 3 p.m. on Capitol grounds in Washington, DC. For more information about the rally, please visit the "Government Affairs" section of nalc.org.

Visit nalc.org/action to check whether your representative is a co-sponsor of the bill and, if not, to ask them to support H.R. 82. **PR**

Letter carriers: The face of USPS and its advertising

When you see a Postal Service advertisement on television or the internet, you might think that the people portraying letter carriers and other postal employees delivering the mail with a smile are just professional actors, paid to play a part. But, you're seeing real postal employees, just like you, doing their jobs, and they all got their parts by answering a USPS casting call.

The latest casting call was sent out in August in the Postal Service's *Link* newsletter and other outlets, and is for employees to appear in ads that will run on TV and online in December, for the holiday season. The audition process is open to all employees, and no prior experience is required.

"The best way for the Postal Service to tell its story of transformation and service to the nation is through our employees—who make all of what this organization does possible," USPS brand shipping director La Tonia Simmons said. "Maybe one of those faces and voices is yours."

Though the holiday casting call ends Sept. 4, USPS shoots many ads and accepts cast applications for them year-round, so your chance could be next.

The Postal Record talked to a few letter carriers who have appeared in USPS ads about the experience.

Caitlin Caputo got her moment in the sun after years of trying, fulfilling a childhood dream.

"Since I was a kid," she said, "I wanted to be a model but didn't think I had a shot."

Caputo, a member of Buffalo-Western New York Branch 3, applied four years ago to act in a USPS commercial after seeing a notice from USPS that her branch president had posted on Facebook. She wasn't chosen. She tried again a few years later. Finally, after



Christine Maldonado (above) and her cousin Stephanie Maldonado (below) have appeared in advertising for USPS.

applying a third time last December, her number came up.

Following the instructions in the Postal Service's call for talent, Caputo emailed a head shot and a video to USPS. In the video, as instructed, she gave her name, hometown and her favorite part of working for USPS, and she made her best surprised face.

When USPS picked her for a new ad, she was flown out to the Los Angeles area to shoot the commercial. USPS finally saw that she had what it takes, she said. "I'm always smiling," Caputo said. "Just a friendly person. I feel like I have the energy that attracts people."

The experience was right out of the movies, she said, from being picked up



USPS advertising (continued)



To audition, Caitlin Caputo had to email a video of herself to USPS saying her name, hometown and her favorite part of working as a letter carrier.

by a driver at the airport holding up a sign with her name to getting fitted for a “costume”—a postal uniform, of course—before the shoot. “They even had the real Hollywood chairs on the set,” she said.

On the day before shooting, Caputo was fitted for the uniform, and the next day at 6 a.m. she went to the set for hair and makeup before playing her role for the camera. She had no lines in the ad, so she didn’t have to memorize any. She performed her small part in the ad—delivering mail to a jewelry store—in several takes. “You do it four or five different times until it’s how they want it,” she said.

The ad she appeared in was a Spanish-language spot that aired on YouTube TV. Like all postal employees who appear in USPS ads, Caputo was paid the standard Screen Actors Guild – American Federation of Television and Radio Artists (SAG-AFTRA) wages for her work.

Caputo said she loved the friendly USPS and video production staff that worked with her.

“It was hands down the best experience I’ve ever had,” she said. “I’d do it again in a heartbeat.”

The carrier also enjoyed making new friends among the other postal employees in the ad from across the country, including **Christine Maldonado** of West Palm Beach, FL Branch 1690.

USPS used footage of Maldonado driving an LLV in the ad with Caputo and in a few other ads. Maldonado had responded to a casting call last October.

“I submitted the video and then I forgot all about it,” Maldonado said, until USPS called her in January and asked her to come to Los Angeles with only three days’ notice.

“Everything happened so fast,” she said.

Once she arrived, Maldonado got a firsthand look at how ads are made.

“It was just like being on a movie set,” she said, complete with trailers for her and fellow actors to have hair and makeup done and to change into their costumes. “I wasn’t used to that. It was a great experience to see what that was like.”

Maldonado drove an LLV on a closed street for the production, and though it was winter, the shot was depicting warmer weather, so she had to wear a light uniform. “It was very, very cold,” she said, “and I couldn’t wear a jacket.”

She was impressed by how much work it took just to shoot a short segment of the ad. “They would retake and retake and retake,” she said, “until they got the perfect shot.”

“My favorite part was being on the set and seeing the background of everything and all the equipment they use—being able to be there and witness everything,” she added.

Maldonado auditioned when her cousin, **Stephanie Maldonado**, said she should try it. Stephanie, who is also a Branch 1690 member, had appeared in the 2021 holiday ad.

“I almost didn’t audition, but at the last minute I said, ‘Let me get out of my shell,’” Stephanie Maldonado said. After a second audition with USPS via Zoom, she got an email asking her to come to Los Angeles.

“By the way, you’ll be in the lead role,” they told her.

Maldonado played a working mom who delivers the mail and then comes home to her children. The production staff put the novice actor at ease. “I told them I was nervous, but they said, ‘Don’t worry, we’ll walk you through it.’ They were very patient.”

“I tell everyone it was a good experience,” she added. “Do it, even if you’re scared.”

Yvette Legette thought she would be scared too. The Bergen County Merged, NJ Branch 425 carrier, who recently retired after carrying the mail since 1985, has appeared in several video and print ads after USPS brought her to Los Angeles to shoot an ad in 2022.

“I thought I was going to be nervous,” she said. But the production crew was so accommodating that she relaxed immediately. “Everybody was so friendly, from the producers to the writers to the crew,” Legette said. “Everybody knew my name. They even asked me for input.” She showed them how and when carriers use scanners, for instance, to ensure that the ad was as authentic as possible.

“It was so exciting—I didn’t know it was going to be a whole production,” she added. From the chauffeur to the fancy hotel to the food, “I felt like a movie star.”

USPS ended up using her in several video and print ads, including ads in magazines like *Sports Illustrated* and mailers that are sent directly to postal customers.

Legette liked the work so much that she asked the production staff about how to get into the acting business, and they gave her some resources to get more jobs. She has appeared in spots for other advertisers beyond USPS and has a role in an upcoming documentary film. She’s looking at doing voice work as well.

“It’s my retirement career,” she said.

At 23, **James Urry** is far from retirement, but he already is showing his distinctive face in postal ads.

“I tell people that my mustache is ‘postal famous,’” said the San Bernardino, CA Branch 411 member who started carrying the mail in 2020.

Thanks to his appealing mustache,

Urry bagged a role in a postal ad in January 2022 at the last minute, when two other carriers tested positive for COVID-19 and couldn’t make it. To prepare in time to make it to his Marine Corps Reserve duties the following weekend, Urry rushed out the door and drove a few hours to Los Angeles, arriving at the hotel in shabby clothes as glamorous models paraded at an event in the ballroom.

But he brushed it off and jumped right into the role. Urry spent a few hours driving an LLV on a highway as a film crew sat behind him taking video. He also posed with a prototype of the next generation delivery vehicle (NGDV), though he didn’t drive it because it had no engine yet.

After a week of shooting the ad, Urry went straight to Camp Pendleton for his reserve service. He and his mustache appeared soon after in the Postal Service’s “We Go Everywhere” ad.

“It was a different experience” working on a set with video producers, he said. “As postal workers, we’re used to just doing our jobs—but they were calling us ‘talent.’”

But in other ways, he said, working on a video production set was similar to his postal and military service: “I’m used to the ‘hurry up and wait’ mentality.”

USPS accepts casting applications from postal employees throughout the year. Postal employees can apply online at mrm-usps.powerappsportals.com. Applicants must upload a head shot and a video—instructions for what to say and do in the video are at the site. **PR**



James Urry

USPS timekeeping, Virtual Timecard and ePayroll

It's important to understand the information on your pay stub so you can ensure that you're getting paid properly. Whether you get a paper check or payment by direct deposit, you receive a pay stub every pay period that explains what you've earned as well as any deductions from your pay. This article will provide a brief explanation of the USPS timekeeping system, Virtual Timecard, pay stubs and the USPS ePayroll web application.

Timekeeping

The Postal Service uses a unique timekeeping system that may be unfamiliar to some people when they begin a career with USPS. It is a variation of the military 24-hour clock, but records time in hundredths of an hour rather than in minutes. USPS Notice 30, Time Conversion Table, which can be found on the back of the PS Form 1260, Non-EBR Card, shows the equivalent hundredths when converting minutes and hours using this system. USPS pay stubs and ePayroll statements represent time entries using this timekeeping system as well. It is important to remember this unique timekeeping system when calculating your hours and payroll.

Letter carriers are responsible for clocking in and out during their workday and recording the times and operations on which they work. The most common method used to record these times is the Time Collection Application on the Mobile Delivery Device (MDD). Another way letter carriers can document their work hours is by swiping their timecard on a hyper electronic badge reader (HEBR), commonly called the time clock, at the facility. The third method by which letter carriers can record their time worked is by

manually entering their time entries on a PS Form 1260.

The PS Form 1260 should be used only in circumstances where the other methods for recording work hours are unavailable. For example, the MDD application or HEBR might not be working properly, or the employee's ID badge or timecard might be unavailable. In these situations, or any instance where time cannot be recorded using the MDD or HEBR, letter carriers should request to complete a PS Form 1260 to ensure that they are paid properly for their work hours.

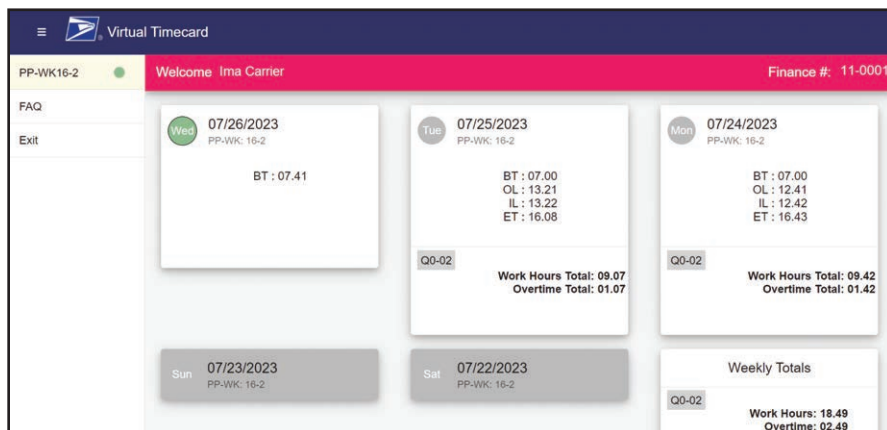
Completed PS Forms 1260 are submitted to a supervisor or management official for approval and recording of the time worked. Management personnel should return a signed copy of the form. Letter carriers should contact a union representative if they receive instructions to use a PS Form 1260 for any reason other than those listed above.

Virtual Timecard

Regardless of the method used to record daily clock rings, letter carriers can view their accumulated work hours for the current pay period using the Virtual Timecard application by

logging into liteblue.usps.gov. LiteBlue is a web-based portal specifically designed for employees of USPS. LiteBlue login requires your employee identification number (EIN) and your USPS password. LiteBlue uses a multifactor authentication (MFA) login process to increase security. To complete the login process, a verification code must be entered. You can obtain this multifactor verification code via text message or email.

Once you are logged in, click on the "Apps" tab at the top or scroll down to the "Employee Apps" section on the left, and choose "Virtual Timecard." Once you click on the Virtual Timecard, it will direct you to the landing page and you will click "I Agree" to be logged in. Virtual Timecard is designed to provide secure, near real-time access to your own time clock entries and your accrued work hours as recorded in the Time and Attendance Collection System (TACS). Through the Virtual Timecard, you will be able to view your clock rings and accumulated work hours by workhour category for the current pay period. This can be done every day and at any time using a personal computer or mobile device.



ePayroll

Once the pay period has ended, employees will have access to their payroll information electronically via LiteBlue ePayroll. This system allows employees to review their payroll accounts, allotments and benefits. In the same “Employee Apps” section, select “ePayroll,” then follow the on-screen prompts.

Your detailed ePayroll information is usually available online beginning on the Tuesday evening preceding your pay date. Your earnings statement on ePayroll will show you all of your paid hours, leave and retirement information, additional pay and deductions and your net-to-bank amount. Keep in mind, the adjustments that appear during the current pay period may be corrections or modifications from previous pay periods.

Currently, the ePayroll application allows employees to review and print earnings statements dating back a full two years or a little less, depending on how the pay periods fall. In addition to the ePayroll system, USPS will mail a printed version of your earnings statement each pay period. The printed pay stub summarizes the same information as ePayroll but can be a little more difficult to understand. The *2023 Letter Carrier Resource Guide* offers a complete explanation of how to read your printed pay stub.

Whether you review the electronic version through ePayroll or on paper with a traditional paystub, it is important for letter carriers to always keep track of their work hours and review their payroll records to make sure that their paycheck has been calculated correctly. If you discover a discrepancy in your payroll, you should speak to your shop steward or branch officer as soon as possible so they can investigate the situation. **PR**

| Employee Information | | | |
|-------------------------------------|------------------------|-----------------|-------------------|
| Employee: | Ima Carrier 11-1111 | Employee ID: | 01234567 |
| Finance Number: | | Pay Location: | 22 |
| Pay Period: | 13-2023 | Pay Date: | 06/23/23 |
| Inclusive Dates: | 06/03/23 - 06/16/23 | | |
| | | Net Pay: | \$1,629.32 |
| Paid Hours | | | |
| Leave & Retirement Information | | | |
| Additional Pay & Other Compensation | | | |
| Deductions | | | |
| Adjustments 1 | | | |

| Paid Hours | | | | | | | | | | |
|-------------------------------|------|-----|-------|------|---------|-------------|------|----------------|-------|-----------------|
| Pay Period | Week | RSC | Level | Step | Des Act | Salary Rate | Code | Description | Hours | Amount |
| 13-23 | 1 | Q | 02 | P | 134 | 76,880 | 52 | WORK HOURS | 38.97 | 1,440.39 |
| 13-23 | 1 | Q | 02 | P | 134 | 76,880 | 53 | OVERTIME HOURS | 3.77 | 209.02 |
| 13-23 | 1 | Q | 02 | P | 134 | 76,880 | 56 | SICK LEAVE | 1.03 | 38.07 |
| 13-23 | 1 | | | | | | | FLSA | | .00 |
| 13-23 | 2 | Q | 02 | P | 134 | 76,880 | 52 | WORK HOURS | 40.00 | 1,478.46 |
| 13-23 | 2 | Q | 02 | P | 134 | 76,880 | 53 | OVERTIME HOURS | 1.94 | 107.56 |
| 13-23 | 2 | | | | | | | FLSA | | .00 |
| Total Hours Gross Pay: | | | | | | | | | | 3,273.50 |

| Leave & Retirement Information | | |
|------------------------------------|--|---------------|
| Category: 8.00 Annual Leave | | |
| Leave Computation Date: | | |
| AL Prior Year Balance | | 138.89 |
| AL Maximum Carryover | | 520.00 |
| AL Carried over from Prior Year | | 138.89 |
| + AL Earned YTD | | 88.00 |
| + AL Holiday Earned YTD | | .00 |
| - AL Used YTD | | 16.00 |
| = Earned Annual Leave Balance | | 210.89 |
| + AL Advanced YTD | | 120.00 |
| = Available AL Balance | | 330.89 |
| AL Used this Pay Period | | .00 |
| Category: 4.00 Sick Leave | | |
| SL Prior Year Balance | | 1,139.91 |
| + SL Earned YTD | | 44.00 |
| - SL Used YTD | | 4.64 |

| | | |
|---|-------------------|--------------------|
| Social Security (deducted on Ins Income) | .55 | 2,427.00 |
| Medicare (deducted on Ins Income) | .12 | 567.60 |
| Thrift Savings Plan (TSP): 15% - (Regular) | 443.54 | 5,758.68 |
| Union Dues: L | 34.88 | 453.44 |
| Extra Federal Tax | 35.00 | 2,592.58 |
| Allotment | 8.00 | 104.00 |
| Allotment | 250.00 | 3,250.00 |
| TSP Loan: G | .00 | 1,381.49 |
| Total Current Pay Period Deductions: | 1,644.18 | |
| Total Adjustments Deductions: | .00 | |
| Total Deductions: | \$1,644.18 | \$22,767.14 |
| Net Pay (Net To Bank): | \$1,629.32 | \$19,995.63 |

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.

USPS honors civil rights giant

On July 21, the Postal Service officially released the John Lewis stamp. A celebration was held at Morehouse College in Atlanta, GA. In doing so, the Postal Service paid tribute to an important figure of the civil rights movement.

Lewis was an original Freedom Rider—civil rights activists who rode integrated buses into segregated areas to challenge the law—and the youngest keynote speaker at the 1963 March on Washington. He also was a leader in the Selma-to-Montgomery march that

helped lead to the passage of the Voting Rights Act of 1965.

“John Lewis was a freedom fighter who helped redeem America’s betrayal of its constitutional principles,” Ron Stroman, a member of the USPS Board of Governors, said at the ceremony.

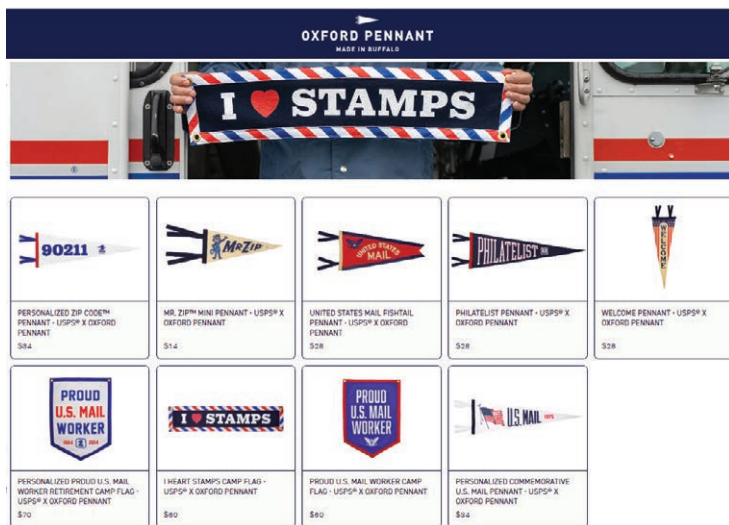
“History honors John Lewis not just for what he did, but also for what his actions achieved. He forced our country to come to grips with its racism in ways that, heretofore, had not happened. We are a more democratic, compassionate and a better nation because of what John Lewis and all who participated in the movement were able to achieve.”

The stamp was designed with a photograph of Lewis taken for *Time* magazine. Lewis has a serious, introspective expression, and is sitting in front of an ombre silver background.

Stroman said of the image: “Look carefully at how the shadow falls on the right side of his face, illuminating the left side, in a way that seems to take the viewer from darkness into the light—a fitting tribute to a man who sought to awaken the conscience of a country.”

Clothing brand releases USPS-themed products

Buffalo, NY-based clothing store Oxford Pennant released a line of Postal Service-themed items on July 6. The company mostly sells custom wool felt



pennants, flags and banners, with the overall aesthetic being vintage.

The Postal Service’s licensing managers told USPS Link, “Oxford Pennant’s latest line is postal employee-focused and pays homage to our hardworking employees. The offerings are a nice way to commemorate service and evoke nostalgia.”

Some of the pennants depict mail, stamps, the Mr. ZIP mascot or a “Proud U.S. Mail Worker” slogan. There also are customizable flags and banners offered as a way to honor various milestones or retirements for employees. The items are a beautiful way to showcase Postal Service pride.

The art of newspaper clippings

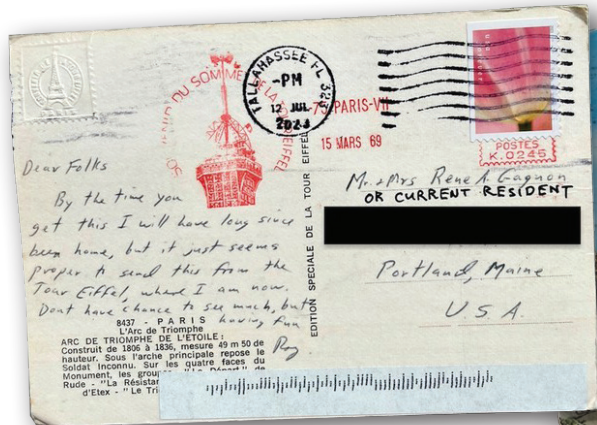
While the majority of communication takes place online nowadays, some people still bask in the simplicity and tangibility of the past. Stephen Butkus is one such person. The 71-year-old resident of Sudbury, MA, keeps a photocopier, envelopes and stamps at his disposal to send newspaper and magazine clippings to his family and friends—an article about three-story triplex homes to his brother,

John Lewis

1940–2020



The 54-year old postcard delivered to Jessica Means



just like the one they grew up in; a cartoon about exercising to his former physical trainer. “We try to inform and amuse,” Butkus told *The Wall Street Journal*.

Mailing newspaper clippings wasn’t an uncommon practice until the transition to email—these types of mail fell off due both to the rise of technology and the decreasing consumption of print newspapers and magazines in the present day.

Others are holding onto the tradition as well. Joe Coscia, a 39-year-old middle school math teacher in Virginia, still receives clippings of his hometown, Niagara Falls, NY, from his mother. Recently, he received an obituary for his former barber, which he found odd, as he and his mother talk on the phone once a week, “but I found out through the mail.”

For a lot of people, sending newspaper clippings is a way to replace certain communications—it can make more mundane conversations fun, or confrontational ones more lighthearted. According to Eric Lehman, an English professor at the University of Bridgeport, it began in the early 1800s, with the start of newspaper mass production in urban areas. City dwellers would cut out stories and mail them to their rural relatives, who often kept them in scrapbooks. Lehman noted, “It was like curating a Facebook page.”

Connecticut mailman surprises 2-year-old Postal Service fan

Two-year-old Colby from Simsbury, CT, has already met his hero: his local letter carrier. Seeing Hartford Branch 86’s **Mike Maliszewski** or “Mailman Mike,” as the residents call him, is the highlight of the toddler’s day. Colby not only adores his mailman, but also the entire USPS. “We look for mail trucks in the wild,” his mom, Jessica Bergman, told the “Today” show.

When Maliszewski discovered that Colby would be turning 2 soon, he and

his co-workers arranged for a parade of mail trucks to drive around the toddler’s block, along with firetrucks, garbage trucks, a police car and even a working dog that Colby got to meet. The postal employees also presented Colby with a gift: a Little Tikes Cozy Coupe car that they had decorated to look like a mail truck, and a certificate dubbing him an “honorary letter carrier.”

Bergman recorded the parade and shared the video on TikTok, where it quickly went viral. The comments gushed over Maliszewski’s kindness toward the boy. “Imagine how much better this world would be if everybody treated each other this way,” one commenter wrote, while another said, “That little fella will remember that for the rest of his life.”



Postcard reaches destination after 54 years

Jessica Means opened her mailbox on July 6 the same way she’d done countless times in the 17 years she lived in Portland, ME. However, this time, among the bills and ads, was some-

thing unusual—a postcard from Paris, France, depicting the Arc de Triomphe.

The postcard was addressed to names that Means didn’t recognize—Mr. and Mrs. Rene A. Gagnon—but the address matched her own. It was dated March 15, 1969. The postcard had finally reached its destination, after 54 years.

The message read: *Dear Folks, by the time you get this I will have long since been home, but it just seems proper to send this from the Tour Eiffel, where I am now. Don't have chance to see much, but having fun.*—Roy

Means contacted WGME-TV, a local CBS affiliate, and posted about the event on Facebook. It was found that Rene Gagnon, an immigrant from Quebec, and his wife, Rose Koski, had lived in Portland until they both died more than 20 years before the postcard finally reached Means’s home. The “Roy” in the postcard was Roy Salzman, husband to the Gagnons’ daughter, Doris. Salzman, who attended the Massachusetts Institute of Technology and served in the Air Force, died in 2006. He and his wife, Doris, had traveled often for his work, staying in Brazil, Mexico and Belgium—and likely living in the latter at the time of the postcard.

Based on the addition of newer stamps and the words “or current resident,” Means thinks that the postcard had successfully been delivered to the Gagnons. “I don’t think it was ever lost. I think it was tucked away and refund, and someone decided to put a stamp on it and send it back to this address,” she told *The Washington Post*. “And I think that’s really cool. And curious.”

Means keeps the postcard tacked on her fridge. She calls it a “little gift from the universe.” With its bright blue background, yellowed Arc and few streaks of dirt, it is a brief look into lives long since passed. **PR**

Make sure your family is covered



**Life insurance made simple with
NALC's Mutual Benefit Association**

As a letter carrier, your family depends on you. But what happens if something happens to you and you're no longer there for them to depend on? It's difficult for many people to think about, but you owe it to them and to yourself to consider life insurance—and NALC's Mutual Benefit Association (MBA) can make it easy.

Life insurance ensures that your spouse, children or other loved ones will receive financial support no matter when you die. Life insurance also can cover costs such as debt, taxes and funeral expenses so your spouse and children aren't left to deal with such matters when they're most grief-stricken.

Even if you still are young and don't have a spouse or children, buying a life insurance policy might make sense because it may be less expensive and also offer more benefits if you start early. Some policies also build a cash value you can use later in life.

"It's always smart to start planning your financial life early, and to make adjustments as your life changes," NALC President Brian L. Renfroe said. "NALC members have several good options for life insurance and should consider them no matter where they are in life."

Chris Alessi, the MBA representative for Tri-Valley, CA Branch 2902, often talks to the other letter carriers in his branch about why they should get life insurance.

"The first thing is to protect their families," Alessi said.

We know that life insurance seems complicated, so MBA is working to make it simple.

Your Mutual Benefit Association

Founded in 1891, MBA is an insurer for NALC members and their families,

administered from its office, which is located in NALC Headquarters in Washington, DC.

Thanks to the multiple programs designed to meet the varied needs of letter carriers, MBA currently insures about 8,000 people for a total of \$181 million in life insurance coverage. MBA is overseen by Director of Life Insurance Jim Yates, a letter carrier from Long Island Merged, NY Branch 6000.

While most insurance companies put their profits ahead of your needs, the MBA is a not-for-profit insurer, run by letter carriers for letter carriers and their families.

"Unlike other insurance companies, everything we do is with the thought of how it will benefit our members and their families," Yates said.

MBA offers two types of life insurance—term and whole life.

The simplest is **term life insurance**. Like home or auto insurance, term life protects the insured for a certain time period, or term, such as 10 years. While this kind of insurance covers only a set period, many term life products are able to be renewed. The cost of term life insurance varies a great deal depending on your age—the older you are, the more expensive insuring your life will be.

A **whole life insurance** policy has no term—it is guaranteed to pay a benefit when the insured dies, no matter when that is. Whole life policies spread the costs over the payment period, so the premium amount will remain the same throughout the lifetime of the policy. That means that the earlier you buy, the lower the pre-



Life insurance made simple with NALC's Mutual Benefit Association

mium, even as you get older or your health declines.

MBA's whole life policies come with a cash value, functioning like a savings plan. As you make premium payments on a whole life policy, a portion of the premium goes toward providing the death benefit (which is paid to the beneficiary at the time of the insured's death), while the other portion builds a cash value. MBA invests the cash value portion of the premiums. This cash value remains available to the owner of the policy.

As with term life insurance, if you die with a whole life policy in place, the death benefit is paid. However, if you cancel a whole life policy, you receive at that time the cash value that has accrued. For instance, you might choose to cancel a whole life policy and receive the cash value after you retire because your family has less need for life insurance coverage, and you need the money for living expenses instead. You also can sometimes take out a loan against the cash value of your policy.

MBA pays dividends—a share of the profits—to its whole life insurance policyholders when the premiums its customers paid exceeded the amount needed by MBA for the year to cover all of the death benefits. If the policy is whole life, the policyholder often can choose to buy more insurance using the dividend.

Branch 2902 MBA Representative Alessi said that letter carriers often don't know about life insurance's ability to help them save money. "You want to have a nice little nest egg," he tells his branch members. He also encourages them to consider whole life insurance as a way to keep rates low. "I always let them know, every time I

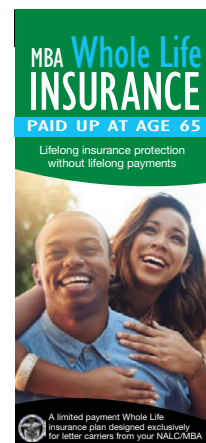
talk to them, that the MBA's plan stays locked in with the whole life. Lock it in at a younger age and keep it going."

Whatever your career status, letter carriers have many insurance options from MBA to choose from, and your needs may change over time. As you get older, buy a home, get married, have children, and perhaps divorce or form blended families with stepchildren, you might want to update your insurance plans or anticipate future changes. Your health also can change as you age, and some insurance policies take this into account.

"MBA offers both term and whole life policies that could make sense for almost any letter carrier at any age or stage in life, from CCAs to retirees," Yates said.

Many options for you

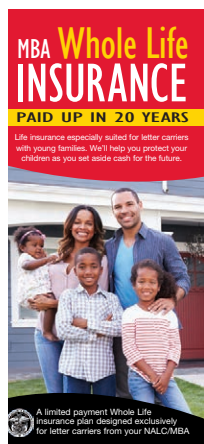
Here's a look at the many whole and term life insurance products MBA offers to fit every letter carrier's needs:



MBA Whole Life Paid-Up at Age 65 is a limited-payment whole life insurance policy. It is ideal for all letter carriers and their family members. MBA Life Paid-Up at Age 65 offers lifelong insurance protection without lifelong payments. This plan allows the

insured to reduce his or her financial obligations upon retirement while maintaining insurance coverage. You can purchase life insurance coverage worth between \$10,000 and \$100,000. Premium payments are required up

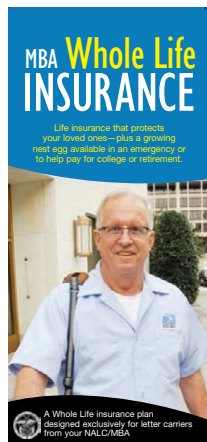
to the policy's anniversary date after the insured's 65th birthday. At that time, the policy is fully paid up, yet coverage stays in force throughout the insured's lifetime, unless you decide to surrender the policy for its cash value.



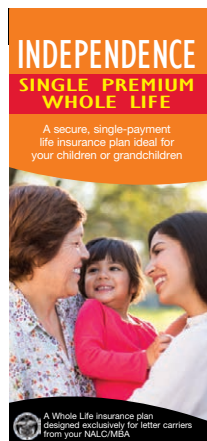
MBA 20 Pay Whole Life is a limited-payment life insurance policy that lets you build up cash for your future. Whether you choose \$10,000 or \$100,000 worth of coverage or anything in between, you pay premiums for 20 years. In the event

of the insured's death, MBA 20 Pay Whole Life will pay the beneficiaries the full amount of the policy. After the 20 years, you can keep the coverage at no cost, or surrender your policy for its cash value. If you choose to keep the policy in force, your cash value will continue to grow and you will continue to earn dividends. The MBA 20 Pay Whole Life is ideal for members who want to cover their children or grandchildren. The younger the insured is at the time of purchase, the lower the monthly premiums will be. Ownership of the policy can be transferred to the child when they become of age.

As with the Paid-Up at Age 65 and 20 Pay Whole Life plans, the **MBA Whole Life** policy is a whole life plan that lets you choose from \$10,000 to \$100,000 worth of coverage. Premiums are based on the amount of the policy benefit and your age at the time of purchase. With this plan, premiums remain the



same throughout the life of your policy. The **Independence—Single Premium Plan**, one of the most convenient whole life plans available, provides you or any eligible member of your family with life insurance coverage of \$5,000, \$10,000, \$20,000, \$100,000 or any amount you choose within that range (subject to limitations) for a single,

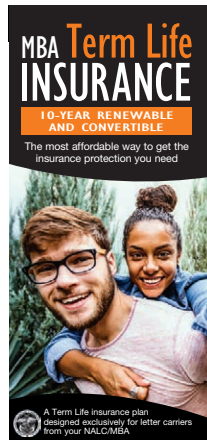


once-in-a-lifetime premium payment. With this plan, you not only get immediate real-cash value, but also investment advantages such as favorable tax-free interest earnings, easy low-interest loan availability, an instant cash-value option, a no-cancellation guarantee and, of course, full death benefits. The Independence—Single Premium Plan also lets you decide whether to leave your dividends on deposit to increase their cash value, or to use them to increase your death benefit or receive a dividend check.

Then there are the term life options.

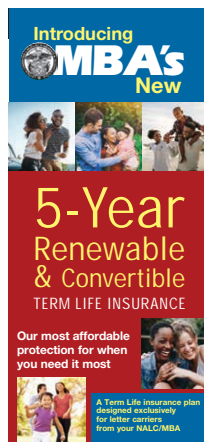
MBA 10-Year Renewable and Convertible Term Life is a 10-year renewable and convertible term policy. In the event of your death, the policy will pay

Life insurance made simple with NALC's Mutual Benefit Association



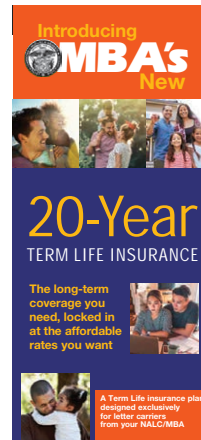
your beneficiaries the full amount of your policy for as long as it's in force. This plan lets you choose coverage of \$10,000 through \$100,000. Your premium will remain the same until the 10-year term has ended. You can renew for another 10 years

of coverage without a medical exam. At each renewal period, your premium increases according to your age. You can continue your MBA 10-Year Renewable and Convertible Term coverage until age 80. You also can convert your term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65, with certain restrictions. Term Life is available for your spouse, children, grandchildren and parents at the same benefit amounts open to you.



If you want a shorter term, there is **MBA 5-Year Renewable and Convertible Term Life**. This five-year renewable and convertible term policy functions the same as the 10-year version, but at five-year intervals.

If you want a longer term, there is **MBA 20-Year Term Life**. While not automatically renewable, as are the



five- and 10-year term life options, it is convertible to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65, with certain restrictions. When your 20-year term expires, you can reapply for another 20-year term if you are age 60 or under.

The final term life product is **MBA Term to Age 65 Life Insurance**. This plan offers term-life insurance un-



til the insured reaches age 65. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65. This plan lets you choose coverage from \$10,000 to \$100,000. It also is convertible to a whole life policy, such as MBA Whole Life, without taking a medical exam, with restrictions.

Other products

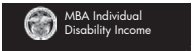
Beyond whole and term life insurance, MBA offers other products that



He's got enough to worry about



How to take care of his family shouldn't be one of them



letter carriers and their families should consider.

All NALC members are automatically enrolled in free accidental death coverage that covers letter carriers for \$5,000 if they die as the result of an accident.

Individual Disability Income can cover active NALC

members when the unexpected happens. It helps ensure that you have the money you need—and are better able to continue living the lifestyle you've worked for—if you become hurt or too sick to work. Disability income benefits start 14 days after your disability begins and payments continue during your disability for a period of up to six or 12 months, depending on which benefit period you select for your plan.

It's guaranteed renewable to age 65 by payment of the premium on each renewal date. As long as the premium is paid on time, MBA cannot change any benefits or refuse to renew the policy. Premiums are based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and are in the same class as you at renewal.

If you are hospitalized for illness or injury, MBA's **Hospital**

Plus can help your financial health with cash payments of \$30, \$50, \$75 or \$100 a day, depending on your specific policy. Cash benefits start on the first day you are hospitalized and continue for up to 365 days. Hospital Plus also lets you cover your spouse at the same coverage amount as the member, children are covered at 60 percent of the members coverage.

Benefits are paid in full regardless of other health insurance benefits you receive. Cash benefits are paid directly to you and may be used for any purpose. This is extra cash protection to help you meet the financial burdens associated with accidents and illnesses.

All applying members, regardless of age, and their eligible dependents may be covered. As long as you pay your premium, you can keep your policy, regardless of prior benefits received or future health conditions. Rates will not be individually raised.

More information

Life insurance is a lot to consider, and sometimes you might want to talk to another letter carrier for information and guidance. Branches should have a local MBA representative, a letter carrier who understands MBA insurance policies, and who can help you.

For more detailed information about MBA's products, brochures or applications, go to nalc.org/mba or 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.—all Eastern time.

"Whatever your stage in life, it's a good idea to look at your life insurance needs," President Renfroe said. "Please consider the options MBA has, and protect the financial future of you and your family." **PR**

WITH
**HOSPITAL
PLUS**
You'll Be
Visited by
Presidents
Every Day!



Proud to Serve

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

Honoring heroic carriers

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

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

Seeing flames, vet springs into action

Willie Shannon pays attention, and it pays off. On a hot day in July 2022, the carrier pulled up to a four-plex to drop off the mail when he smelled smoke. It was fire season, so there were a lot of forest fires burning, and smelling smoke wasn't out of the ordinary; but that day, the Sacramento, CA Branch 133 member had the where-withal to look up.



Willie Shannon was honored for drawing attention to a fire.

"I wondered if someone was barbecuing," Shannon said, but he didn't see anyone. Then, he noticed flames shooting up at the end of a balcony. He started pressing on his horn, hoping to get the attention of somebody who lived there.

Thankfully, a resident of another unit came running down from the pool two buildings away. After Shannon pointed out the flames, the resident

ran to grab a hose nearby and started spraying the flames.

Meanwhile, Shannon called 911 and went to warn the other residents. The fire department arrived quickly and put out the flames. The carrier later learned that the fire had started from a cigarette butt becoming embedded in a beam, and firefighters had to cut that part out. If Shannon hadn't called 911, firefighters said, the blaze

Eye on the elderly

Ryan Ritchie knows his customers on his route in Wildwood, NJ, well. The Cape Atlantic, NJ Branch 903 member has carried the mail since 2010 and has a routine with one of his elderly customers, Jane—she hears him shut her mailbox and comes to the door to fetch it each time before he leaves. But one day in February, Jane didn't show up. Ritchie

knocked on the door and got no answer, so he continued his route. The next day, though, she still hadn't brought in her mail, so he knocked on the door again. Concerned when she didn't answer, he checked with a neighbor, who also hadn't seen the woman lately and called police. When officers arrived, they found Jane unable to move after

having suffered a stroke. She was taken to a hospital and, after recovering, returned to her home. She told Ritchie later, "I could hear you. But I couldn't even reach my phone to call for help." The carrier said "She was extremely happy" that he was there for her and expected her at the door, he said, adding, "We have a bond that I'll never forget." **PR**



Ryan Ritchie

might have started back up, even though the flames appeared to be squashed by the hose.

The 20-year Air Force veteran said of being called a hero: “I just happened to be there. But I guess it feels good, you know. I’m just glad I was alert enough, since it’s fire season and we’re always smelling smoke.”

Carrier comes to aid of injured dogwalker

One cold January day, Buffalo-Western New York Branch 3 member **Nick Nichter** was parked in front of a house on his route, an ice storm pelting down around him. It was extremely slippery outside, so the letter carrier was being extra careful. A woman walked by

with a large Newfoundland—“She was a professional dogwalker; I saw her every day,” Nichter explained. On the other side of the street was a woman walking two dogs he’d never seen before. One of the dogs was off leash.

Upon noticing the other dogs, the Newfoundland got excited and started pulling toward the other side of the street. The dogwalker was pulled onto a patch of ice and slipped, breaking her arm. “There was blood everywhere,” Nichter recounted.

Immediately, the six-year carrier jumped out of his vehicle and grabbed the Newfoundland. However, the dog from the other side of the street came running. “His owner said, ‘My dog is not friendly; he’s going to attack the

dog,’” Nichter said. He held onto the Newfoundland and threw his bag at the unfamiliar dog, who started biting the bag. The woman grabbed the dog and they left.

Nichter stayed with the dogwalker until emergency services arrived, which took about 25 minutes. While the woman was in the hospital, a neighbor cared for the Newfoundland. She was in the hospital for an entire day, and told Nichter that she still doesn’t have full use of her arm.

The carrier doesn’t feel like his actions were particularly heroic, though. “It feels like nothing out of the ordinary,” Nichter said. “Every day at the Postal Service feels like a good day for the community.” **PR**

Help on the way

It was a cold day in February 2022 when Newington, CT, carrier **Benito Vargas** was delivering on his route and noticed a man lying face down on a driveway. The Hartford Branch 86 carrier ran over to the man, and when he reached him, he realized that the man had fallen on black ice, hitting his head and losing consciousness. Vargas took the man’s pulse, which was faint. The eight-year carrier remembered that the man was married, so he ran to the man’s house to alert his wife. Vargas then called 911. “I tried to make him comfortable on the ground until the paramedics and police showed up,” the 20-

year Army veteran said. The man’s injuries turned out to be significant, and his wife said of the situation, “I can only imagine what might have happened if Benito hadn’t been there.” Vargas downplayed his role in the situation. “I don’t feel like I was a hero, because this is something that anyone can do,” the carrier said, “but they feel like I was a hero, because I don’t know how much time he was on the ground, and if I wasn’t in the area, they might not have figured out that he was on the ground.”

On a hot day in September 2022, Salt Lake City, UT Branch 111 member

James Fenton was delivering on his route and passing through a street when he heard someone screaming for help. He searched for the source and quickly found a woman fallen behind parked cars in a driveway. The woman, Linda Stone, explained that she had fallen an hour and a half before and was unable to move. She also didn’t have any way to call for help. The six-year Army veteran called 911. Realizing that Stone’s injuries were serious, Fenton kept her alert by talking to her to stop her from going into shock. Stone told Fenton that she was afraid she’d die from the heat. Fenton called some of Stone’s



James Fenton

family members to help keep her calm. Emergency services arrived soon after and Stone received medical attention for what was determined to be a broken hip. Fenton said of being called a hero: “It’s pretty cool, but it sucks that someone had to get hurt for that to happen.” **PR**

New York carrier accomplishes rare feat—donates two organs



Michael Ashley

Not many people can claim to be living organ donors—about 6,500 each year—but it’s even more rare to give twice.

Indeed, fewer than 100 donors have provided both a kidney *and* part of their liver, according to the United Network for Organ Sharing, the nonprofit organization managing the U.S. organ transplant system. One such person is Rochester, NY Branch 210 member **Michael Ashley**.

In 2002, Ashley donated a kidney to his adoptive father, and in 2021 he donated a section of his liver to an anonymous stranger after he wasn’t a match for his brother-in-law.

Ashley’s adoptive father was diabetic. “With diabetes, kidney failure is often a prolonged result, and so he was on dialysis,” he said. None of his father’s biological family was a match.

At the time, Ashley was on active duty in the Army and moving from Germany, where he was stationed, to Fort Lewis in Washington state. He had a bit of time off to make the transition back to the United States, so he headed to New York to visit family before having to report for duty on base.

“I was back at home in the Rochester area, and that afforded us the perfect time for me to get tested,” he said, which included a multitude of tests, starting with an ultrasound and then an MRI. “They thought the chances were kind of slim because we weren’t biologically related. It actually worked out.”

After speaking with his wife and completing the move to the new military base, he petitioned the Army for permission to donate, which was granted, and he returned to Rochester for the procedure.

“My dad was just a great man,” Ashley said. “He had given me a great life, and I wanted to return it in kind as best I could.”

He wasn’t nervous. “Personally, I’ve had a lot of experience with surgery—I had a car accident with a ruptured spleen, I’d had a surgery when I was a little kid, I’ve had a knee surgery in high school,” he said. “I didn’t have a big aversion to hospitals, or needles, or doctors in general—in fact, I had a lot of confidence in what they could do. It really wasn’t a consideration.”

When the ruptured spleen had healed, it left some adhesion to the kidney. “It was a little bit more complicated than they were normally used to, but it went off without a hitch,” the carrier said.

After three days in the hospital, he returned home and he hasn’t had any further effects from the procedure in the past two decades. “I feel normal, and I don’t really take precautions,” he said. “Probably a doctor would say, ‘Make sure you’re staying on top of things’ and all that, but it really isn’t a concern, and it wasn’t a concern to the doctors 20 years hence.”

Ashley, who became a letter carrier in 2006 following eight years in the Army, found out in 2021 that his brother-in-law needed a new liver due to liver cancer.

He turned to his wife. “We already knew the ins and outs,” Ashley said. “We discussed it and came to the conclusion that I would try. We found out fairly readily that I wasn’t even a blood type match for him.”

Ashley says he wasn’t familiar with altruistic donation prior to this. “I thought it’s something that’s solicited, that they put out a call to friends and family, or to people that know the

person,” he said, “but I had heard that he might potentially be getting a liver donation just out of the blue from someone he didn’t know, just by virtue of being on the list.”

Unfortunately, a liver donation didn’t ultimately work out for Ashley’s brother-in-law, as he wasn’t able to suspend chemotherapy treatments for his cancer, which had metastasized, long enough to get surgical treatment. Because of his worsening health condition, he no longer was a viable candidate for organ donation. However, learning about altruistic donation planted a seed in the carrier’s mind.

“After already having come to the conclusion that it was something I was willing to do for my brother-in-law, I was like, well, it’s not a far stretch to just go one step further and just do it,” Ashley said. “The person’s name isn’t a concern, it’s all about what they need from you.”

The one thing that gave him pause was his children, who had been born since he last donated an organ. “Once you’ve done this, you can’t do it again,” he explained of liver donation. “Sometimes people are a little hesitant to go forward with it, with the idea that they don’t have it banked for possible future needs, but they also have a cutoff.”

Because he’s 50 now and the age cutoff for liver donation is 60, as the liver doesn’t grow back as well the older one gets, he figured he would age out of the donating opportunity regardless within the next decade. “It made the decision for me personally just a little bit easier in that regard,” he said.

He soon contacted the transplant clinic at the University of Rochester. “It took a little bit of doing, because most

of the online application required you to submit a name for the person that you were looking to donate for, to tie you into a case file that they already had,” he said, adding that while initiating the application, “I was a little afraid that I would just be disqualified from having already done a kidney—that they were going to say, ‘We can’t put that much stress on your system,’ but they said it’s not in and of itself an exclusionary thing.”

He completed a phone interview to provide medical history, and then the clinic initiated the screening process. “I just went through a battery of tests, the blood lab work, and then some ultrasounds, X-rays, CT scans and all that, and it was exhaustive,” Ashley said, adding that it included a psychological evaluation and verification that he had a personal support system and an understanding employer.

“Once I actually got the thumbs up from the screening process, it was just a matter of weeks before they had a match for it,” he said.

Ashley said it was incredible to be part of the donation. “They called me first to just verify that I would be available for the surgery and the transplants, so I actually got the call before the recipient did,” he said. “But they told me, ‘Right after this, we’re calling the recipient and telling them.’ And it was a feeling you really can’t describe—to know that in a few minutes that they were going to get that random phone call to tell them that this was happening.”

There are two lobes to the liver. For Ashley’s donation, about 66 percent of one lobe was donated, and the remaining portion was expected to regenerate to about 85 percent of its original size.

Following the procedure in No-

vember 2021, which went smoothly, Ashley has an 8-inch scar along his sternum. “For all intents and purposes, it was painless,” he said. “I never had to take anything stronger than Tylenol during the four days I was in the hospital.”

Ashley had extensive follow-ups to monitor the regeneration, including lab work every week for the first few months, and he now has periodic MRIs and CT scans.

He didn’t know whom he was donating to, as the process went through a transplant coordinator.

After a certain period, “when the recipient is looking pretty stabilized and I’m doing fine, then they ask us if we’re open to an exchange of information,” he said, adding that the woman who received his liver donation called him a few months later. “It was nice to know that she was doing OK and on the rebound.”

The carrier used sick leave and administrative leave for organ donation granted by USPS and was appreciative of the support he subsequently received, noting that the donation couldn’t have happened otherwise. “Minus a couple of lifting restrictions and things like that, I was back to work within 60 days,” he said.

Upon his return in early 2022, he was honored at his station with a plaque and a breakfast. Branch 210 Vice President **Monique Mate** says that the recognition is well deserved. “Mike is one of the best guys you would ever come across,” she said. “I can personally say he is the most selfless person there is. I have never heard him complain, ever, and never heard a bad word about him.”

Though the attention has been awkward for him, the carrier is grate-

Two-time organ donor (continued)

ful for the spotlight it brings to organ donation, particularly altruistic donation, and he encourages anyone to look into the process. “There wasn’t a big requirement of me other than just the simple act of pursuing it. There was not a financial component for me,” he said.

“The donation was something I was perfectly willing to do, and heck, I might have done it even sooner if I had been aware of it,” he added. “So I love the attention that it gets, because if just one person reads an article and says, ‘Wow, I didn’t know your liver regenerated,’ and that you could just toss it up in the air for someone to claim, and that it’s possible that there might be someone out there that would do it, it would certainly make everything worth it.”

He is in awe of the concept of a transplant donation chain. “Maybe the recipient that got my liver [had] someone that she knew that hadn’t matched with her and was disappointed by that, just as I was with my brother-in-law,” he said. “And then they say, ‘Well, look at what just happened. She got it from

a stranger. Maybe now even though I can’t be her match, I can be that stranger for the next person.’ And so they donate, and so it kind of takes all these unmatchable people and it finds matches for them.”

He added: “A lot of people do have someone in their life that would gladly do it for them if they only could, if they were only A blood type instead of B blood type. But somewhere out there, there is an A blood type that needs one, too. And so, if you were willing to do it for your cousin, for your parent, it’s something to consider to do for someone else’s cousin or parent—and then the ball just keeps rolling.”

There are currently 104,234 people on the national transplant waiting list, according to the federal Health Resources and Services Administration. While organ donation is not for everyone, Ashley notes, the process is “very controlled, and you’re protected. They walk you through it, and if it’s not feasible, they don’t pursue it. There was zero pressure.”

Technological advances also have helped mitigate complications. “In the

21st century, I would say [there is] a fairly minimal risk, especially with the extensive screening,” the carrier said. “The surgeon was talking about 3D models. They literally scan your liver and the vascular connections, and then he gets it on the computer with AI [artificial intelligence], and he can rotate at 360 degrees. So he’s already seen my liver before he’s even cut me open.”

Nearly two years on from his second organ donation, Ashley is back to feeling 100 percent and experiencing no adverse effects, and he says he feels fortunate to have been able to go through such a positive and life-changing experience twice.

“I’m a man. I can’t give birth,” he said, “and so it was one of the greater gifts that I felt you could give someone. It just was an incredible experience from my end. And that’s why I enjoy talking about it so much—because from start to finish, there were just so few drawbacks to it.” And because, as noted, he hopes his story might motivate others to look into participating. **PR**

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



Install the free NALC Member App for your iPhone or Android smartphone

As technology increases our ability to communicate, NALC must stay ahead of the curve. We've now taken the next step with the NALC Member App for iPhone and Android smartphones. The app was developed with the needs of letter carriers in mind.

The app's features include:

- Workplace resources, including the National Agreement, *JCAM*, MRS and CCA resources
- Instantaneous NALC news with personalized push notifications and social media access
- Interactive Non-Scheduled Days calendar
- Much more
- Legislative tools, including bill tracker, individualized congressional representatives and PAC information

Go to the App Store or Google Play and search for "NALC Member App" to install for free

NALC makes RAA, RGA and HQ staff appointments

President **Brian L. Renfroe** appointed **Jeannette Triana** as a regional administrative assistant (RAA) for Region 9 (Florida, Georgia, North Carolina and South Carolina), effective Sept. 4.



Jeannette Triana

Triana began carrying the mail in Coral Gables, FL, in 2000, joining South Florida Branch 1071. She earned a bachelor's degree in business administration and a master's degree in accountancy while working as a carrier. She served her branch in several ways, including as a route adjustment team member, steward, trustee, Formal A representative, Step B team member, secretary, treasurer, vice president and executive vice president.

Triana was appointed branch president in August 2021, a position she held until her appointment as RAA.

President Renfroe appointed **Patrick Baker** of Jefferson City, MO Branch 127 as a regional grievance assistant (RGA) for Region 5 (Missouri, Iowa, Nebraska and Kansas).



Patrick Baker

After serving in the Army, Baker joined the Postal Service as a clerk in 1999 and moved to the carrier craft two years later, carrying the mail in Jefferson City. He became an alternate steward and then a steward in 2008. He was elected president of his branch and served from 2010 until his appointment as RGA.

Baker also has served as an on-the-job instructor, district evaluation and adjustment team member for route adjustments, route inspection trainer and arbitration advocate, and was instrumental in his branch's success with fundraising for the Muscular Dystrophy Association. He graduated from the NALC Leadership Academy in May.

The president named **Crystal Smith** of Central Kentucky Branch 361 as an assistant to the president for community services. She was appointed effective July 31.

Smith began her postal career as a transitional employee in 2011 and converted to career status in 2014. She served as a steward, organizer, on-the-job instructor and branch food drive coordinator, and was elected recording secretary of her branch in 2020. **PR**



Crystal Smith

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2023.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2023.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2024. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2024.

Regulations

- Scholarship is to be used toward pursuing undergradu-

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be canceled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund will again award five \$4,000 scholarships to children of members in good standing. The John T. Donelon Scholarship Fund will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2023-24 school year.

I am the _____ of _____
• daughter • son • active
• stepdaughter* • stepson* • retired
• granddaughter* • grandson* • deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No.

Title Date

This form must be returned no later than Dec. 31, 2023, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.

So what is a labor union?



**Paul
Barner**

A labor union can be defined as an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits and working conditions. The purpose of a labor union can also be explained as the mechanism for union members to come together to make workplace improvements. The foundation of a labor union is the workers who join together in membership for the betterment of all within the group. It is at that point of solidarity when workers can truly thrive and achieve their goals.

One of the most important activities the National Association of Letter Carriers engages in is the organizing of city letter carriers. As a member of NALC, you should have a sense of pride in knowing that you belong to one of the most organized open shop unions in the American labor movement in terms of membership. NALC boasts a long history of being a well-organized union with a sustained membership base in the low to mid-90th percentile. In simple terms, this translates to more than 90 percent of all city letter carriers voluntarily joining and maintaining membership in NALC.

There are numerous reasons for being a member of NALC, not the least of which involves joining with other city letter carriers in the common goal to protect and enforce the hard-won rights and benefits secured by those who came before. Most rights and benefits afforded to workers today are a direct result of victories won by labor. We must always keep a careful watch in order to maintain and enforce those rights and benefits that we have achieved, as NALC continues to build on strengthening wages, benefits and working conditions for America's city letter carriers. This effort, however, cannot be accomplished single-handedly, but rather requires activism and solidarity from the members of a unified organization.

Over the last several years, NALC has ramped up its organizing activities to a new level with the formalizing of the carrier academies that include a union orientation segment. At orientation, newly hired city letter carriers are met by NALC organizers who provide a wealth of information about the history of our union as well as present-day ef-

forts. Each organizer takes time during the presentation to explain the importance of joining NALC, answer any questions posed by the newly hired city letter carriers, and ultimately ask them to join our great union. Upon completion of each orientation session, the organizer provides status reports to the national business agent (NBA) office reflecting the organizing results for that particular session. The NBA office then enters this information into a NALC Headquarters database that compiles the organizing results from all NALC orientations around the country. The NBA then reports those results to each individual branch for follow-up discussions with the new city letter carrier employees as they enter their assigned installations.

Every newly signed member of NALC receives a welcome packet of information designed to further educate them on the importance of NALC membership and the history of NALC, including information about their rights and benefits as a city letter carrier. The packet contains numerous items, including a welcome letter from their NBA, an NALC T-shirt, an NALC lanyard, an *NALC Constitution*, and a copy of the National Agreement, to name a few.

The success rate of this process is proven, as these organizers are at the forefront of maintaining a well-organized NALC. I want to thank each of them for their dedication and hard work.

NALC also produces automated reports to assist branches in identifying non-members in their respective branch. These reports can be accessed at the branch level by the president or designee(s) and recording secretary through the Members Only portal on the NALC website.

Many branches do a phenomenal job recruiting new members, for which I applaud them. Those efforts do not go unnoticed.

While we should most definitely pride ourselves on the success NALC enjoys in organizing city letter carriers to strengthen our union, we must always remember that the work never ends. New employees will continue to be hired in our craft, providing opportunities to organize. In addition to new employees, we must continue our efforts to organize non-members already in the craft who, for whatever reason, either never joined the union or resigned their membership at some point in the past. It is equally important to ensure that those non-members understand the history of NALC as well as the benefits of membership.

Always keep in mind that the union is "U," and every member should work to build on our house of solidarity and unionism by encouraging those in our ranks to join NALC.

NALC needs you



James D. Henry

In recent years, USPS has been facing challenges that are sometimes difficult for it to manage. The landscape, due to technology and competition, has caused management to sometimes behave in a manner not consistent with our collective-bargaining agreement, thereby adversely affecting the workroom floor by requiring letter carriers to have to work inordinate amounts of overtime. It's NALC's mission to make sure management does not violate the requirement to not exceed the maximum hours work limit and to maintain a

safe, hazard-free and harmonious work environment. Therefore, the need for NALC to formally address the contract violations and carriers' concerns through the grievance arbitration process has risen exponentially, resulting sometimes in an overwhelming volume of grievances for the local steward.

To face the ever-increasing—and seemingly willful and deliberate—contractual violations, the need for more shop stewards is at an all-time high. I sometimes like to refer to shop stewards as “warriors,” since they are on the front line every day fighting the good fight, representing letter carriers in every way necessary to redress wrongs and ensure that letter carriers' contractual rights are upheld. If you are already a steward, stay encouraged and maintain the line. However, I'm requesting all those who have ever thought about becoming a shop steward to now step up to the plate. If you have not previously considered becoming a shop steward, there is no time like the present.

It is easy for all of us to become comfortable and expect someone else to do the fighting. However, the right thing to do is to get in the ring, stand by and, with your brothers and sisters, effect change and help uphold the integrity of our National Agreement. Doing the right thing generally means making decisions that are not based on your own personal needs and that don't expand your popularity or enforce your personal beliefs; it means doing what is best for the greater or common good.

I realize that to become a shop steward would require a commitment. Commitment is a pledge to give your time

and energy to something or someone you believe in. Practicing commitment is not always easy and requires incredible mental resilience to maintain, particularly in the face of adversity, but we all have the opportunity to live this core value every day. There are few causes more worthy than committing to becoming a shop steward to represent our fellow letter carriers and the values of the NALC.

Shop stewards provide a confidential way for members to bring forward their ideas and concerns. But most importantly, it is a steward's job to inspire, lead and build a sense of unity and solidarity among the wide range of workers in our union. These are some of the qualities of a good union steward:

- Professionalism
- Integrity
- Credibility
- Fairness
- Non-discrimination
- Leadership
- Trustworthiness
- Knowledge



The job of a shop steward is an essential part of the NALC. Shop stewards are important for the well-being of the letter carrier craft. They play the role of an intermediary between the employees and management to ensure the best working conditions and that all parties adhere to

the collective agreements. The duties of a shop steward include organizing workers, representing workers to management, negotiating workers' issues with management, ensuring implementation of agreements, building support for the union, and educating members about its principles.

The time is now. The NALC wants you. The letter carriers need you. You might say to yourself: I can't do the job because I don't know what or how to do the job of a shop steward. Have no fear. Anyone who decides to become a shop steward will be provided with the necessary training either through your local union or the national business agent's office. We're all in this together and the more “warriors” we have, the more formidable we become and the more expeditiously issues of the letter carrier craft are addressed.

Who out there will heed the call to stewardship? Who will commit to the greater and common good? Who will do the right thing just because it's right to do? Who will join me along with thousands of other NALC representatives and be willing to stand shoulder to shoulder, back to back, to collectively fight for one another? I hope it's you!

Membership pins and more



**Nicole
Rhine**

Article 2, Section 5 of the *NALC Constitution* contains information on the years of membership pins available to NALC members. Per the *Constitution*, the branch secretary must notify the office of the national secretary-treasurer that a member will complete the necessary years of membership and the pin will be sent to the branch to present to the member.

The notification can be made two ways—either in writing to the office of the national secretary-treasurer or by the branch secretary through the Members Only portal. The new pin request program on the Members Only portal sends the branch’s request di-

rectly to Headquarters electronically.

Membership pins are provided to branches at no charge beginning at 25 years and for each five-year increment thereafter. Membership pins for Years 5, 10, 15 and 20 are available for purchase by branches from the online NALC Store.

NALC members who have completed 50 years of membership are awarded a life membership gold card that entitles them to all privileges of membership in the NALC without payment of dues. Again, all requests for gold cards must be made by the branch, per the *Constitution*.

Please be aware that gold cards are a special order and must be engraved by an outside union vendor—so branches should allow four to six weeks for delivery.

Branches should also be aware that special recognition is given to members who reach 70 years of membership and at each five-year interval thereafter with a suitable plaque.

Transferring membership from one branch to another after retirement

Any retiree in good standing in their branch moving to another city may transfer membership to the branch located in such city if they wish to do so.

Article 2, Section 3 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* contains provisions for transferring membership from one branch to another as a retired member. On occasion, the Membership Department does not receive the required information necessary to process the transfer, which causes a delay. To assist with the issues the Membership Department encounters, below is what is needed—per Ar-

ticle 2, Section 3 (c) of the *CGSFB*—to complete a transfer of membership for a retiree wishing to do so.

“(c). In the case of a retiree member seeking to transfer membership, [h]e/she shall make application to the Recording Secretary of his/her Branch, who shall ascertain from the Financial Secretary if all dues and assessments charged against him/her on that date are fully paid; if so, it shall be the duty of the Recording Secretary to announce at the next regular meeting of the Branch that the application has been received and all obligations discharged. There being no objections, the Recording Secretary will at once forward to the Recording Secretary of the Branch with which affiliation is desired, a letter of recommendation. The letter shall be read at the first regular meeting of the receiving Branch held after its receipt and the transferred individual shall be considered a member at that time. The Recording Secretary of the Branch shall then notify the Recording Secretary of the original Branch that the transferee has been received into membership.”

Once this process has been completed, a copy of the letter of recommendation from the originating branch, as well as a copy of the letter from the receiving branch that the transferee has been received into membership, must be forwarded to the Membership Department along with a request that the transfer of membership be completed.

Changing bank accounts: On occasion, my office receives calls from branches or state associations that are changing bank accounts, asking what information is needed at Headquarters to change the account that dues are direct-deposited into. If a branch or state association is planning to change banks, an officer should contact the Membership Department for an Electronic Deposit Change Form. The form must be completed and signed by the president and the secretary-treasurer and returned to Headquarters along with a voided check from the new account. We recommend that the old bank account remain open until a dues deposit is verified as being made into the new account.

Dues rosters and retiree lists: Branch presidents, secretaries and treasurers, as well as state presidents, secretaries and treasurers, have their branch bi-weekly dues rosters, quarterly branch retiree dues rosters and monthly state dues rosters available to them through the Members Only portal. The rosters can be sorted, downloaded, saved and printed.

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

‘In conflict’



**Mack I.
Julion**

In my July article, I wrote that I would provide more insight on submitted bylaws that have been denied because they were found to be “in conflict.” Those of you who have seen those two words in your response letter from the Committee of Laws know exactly what I was referring to. In fact, I have had quite a few conversations with members seeking clarification on what they did wrong.

You, or the committee, have been tasked with updating the branch or state bylaws. You have followed the *NALC Constitution* to the best of your ability, only to get a “thumbs down” from the Committee of Laws.

As the chair of the committee, I can assure you that we are not making decisions based on our personal preferences or dislikes. Article 11 of the *Constitution* states in relevant part (emphasis added) about the duties of the Committee of Laws: *The proposed by-laws of all subordinate Branches and state associations, except those fixing the time and place of meetings, and the amount of initiation fees, and dues, and reinstatement fees, shall be submitted for approval by this Committee. If they do not conflict with the constitution or laws of this association, such by-laws shall be approved.*

So, you see that it doesn’t matter how we feel about what you submit or our personal opinions; as long as it’s not in conflict with any parts of the *Constitution*; it *shall* be approved. Likewise, it doesn’t matter if the proposed bylaw or amendment is the desire of a branch or state association; if it’s in conflict, it will *not* be approved. This is stipulated in Article 15 of the *Constitution*: *Each Branch or State Association may make, alter, or rescind such by-laws, rules and regulations from time to time as may deemed most expedient, providing they do not in any way conflict with this Constitution.*

Literally, we are *constitutionally* required to make sure that bylaws submitted for approval are not in conflict with the constitutions. This is why we ask for a current copy of the branch or state bylaws when changes are made. Often, we will find conflict in previously approved bylaws because they haven’t been updated, and subsequent changes were made to the *Constitution* by the members at a national convention. Such changes could require amendments to your bylaws. Or there may be a provision in your bylaws that

has been clarified by a national president, past or present, since its inception. Just because it’s been in your bylaws since “forever” does not mean that it can remain.

The following are the most common items that we have denied since I have been on the Committee of Laws, simply because they conflicted with the *NALC Constitution*.

The officers of the branch—This is found in Article 4, Section 1 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)*. This is not surprising, considering there was a change to this at the national convention in Chicago last year. Now, every branch must have a Mutual Benefit Association (MBA) representative along with the other required officers of the branch. If any of those listed positions are not among the elected officers, then you are “in conflict.” Even for smaller branches, this may require some of these positions to be combined, but the duties need to be accounted for in the bylaws.

Branch funds/spending the branch money—This is in Article 12, Section 3 of the *CGSFB*. We consistently find proposals that would allow the president, executive board or another officer to authorize the spending of branch funds. This is a no-no! “No appropriation shall be made except when ordered by a majority vote of the members present and voting at a regular meeting.” Officers may be allowed to spend the branch money between meetings, but this is limited to *emergencies* and to an amount specified in the bylaws. Of course, this is outside the allocation for recurring bills, reimbursements or compensation.

Sick relief and funeral benefits—This falls under the “it has been in our bylaws forever!” category. Article 8 of the *CGSFB* covers this. Whereas it states that branches may “make provisions in their by-laws for the payment of sick relief or funeral benefits,” it can’t make it mandatory for members to pay for it. Using the general fund to pay for such a program is essentially making it mandatory for all the members to finance. This was a clarification or ruling provided by President Sombrotto. So, when we receive bylaws and see any reference to automatically providing flowers or payment out of the general fund, it is flagged for being in conflict. Branches can still send flowers or donate to a charity upon the death or illness of a member or their family, but it must be the will of the membership in attendance and voting at a regular meeting (remember Article 12.3?).

I hope that this has been helpful for those working on proposals or amendments. We will be going over this and more at the secretary-treasurer trainings in San Antonio and Pittsburgh in September and October. If you have any questions before then, you can just give me a call.

City Delivery updates



Christopher Jackson



A cabinet that docks electronic keys in Hayward, CA

In this month's article, I would like to discuss a few notifications recently received from the Postal Service.

Electronic key test

In July, the Postal Service notified me of its intent to pilot test the use of an electronic key to access mail receptacles. The pilot consists of replacing postal arrow locks and keys on mail receptacles with a new electronic lock and key system. A cabinet designed to house the keys has been installed at the Hayward, CA, Post Office, while approximately 45 compatible locks have been installed across the unit's delivery area. The electronic key must be docked within the cabinet on a programmed interval daily to stay valid at the unit. If the key does not complete the docking process, the key will not work the following morning.

Each carrier can retrieve a key from the cabinet by entering their personal identification number (PIN) on its digital keypad. The cabinet will release a key only

to its assigned carrier. Once programmed, the key will work on the applicable programmed locks for a specific window of time assigned by postal management. Once the window has passed, the key stops working. USPS says it hopes that the electronic lock and key will improve key accountability, security of the mail and provide safety to letter carriers. Testing of the system began July 10 and is expected to continue for approximately three months. Testing of this concept does not change any existing National Agreement or USPS handbook and manual provisions.

MDD software Version 7.75

Also in July, the Postal Service detailed its latest update to the Mobile Delivery Device-Technical Refresh (MDD-TR), release 7.75. The software update includes several enhancements to the timekeeping functionality of the MDD-TR. With the update, a carrier can remain on the clock when moving from one work location to another without creating a clock ring error in the Time and Attendance Control System (TACS) used by the Postal Service to track employee work hours.

Previously, a carrier who began their tour in one delivery unit on an MDD-TR and later made a move to work at a separate delivery unit on another MDD-TR was required to make a second "Begin Tour" clock ring on that new device. Making this second "Begin Tour" clock ring created an error in TACS. With software Version 7.75, the second "Begin Tour" clock ring is now suppressed on the MDD-TR when a carrier moves to another location and should prevent the clock ring error. This version also makes it possible for a carrier to enter a "Begin Tour" in one unit on the MDD-TR. In addition, it allows a carrier to identify a second destination unit where the carrier will be moving to by finance number under the new, "Begin Tour with Travel" operation code option before leaving the initial unit. A supervisor must first add the finance number of the second unit as an option for a carrier to select on the MDD-TR to complete this move on the device. This change allows for travel time between offices after a "Begin Tour" is entered in the initial location.

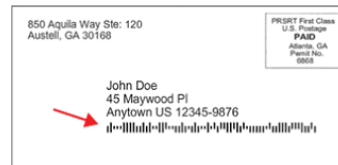
Other enhancements to the MDD-TR focus on updating a carrier route's edit book. Currently, USPS downloads an Address Management System (AMS) route file to the MDD-TR, which provides an opportunity for carriers to update AMS information on the device. Version 7.75 will allow carriers to update three Address Markers based on their knowledge of a route, by either scanning the Intelligent Mail Barcode (IMB) label on a mail piece or manually entering an address of a location where a carrier is looking to make an edit on the MDD-TR. The Address Marker options are "Relay," indicating the location of a relay box or the first address of a relay on the route's line of travel; "Park Point," indicating where a carrier parks the vehicle on a park-and-loop route; and "Collection Box," indicating the location of collection boxes on the route.

Intelligent Mail Barcode (IMB)

The update also allows carriers to edit the Vacant Indicator regarding occupancy of an address and a Usage Code, to indicate whether an address is residential, business, or a combination of the two in the same way that they can now make edits to an Address Marker. USPS states that carriers can review the changes made with their supervisor prior to cradling the device at the end of the day; however, a supervisor's review is not needed to upload the

changes to AMS.

Some of the updates to the MDD-TR have come from feedback we receive from the membership. I appreciate your input; it helps fuel our monthly discussions with USPS. My staff and I will continue to monitor postal initiatives and provide updates on any effects they may have on city carriers.



A call for humane employee treatment



**Manuel L.
Peralta Jr.**

This month's column highlights a case in which management flipped the script after doing something positive.

I received the following message from Paul Gillie, past president of Mid-Michigan Branch 256. Paul has contributed to my column in the past. He is insightful and he cares.

...We have lost two carriers to suicide. One last month, one last weekend. Naturally, the employer paraded around the Employee Assistance counselors as some form of demonstration that they actually give a (...) about any one of us. But any suggestion that we are even remotely close to human beings instead of soulless automatons suffered an instant death as well.

Immediately after the EAP representative concluded her presentation, asking us to hold these individuals and their families in our hearts, the next words from management were harsh, assaulting, and abhorrent. I was too disheartened to catch the expression on the EAP representative's face as management took the floor, admonishing the entire group of carriers, stating that perhaps a small few were wasting time, deviating from their routes, or somehow tampering with the scanners that leave 'bread crumbs' for management to snort as they electronically track us from our letter cases, to the bathroom, to the 85-year-old patron's porch where she waits most days for the letter carrier to hand-deliver her mail because she is too frail to make it out to the mounted box at the street and back inside safely.

I used the word 'automaton' earlier because I still hear President Vince Sombrotto's voice from a quarter-century ago as he fought for us, and an article he wrote, stating then that we are letter carriers. We are human beings. We are not automatons. For three decades I have served the patrons, but never the minions who have been promoted solely through a collective leadership style of sickening Reverse Darwinism. As I have walked the equivalent of more than four times around the globe with a weighted satchel on my shoulder, I have watched our national officers' endless efforts as they try to improve the environment on the workroom floor. It seems that no torch can span the abyss.

Amid endless daily insults and accusations from reprehensible pseudoleaders, the collateral damage continues to mount. One death, one suicide, one broken soul or spirit at a time. To them, we are just numbers, and the numbers are never good enough – we are never good enough. To our families, friends, and the patrons who depend on us, we are still very much human and an integral part of this world. That is what we hold onto as we force ourselves through the workroom doors every day.

But we are hurting in ways that we cannot describe...

The loss of a co-worker, a member of our work family, is a painful event. Losing them to suicide is even more painful.

However, having a member of the management team destroy any goodwill on that day described above is devastating. While we try to process the loss and attempt to understand what happened, management lunges at us with a dagger in hand and destroys the efforts put on display a few minutes earlier.

To the managers running the USPS at the district and area level, you should be investigating the above and taking action. That is, if you care. To the power brokers at L'Enfant Plaza, this behavior runs against all that you promised in the 1992 Joint Statement on Violence and Behavior in the Workplace. While you all explore what it takes to elevate employee engagement, here's an idea.

Stop mistreating our craft employees. Read, learn and apply the commitments made in the Joint Statement to the supervisors you hire and through all promotions that follow. Quit breeding the anger and hate that ruins the work environment in so many work locations throughout the country. Mental health experts would help change the culture, so quit hiring prison guards to supervise our employees.

EAP services are intended to be a benefit negotiated into our national agreement, providing for assessment, short-term counseling, training and improving mental health well-being. Quit ignoring this plea from our craft.

Article 35 of our National Agreement provides for a robust Employee Assistance Program (EAP). Our current EAP Services Provider is New Directions Behavioral Health. Connect with them whichever way is easiest for you:

- Phone—1-800-EAP4YOU (800-327-4968)
- TTY—877-492-7341
- Web—EAP4You.com

In closing, I bring to your attention an Occupational Health and Safety Administration (OSHA) initiative that led to the creation of the *Supporting Mental Health in the Workplace - Getting Started Guide for Front-Line Supervisors*.

You can find this checklist at https://www.osha.gov/sites/default/files/Getting_Started-Supervisor_508.pdf.

Can you imagine how much better our work environment would be if this were adopted?

Let's help each other while we keep an eye on each

Documenting a disability



Dan
Toth

Disability retirement is not something one desires or plans for. It becomes a necessity and a much-needed benefit for those forced to consider disability retirement. The Office of Personnel Management (OPM) is the government agency that administers the Federal Employees Retirement System (FERS) and Civil Service Retirement System (CSRS) disability retirements. When applying for disability retirement, OPM places the responsibility to provide the necessary documentation on the applicant. Understanding what is required and providing the documentation out of the gate will help avoid processing

delays. To read more about the basics of a disability retirement, see the May 2022 Retirement column.

The form used to apply for disability retirement under CSRS and FERS is Standard Form 3112, Documentation in Support of Disability Retirement Application and can be obtained by calling the Human Resource Shared Service Center (HRSSC) at 877-477-3273 (TTY 866-260-7507). This article will address some, but not all, of the documentation necessary. All applicants should be sure to read all instructions on the form very carefully.

One of the first considerations when applying for disability retirement is whether there is a deficiency in service, and what that means according to OPM. In simple terms, the medical condition(s) are incompatible with useful service as a letter carrier. This is typically demonstrated by examining one's medically restricted activities that hinder or limit the delivery of mail and packages (i.e., the essential functions of the job). The evidence must clearly connect the medical condition to the restrictions and be consistent with generally accepted medical practice such that other physicians would likely impose the same restrictions.

Absence from work due to a medical condition can demonstrate a deficiency in service, but on its own would not be sufficient. The Postal Service would need to state how the absence(s) affect the accomplishment of its mission. Given the Postal Service's daily mission to the American public along with chronic understaffing, any absences are likely to support such a deficiency.

After a deficiency is found and documented, the next step is to document that the deficiency is due to a medical condi-

tion. This could be either a disease or injury, including a psychiatric condition. Keep in mind that the medical conditions can be on the job, off the job, or any combination. In the eyes of a FERS or CSRS disability, it simply doesn't matter.

On the portion of the form titled "Physician's Statement" are instructions that may at first glance appear mundane but are vital nonetheless. The physician's statement must be provided on the doctor's letterhead stationery. With each question, the physician should number each item appropriately, and anything that is not applicable to the applicant should be specifically stated as not applicable. Any reference the physician makes to another report or diagnostic should be included as an attachment. Like any medical report, it should be signed by the physician. When the medical report is completed, it and any attachments should be placed into a sealed envelope and marked "Medical Disability—Privileged—Private."

The physician is to provide a comprehensive report of the history and current condition. This includes past and current physical findings, and results of any diagnostics. Therapies and any other procedures to ameliorate the condition should be included. The report must include specific information to show why the applicant is not able to perform their duties.

The diagnosis of the applicant's condition(s) must be included. Although it is not a requirement, OPM prefers that each diagnosis also be provided with the corresponding International Classification of Disease (ICD) code.

The physician must assess the longevity of the condition. Is the condition static, worsening or improving? How long is the condition expected to last? The assessment should include the expected date of a full or partial recovery. To qualify, the condition must be expected to last for at least a year.

The last component of the physician's report is to detail any restrictions. The restrictions should be stated, along with why they have been provided, and how long they are expected to be in effect.

If a condition can be treated that would potentially return the employee to useful and efficient service, but that non-invasive treatment is refused, OPM may deny the application unless the applicant has religious beliefs pertaining to such treatment.

Applying for disability retirement while injured or diseased can be a difficult process in a difficult time. Understanding what is expected from the application and providing everything from the get-go puts you in the best position possible.

Information security



**James W.
“Jim” Yates**

The security of our members’ personal information is a very high priority for all of us at the Mutual Benefit Association (MBA). We have all become aware of major corporations, banks, and even state and federal government systems that have been attacked by hackers. As a result of these attacks, the sensitive personal information of millions of Americans has been compromised.

Cyber security is among the most significant challenges for all business organizations, including the MBA. As such, we have had an information security program in place for several years based on a model law drafted by the National Association of Insurance Commissioners as well as

our own operations. This program is reviewed and updated frequently to address ever-changing threats.

Within MBA’s information security program, we monitor and manage material risks, perform vendor and third-party oversight, have third-party intrusion tests performed, and can report on any security incidents and breaches. A portion of the monitoring of our intrusion prevention capabilities is automated and reported by our software and hardware systems. We continually strive to maximize the capabilities of our systems to stay ahead of attempts to compromise our data and to protect our membership.

In addition to protecting our members’ information on our computer systems from cyberattacks, we also take numerous steps to ensure that their information is secure no matter the format.

When a member calls the MBA or the MBA calls a member regarding a policy, the member will be asked several questions to determine if they are the policy owner. The MBA will speak only to the policy owner regarding the details of a policy unless we have received permission from the owner of the policy to speak to someone else.

Whenever a conversation regarding a policy takes place, whether initiated by the MBA or the member, notes are taken. These notes are then added to the policy file in our database for future reference. We also maintain hard copies of our members’ policy files. All hard copies of policy files and members’ information are housed in a secured area.

Additionally, all policy documents are electronically imaged and stored in our database so they are always available should the hard copies be destroyed in the event of

a disaster. Furthermore, the database is encrypted and backed up off site. The database, and its backup, can be accessed only by the MBA from our office or our disaster recovery location if necessary.

Anytime there is a request to withdraw funds from or cancel an annuity policy, the policy owner’s signature is verified. This is taken a step further when a life insurance policy is canceled. In this case, the policy owner’s signature must either be notarized or their signature must be verified by a branch officer.

The MBA requires written and signed requests to add, or make changes to, a policy’s beneficiary or to change the member’s address of record. Any addition or changes to a beneficiary are processed immediately upon receipt at the MBA office to ensure that any benefit claims are paid to the proper individual per the policy owner’s request.

The MBA has policies in place to ensure that any communication via email that includes a member’s private information is sent in an encrypted format. Additional policies are in place governing cell phone usage in the work area that contains our members’ sensitive information.

Our members’ money is as important to us as their private information. Statements are mailed to the policy owners to confirm cash values, dividend amounts and loan values. Policy owners should contact the MBA immediately if they notice any discrepancies.

It is our goal to process all premium payments received in our office on the day received. Any payment that is not processed on the day received is secured in our safe until the next business day. Once these checks and money orders are processed, they are secured for an additional 90 days. After 90 days, the checks and money orders are shredded. This process is to comply with banking regulations.

In addition to shredding any checks and money orders received at our office, MBA also shreds any discarded documents that contain our members’ information. These documents are kept under lock and key until shredding is completed by a shredding and records management company contracted by the MBA.

Members who receive monthly annuity payments are required to provide “proof of life” annually by having their signatures notarized on our proof-of-life letters. This ensures that our members are the individuals receiving the payments.

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

How to lower health care costs



**Stephanie
Stewart**

Over the last few years, we have all been affected by the economy. We don't have to look far—the price of gas, groceries and, of course, health care.

Unfortunately, I don't have all the answers. But as a letter carrier, I understand that the rising costs of health care must remain competitive for our members in this ever-changing world.

You have heard it before. This Plan was built by letter carriers for letter carriers. But think about this for a minute—it's not just a slogan; it means something. Not only was the NALC Health Benefit Plan built for us, by us, but it continues to be im-

proved based on the needs of letter carriers. The vision that was started in 1950 is remarkable. There are many health plan options to choose from, but the NALC Health Benefit Plan is the only one that specifically serves letter carriers.

Each year—and this coming benefit year is no exception—we discuss letter carrier needs, wants, and the essential benefits that are required by the Office of Personnel Management to determine what changes should be made to our benefit packages. We are also a not-for-profit plan, so we must review the cost of offering benefits and the costs associated with medical care that we spend each year. These expenses are how we determine our plan premiums.

In an effort to keep expenses as low as possible, the Plan works diligently throughout the year to find ways to offset costs. We do this to avoid the alternative, which is to pass the expenses on to the members via premiums. This is part of the formula the Plan uses, but did you know that as a member you can also make a positive impact on your medical expenses and Plan premiums?

First, consider doing the following:

1. When possible, always make sure to choose an in-network provider or facility. Although the Plan offers out-of-network benefits, you will receive the best benefit and lower your out-of-pocket costs when utilizing a provider from the Cigna HealthCare Shared Administration (OAP) Network.
2. Use LabCorp or Quest Diagnostics for your covered diagnostic lab services. Covered diagnostic lab services will be processed at no cost to the member.
3. Reduce your out-of-pocket cost by asking your medical professional if generic drugs can be prescribed for your

health issues.

4. Remember that the Plan offers telehealth virtual visits for minor acute conditions. Take advantage of the \$10 copayment per visit when possible, versus paying for an in-person visit.
5. Take advantage of CVS Minute Clinics and Urgent Care Centers. CVS MinuteClinic offers convenient, high-quality care for minor illnesses, minor injuries, skin conditions, vaccinations, physicals and more. Urgent care centers are equipped to treat most conditions that are not life-threatening. Choosing an urgent care or MinuteClinic over the emergency room, when appropriate, can save you time and money.
6. The Plan also offers many wellness programs or services to engage our members in their health planning. Review the Plan's wellness programs and participate if they apply to you.
7. Earn a health savings reward that can be used for eligible medical expenses. From disease management, kicking of the nicotine habit, completion of the Health Assessment and more, you can put money back in your pocket.

If we take advantage of the benefits and programs that are relevant to each of us, we can save some money through the year, we can also earn some extra money from rewards, and maybe even more importantly—we will be working to improve our health. This, I think we can all agree, means more than having a little instant cash in our pocket today. And in the long term, improving our health can also translate to fewer overall medical expenses.

Next, there's also a way you can help make a positive impact on Plan premiums, and this one is even easier. Open Season is just around the corner. If you are a member of this outstanding Health Benefit Plan, encourage other letter carriers to join their plan, the only one built by them, for them. As a member of the NALC Health Benefit Plan, we know the value of belonging to this plan. Get the word out.

I may have a unique perspective, but it's one worth stating. I know the positive effect we would see if all letter carriers were enrolled in the NALC Health Benefit Plan, we all participated in the Plan programs, and we all took advantage of the cost-saving benefits available to our members. It's pretty simple. More members, all taking advantage of potential savings, equals a positive effect on future premiums.

We might be limited in our ability to control the rising costs of health care, but some things are within our reach. United we can make a difference. Divided we fall into the trap of accepting rising health care costs. Where do you stand?

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

Overtime equitability

The equitable distribution of overtime hours and opportunities is an important benefit to the city letter carrier craft that ensures parity. In most cases, such as bidding on assignments and selecting annual leave during the choice vacation period, seniority is the deciding factor. The distribution of overtime to full-time letter carriers on the overtime desired list (ODL) is one of the exceptions to the seniority rules. Under Article 8 of the National Agreement, management is required to ensure that the overtime hours, as well as the opportunities to work overtime, are kept equitable among those carriers on the ODL.

Article 8, Section 5 contains the provisions regarding equitability and explains that when there is a need for overtime, employees from the ODL will be selected. This section also explains that during the quarter, every effort will be made to distribute the opportunities for overtime equitably among those signed up to the ODL. Equitability applies only to carriers who have signed up to the ODL.

Article 8, Section 5.C.2 of the National Agreement states in part:

- a. When during the quarter the need for overtime arises, employees with the necessary skills having listed their names will be selected from the "Overtime Desired" list.
- b. During the quarter every effort will be made to distribute equitably the opportunities for overtime among those on the "Overtime Desired" list.

Of course, to distribute the overtime equitably, there needs to be a record or system to monitor the distribution. Article 8, Section 5.C.2.c explains:

- c. In order to insure equitable opportunities for overtime, overtime hours worked and opportunities offered will be posted and updated weekly.

Although the above provision is a requirement for management, many branches and shop stewards discover that the best way to prevent inequitable overtime distribution is to regularly review the posting and alert management to opportunities to improve the distribution. Heading off the problem avoids depriving letter carriers of their rights and the need to file a grievance at the end of the quarter. Efforts to fix the problem also can be used as evidence to support a remedy when management does not make appropriate corrections to distribute the overtime.

The methods used to calculate the inequitable distribution of overtime can vary, depending on the circumstances. Shop stewards who are unsure what constitutes equitability in their section or installation should consult their branch president or national business agent for guidance.

Prior to the 2016 National Agreement, the only overtime that was counted when determining equitability was the time

an ODL carrier worked more than eight hours off of their bid assignment, or all work on a non-scheduled day. This provision made determining equitability more difficult, especially in situations where a letter carrier was properly assigned in the Time and Attendance Collection System (TACS). This language was changed in the 2016 National Agreement to count all hours worked, whether on or off a letter carrier's regular assignment on a regularly scheduled day. All overtime worked on a non-scheduled day continues to be counted as it was prior to 2016. The requirement to count all overtime is found in Article 8, Section 5.C.2.e, which states:

- e. All overtime hours worked by, and all opportunities offered to, employees on the "Overtime Desired" list, regardless of whether the overtime/opportunity is on or off the employee's own route, will be considered and counted when determining quarterly equitability.

The 2022 *Joint Contract Administration Manual (JCAM)* explains that the number of hours of overtime as well as the number of opportunities for overtime must be considered. Missed opportunities for overtime must be made up for in the quarter. Page 8-11 of the *JCAM* states:

Missed opportunities for overtime—i.e. one ODL carrier worked instead of another—must be made up for with equitable distribution of overtime during the quarter unless the bypassed carrier was not available—i.e. the carrier was on leave or working overtime on his/her own route on a regularly scheduled day, etc.

Article 8, Section 5.C.2.f clarifies how work on holidays or designated holidays is counted, stating:

- f. Only overtime hours worked or opportunities offered beyond eight hours on a holiday or designated holiday will be considered and counted when determining equitability.

Full-time flexible (FTF) employees can complicate equitability as they might have flexible reporting locations within an installation. When a FTF letter carrier works in the same overtime section for the entire quarter, determining their equitability is straightforward and the same as other ODL carriers. However, if the FTF works in multiple overtime sections during the quarter, only the share of overtime from the time they sign the ODL in the new section will be considered. Page 8-12 of the *JCAM* explains that FTF letter carriers will not be moved to circumvent their equitability rights, stating:

However, full-time flexible employees will not be moved to another overtime section solely to circumvent the provisions of Article 8.5.C above.

Although the rules governing the distribution of overtime to letter carriers on the ODL are straightforward, manage-

(continued on next page)

Overtime equitability (continued)

ment often will fail to keep these carriers equitable during the quarter. When this occurs, letter carriers who were not kept equitable are entitled to a remedy for the violation. The appropriate remedy for violations of Article 8, Sections 5.C.2.a-c was established by National Arbitrator Howard Gamser in case NC-S-5426, April 3, 1979. According to Arbitrator Gamser's award, management must either pay the letter carrier who was not equitable during the quarter or offer a makeup opportunity during the next quarter. The explanation of Arbitrator Gamser's award is found on page 8-12 of the *JCAM*, which states in part:

[T]he Postal Service must pay employees deprived of equitable opportunities for the overtime hours they did not work only if management's failure to comply with its contractual obligations under Article 8.5.C.2 shows "a willful disregard

or defiance of the contractual provision, a deliberate attempt to grant disparate or favorite treatment to an employee or group of employees, or caused a situation in which the equalizing opportunity could not be afforded within the next quarter." In all other cases, Gamser held, the proper remedy is to provide "an equalizing opportunity in the next immediate quarter, or pay a compensatory monetary award if this is not done..."

Determining the proper remedy requires an investigation into the specific facts of the case and applying Arbitrator Gamser's award.

Equitable distribution of overtime protects letter carriers, but it must be monitored and maintained to be effective. Thanks to all the shop stewards and branch officers who play a role in enforcing the National Agreement.

In Memoriam

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

| | | | | | | | | |
|------------------------|----------|---------------------|----------------------|----------|--------------------|----------------------|----------|--------------------|
| Victor L. Chandler | Br. 1047 | Gadsden, AL | Scott L. Gmelin | Br. 1477 | West Coast FL | Gerald J. Dornan | Br. 42 | Jersey City, NJ |
| Dusty S. Rhodes | Br. 469 | Mobile, AL | Edward G. Sax | Br. 1477 | West Coast FL | Angelo C. Ingratta | Br. 42 | Jersey City, NJ |
| Dale Baker | Br. 704 | Tucson, AZ | Roger L. Edmondson | Br. 1690 | West Coast FL | Meyer Pollack | Br. 42 | Jersey City, NJ |
| Frank A. Doll Jr. | Br. 1100 | Garden Grove, CA | David D. Harvey | Br. 263 | Augusta, GA | Quentin Q. Christian | Br. 38 | NJ Mgd. |
| Edmund Gennaway | Br. 1100 | Garden Grove, CA | Kingley S. Andrews | Br. 219 | Aurora, IL | Christopher L. Hines | Br. 38 | NJ Mgd. |
| Barney L. Gentry | Br. 1100 | Garden Grove, CA | Thomas A. Barnes | Br. 219 | Aurora, IL | Gary A. Travers | Br. 38 | NJ Mgd. |
| John A. Lord | Br. 1100 | Garden Grove, CA | John E. Burghardt | Br. 219 | Aurora, IL | Jesse N. Duran Jr. | Br. 504 | Albuquerque, NM |
| Susan M. Tinoco | Br. 1100 | Garden Grove, CA | Gerald R. Fermazin | Br. 219 | Aurora, IL | B. B. Campbell | Br. 29 | Albany, NY |
| Hubert R. True | Br. 1100 | Garden Grove, CA | William Nevicosi | Br. 219 | Aurora, IL | William D. Matthews | Br. 29 | Albany, NY |
| Matthew P. Hurley | Br. 1111 | Greater E. Bay, CA | Janis M. Martin | Br. 1870 | Downers Grove, IL | Robert Robinson | Br. 29 | Albany, NY |
| John B. Bowker | Br. 24 | Los Angeles, CA | Art Johnson | Br. 1151 | Naperville, IL | Andrew T. Treglio | Br. 41 | Brooklyn, NY |
| Thurza M. Davis | Br. 24 | Los Angeles, CA | William J. Stieren | Br. 80 | Springfield, IL | Zhong M. Wang | Br. 41 | Brooklyn, NY |
| Kenneth W. Evenhuis | Br. 24 | Los Angeles, CA | Roger T. Craig | Br. 39 | Indianapolis, IN | J. A. Howland | Br. 21 | Elmira, NY |
| Edward H. Garcia | Br. 24 | Los Angeles, CA | Harry J. Douglass | Br. 39 | Indianapolis, IN | Carmine F. Masi | Br. 36 | New York, NY |
| Alan F. Levene | Br. 24 | Los Angeles, CA | Edward L. Early | Br. 39 | Indianapolis, IN | Frank S. Pullara | Br. 36 | New York, NY |
| Angel M. Salgado | Br. 24 | Los Angeles, CA | David W. Lawson | Br. 39 | Indianapolis, IN | C. E. Frost | Br. 134 | Syracuse, NY |
| Saro A. Sancedo | Br. 24 | Los Angeles, CA | Tine P. Martin | Br. 39 | Indianapolis, IN | Henry L. Goldacker | Br. 134 | Syracuse, NY |
| Ramona S. Mattos | Br. 1291 | Modesto, CA | Gary A. Milbrath | Br. 39 | Indianapolis, IN | Lee D. Morrow | Br. 2262 | Burlington, NC |
| Arthur L. Bracco | Br. 133 | Sacramento, CA | William D. Penick | Br. 39 | Indianapolis, IN | Warren R. Brey | Br. 1152 | Minot, ND |
| Harry V. Richardson | Br. 133 | Sacramento, CA | Wayne C. Ellis | Br. 201 | Wichita, KS | Richard L. Brady | Br. 182 | Dayton, OH |
| Harry E. Seal | Br. 70 | San Diego, CA | Joseph A. Mueller | Br. 201 | Wichita, KS | Harold W. Pickens | Br. 458 | Oklahoma City, OK |
| Raymond E. Allison | Br. 47 | Denver, CO | Jonrika A. Lastie | Br. 6377 | Mandeville, LA | Jimmy L. Wilson | Br. 458 | Oklahoma City, OK |
| Morris J. Clark | Br. 47 | Denver, CO | Mark Heywood | Br. 391 | Central ME Mgd. | Brian P. Nemecek | Br. 82 | Portland, OR |
| Ronald L. Dodds | Br. 47 | Denver, CO | Frank F. Braunstein | Br. 176 | Baltimore, MD | Gail R. King | Br. 284 | Erie, PA |
| Alfredo Gonzalez | Br. 324 | Greeley, CO | Paul A. Kelly | Br. 4422 | Glen Burnie, MD | Robert W. Gulla | Br. 4973 | Levittown, PA |
| Harold F. Block | Br. 1105 | Longmont, CO | Frank D. Fazzina | Br. 34 | Boston, MA | Barney H. Seaton | Br. 84 | Pittsburgh, PA |
| Wynona J. Kinstner | Br. 229 | Pueblo, CO | Gary D. Fardzman | Br. 434 | Ann Arbor, MI | Eugene T. Gates Jr. | Br. 132 | Dallas, TX |
| Chester G. Istvan | Br. 32 | Bridgeport, CT | Kenneth D. Kwolek | Br. 1 | Detroit, MI | Brittany N. Mayfield | Br. 283 | Houston, TX |
| Ignatius J. Maniscalco | Br. 86 | Hartford, CT | Theodore W. Robinson | Br. 2555 | E. Lansing, MI | Carlos R. Martinez | Br. 354 | Laredo, TX |
| James P. Sullivan | Br. 86 | Hartford, CT | Robert W. Conibear | Br. 320 | N. Oakland Co., MI | Eric N. Graham | Br. 111 | Salt Lake City, UT |
| Jerry J. Fortin | Br. 60 | Stamford, CT | Cathy L. Paul | Br. 320 | N. Oakland Co., MI | Deborah J. Hubbard | Br. 325 | Lynchburg, VA |
| Paul T. Pierrat | Br. 60 | Stamford, CT | William A. Mayhew | Br. 717 | Austin, MN | Harold A. Bell Jr. | Br. 3520 | Northern VA |
| William M. Braswell | Br. 142 | Washington, DC | William F. Massmann | Br. 3283 | Melrose, MN | Herman L. Graham | Br. 496 | Richmond, VA |
| James E. Gibson | Br. 1091 | Central FL | Robert D. Landa | Br. 9 | Minneapolis, MN | William J. Vild | Br. 247 | Tidewater, VA |
| William C. Martin | Br. 2008 | Clearwater, FL | Harry J. Bealke | Br. 28 | St. Paul, MN | Michael A. Jane | Br. 853 | Aberdeen, WA |
| Juan C. Bolivar | Br. 2591 | Deland, FL | Kevin G. Hevelone | Br. 8 | Lincoln, NE | Lyle M. Norquist | Br. 728 | Eau Claire, WI |
| Rudolph R. Manuel | Br. 2550 | Fort Lauderdale, FL | Margaret A. Romanic | Br. 67 | Elizabeth, NJ | Frank L. Gruener Jr. | Br. 2 | Milwaukee, WI |
| James W. Myers | Br. 53 | North FL | John J. Yavor | Br. 924 | Freehold, NJ | Virgil A. McCullough | Br. 463 | Laramie, WY |
| Cleo D. Stafford | Br. 1071 | South FL | John Carrigg | Br. 42 | Jersey City, NJ | | | |

July Branch Challenge results



Christina Vela Davidson



Brothers and sisters, July was a busy and outstanding fundraising challenge! The July Branch Challenge was the best branch challenge ever. You guys blew me away! I was so impressed with how branches and states have embraced these challenges since we began hosting them in 2020, raising hundreds of thousands of dollars. We had 64 branches or state associations participate in the July challenge, and 17 of those branches and state associations used the on-

line fundraising tools provided by MDA.

Drum roll, please: The total amount raised for the July Branch Challenge was \$136,263.41.

You guys went 36 percent higher than MDA's goal! Wow! With these funds, MDA was able to send the equivalent of 45 kids to MDA Summer Camp. As you see, every cent matters. You are amazing!

The following branches' donations missed the 7/31 deadline, but we wanted to recognize them for their efforts:

| | |
|-----------------------|------------|
| NALC - 74 Saginaw, MI | \$5,457.00 |
| NALC - 959 Albany, OR | \$5,001.77 |

Below are the challenge totals by branches/state associations:

| Rank | Team Name | Amount |
|------|--------------------------------------|-------------|
| 1 | NALC - 1100 Garden Grove, CA | \$18,630.06 |
| 2 | NALC - 284 Erie, PA | \$14,235.34 |
| 3 | NALC - 82 Portland, OR | \$10,450.00 |
| 4 | NALC - 134 Syracuse, NY | \$8,305.00 |
| 5 | NALC - 1111 Greater East Bay, CA | \$7,516.36 |
| 6 | NALC - 41 Brooklyn, NY | \$7,100.00 |
| 7 | NALC - 34 Boston, MA | \$6,025.00 |
| 8 | NALC - 38 New Jersey Merged | \$5,911.94 |
| 9 | NALC - 825 Oak Brook, IL | \$5,089.00 |
| 10 | NALC - 46 Western Massachusetts | \$4,901.41 |
| 11 | NALC - 3 Buffalo-Western New York | \$4,443.22 |
| 12 | NALC - 4 Nashville, TN | \$4,025.00 |
| 13 | NALC - 358 Northeastern New York | \$3,846.00 |
| 14 | NALC - 530 Birmingham, AL | \$3,536.00 |
| 15 | NALC - 55 Pawtucket, RI | \$3,460.00 |
| 16 | NALC - 44 New Hampshire Merged | \$3,454.00 |
| 17 | NALC - 3126 Royal Oak, MI | \$2,675.00 |
| 18 | NALC - 1119 Marietta, GA | \$2,000.00 |
| 19 | NALC - 52 Central California Coast | \$1,480.00 |
| 20 | NALC - 3984 Jacksonville, NC | \$1,452.00 |
| 21 | NALC - 12 Worcester, MA | \$1,424.00 |
| 22 | NALC - 1091 Central Florida | \$1,157.10 |
| 23 | NALC - 461 Winston-Salem, NC | \$1,125.00 |
| 24 | NALC - 4016 South Suburban, IL | \$1,092.00 |
| 25 | NALC - 2184 Western Wayne County, MI | \$1,086.00 |
| 26 | NALC - 29 Albany, NY | \$1,000.00 |
| 27 | NALC - 1902 Arizona Merged | \$896.00 |
| 28 | NALC - 147 Norwalk, CT | \$730.00 |
| 29 | NALC - 4559 Emerald Coast, FL | \$700.00 |
| 30 | NALC - 137 Hudson Valley Merged NY | \$690.00 |
| 31 | NALC - State of Arizona | \$630.00 |
| 32 | NALC - 434 Ann Arbor, MI | \$500.00 |

| Rank | Team Name | Amount |
|------------------------------|--|---------------------|
| 33 | NALC - 611 Boone, IA | \$500.00 |
| 34 | NALC - 768 Somerville, NJ | \$500.00 |
| 35 | NALC - 204 Colorado Springs, CO | \$480.00 |
| 36 | NALC - State of Georgia | \$455.00 |
| 37 | NALC - 576 Phoenix, AZ | \$445.00 |
| 38 | NALC - 1870 Downers Grove, IL | \$400.00 |
| 39 | NALC - 959 Albany, OR | \$400.00 |
| 40 | NALC - 2086 Burbank, CA | \$380.00 |
| 41 | NALC - 5996 Centennial, CO | \$370.00 |
| 42 | NALC - 79 Seattle, WA | \$250.00 |
| 43 | NALC - 17 Scranton, PA | \$222.00 |
| 44 | NALC - State of South Carolina | \$210.00 |
| 45 | NALC - 210 Rochester, NY | \$200.00 |
| 46 | NALC - 2464 Houma-Thibodaux-Lockport, LA | \$200.00 |
| 47 | NALC - 361 Central Kentucky | \$195.00 |
| 48 | NALC - 421 San Antonio, TX | \$165.00 |
| 49 | NALC - 459 Raleigh, NC | \$150.00 |
| 50 | NALC - 545 Charlotte, NC | \$145.00 |
| 51 | NALC - 578 Savannah, GA | \$138.00 |
| 52 | NALC - 70 San Diego, CA | \$120.00 |
| 53 | NALC - 86 Hartford, CT | \$113.00 |
| 54 | NALC - 320 North Oakland Co., MI | \$110.00 |
| 55 | NALC - 2076 Des Plaines, IL | \$108.00 |
| 56 | NALC - 387 Yonkers, NY | \$100.00 |
| 57 | NALC - 419 Knoxville, TN | \$80.00 |
| 58 | NALC - State of Nebraska | \$50.00 |
| 59 | NALC - 458 Oklahoma City, OK | \$49.00 |
| 60 | NALC - 18 Southeast Massachusetts, MA | \$42.00 |
| 61 | NALC - 1071 South Florida | \$38.00 |
| 62 | NALC - 6156 Sun City, AZ | \$38.00 |
| 63 | NALC - 860 Honolulu, HI | \$25.00 |
| 64 | NALC - 74 Saginaw, MI | \$20.00 |
| Challenge final total | | \$136,263.43 |

We have new MDA trinkets available for your MDA events.

Please mail a copy of any receipts or checks along with a copy of the NALC/MDA allocation form to the Region 9 office so that your branch can be properly recognized:

NALC Region 9
 Attn: Christina Vela Davidson/MDA
 1101 Northchase Parkway SE, Ste. 3
 Marietta, GA 30067

Thanks again for your continuous hard work helping to #DeliverTheCure! Remember, by supporting MDA, you enhance letter carriers' public image, boost members' morale and draw positive attention to NALC.

Also remember, NALC/MDA allocations must be turned in the same calendar year as the event (no later than Dec. 28) to qualify for the NALC Honor Roll for that year. All raised funds must be sent to the national MDA office in Chicago at Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354.

Medical evidence and OWCP, Part 1



Regional Workers' Compensation Assistant Coby Jones

In dealing with OWCP, much of what claimants and their representatives do involves medical evidence: obtaining it, evaluating it, fixing it and challenging it. In fact, most OWCP claim denials are due to inadequate medical evidence. While most physicians routinely write reports for medical insurers, they often are unaware of and have no experience with many of the things OWCP requires in medical reports. This is the first in a series of articles to help claimants and their attend-

ing physician understand what claims examiners look for and require in medical evidence and reports.

Current, well-rationalized medical evidence is essential for the following:

- Initial acceptance of the claim.
- Establishing disability to claim wage-loss compensation.
- Authorization for medical procedures, physical therapy, durable medical equipment.
- Challenging decisions by OWCP based on OWCP-directed examinations.
- Expanding a claim to include other underlying or pre-existing conditions.
- Establishing the recurrence of an accepted medical condition.
- Establishing physical restrictions for limited duty and/or vocational rehabilitation.
- Documenting ongoing residuals or continuing disabilities from the accepted condition.
- Establishing permanent impairment for a schedule award.

Given the variety of medical reports OWCP requires, it would be in the injured letter carrier's interest to find an attending physician they can communicate with. The physician should be willing to write any reports that OWCP might require, including any reports that might be necessary to challenge an adverse report from an OWCP-directed exam or to challenge an adverse decision by OWCP. In addition, it would be useful to find an attending physician who is a board-certified specialist in the area of the injured letter carrier's diagnosed conditions. This is especially true if those conditions are long-term or permanent.

Before delving into the specific things OWCP requires in different types of medical reports, attending physicians should understand two basic concepts when writing their reports.

The non-apportionment rule

Work only has to be a contributing factor to the injury for the claim to be accepted. Unlike many state injury compensation programs, OWCP does not apportion causality. State

injury compensation programs sometimes require the physician to determine the percentage of the injury attributable to pre-existing conditions as compared with the conditions that result from exposure to the work environment. The attending physician does not have to do this for OWCP.

The Employees' Compensation Appeals Board (ECAB) has long held that it is not necessary for employment by itself to have caused an injured worker's condition in order for a claim to be compensable. It need only to have contributed to it. Where a person has a pre-existing condition that was not disabling but becomes disabling because of aggravation causally related to the employment, then regardless of the degree of such aggravation, the resulting disability is compensable under the FECA.¹

In fact, the term "contributed to" has been interpreted by the ECAB to mean the slightest work factor and does not require the work factor to be a significant factor leading to the disabling condition.² That said, it should be noted that in cases involving pre-existing conditions, even though OWCP does not apportion causality, it often will expect the attending physician to differentiate between the effects of the work-related factors and any pre-existing condition.

The reasonable medical certainty standard

Even though work may only be a small contributing factor to the injury, OWCP still requires that there be more than just a possibility that the work factors contributed to the diagnosed conditions. While OWCP does not require absolute medical certainty, it does apply a "reasonable medical certainty" standard.

OWCP finds terms such as "could," "may" or "might be" to indicate that a medical report is equivocal, speculative or conjectural, and thus insufficient to be given what it calls "probative value." The use of such terms will result in the claim being denied. OWCP sees the terms "probable," "most likely" and "on a more probable than not basis," as less speculative, but they will still look at the use of these terms in the context of the entire medical report to determine whether the attending physician holds their opinion with reasonable medical certainty. And if the physician's meaning is in question, OWCP will sometimes seek clarification from the doctor.³

With the above in mind, if the attending physician believes that the claimed work factors likely or probably caused or contributed to the diagnosed conditions and that the association between the work factors and the diagnosed conditions exists with "a reasonable degree of medical probability," they should indicate that they hold their opinion with "reasonable medical certainty."

This discussion will continue in next month's column.

¹ Arnold Gustafson, 41 ECAB 0438 (1989)

² Rudy C. Sixta Jr., 44 ECAB 727-731 n 3. (1993)

³ FECA Procedure Manual, 2-0810.6.a(5)

The DRF grant application process



Assistant to the President for Community Services
Christina Vela Davidson

What the NALC Disaster Relief Foundation (DRF) gives is not much, but I pray that it helps the NALC members in need. We can't replace what was lost, but I want you to know that we are always here for our members and their families.

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations to offer financial grants. With natural disasters increasing in frequency, the Disaster

Relief Foundation grants can be considered only for property damage sustained to a primary residence, vehicle or personal property from a hurricane, flood, tornado, wildfire, earthquake, severe storm or other natural disaster. Damage declared by the applicant will be verified by the branch president or a designee.

The following are the eligibility criteria that members must understand and follow. To complete your grant file, please see No. 5 below, which lists all items that members must provide to the DRF.

1. Anyone seeking help must be a NALC member as defined by the *NALC Constitution*, Article 2, Section 1(a).
2. Members do not have to wait for emergency relief or insurance claims to apply.
3. Those temporarily displaced from their "uninhabitable" primary residence must submit a signed, personal narrative detailing the specific reasons for the anticipated duration of the displacement.
4. Applications for grants from DRF must be received no later than 120 days from the date that the natural disaster occurred, unless applicants can provide sufficient reason(s) why they were unable to complete and submit their application prior to this deadline. Requests for exceptions will be ruled on by the DRF directors on a case-by-case basis.
5. Items needed for a complete file:

Homeowners: 1. Complete grant application 2. Proof of homeownership or vehicle ownership (if damaged) 3. Clear-cut photos of damaged property (Home [show house address number], vehicle [if damaged], personal) 4. List of items damaged and estimate cost 5. Hotel receipts (if applicable), repair estimates (if available), insurance quotes (if available), etc. 6. President or designee verification

Renters: 1. Complete grant application 2. Clear-cut photos of damaged property (vehicle [if damaged], personal) 3. List of items damaged and estimate cost 4. Renter insurance quotes (if available) 5. Hotel receipts (if appli-

cable) 6. Copy of deposit on new place (if applicable) 7. President or designee verification

Other matters that need to be considered: If members rent a residence, please provide statements (if available) from a landlord establishing property in-habitability, a copy of the new residence application or a copy of the deposit receipt. If the member incurs expenses due to the displacement, he or she should provide hotel receipts or other documents to show these costs.

Members must document with photos the damage sustained by their primary residence, vehicle or personal property. If the member receives estimates or begins to repair their property or vehicle, they should provide those receipts.

Finally, the branch president or designee will need to verify the member's address and claim damages; this is with the form provided by the president and/or a prepared statement documenting the member's damage from the disaster. Remember, the application for DRF assistance is not an application for Federal Emergency Management Agency aid, or any other federal disaster assistance. It is also not automatic; you must provide the proper documentation.

Again, please make sure that the grant application and all pictures of the damage are clear, complete and legible. You can find the DRF grant application form at nalc.org/disaster. Grant applications can be sent to the following address:

NALC Disaster Relief Foundation
Attn: Christina Vela Davidson
1101 Northchase Parkway SE, Suite 3
Marietta, GA 30067

Or email to: DisasterReliefFoundation@nalc.org

2023 Stamp Out Hunger Food Drive additions and corrections:

| Reg. | Branch | State | Branch name | Lbs. |
|------|--------|-------|-------------|---------|
| 2 | 79 | WA | Seattle | 460,605 |
| 9 | 2389 | GA | Eastman | 62 |
| 8 | 419 | TN | Knoxville | 5,000 |
| 4 | 1642 | AZ | Yuma | 17,065 |
| 1 | 2901 | CA | Hemet | 12,360 |
| 10 | 950 | TX | Abilene | 34,856 |

New total: 43,746,343 lbs.

Monthly CSRS annuity payments for letter carriers who retire on Nov. 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 Nov. 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 O 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.

| CC Grade 1 / High-3 Average ¹ : \$71,283 | | | | CC Grade 2 / High-3 Average ¹ : \$72,780 | | |
|---|---------------|--------------------------------------|--|---|--------------------------------------|--|
| Years of Service ² | Basic Annuity | Max. Survivor Deduction ³ | Max. Survivor Reduced Annuity ⁴ | Basic Annuity | Max. Survivor Deduction ³ | Max. Survivor Reduced Annuity ⁴ |
| 20 | \$2,153 | \$193 | \$1,961 | \$2,199 | \$197 | \$2,001 |
| 21 | 2,272 | 205 | 2,067 | 2,320 | 209 | 2,110 |
| 22 | 2,391 | 217 | 2,174 | 2,441 | 222 | 2,220 |
| 23 | 2,510 | 228 | 2,281 | 2,562 | 234 | 2,329 |
| 24 | 2,629 | 240 | 2,388 | 2,684 | 246 | 2,438 |
| 25 | 2,747 | 252 | 2,495 | 2,805 | 258 | 2,547 |
| 26 | 2,866 | 264 | 2,602 | 2,926 | 270 | 2,656 |
| 27 | 2,985 | 276 | 2,709 | 3,048 | 282 | 2,765 |
| 28 | 3,104 | 288 | 2,816 | 3,169 | 294 | 2,875 |
| 29 | 3,223 | 300 | 2,923 | 3,290 | 307 | 2,984 |
| 30 | 3,341 | 312 | 3,030 | 3,412 | 319 | 3,093 |
| 31 | 3,460 | 324 | 3,137 | 3,533 | 331 | 3,202 |
| 32 | 3,579 | 335 | 3,244 | 3,654 | 343 | 3,311 |
| 33 | 3,698 | 347 | 3,351 | 3,775 | 355 | 3,420 |
| 34 | 3,817 | 359 | 3,457 | 3,897 | 367 | 3,530 |
| 35 | 3,935 | 371 | 3,564 | 4,018 | 379 | 3,639 |
| 36 | 4,054 | 383 | 3,671 | 4,139 | 391 | 3,748 |
| 37 | 4,173 | 395 | 3,778 | 4,261 | 404 | 3,857 |
| 38 | 4,292 | 407 | 3,885 | 4,382 | 416 | 3,966 |
| 39 | 4,411 | 419 | 3,992 | 4,503 | 428 | 4,075 |
| 40 | 4,529 | 430 | 4,099 | 4,625 | 440 | 4,185 |
| 41 | 4,648 | 442 | 4,206 | 4,746 | 452 | 4,294 |
| 41+11 months & over ⁵ | 4,752 | 453 | 4,299 | 4,852 | 463 | 4,389 |

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

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

Monthly FERS annuity payments for letter carriers who retire on Nov. 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 Nov. 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 : \$71,283 | | | CC Grade 2 / High-3 Average ¹ : \$72,780 | | |
|-----------------------------------|---|--------------------------------------|--|---|--------------------------------------|--|
| | Basic Annuity | Max. Survivor Deduction ³ | Max. Survivor Reduced Annuity ⁴ | Basic Annuity | Max. Survivor Deduction ³ | Max. Survivor Reduced Annuity ⁴ |
| 20 | \$1,188 | \$119 | \$1,069 | \$1,213 | \$121 | \$1,092 |
| 21 | 1,247 | 125 | 1,123 | 1,274 | 127 | 1,146 |
| 22 | 1,307 | 131 | 1,176 | 1,334 | 133 | 1,201 |
| 23 | 1,366 | 137 | 1,230 | 1,395 | 139 | 1,255 |
| 24 | 1,426 | 143 | 1,283 | 1,456 | 146 | 1,310 |
| 25 | 1,485 | 149 | 1,337 | 1,516 | 152 | 1,365 |
| 26 | 1,544 | 154 | 1,390 | 1,577 | 158 | 1,419 |
| 27 | 1,604 | 160 | 1,443 | 1,638 | 164 | 1,474 |
| 28 | 1,663 | 166 | 1,497 | 1,698 | 170 | 1,528 |
| 29 | 1,723 | 172 | 1,550 | 1,759 | 176 | 1,583 |
| 30 | 1,782 | 178 | 1,604 | 1,819 | 182 | 1,638 |
| 31 | 1,841 | 184 | 1,657 | 1,880 | 188 | 1,692 |
| 32 | 1,901 | 190 | 1,711 | 1,941 | 194 | 1,747 |
| 33 | 1,960 | 196 | 1,764 | 2,001 | 200 | 1,801 |
| 34 | 2,020 | 202 | 1,818 | 2,062 | 206 | 1,856 |
| 35 | 2,079 | 208 | 1,871 | 2,123 | 212 | 1,910 |
| 36 | 2,138 | 214 | 1,925 | 2,183 | 218 | 1,965 |
| 37 | 2,198 | 220 | 1,978 | 2,244 | 224 | 2,020 |
| 38 | 2,257 | 226 | 2,032 | 2,305 | 230 | 2,074 |
| 39 | 2,317 | 232 | 2,085 | 2,365 | 237 | 2,129 |
| 40 | 2,376 | 238 | 2,138 | 2,426 | 243 | 2,183 |
| Each additional year ⁵ | 59.40 | 5.94 | 53.46 | 60.65 | 6.06 | 54.58 |

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Nov. 1, 2020, and Oct. 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.

State Summaries

California

For one hope that the contract we get through negotiation or arbitration gets rid of the city carrier assistant position completely. As an academy instructor, I see the attrition firsthand. If another company like Burger King is hiring at a comparable wage, many newbies will jump at that. Problem is, that's what Burger King will be paying two years from now, whereas as a city letter carrier the CCAs get converted to career status within two years, and with that, get career benefits.

News came recently that the Teamsters and UPS agreed on a new contract. I think the pay raise UPS drivers got will help us get a nice raise as well. There are many within our ranks who feel that if we don't get exactly what the Teamsters got, that our negotiators failed. There are differences between UPS and the USPS. One is a private company with tens of billions of dollars to spend, the other a government agency that in fiscal year 2023 is losing money. UPS, according to Teamsters President Sean O'Brien, threw \$30 billion at UPS employees under the new contract. Does the Postal Service have that kind of money to throw at us? Well, no. But that doesn't mean that we won't get a nice raise and maintain our benefit package, including COLAs.

If you are on social media claiming that our contract, when the dust settles, will be the same lousy product, you need to stop. You have no idea what we'll get until something is negotiated or arbitrated. A more productive activity would be sending an encouraging message to our negotiating team.

Please look out for one another. I know for me, this is the worst summer I've ever experienced with the heat being what it is.

Eric Ellis

Colorado

Your COSALC representatives have been busy over the summer attending union functions updating members on legislative issues and how to support the Letter Carrier Political Fund (LCPF) in local branches. The COSALC held a LCPF training conducted by NALC LPO John Beaumont, with many branches and their local LCPF coordinators attending the training at the Denver Branch 47 union hall. We also had a great turnout from Wyoming carriers attending the training via Zoom.

All branches need to get a local LCPF coordinator and help educate members on the importance of supporting the LCPF to fight our battles in Washington, DC. Many members think the NALC can use union dues for this fight, but that is against the law. Thank you to everyone who is stepping up to help and represent!

Richard Byrne

Florida

Sadly, I report the passing of a dear union sister, Joanne Cannon. Joanne began her postal career in 1979 in Bradenton, FL. She



House Minority Leader Hakeem Jeffries (NY-8) addresses the delegation at the New York State Association convention in Brooklyn as NYSALC President George T. Mangold (l) and NALC President Brian L. Renfroe (r) look on.

joined the NALC and became very active in her branch, 1753. She served as shop steward, trustee, secretary, vice president and president until her retirement in 2011. After retiring, she continued to serve as trustee of her branch. In 2016, she was appointed by FSALC President Al Friedman to fill the vacated District 2 chairperson office when then-Chairperson Don Lyerly was appointed as an RAA for Region 9. As chairperson, she scheduled and helped conduct district legislative training. During these sessions, she set up her computer and signed up carriers to contribute to the Letter Carrier Political Fund. She was very active in all things legislative. She served as a CDL and LCL for her congressional district. She served on NALC release staff during three national elections. She also served with other FSALC members many times in Tallahassee, working with the AFL-CIO's Working Family Lobby Corp during Florida's legislative sessions, lobbying for proposed laws that would benefit working families and against laws that would be harmful.

Joanne came from a family of postal workers. Her father, Edward Sr., and two brothers, Edward Jr. and Robert, were all letter carriers from Branch 1753 and all served as various officers of the branch. Her mother was a postal clerk.

Joanne was committed to the NALC and Branch 1753. She always made herself available to assist anyone in need. Joanne had a big heart, a great smile and will be sorely missed by those who knew her.

There is a term, *sine die*, used at the end of conventions and legislative sessions. The term is of Latin origin and roughly means "this session is adjourned until we next convene." I therefore say *sine die* to Joanne, our union sister.

O. D. Elliott

Kentucky

Reminder to KYSALC branch presidents: At every meeting you should include updates on NALC legislation. Keep your membership informed. You can get an update at nalc.org and can contact me or Matt Tanner, our LPO. We are all subject to rules of numerous federal agencies and boards that NALC navigates. That

does not include the work our Legislative Department does to lobby all 535 members of Congress. We recently concluded contract negotiations with USPS, and are prepared to go to binding interest arbitration, if required.

The Federal Retirement Fairness Act is a bill that would allow the majority of our carriers an opportunity to make a deposit for non-career service. If you started out as a CCA or TE, this may apply to you. Want to work longer to qualify to retire on the back end of a letter carrier career? Read *The Postal Record* or go to our website to glean the information. It should be easy to see the value of giving to LCPF, our union's PAC. Not all NALC funds can be used on behalf of our members. Read the disclaimer as well, and participate!

Bob McNulty

Michigan

Greetings from Michigan. Recently a steward was complaining to me about management trying to turn the carriers against the union. The office was shorthanded and so the steward was using a lot of union time—the conversation went something like this:

JE: How would you handle this: When I'm taking union leave, management tells the carriers, "We gotta cover the steward—I need you to carry extra so they can have 'union time'..." Some of them get upset at me about it...

ME: Yes, that's an "old Jedi mind trick"—used on the weak-minded to cause dissent amongst our members. Your best bet is to explain that management is trying to manipulate them. They should re-direct their anger or tell management, "Maybe you should stop violating the contract so the steward wouldn't need the time."

While this "Star Wars" reference is now approaching gold card status age-wise, it's still as valid now as it was all those years ago. Someone, whether it's management or certain politicians, try to use the old Jedi mind trick on all of us every day:

Most scanner messages and service talks? Propaganda—Jedi mind trick.

Twenty-two-minute load time? No such thing—Jedi mind trick.

Downtime? Pfffft, you can't spell pivot without O-T—Jedi mind trick.

"Hour Office Time"—No, it takes what it takes—another Jedi mind trick.

Don't be weak-minded—see your steward, attend a branch meeting, learn your contract—don't be a victim of an old Jedi mind trick.

On a personal note, I would like to say congratulations to my friend Adam Waugh on his election as president of Jackson, OH Branch 1252. Keep up the great work—you are the future.

John Serwach

New York

The 65th biennial NYSALC convention was held at the New York Marriott, Brooklyn Bridge, in Brooklyn July 9-11. In attendance were 204 delegates representing 19 branches. LPO

Marc Ashmon started the morning with an LCPF training class that was well received. Guests included President Brian Renfroe, Chief of Staff Kori Blalock Keller, Director of Life Insurance Jim Yates, National Trustee Charlie Heege, Region 15 NBA Bruce Didriksen, Region 11 NBA Mark Camilli, Region 11 RAAs Dave Kennedy and Mike Brim, Region 15 RAA Orlando Gonzalez, RWCA Dave Picconi and LPO Marc Ashmon. Branch 41 President John Cruz welcomed the delegation, and both NBAs gave remarks.

We were joined by House Minority Leader Hakeem Jeffries, who guaranteed his support for our agenda. All committee reports were accepted, and the four resolutions that were remitted were accepted with minor amendments. We also passed two bylaw changes to promote fiscal accountability for the association as well as future convention costs.

President Brian Renfroe addressed the delegation, discussing collective-bargaining issues, heat training falsification issues, crimes against letter carriers, S&DCs, the Supreme Court decision on religion exemption on Sunday, legislation, LCPF and Medicare integra-



Members who are military veterans present the colors at the Texas State Association convention. Pictured (l to r) are Irving Branch 4240 member Raul Munoz (Navy), Abilene Branch 950 member Jay Gober (Army), Brownsville Branch 1456 member Jose Aguilar-Cano (Army) and Houston Branch 283 member James Minton (Army).

tion. Chief of Staff Kori Blalock Keller gave a political update on national issues.

All nominated officers were elected by acclamation, and the NYSALC honored retiring members Walter Barton and John K. Rivera for their service with plaques.

The afternoon NBA classes were greatly informative and well appreciated.

Director Jim Yates performed the installation on July 11, and after the final committee reports, we adjourned.

I'd like to thank all officers and executive board members for a great job, and special acknowledgement to Branch 41 President John Cruz and his staff for an extraordinary job—a great time was had by all!

George T. Mangold

Tennessee

Hello, sisters and brothers! Legislation is the act of making or enacting laws. Another definition is “a law or a body of laws enacted.” These words carry a heavy meaning in your life as a city carrier and as a federal employee. Your career and livelihood are controlled by members of Congress who wield absolute power when it comes to collective-bargaining rights, job security, retirement benefits and the Postal Service when it comes to providing universal service to Americans.

Besides sending an auto-generated letter through the NALC Legislative Action Center, giving to the Letter Carrier Political Fund is a powerful method, designed to educate you about the candidates and getting their support on bills that will protect and promote letter carrier jobs! This is so when we cast our votes, we are making the right decision. In 1975, the political fund was established to become proactive in the election process. *The fund is committed to supporting letter carrier-friendly candidates, regardless of their political party.*

To reach all of our congressional representatives, we need to grow and get stronger by knocking on these congressional offices and getting their co-sponsorship on House and Senate bills that affect your lives and the lives of your loved ones. We are only asking for \$5! Step up and help us protect your rights!

Tony Rodriguez

Texas

Thank you to all the members who attended the 11th biennial convention of the Texas State Association of Letter Carriers. I was glad to see some familiar faces and to make new friends. I hope you had a great time, both during and after the convention. We must tip our hats to Ethel Ford and the Houston Branch 283 team—they did a wonderful job; thank you. I want to thank Gerald W. Hall of Houston Branch 283 for having served as the District 1 board member from 2019 to 2023. Also, I cannot forget Luis Palacios of Laredo Branch 354 for serving as the District 5 board member from 2017 to 2023. Both of you will be missed, and we thank you for your dedication, selflessness and support. As a veteran, I was proud to have some of our very own post the colors at this convention.

Congratulations to the board members re-elected and those newly elected: Irma Salinas of Houston Branch 283 as District 1 board member and Cesar Hernandez of San Antonio Branch 421 as District 5 board member. The job is not easy, but it is rewarding when we come together to motivate positive change for all letter carriers in Texas and in the United States.

We cannot do this critical work without letter carrier congressional liaisons. They are the ones who spread our messages. I salute each of you for your dedication and persistence. We are looking for more LCCLs—if you are interested, send me an email at carlos.tsalc@gmail.com.

There were some great speakers at convention. I hope those in attendance came away rejuvenated and reinvigorated to do the work representing letter carriers on the shop floor and in the halls of Congress.

Be safe out there; remember the Fall School on South Padre Island.

Carlos Rodriguez Jr.

Wisconsin

Labor Day weekend in Wisconsin, to many people, is simply the final weekend of summer, parades and celebrations with beer and brats. Labor Day's first celebration occurred in New York City on Tuesday, Sept. 6, 1882, when 10,000 workers left their jobs to parade through Manhattan demanding an eight-hour workday.

The average American worked 12-hour days, often seven days a week. Children toiled in mills, factories, lumber camps and mines. Workers in Milwaukee led marches and strikes to force employers to adopt the eight-hour day, forming the Milwaukee Labor Reform Association. Early strikes were mostly over low wages, irregular payment, the hiring of unskilled labor, often women, African Americans and immigrants.

Wisconsin's first unions were formed in Milwaukee, the bricklayers in 1847 and the carpenters in 1848. Shoemakers founded the Knights of St. Crispin in 1867, Wisconsin's first national trade union organization. In 1889, in the meeting room above Schaefer's Saloon in Milwaukee, WI, 60 letter carriers from 18 states gathered. On Aug. 29, 1889, they unanimously adopted a resolution to form the National Association of Letter Carriers. Wisconsin's Labor Day became an official state holiday in 1893. Wisconsin labor found its political outlet in the support of Robert La Follette's progressive movement. In 1894, President Grover Cleveland, after breaking the American Railway Union with considerable violence and loss of life, signed a bill making the first Monday in September a national holiday for American workers.

This Labor Day, while attending your local celebrations enjoying your beer and brats, remember the history of the labor movement and the sacrifices given. We have this long weekend only because of the working men and women and their contributions to American life more than a century ago.

In solidarity—

Dawn Ahnen

Notice

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

Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

75-year pins

| | | |
|--------------------|-------------|---------|
| Charles L. Leonard | Joliet, IL | Br. 305 |
| F. V. Cuiule | Trenton, NJ | Br. 380 |

70-year pins

| | | |
|--------------------|-------------|-------|
| Edward L. Michaels | Detroit, MI | Br. 1 |
| Wallace H. Mienk | Detroit, MI | Br. 1 |
| Cozy R. Mitchell | Detroit, MI | Br. 1 |

65-year pins

| | | |
|---------------------|--------------------|---------|
| Rollan G. Brakebill | Bloomington, IL | Br. 522 |
| Ralph E. Moote | Detroit, MI | Br. 1 |
| Jerry L. Arnold | Springfield, MO | Br. 203 |
| Alan B. Stalker | NJ Mgd. | Br. 38 |
| Michal A. Caggana | Trenton, NJ | Br. 380 |
| Donald J. Wojtowicz | Trenton, NJ | Br. 380 |
| Ronald J. Kutting | Lorain, OH | Br. 583 |
| Luther L. Hicks | Chattanooga, TN | Br. 62 |
| Argel M. Jewell | Salt Lake City, UT | Br. 111 |
| David A. Chin | Sacramento, CA | Br. 133 |

60-year pins

| | | |
|------------------------|----------------------|----------|
| Frank J. Vittone | Pueblo, CO | Br. 229 |
| Sylvester R. Mitchell | Atlanta, GA | Br. 73 |
| James C. Taylor | Atlanta, GA | Br. 73 |
| O. A. Trotter | Atlanta, GA | Br. 73 |
| Raymond J. Ryan | Joliet, IL | Br. 305 |
| Duaine K. Scribner | Fort Wayne, IN | Br. 116 |
| George C. Luckwald Jr. | Detroit, MI | Br. 1 |
| William F. Machleit | Detroit, MI | Br. 1 |
| Nelson C. McMillan Jr. | Detroit, MI | Br. 1 |
| Leroi F. Baker | Kalamazoo, MI | Br. 246 |
| Karl J. Guetschow | Kalamazoo, MI | Br. 246 |
| Robert L. Weiner | NJ Mgd. | Br. 38 |
| David L. Ames | Trenton, NJ | Br. 380 |
| Frank J. Chiorello Jr. | Trenton, NJ | Br. 380 |
| Donald P. Geoghan | Trenton, NJ | Br. 380 |
| Donald J. Newman | Trenton, NJ | Br. 380 |
| Stanley W. Roach | HudsonValleyMgd., NY | Br. 137 |
| Donald S. Bajcer | Lorain, OH | Br. 583 |
| Esterino F. Bonaminio | Lorain, OH | Br. 583 |
| Arthur B. McGuire | Lorain, OH | Br. 583 |
| Karl O. Poppendieck | Lorain, OH | Br. 583 |
| James W. Malone | Tulsa, OK | Br. 1358 |
| John W. Evans | Chattanooga, TN | Br. 62 |
| William Wright | Chattanooga, TN | Br. 62 |
| David H. Hock | Houston, TX | Br. 283 |
| Don S. Taylor | Salt Lake City, UT | Br. 111 |
| Joseph M. Behan | Northern VA | Br. 3520 |
| Jack S. Fleming | Northern VA | Br. 3520 |
| Robert K. Linn | Vancouver, WA | Br. 1104 |

55-year pins

| | | |
|-----------------|-------------|---------|
| James F. Laird | Phoenix, AZ | Br. 576 |
| Eugene J. Lopez | Phoenix, AZ | Br. 576 |

| | | |
|-----------------------|----------------------|----------|
| Jack D. Lunsford | Phoenix, AZ | Br. 576 |
| Terry E. Yarbrough | Phoenix, AZ | Br. 576 |
| John A. Yoder | Phoenix, AZ | Br. 576 |
| Paul M. Zandee | Phoenix, AZ | Br. 576 |
| Darrel M. Zifka | Phoenix, AZ | Br. 576 |
| William R. Jacobs | Colorado Springs, CO | Br. 204 |
| Stuart R. Goodrich | South FL | Br. 1071 |
| Daniel J. Gorham | South FL | Br. 1071 |
| John J. Grata | South FL | Br. 1071 |
| Beverly B. Green | South FL | Br. 1071 |
| Timothy Green | South FL | Br. 1071 |
| Walter L. Green | South FL | Br. 1071 |
| John A. Gumino | South FL | Br. 1071 |
| Gerald E. Hahn | South FL | Br. 1071 |
| Richard L. Hamer | South FL | Br. 1071 |
| Mary A. Hanselman | South FL | Br. 1071 |
| William E. Harden | South FL | Br. 1071 |
| John Hardy Jr. | South FL | Br. 1071 |
| Bobby L. Harris | South FL | Br. 1071 |
| John M. Hawlik | South FL | Br. 1071 |
| Gary L. Hobbs | South FL | Br. 1071 |
| David M. Katz | Bloomington, IL | Br. 522 |
| Frederick H. Knoth | Bloomington, IL | Br. 522 |
| James D. Malinowski | Bloomington, IL | Br. 522 |
| Dennis H. Meeks | Bloomington, IL | Br. 522 |
| Larry S. Roach | Bloomington, IL | Br. 522 |
| Richard L. Witzig | Bloomington, IL | Br. 522 |
| Lemon J. Bass | Joliet, IL | Br. 305 |
| Emil W. Bernard | Joliet, IL | Br. 305 |
| Charles E. Holl | Joliet, IL | Br. 305 |
| Lawrence E. Seiler | Joliet, IL | Br. 305 |
| Curtis W. Hight | Moline, IL | Br. 318 |
| Randy L. Rogers | Moline, IL | Br. 318 |
| Robert K. Bohlender | Fort Wayne, IN | Br. 116 |
| Glenn A. Bonar | Fort Wayne, IN | Br. 116 |
| James L. Boss | Fort Wayne, IN | Br. 116 |
| Ronald L. Cline | Fort Wayne, IN | Br. 116 |
| John L. Frank | Fort Wayne, IN | Br. 116 |
| Lyle E. Holman | Fort Wayne, IN | Br. 116 |
| Billie J. Hullinger | Fort Wayne, IN | Br. 116 |
| Maurice H. Miller | Fort Wayne, IN | Br. 116 |
| Darrel L. Moore | Fort Wayne, IN | Br. 116 |
| George D. Morr | Fort Wayne, IN | Br. 116 |
| Ralph K. Parrish | Fort Wayne, IN | Br. 116 |
| David J. Pierce | Fort Wayne, IN | Br. 116 |
| Carl A. Schoch Jr. | Fort Wayne, IN | Br. 116 |
| J. H. Vittitoe | Fort Wayne, IN | Br. 116 |
| Guy B. Willis | Fort Wayne, IN | Br. 116 |
| Duane B. Winebrenner | Fort Wayne, IN | Br. 116 |
| Terrence L. Litka Sr. | South Bend, IN | Br. 330 |
| Francis R. Lindsay | Detroit, MI | Br. 1 |
| Frederick T. Livi | Detroit, MI | Br. 1 |
| Robert Lynn | Detroit, MI | Br. 1 |
| Robert E. Macy | Detroit, MI | Br. 1 |
| Pierre V. Manley | Detroit, MI | Br. 1 |
| Thomas E. Mazur | Detroit, MI | Br. 1 |
| Daria D. Melton | Detroit, MI | Br. 1 |
| Raymond G. Mihelcic | Detroit, MI | Br. 1 |
| Tandy L. Mitchell | Detroit, MI | Br. 1 |
| David Moorer | Detroit, MI | Br. 1 |

| | | |
|-------------------------|----------------------|----------|
| Kenneth E. Watkins Jr. | Kalamazoo, MI | Br. 246 |
| Galen W. Burton | Springfield, MO | Br. 203 |
| Tico Plasencia | NJ Mgd. | Br. 38 |
| J. P. Angelini | Trenton, NJ | Br. 380 |
| Albert Glover Jr. | Trenton, NJ | Br. 380 |
| Henry F. Janiszewski | Trenton, NJ | Br. 380 |
| Charles E. Jones | Trenton, NJ | Br. 380 |
| Jack E. Roberson | Trenton, NJ | Br. 380 |
| Gustavo Rodriguez | Albuquerque, NM | Br. 504 |
| Moses B. Romero | Albuquerque, NM | Br. 504 |
| Leonard R. Serino | Albuquerque, NM | Br. 504 |
| Anthony L. Silva | Albuquerque, NM | Br. 504 |
| L. A. Sisneros | Albuquerque, NM | Br. 504 |
| G. A. Tapia | Albuquerque, NM | Br. 504 |
| Joe Trujillo | Albuquerque, NM | Br. 504 |
| J. A. Ulibarri | Albuquerque, NM | Br. 504 |
| Frank L. Varela | Albuquerque, NM | Br. 504 |
| Marvin B. White Sr. | Albuquerque, NM | Br. 504 |
| F. E. Avery | HudsonValleyMgd., NY | Br. 137 |
| James E. Lamb | HudsonValleyMgd., NY | Br. 137 |
| Edward A. Mcleod | HudsonValleyMgd., NY | Br. 137 |
| John W. Travis | HudsonValleyMgd., NY | Br. 137 |
| Paul E. Adams | Chillicothe, OH | Br. 452 |
| Charles G. Laporte | Chillicothe, OH | Br. 452 |
| Gregory Moore | Chillicothe, OH | Br. 452 |
| Larry J. Partee | Chillicothe, OH | Br. 452 |
| Paul D. Reed Jr. | Chillicothe, OH | Br. 452 |
| Mary Etzinger | Fostoria, OH | Br. 279 |
| Larry J. Lucius | Fostoria, OH | Br. 279 |
| Richard Costello | Lorain, OH | Br. 583 |
| R. J. Forcier | Lorain, OH | Br. 583 |
| Kenneth L. Fraley | Lorain, OH | Br. 583 |
| Raymond J. Fries | Lorain, OH | Br. 583 |
| Steve A. Heinowski | Lorain, OH | Br. 583 |
| Milton L. Minner | Lorain, OH | Br. 583 |
| Michael J. Murphy | Lorain, OH | Br. 583 |
| Jose A. Parrilla | Lorain, OH | Br. 583 |
| John S. Swartz | Lorain, OH | Br. 583 |
| Andrew J. Tonich | Lorain, OH | Br. 583 |
| James M. Wilhelm | Lorain, OH | Br. 583 |
| Michael E. Wohlever | Lorain, OH | Br. 583 |
| Charles B. Adams | Youngstown, OH | Br. 385 |
| Michael F. Marinelli | Youngstown, OH | Br. 385 |
| Raymond K. Atkinson Jr. | Shawnee, OK | Br. 883 |
| Freid Atyia | Shawnee, OK | Br. 883 |
| Bobby J. Dearman | Shawnee, OK | Br. 883 |
| William R. Talley | Shawnee, OK | Br. 883 |
| Charles A. Jamolkowski | Wilkes-Barre, PA | Br. 115 |
| Charles D. Holt | Chattanooga, TN | Br. 62 |
| Dunward B. Monroe Jr. | Chattanooga, TN | Br. 62 |
| Bonnie R. Mysinger | Chattanooga, TN | Br. 62 |
| Robert F. Antal | Knoxville, TN | Br. 419 |
| Rose M. Baker | Knoxville, TN | Br. 419 |
| Junior L. Bertram | Knoxville, TN | Br. 419 |
| Claude C. Boone | Knoxville, TN | Br. 419 |
| Bobby A. Akers | Kingsport, TN | Br. 1999 |
| Anthony H. Cox | Kingsport, TN | Br. 1999 |
| Harland J. Ervin | Kingsport, TN | Br. 1999 |
| Bill W. George | Kingsport, TN | Br. 1999 |
| Paul J. Hensley | Kingsport, TN | Br. 1999 |

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

| | | | | | | | | |
|------------------------|--------------------|----------|---------------------------|--------------------|----------|-----------------------|------------------------|----------|
| James C. Leach | Kingsport, TN | Br. 1999 | Ronald R. Wasescha | Salt Lake City, UT | Br. 111 | Ronald L. Cline | Fort Wayne, IN | Br. 116 |
| Richard L. Lequieu | Kingsport, TN | Br. 1999 | Verne O. Abraham | Northern VA | Br. 3520 | Thomas E. Gates | Fort Wayne, IN | Br. 116 |
| William J. McConnell | Kingsport, TN | Br. 1999 | Jackie M. Akers | Northern VA | Br. 3520 | Michael J. Goodman | Fort Wayne, IN | Br. 116 |
| Henry M. Gonzales | Houston, TX | Br. 283 | Kerry K. Allen | Northern VA | Br. 3520 | Michael W. Hughes | Fort Wayne, IN | Br. 116 |
| Donald C. Ball | Salt Lake City, UT | Br. 111 | Joseph T. Andrews | Northern VA | Br. 3520 | Daniel R. Keim | Fort Wayne, IN | Br. 116 |
| Ray W. Bennett | Salt Lake City, UT | Br. 111 | John W. Avery | Northern VA | Br. 3520 | David A. Knight | Fort Wayne, IN | Br. 116 |
| Monte J. Bonella | Salt Lake City, UT | Br. 111 | Glendon O. Bailey | Northern VA | Br. 3520 | David D. Koehlinger | Fort Wayne, IN | Br. 116 |
| Richard Casper | Salt Lake City, UT | Br. 111 | Harold A. Bell Jr. | Northern VA | Br. 3520 | David J. Lothamer | Fort Wayne, IN | Br. 116 |
| James H. Chance | Salt Lake City, UT | Br. 111 | Philip T. Bennett | Northern VA | Br. 3520 | Robert J. Menefee Jr. | Fort Wayne, IN | Br. 116 |
| Lavon C. Christensen | Salt Lake City, UT | Br. 111 | James P. Berger | Northern VA | Br. 3520 | Michael C. Miller | Fort Wayne, IN | Br. 116 |
| Donald D. Colman | Salt Lake City, UT | Br. 111 | H. W. Brittain | Northern VA | Br. 3520 | Michael R. Penland | Fort Wayne, IN | Br. 116 |
| Robert L. Curtz | Salt Lake City, UT | Br. 111 | Frank F. Britvec | Northern VA | Br. 3520 | Fred C. Presser | Fort Wayne, IN | Br. 116 |
| Lee D. Despaign | Salt Lake City, UT | Br. 111 | R. E. Brooks | Northern VA | Br. 3520 | Roger L. Reasoner | Fort Wayne, IN | Br. 116 |
| John H. Ehlers | Salt Lake City, UT | Br. 111 | Theodore H. Brown | Northern VA | Br. 3520 | Jeffrey L. Riley | Fort Wayne, IN | Br. 116 |
| Melvin V. Evensen | Salt Lake City, UT | Br. 111 | John R. Dunn | Northern VA | Br. 3520 | Roger L. Vondylen | Fort Wayne, IN | Br. 116 |
| Marvin L. Graham | Salt Lake City, UT | Br. 111 | Charles F. Griemsmann III | Northern VA | Br. 3520 | Donna E. Miller | Detroit, MI | Br. 1 |
| Blaine L. Hansen | Salt Lake City, UT | Br. 111 | Edward C. Hansohn Jr. | Northern VA | Br. 3520 | Harry L. Bauman | Kalamazoo, MI | Br. 246 |
| Blaine H. Hardcastle | Salt Lake City, UT | Br. 111 | Donald G. Burton | Vancouver, WA | Br. 1104 | Clifford R. Jones Jr. | Kalamazoo, MI | Br. 246 |
| Bravant W. Haslam | Salt Lake City, UT | Br. 111 | Dennis R. Foran | Vancouver, WA | Br. 1104 | Jack E. Lesterhouse | Kalamazoo, MI | Br. 246 |
| William L. Irvine | Salt Lake City, UT | Br. 111 | Forrest E. Kelly | Vancouver, WA | Br. 1104 | William P. Medonis | Kalamazoo, MI | Br. 246 |
| David I. Johnson | Salt Lake City, UT | Br. 111 | Daryl E. Rothfus | Vancouver, WA | Br. 1104 | Herbert M. Pipher | Kalamazoo, MI | Br. 246 |
| John R. Jordison | Salt Lake City, UT | Br. 111 | Frank J. Schmidt | Vancouver, WA | Br. 1104 | Ronald W. Bongey | Duluth, MN | Br. 114 |
| Michael V. Knott | Salt Lake City, UT | Br. 111 | | | | Douglas A. Cameron | Duluth, MN | Br. 114 |
| Steven R. Loertscher | Salt Lake City, UT | Br. 111 | | | | John T. Marsen | Duluth, MN | Br. 114 |
| Michael J. Maggio | Salt Lake City, UT | Br. 111 | | | | Tico Plasencia | NJ Mgd. | Br. 38 |
| Deon H. Mayhew | Salt Lake City, UT | Br. 111 | | | | Stephen A. Szczesny | Jersey City, NJ | Br. 42 |
| Stephen L. Mcnees | Salt Lake City, UT | Br. 111 | | | | Samuel R. Centomain | Trenton, NJ | Br. 380 |
| Steven K. Morris | Salt Lake City, UT | Br. 111 | | | | Joseph J. Muscat | Hudson Valley Mgd., NY | Br. 137 |
| James W. Myers | Salt Lake City, UT | Br. 111 | | | | Frank P. Barone Jr. | Long Island Mgd., NY | Br. 6000 |
| Richard Nielsen | Salt Lake City, UT | Br. 111 | | | | Barry J. Marbit | Long Island Mgd., NY | Br. 6000 |
| Donald M. Patton | Salt Lake City, UT | Br. 111 | | | | Raymond E. Williams | Canton, OH | Br. 238 |
| Donald E. Polster | Salt Lake City, UT | Br. 111 | | | | Freid Atyia | Shawnee, OK | Br. 883 |
| Clifton E. Pritzkau | Salt Lake City, UT | Br. 111 | | | | William R. Talley | Shawnee, OK | Br. 883 |
| Thomas G. Raymond | Salt Lake City, UT | Br. 111 | | | | Jerry T. Johnson | Chattanooga, TN | Br. 62 |
| James E. Reed | Salt Lake City, UT | Br. 111 | | | | Patrick D. Lee | Chattanooga, TN | Br. 62 |
| Joseph Rivera | Salt Lake City, UT | Br. 111 | | | | Jerry M. Legg | Chattanooga, TN | Br. 62 |
| George A. Schmidt | Salt Lake City, UT | Br. 111 | | | | Ernest J. Dusek | Houston, TX | Br. 283 |
| Donald G. Simmons | Salt Lake City, UT | Br. 111 | | | | Barry S. Depola | Salt Lake City, UT | Br. 111 |
| Randall K. Speirs | Salt Lake City, UT | Br. 111 | | | | Charles R. Iverson | Salt Lake City, UT | Br. 111 |
| Gary A. Thorne | Salt Lake City, UT | Br. 111 | | | | Henry T. Miller | Salt Lake City, UT | Br. 111 |
| LaGrande W. Tremelling | Salt Lake City, UT | Br. 111 | | | | Joseph Romska | Vancouver, WA | Br. 1104 |
| David M. Tyler II | Salt Lake City, UT | Br. 111 | | | | | | |

50-year pins and gold cards

| | | |
|---------------------|----------------------|----------|
| Glenn J. Poswalk | Colorado Springs, CO | Br. 204 |
| Darell G. Rowe | Colorado Springs, CO | Br. 204 |
| Mark V. Pierce | Pueblo, CO | Br. 229 |
| Jeffrey P. Colton | Gainesville, FL | Br. 1025 |
| Paul R. Stampahar | Fort Lauderdale, FL | Br. 2550 |
| Roy M. Garner | Atlanta, GA | Br. 73 |
| Raymond F. King | Atlanta, GA | Br. 73 |
| Alfonza Peters | Atlanta, GA | Br. 73 |
| Richard M. Furdek | Joliet, IL | Br. 305 |
| Frank J. Krumpoch | Joliet, IL | Br. 305 |
| Raymond B. Burfield | Moline, IL | Br. 318 |
| Wayne C. Leader | Moline, IL | Br. 318 |
| Randy L. Rogers | Moline, IL | Br. 318 |
| Emmett J. Bogdon | Fort Wayne, IN | Br. 116 |
| Glenn A. Bonar | Fort Wayne, IN | Br. 116 |
| James L. Boss | Fort Wayne, IN | Br. 116 |
| Carl L. Chalk | Fort Wayne, IN | Br. 116 |

Scholarship Contributions

NALC scholarship contributions

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

| | | | | | |
|--------------|----------------------------|--|-------------|--------------------------------|---|
| \$50 | Robert H. James | A retired member of Snohomish Co., WA Br. 791 | \$50 | Hartford, CT Br. 86 | In memory of James P. Sullivan, an active letter carrier of Branch 86 |
| \$100 | John O'Neill Jr. | O'Neill, a retired member of Hartford, CT Branch 86, in memory of his wife, Susan M. O'Neill | \$50 | Garry and Liz Hollopter | Liz Hollopter is a retired member of Lansing, MI Branch 122 |
| \$50 | Milwaukee, WI Br. 2 | Quarterly contribution | \$50 | Hartford, CT Br. 86 | In memory of Evangelist Ortry Olivia Boswell, mother of an active letter carrier of Branch 86 |
| \$50 | Hartford, CT Br. 86 | In memory of Deanna Newhouse, mother of Heidi Oliver, an active letter carrier of Branch 86 | | | |
| \$50 | Hartford, CT Br. 86 | In memory of Raymond Davis, father of an active letter carrier of Branch 86 | | | |

Correction: In the May issue, John P. Murphy's scholarship contribution amount was incorrect. It should have read \$200.

To make a donation to the scholarship fund, send a check or money order made out to The William C. Doherty Scholarship Fund to: Secretary-Treasurer's Office, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Retiree Reports



Retired members of Centennial, CO Branch 5996 get together for a retiree breakfast.

Anchorage, Alaska

Our branch recently had to arbitrate something that most of us would think was a joke but is true. Management at the Midtown station removed a couch from the break room, but they didn't replace it. I guess they figured without a place to sit during break, carriers will skip breake-time.

Well, a grievance was filed, since a couch had been provided since the building was built more than 40 years ago. It traveled its way through the grievance procedure to arbitration. Arbitration hearings can cost up to \$10,000. Yet management was more than willing to spend thousands to fight to not replace the couch. With just five minutes into the hearing, management's advocate wants to settle and put a couch back. Had the idiot settled the case back when it was being grieved locally, the couch would have set them back hundreds of dollars. At this point in the hearing, the cost for that couch was more than 10 grand. What kind of couch could you buy for 10 grand?

Now the Step B Team could have settled the case as well, but from the reports I'm hearing, our Step B Team in Minneapolis is useless. They must have missed the class on remedies, because they don't have a clue. Our branch has tried for years to get out of the Minneapolis B Team and back to the Seattle Team that actually has some balls and knows about remedies. When management says the decisions from the Minneapolis B Team are just fine, you know that's a problem. That's not a badge of honor as a union representative you want to be known for. So for all of the branches that have their grievances sent to the Minneapolis Step B Team, we feel your pain with their weak-a** remedies.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

I would like to thank all of the carriers who participated in this year's food drive. Our branch has been a part of this effort since the beginning.

The national, coordinated effort by the NALC to help fight hunger in America grew out of discussions in 1991 by a number of leaders at the time, including NALC President Vincent R. Sombrotto, AFL-CIO Community Services Director Joseph Velasquez and Postmaster General Anthony Frank. A pilot drive was held in 10 cities in October of 1991, and it proved so successful that work began immediately on making it a nationwide effort.

A revamped drive was organized for May 15, 1993—the second Saturday in May—with a goal of having at least one NALC branch in each of the 50 states participating. The result was astounding. More than 11 million pounds of food was collected—a one-day record in the United States—involving more than 220 union branches.

I would also like to congratulate this year's gold card recipients from our branch: Frank Di-Giovanni, Ray Hinko, Joseph Pearson, Leo Volpi, Kevin McEwan, Joseph Florczyk, Richard Guimes, Joseph Hecht, Leon Domrowski, Donald Harris and Larry Yannotti. We also have Carmen Patierno, who received a 70-year plaque, a 65-year pin to George Wrocklage, and 60-year pins went to Ronald Nowark, Ronald Pawlak and John Rowam.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

At the August branch meeting, we heard from Legislative and Political Organizer John Beaumont. He spoke to the membership about the importance of contributing to LCPF. He gave updates on the current bills in Congress and ways in which our representatives can be contacted. He touched on how bills are introduced.

He pointed out that older voters are listened to because we consistently vote. He stressed that our dues are not used to influence Congress and that our support is non-partisan—because our issues affect all constituents.

After John talked, NBA Dan Versluis gave an update on the contract and explained how negotiations work. It was interesting that he mentioned they looked through previous conventions to study what delegates voted on and issues that were discussed. He also addressed the social media culture and divisiveness we face today. It seems as if politics govern our craft in many ways. There were a number of newer carriers present, so this sharing of information was helpful.

Also, before the meeting, we had a potluck and there were some delicious dishes offered. It reminded me of the days we used to bring food into work for various holidays and celebrations. Diversity of the workforce meant we were introduced to many cultures through their food. And learning that all people are unique but necessary to accomplish our goals means we should be able to get a contract we can live with. Let's support our elected leaders and keep learning about being a letter carrier.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

By the time this article comes to print, most (if not all) of our summer vacations will have been completed.

Summers here in New Jersey go quick. Put in a couple of rainy weekends, and our summers go even quicker. Many letter carriers do take summers to vacation with their families due to the extremity of heat conditions, which tend to take a toll on delivering our nation's mail. We hope that any letter carriers who request time off have had their leave approved. We appreciate our time off with our families, friends, etc., during the hot summer months. Hopefully all have enjoyed our summer before we head back to the regular routine or back to work or school.

Stay safe, healthy and strong.

Joseph Murone, Branch 120

Notice

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

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.

Election Notices

Adrian, Michigan

This is official notice to members of Branch 579 that nominations for the following branch offices for a term of two years will take place at the union meeting held at 5 p.m. on Thursday, Nov. 9, at the Friendly Village in Adrian: president, vice president, steward, secretary, treasurer, sergeant-at-arms, three trustees, health benefit representative, mutual benefits representative and alternate convention delegates. The president and steward shall be delegates to the convention for the term of their office.

Write-in votes are not permitted. If you cannot be present and want to be considered for nomination, you must make your desire known, in writing, stating the position you would like to be nominated for and your willingness to accept that position if nominated and elected. Letters of intent must be given to the secretary prior to the Nov. 9 meeting. Any member accepting nominations or voting by absentee ballot or in person must be a member in good standing at the time of the nomination and the election.

The election will be conducted by secret ballot on Nov. 28 from 7:45 to 8:15 a.m., Dec. 6 from 4:15 to 5 p.m., and Dec 7 from 7:45 to 8:15 a.m. in the Adrian Post Office break room and Dec. 7 from 4:15 to 5 p.m. at the Friendly Village (1100 S. Main St.), Adrian, before the branch meeting.

Any member who, for any reason, will be unable to vote before Dec. 7 may obtain an absentee ballot by writing to the Election Committee, Branch 579, P.O. Box 413, Adrian, MI 49221. Requests for absentee ballots must be received by the election committee no later than Nov. 20. Absentee ballots must be returned to the election committee by 3:45 p.m. on Dec. 7. Election results will be announced at the end of the meeting.

Rebekah Hackett, Sec., Br. 579

Alexandria, Virginia

Nominations for delegates to the 2024 national convention will be held on Nov. 7. Elections, if needed, will be held on Dec. 5.

The president, vice president, secretary-treasurer and recording secretary are automatic delegates by virtue of their office. The nominations will be held at the Huntington Creek Club party room at 2059 Huntington Ave., Alexandria.

Timothy C. Palmer, Rec. Sec., Br. 567

Anderson, Indiana

This is the official notice to the members of Merged Branch 489 that nominations for trustee will take place at our regularly monthly meeting at 7 p.m. on Oct. 10, located at 2840 S. Madison Ave. Anderson. The trustee term is for three years.

Nominations for delegates to the 2024 state and national conventions will also be held.

Tyler Marsh, Pres., Br. 489

Anderson, South Carolina

This is official notice to all members of Branch 1871 that nominations for all branch officers and delegates to

the 2024 SCSALC and NALC national conventions will be held at the Oct. 24 branch meeting at 7 p.m. at the Anderson County Library, 300 N. McDuffie St., Anderson.

Elections will be held at the same location at 7 p.m. at the Nov. 28 branch meeting.

Daron E. Brownlee, Sec., Br. 1871

Ann Arbor, Michigan

This will serve as official notice to all Branch 434 members. Nominations will be held at the regular branch meeting at 6 p.m. on Oct. 17 at the IBEW hall, 7920 Jackson Road, Ann Arbor. Nominations for the following office, one trustee (for a three-year term, Jan. 1, 2024, through Dec. 31, 2026), and delegates to the 2025 Michigan state convention and any other office that may become vacated. The offices of president, vice president, recording secretary, and treasurer are automatic delegates to the Michigan state convention, per branch bylaws. Candidates must accept nomination at the time made or, if absent, in writing to the branch recording secretary by 6 p.m. on Oct. 17.

The election on Nov. 15 will be held by secret ballot at the regular monthly branch meeting at 6 p.m. at the IBEW hall, 7920 Jackson Road, Ann Arbor. Absentee ballot requests must be requested in writing, with printed name and signature, to the election committee no later than Nov. 1. Absentee ballots must be returned to P.O. Box 2434, Ann Arbor, MI 48106-2434, no later than 6 p.m. on Nov. 15. No write-in votes will be accepted.

Carol White, Rec. Sec., Br. 434

Appleton, Wisconsin

This is the official notice to all members of Branch 822 that nominations will take place at the regular branch meeting at 7 p.m. on Nov. 8 at The Bar, 2435 W. Nordale Drive, Appleton. The following positions are up for nomination: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits representative, MBA representative, three trustees, and stewards in each office, as well as delegates to the 2024 state and national convention. The term of office will be held for two years, starting Jan. 1, 2024. If you cannot attend the meeting and plan on running for office, you must submit in writing a letter of acceptance for said position to the secretary no later than 24 hours after the meeting.

Elections will be held at 7 p.m. on Dec. 13 at the regular branch meeting at The Bar. You may request an absentee ballot no later than 14 days before the election and must be returned by 4 p.m. on Dec. 13 to: Election Committee, P.O. Box 601, Appleton, WI 54912.

Jeanine Griesbach, Sec., Br. 822

Arvada, Colorado

This is an official election notice to all members active and retired of Branch 4405. Nominations will be accepted for the position of one three-year trustee. Candidates running for any office may only accept a nomination for a single position. Nominations will also be held for 10 delegates to the 2024 Colorado state convention and 10 delegates to the 2024

national convention held in Boston, MA. All nominations will be held at 6:30 p.m. at the regular October meeting at 7985 Vance Drive, #208, Arvada, on Oct. 18. The president will be an automatic delegate to the convention by virtue of office. All members in good standing who have not served in a higher-level management position for any period of two years prior to the nomination date are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the election committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved in the past year.

This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 15. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 15. Write-in votes will not be permitted. The election committee will tally the votes at the November meeting on Nov. 15 and the results shall be read thereafter.

Damonique Martinez, Rec. Sec., Br. 4405

Austin, Minnesota

This is an official notice to members of Branch 717 that the nominations for state and national delegates and for the following branch officer positions will be held at our regular branch meeting at the American Legion (809 12th St. SW) on Wednesday, Oct. 18: president, vice president, steward, assistant steward, secretary/treasurer, three trustees, health benefit representative and sergeant-at-arms. All elected positions are for a two-year term. Candidates can only accept nomination for one position and must accept the nomination at the time made or, if absent, must signify in writing, prior to the nomination to the branch secretary, their willingness to serve in the desired position.

The election, if needed, will be held by secret ballot by mail. All ballots, if mailed to the address on record, must be received by 5 p.m. Wednesday, Nov. 15. If members choose to bring ballots to the November meeting, the ballot must be given to election officials prior to the counting of the ballots.

Victoria Carlson, Sec./Treas., Br. 717

Barberton, Ohio

This is the official notice to all members of Branch 897 that nominations for president, vice president, treasurer, secretary, sergeant-of-arms, health benefits representative and trustees will be taken from the floor at the Sept. 28 branch meeting at 8 p.m.

Elections, if necessary, will be held at the regular meeting at 8 p.m. on Nov. 30.

Jamie S. Luken, Pres., Br. 897

Binghamton, New York

Let this posting serve to inform all the members of Merged Branch 333 that, in accordance with Article 5 of the NALC Constitution and Article 7 of Branch 333 bylaws, nominations for the following local officers will be held at the regular monthly meeting of Branch 333 at 7 p.m. on Wednesday, Nov. 8, at Main Street, Binghamton: president, vice-president, WNY 2nd vice president, secretary, treasurer and director of retirees. All of the aforementioned officers are delegates to the national and state conventions by virtue of their office. Also open for nominations are trustees (three), sergeant-at-arms and delegates (15) to the 2024 national convention in Boston. All nominees must be present to accept or have filed their intentions with the Branch secretary prior to the nominations. Anyone having applied for or served in a higher-level/supervisory position for 24 months prior to nomination shall be deemed ineligible (NALC Constitution, Article 5, Section 2).

Elections, if necessary, will be conducted by secret mail ballots, per local bylaws.

Ashley Emmick, Sec., Br. 333

Bozeman, Montana

This is to serve as an official election notice to all members of Branch 1028. Nominations for two delegates and two alternate delegates to the 2024 Montana State Association of Letter Carriers convention, and two delegates and two alternate delegates to the 2024 NALC national convention will be accepted in person or in writing at the regular October branch meeting on Oct. 12. Willingness to serve must be accepted by the branch secretary within seven days of nomination.

Elections will be conducted by secret ballot at the regular November branch meeting on Nov. 9. Any branch member unable to attend the regular branch meeting in November can request in writing an absentee ballot from the election committee. All ballots must be received by the election committee by 6 p.m. on the day of the election.

Travis Miller, Sec., Br. 1028

Brick Town, New Jersey

May this serve as the official notification to all Branch 5420 members that nominations for the election of officers of Branch 5420 will be held at the regular branch meeting on Tuesday, Oct. 17. Doors open at 6 p.m., the meeting begins at 6:30 p.m., and nominations will begin at 7:30 p.m. The meeting will be held at Pioneer Hose Co. #1, 312 Drum Point Road, Brick, NJ.

Candidates must accept nominations at the time made, or if absent, in writing. Candidates may accept nominations for only one office and must certify at the time of nomination that they have not applied for, or served in, a supervisory position during the 24 months prior to the nomination.

Nominations will be held for the following branch offices: president, 1st vice president (executive vice president), 2nd vice president (vice president), secretary, treasurer and five

trustees. The terms of office will be three years, beginning Jan. 1, 2024.

The election, if need be, will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 21. Doors open at 6 p.m., the meeting begins at 6:30 p.m., and the election will begin at 7:30 p.m. The meeting will be held at Pioneer Hose Co. #1, 312 Drum Point Road, Brick, NJ.

Any member who, for any reason, will be unable to vote on Nov. 21 may obtain an absentee ballot by writing to: Election Committee, Branch 5420, P.O. Box 1595, Brick, NJ 08723. Requests for absentee ballots must be made after the nominations have been closed and must be received by the election committee no later than Nov. 7.

Anthony Baszkowski, Pres., Br. 5420

Camden, New Jersey Merged

This is an official notice to all Branch 540 members that nominations will be made at the Nov. 9 and Dec. 14 Branch 540 general meetings for the delegates and alternates that will attend the 73rd national convention in Boston, MA, Aug. 5-9, 2024. The election for the delegates and alternates will be at the Dec. 14 general meeting. The nominations and election (if needed) will be held at the Maple Shade VFW Post 2445, 914 East Main St., Maple Shade. The aforementioned general meetings will start at 7 p.m.

If any member is not present at the time of nomination, then acceptance of the nomination must be submitted in writing to the recording secretary by the close of the nomination period. The election will be by secret ballot. The president, vice president, recording secretary, financial secretary, treasurer and director of retirees shall be delegates to the national convention automatically.

The Branch 540 president, in addition to the 15 members (in good standing) who receive the most votes and meet the necessary requirements, will receive funds from the branch and will be entitled to attend the 2024 national convention as the Branch 540 delegates.

Karen Sweerus, Rec. Sec., Br. 540

Canton, Ohio

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled Oct. 10 meeting. The election will take place at the Nov. 14 meeting. Nominations and the election will take place at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7:30 p.m.

The following offices are open for nomination/election for a one-year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, trustee 3 year, (one three-year term), building manager, director of retirees, health benefits representative and delegates to national convention and/or seminars. Nominees must have attended six of the last 11 regularly scheduled meetings to be eligible as paid delegates to the convention. Nominees must accept in person when nominated, or they must submit acceptance in writing to the branch secretary by Oct. 10. The election will be by secret ballot on Nov. 14.

Election ads will be accepted for publication in the *Branch Reporter* at a cost of \$10 per ad and must be in the hands of the editor of the *Branch Reporter* no later than 10 days after a regularly scheduled meeting.

Absentee ballots may be requested from the election committee at the above address in writing, if for emergency reasons *only* (i.e., hospitalization, annual leave outside the immediate area, imminent death of immediate family member). Absentee ballots must be in the hands of the secretary prior to the commencement of the election night meeting in order to be turned over to the election committee.

Bonnie L. Contrucci, Rec. Sec., Br. 238

Carmel, Indiana

This is an official notice to all members of Branch 888 that nominations for delegates to the national convention to be held in Boston Aug. 5-9, 2024, will

be held at the Nov. 2 union meeting. All members in good standing shall have the right to nominate candidates or be nominated; self-nominations are permissible. All candidates must be present at the November meeting when nominations are made or signify in writing prior to the meeting to accept the nomination in accordance with Article X of our bylaws.

If you have any questions, please contact Secretary Ryan Doolin or President Josh Armacost.

Ryan Doolin, Sec., Br. 888

Casper, Wyoming

This is official notice to the membership of Branch 1681 that nominations for the election of branch officers will be held at the regular monthly general meeting at 7 p.m. on Oct. 5 at the branch office, 642 E. A St., Casper. The term of office is three years, beginning with the installation of officers at the Christmas party on Jan. 14, 2024. Nominations will be held for the following branch offices: president, vice president, secretary, steward and 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 before nominations at the branch meeting on Oct. 5.

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 delegate to the state and national conventions will also be held. The candidate elected president shall be eligible delegate by virtue of office.

The election will be conducted by secret ballot at the November meeting. Absentee ballots are available to any eligible members in good standing on or about Oct. 25. Write-in votes are not permitted.

The results will be announced at the Nov. 2 general membership meeting.

Rene Eberhardt, Pres., Br. 1681

Charleston, South Carolina

This is an official notice that Branch 3902 will hold its nominations for branch president, vice president, secretary, treasurer, health benefit, director of education and sergeant-at-arms. These officers will automatically be delegates to the South Carolina state and national conventions.

The nominations for officers will be held in the month of November. The elections of officers will be held in December at the regular scheduled meeting.

The election term is for a period of two years. The remaining delegates shall be elected in accordance with the NALC Constitution. All candidates for officers or delegates shall be present at the meeting when nominated, or signify in writing their willingness to serve if elected. Branch steward will be nominated and elected by the general membership.

Donald Flippen Jr., Sec., Br. 3902

Cherry Hill/Haddonfield, NJ

This is an official election notice to all members of Branch 769. Nominations for all branch officers—namely president, executive vice president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, health and safety representative, director of retirees, director of legislation, five trustees and five shop stewards—will occur at the regular November meeting held by the branch. The terms of the office for all elected officers are two years, starting in January 2024.

In addition, nominations will be held for delegates to the 73rd national convention to be held in Boston in the summer of 2024.

Nominations will come from the floor at the meeting. You must be in attendance to indicate willingness to accept the nomination. If you are unable to attend the meeting, you must submit in writing to the president or the recording secretary your intention to accept the nomination.

Elections, if necessary, will be by secret ballot mail prior to the December meeting of the branch.

John Algarra, Sec., Br. 769

Chicago, Illinois

This is official notice to all members of Branch 11. Nominations of delegates to the 2024 Illinois state convention June 14-15, 2024, in Moline, and the national convention Aug. 5-9, 2024, in Boston, MA, will be held at the regular Branch 11 meeting at 7 p.m. on Nov. 14 at the Branch 11 headquarters, the James E. Worsham Building, located at 3850 S. Wabash Ave.

Election of delegates to the 2024 Illinois state and national conventions will be held at the regular Branch 11 meeting on Dec. 14.

Nominations and election will be held in accordance with the NALC Constitution and the Branch 11 bylaws.

Yolanda R. Cavett, Rec. Sec., Br. 11

Columbia, Missouri

This is the official notice to all the members of Columbia Merged Branch 763 that nominations for president, vice president, secretary, treasurer, director of organization, sergeant-at-arms, director of retirees, health benefits representative, MBA and three trustees will be held at the regularly scheduled union meeting at 7 p.m. on Tuesday, Nov. 14, at 2111 Burlington St., Columbia.

The election will be at 7 p.m. on Tuesday, Dec. 12, at the same location.

Robert Blackmore, Treas., Br. 763

Concord, New Hampshire

This is the official notice to all members in good standing of Branch 72. Nominations for branch officers will be accepted on the first Wednesday of November (Nov. 1). Voting for branch officers will take place on the first Wednesday of December (Dec. 6). These meetings will be held at 7 p.m. at Kimball's Cav'ern, 351 Pembroke St., Pembroke.

Brandon Palmer, Treas., Br. 72

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., September's deadline is for the October 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**.

Election Notices

Connecticut Merged

This is an official notice to all Branch 20 members that nominations for Branch 20 officers, along with delegates to 2024 national convention, will be held at the Nov. 1 monthly meeting. Any member in good standing wishing to accept nomination must be present or signify in writing to the recording secretary prior to the November meeting. The following officer's nominations will be for a three-year term: president, vice president, secretary, treasurer, assistant secretary/treasurer, health benefit representative and three trustees.

Tonya Currier, Sec., Br. 20

Crystal City, Missouri

This is official notice to all members of Branch 4050, Festus, Crystal City, DeSoto, Potosi, MO, that nominations for branch president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms, trustees, MDA coordinator and all stewards will be taken at the regular October branch meeting at 7 p.m. on Thursday, Oct. 12, at Pogolino's Pizza, 530 N. 2nd St., DeSoto.

Patrick Henderson, VP/Rec.-Fin. Sec., Br. 4050

Cuyahoga Falls, Ohio

It's election time for Branch 1629 for officers and delegates to the 2024 national convention.

Nominations for president, vice president, treasurer, secretary, sergeant-at-arms and trustees will be held at the regular business meeting at 7 p.m. on Wednesday, Nov. 1. We will also have nominations for delegates to attend the 2024 national convention in Boston at the regular business meeting at 7 p.m. on Wednesday, Nov. 1. Per our bylaws, the president, vice president, treasurer and secretary are automatic delegates.

Elections for officers and delegates will be held at our regular business meeting at 7 p.m. on Dec. 6.

Coleen Sullivan, Sec., Br. 1629

Decatur, Georgia

This is to notify the members of Branch 2225 that nominations for delegates for the 2024 national and state conventions will be held at the regular monthly meeting on Oct. 5. All members in good standing shall have the right to nominate or be nominated. Members need not be present for nomination; however, the member must submit a written notice of intent to the Branch 2225 secretary by 5 p.m. on Oct. 5.

Leigh Smith, Pres., Br. 2225

Deland, Florida

This is official notice to the members of Branch 2591 that nominations of all officers and delegates to the 2024 national convention will be held at our regular branch meeting on the second Thursday in September.

Elisabeth English, Sec., Br. 2591

Denver, Colorado

This is official notice that Mile High

Branch 47 will conduct nominations for the following branch officer positions: president (full time), vice president (full time), recording secretary, financial secretary, treasurer, collector of Mutual Benefit Association representative, NALC health benefit representative, assistant NALC health benefit representative, three board of trustees and sergeant-at-arms, as well as all whom wish to be delegates to the 2024 state and national convention(s). All members in good standing are eligible for nomination to be delegates.

The regular branch meeting is to be held Tuesday, Oct. 17. Officers elected are for a two-year term to start on Jan. 1, 2024. The meeting is scheduled for 7:30 p.m. at the branch hall, located at 5151 W. 1st Ave., Denver. The nominees must be present to accept their nomination or provide written acceptance of said nomination to the secretary by 7:30 p.m. of October's meeting, per Article 9, Section 1, Paragraph B of Branch 47 bylaws.

Elections will take place by secret ballot in the month of November, which must be received by the election committee by Nov. 20 at 10 a.m., per Article 9, Section 2, Paragraph D. The results will be announced at the November meeting on Nov. 21.

Cindi Barela, Sec., Br. 47

Derby, Connecticut

In accordance with the *NALC Constitution* and the branch bylaws, this is official notice to all members of Valley Branch 109 that nominations for delegates to the 2024 national convention will take place at 7 p.m. at the Derby Elks Club, 73 Elizabeth St., Derby, at the regular monthly meeting on Nov. 1.

If elections are necessary, the voting will take place at 7 p.m. at the Derby Elks Club, 73 Elizabeth St., Derby, at the regular monthly meeting on Dec. 6. All elected officials of Branch 109 will automatically be delegates to the national convention. Members need to be present to cast a ballot.

John Catone, Pres., Br. 109

Detroit, Michigan

This is official notice to all members of Branch 1 that nominations for delegates to the 2024 NALC national convention Aug. 5-9 in Boston, MA, shall take place at the general membership meeting at 6:30 p.m. on Nov. 9 at the Albert C. Wendland Hall, 1400 Trumbull, Detroit. All candidates present at the time nomination shall sign in writing their willingness to serve if elected. The acceptance form of a member nominated but absent must be received by the branch secretary no later than the following Monday at 9 a.m.

The election of delegates shall take place at the Dec. 14 general membership meeting.

Peter Palmer, Sec., Br. 1

Dubuque, Iowa

Branch 257 would like to announce that yearly nominations will be held at our monthly meeting at 7 p.m. on Wednesday, Nov. 8.

Elections will be held at the following month's meeting at 7 p.m. on Wednesday, Dec. 13.

Jenny Kaiser, Sec., Br. 257

El Paso, Texas

This is an official notice to all members of Branch 505. We will be accepting nominations for delegates to the 2024 national convention in Boston at 7 p.m. on Oct. 4 at our regular branch meeting at our union hall, located at 10305 Medwood Drive. We will also be accepting nominations for one trustee at this time. Anyone who wants to be nominated but can't attend our meeting must submit their nomination in writing to the branch secretary prior to the start of the meeting.

Arturo Gallardo, Rec. Sec., Br. 505

Elyria, Ohio

In accordance with Article 5 of the *NALC Constitution* and the branch bylaws, this is an official notice to all members of Cascade Branch 196 who are in good standing that nominations for president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, sergeant-at-arms, NALC health benefits representative, station stewards, a board of trustee composed of three members, delegates and alternate delegates to the national and state conventions will be held at the regular monthly meeting on Thursday, Oct. 5. The meeting starts at 7 p.m. at 155 Yorkshire Court, Elyria.

Secret ballots will be mailed out no more than six days following the date of nominations. To be valid, ballots must reach P.O. Box 791, Elyria, OH, no later than 5 p.m. on Wednesday, Nov. 1, the day before the Thursday, Nov. 2, general membership meeting.

William L. Rolfe, Sec.-Treas., Br. 196

Fargo-W. Fargo, North Dakota

This is official notice to all members of Branch 205 that nominations for delegates to the 2024 national convention will be accepted at the Oct. 5 meeting, beginning at 7 p.m. Members who want to be nominated to delegate positions must be present at the October meeting, or signify in writing, signed and dated to the secretary of Branch 205, by 7 p.m. the day of the branch meeting.

Kristi Taylor-Livdahl, Sec., Br. 205

Flushing, New York

This is official notice to all members of Branch 294 that nominations for the 2024 national convention to be held in Boston Aug. 5-9, 2024, will be held at the branch meeting on Oct. 11 at 6 p.m. at the Knights of Columbus Hall, 3579 160 St., Flushing.

Keith Bates, Sec., Br. 294

Fond du Lac, Wisconsin

This is official notice that nominations for a two-year term for the branch offices of president, vice president, secretary/treasurer and three trustees will be held at the branch meeting, which begins at 6:30 p.m. on Oct. 25. The meeting is held at the Fond du Lac County Labor Hall, located at 50 E. Bank Street, Fond du Lac, WI.

Nominations will also be taken for national convention delegates and alternates in addition to Wisconsin state convention delegates and alternates. Pursuant to Article IV, Section 3 of our

bylaws, the branch president, vice president and secretary-treasurer shall be NALC and WSALC convention delegates by virtue of their office provided that they are holding that office at the time of the convention.

All members in good standing have the right to nominate candidates, and self-nomination is allowed. Candidates must be present at the meeting when nominated or signify in writing to the branch secretary their intent to accept the nomination prior to the meeting.

The election will take place by mail-in ballot. All ballots must be returned by 3 p.m. on Thursday, Dec. 7. Ballots will be counted beginning at 6 p.m. on Dec. 7, prior to the branch meeting at 6:30 p.m. Observers are welcome to be present. Results will be announced during the branch meeting and installation of officers will take place at the Jan. 25, 2024, branch meeting.

Thomas Misch, Sec./Treas., Br. 125

Fort Collins, Colorado

Nominations for delegates to the NALC national convention and delegates to the NALC Colorado state convention will be held at the regular branch meeting Tuesday, Oct. 17. Meeting begins at 6:30 p.m. Location is the Fort Collins Senior Center, 1200 Raintree Drive in Fort Collins. Any member in good standing may run. If a member wishes to be a candidate, but cannot attend the meeting, they must signify their willingness to run in writing. Elective delegates to the national convention and the state convention will be for one year, in accordance with our bylaws. Please note that according to the bylaws of the branch, the president is a delegate to each convention by virtue of their office.

Elections will be conducted by secret ballot at the regular branch meeting on Tuesday, Nov. 14.

Any member who, for any reason, will be unable to vote in person on Nov. 14 may obtain an absentee ballot by requesting one in writing to the Election Committee, Branch 849, P.O. Box 270848, Fort Collins, CO 80527-0848. Requests for absentee ballots must be received by the election committee no later than Nov. 6. All absentee ballots must be mailed to the election committee at P.O. Box 270848, Fort Collins, CO 80527-0848. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 270848 by 1 p.m. on Nov. 14 in order to be counted.

Matthew Gorman, Sec., Br. 849

Fort Lauderdale, Florida

In accordance with Article 5 of the *NALC Constitution* and Branch 2550 bylaws, this serves as an official notice to all members of Branch 2550 that nominations for delegates to the 73rd national convention in Boston, MA, will be held at the regular branch meeting at 8:30 p.m. on Tuesday, Oct. 17, at the Don McMahon Union Hall, located at 3062 NW 60 Ave., Sunrise. Members must accept nominations at the time they are nominated or, if absent, they must submit their acceptance of nomination in writing to the recording secretary prior to their nomination.

The election shall be conducted by

secret mail-out ballot. Ballots will be mailed to the address of record with Branch 2550 to all eligible members. Ballots must be mailed back to the election committee and must be received no later than 10 a.m. on Nov. 14.

John Carr Jr., Rec. Sec., Br. 2550

Garden Grove, California

This is official notice to all Branch 1100 members that nominations for delegates to the 2024 national convention will take place at the Nov. 14 regular branch meeting. Election of delegates, if necessary, will take place at the Dec. 12 meeting. The meetings are at 7:30 p.m. at the branch meeting hall, 13252 Garden Grove Blvd., Garden Grove.

Article 5, Section 2 of the *NALC Constitution* reads: "All qualified regular members shall be eligible to be a delegate or alternate delegate to the National Association Convention or State Convention, except that any regular member who voluntarily or otherwise, holds, accepts, or applies for a supervisory position in the Postal Service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any Convention for a period of two (2) years after termination of such supervisory status. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination."

Article 5, Section 6, of Branch 1100's bylaws reads: "Any elected delegate to any convention must be eligible under the provisions of Article 5, Section 2, of the National Constitution of the NALC, and must have attended a minimum of 70% of the regular meetings during the period of time between delegate elections. In order to be eligible to receive Branch funds for expenses, with the exception of new members, who must have attended 70% of the branch meetings since becoming a member."

You cannot be a delegate if you are not nominated. Come to the November meeting or, if you unable to attend, give the branch notice, in writing, of your desire to be a delegate and you will be entered into nomination.

Sharon Peralta, Exec. Sec./HBR, Br. 1100

Grand Junction, Colorado

Branch 913 will be accepting 2024 national and state convention delegate nominations of current members at the Nov. 8 meeting.

Voting will take place at the Dec. 13 meeting.

Sherri Beaudoin, Sec., Br. 913

Grand Rapids, Michigan

This is official notice to the members of Branch 56 that nominations for all branch officers and delegates to the 2024 national convention and the 2025 state convention will take place at our general meeting on Nov. 2.

Following closing of the nominations, the ballots will be mailed out to all members. The deadline for receipt of ballots is noon on Dec. 7. The results will be announced at the end of the

general meeting on Dec. 7.

Malinda Dekker, Sec., Br. 56

Green Bay, Wisconsin

This is official notice to all Tittletown Branch 619 members of nominations and elections for the following positions: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative, three trustees, steward(s) for each office represented by Branch 619, and delegates to both the state and national conventions in 2024.

Nominations for the election of officers, stewards and delegates of Branch 619 will be held at The Labor Temple at 1570 Elizabeth St., Green Bay, during the regular branch meeting at 7 p.m. on Oct. 5. The term of office will be for two years, beginning Jan. 4, 2024. All members in good standing shall be eligible to hold any office or position in the branch except as provided under Article 5, Section 2 of the *NALC Constitution*. Every member shall have the right to nominate a candidate(s). Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. The president and vice president by virtue of their office are delegates to the state and national conventions.

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on Oct. 21. Ballots must be mailed back to the election committee and must be received by 5 p.m. on Nov. 2. At this time, the election committee will collect the ballots, bring them to the Labor Temple and begin to tally. Ballots may be returned to the election committee the night of the regular meeting of the branch on Nov. 2.

Write-in votes are not permitted.

The members present at the February meeting will determine how many delegates will receive branch funds for expenses incurred to attend the Wisconsin state convention and the national convention in 2024.

Marcia A. Welninski, Rec. Sec., Br. 619

Greensboro, North Carolina

This is an official notice to all members of Branch 630 that nominations for the election of a branch officer, shop stewards and state convention delegates will be held at the regular monthly meeting at 7 p.m. on Oct. 4 at the union hall, located at 3207 E. Bessemer Ave., Greensboro.

Nominations will be accepted from the floor or in writing. Candidates must accept the nominations at the time made or, if absent, in writing by the end of the Oct. 4 meeting.

Nominations will be held for the following positions: one trustee, shop stewards by section and delegates to the state convention. The terms of office is three years for the trustee and one year for the shop stewards.

The election will be conducted by secret mail ballot. Ballots must be received by 7 p.m. on Nov. 1, at which time the election committee will collect the ballots and begin the tally. Each candidate may have an observer pres-

ent at the counting.

Pamela Clapp, Pres., Br. 630

Hamilton, Ohio

This is to serve as official notice to all members of Branch 426 for nominations for all officer positions for a term of two years, 2024 through 2026. Nominations will be held at the regular branch meeting at 7:30 p.m. on Oct. 10 at the branch property.

If an election is necessary, the election will be held by mail ballot, with the ballots counted during the regular monthly meeting in November. The regular monthly branch meeting will be held at 7:30 p.m. on Nov. 21 at Amvets Post 1983, located at 914 Ross Ave., Hamilton.

Scott Zimmers, Rec. Sec., Br. 426

Hartford, Connecticut

This shall serve as notice that nominations for the position(s) of delegate and alternate delegate to the 2024 National Association of Letter Carriers national convention will be held at the regular membership meeting of Branch 86 on Nov. 15 in the branch meeting hall at 303 Burnside Ave., second floor, East Hartford.

The election, should one be necessary, shall be by secret ballot and held at the regular membership meeting of Branch 86 on Dec. 13 at the branch meeting hall, 303 Burnside Ave., second floor, East Hartford.

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

Hobbs, New Mexico

This is official notice to all members of Branch 3727 that nominations for all branch officers, convention delegates and alternate delegates to the National and state conventions will take place at the regular branch meeting in October with election of officers to be held at the regular meeting in December. Installation of new officers will be held in the January branch meeting.

Laura Lopez, Sec.-Treas., Br. 3727

Holland, Michigan

This is an official notice to all members of Branch 601 regarding nominations for all branch officers. Nominations will be held at the regular branch meeting at 6:01 p.m. on Tuesday, Nov. 7, at First Baptist Church, located at 1066 E. 8th St., Holland. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. Nominations will be held for the branch offices of president, vice president, secretary-treasurer and two stewards. The terms of office will be two years, beginning Jan. 2, 2024.

If needed, the election will be conducted by secret ballot on Thursday, Dec. 7, and Friday, Dec. 8. Any member who, for any reason, will be unable to vote in person may obtain an absentee ballot by writing to: Election Committee, Branch 601, P.O. Box 601, 190 E. Eighth St., Holland, MI 49423. Requests for absentee ballots must be received by the election committee no later than Thursday, Nov. 23. Write-in votes are not permitted.

Donald Paul, Sec-Treas., Br. 601

Hopkinsville, Kentucky

This will serve as official notice to all members of Branch 836 that nominations for all branch officers and convention delegates will be held at the regular meeting on Oct. 4 and the election will take place at the regular meeting on Nov. 1. Meetings start at 6 p.m. and the location is Jasmine Buffet, 201 Clinch Drive, Hopkinsville.

Crystal Spencer, Vice Pres., Br. 836

Hot Springs Natl. Park, Arkansas

This is official notice to all Merged Branch 543 members for nominations for branch president, executive vice president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, Trustees 1 and 3, and delegates to the national convention from January 2024 to December 2025.

Those who wish to be nominated must be present at the October meeting or should give the secretary a letter in writing stating acceptance of nomination before the October meeting.

The term of office will be until December 2025.

Johnny R. Johnston, Sec., Br. 543

Hutchinson, Kansas

This is to serve as official notice to members of Salt City Branch 485 that nominations will take place at our regular branch meeting on Thursday, Oct. 12. Nominations will be accepted for the following officers: president, vice president, secretary, financial secretary, treasurer, steward, sergeant-at-arms, health benefits officer/MBA representative and a trustee, as well as for delegates to the 2024 national convention and 2024 Kansas state training and to the 2024 Region 5 rap session. Branch meetings are held at the Hutchinson Post Office, lower level, 128 E. 1st Ave., Hutchinson, and begin promptly at 7 p.m.

Chester R. Knight, Sec., Br. 485

Jefferson City, Missouri

Nominations for the election of officers of Branch 127 will be held at the branch meeting at 6:30 p.m. on Nov. 15 at the Knights of Columbus building at 1822 Tanner Bridge Road, Jefferson City. Nominations can be made at the meeting or, if absent, in writing. Nominations in writing must be received by the secretary not less than 30 days before the date of the election.

Nominations will be held for the following branch offices: president, sergeant at arms, vice president, secretary, treasurer, director of organization and three trustees.

The terms of office will be two years, beginning Jan. 1, 2024. Office holders of president, vice president, secretary and treasurer by virtue of their elected office shall be compensatory delegates to the national and state conventions. Candidates may accept nominations for only one office.

The election will be conducted by secret ballot in the December meeting if necessary. Members will be given a secret ballot upon entering the meeting. Any member who, for any reason, will be unable to vote during the times the polls are open may request an absentee ballot. Absentee ballots must

Election Notices

be requested after nominations have been closed but at least two weeks before the election. At this time the election committee will collect the ballots and begin the tally. Write-in votes are not permitted.

John Cremer, Sec., Br. 127

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the Branch 273 bylaws, nominations for delegates to the national convention in 2024 shall be conducted at the monthly branch meeting on Oct. 18, commencing at 7 p.m.

Christian Oatman, Rec. Sec., Br. 273

Lewiston, Idaho

This is an official notice to all members of Branch 1192 for the nominations and election of the offices of president (one-year term), vice president (one-year term), secretary/treasurer (one-year term) and one audit committee trustee (three-year term), starting Jan. 1, 2024.

Nominations will be accepted starting at our regular scheduled meeting at 6 p.m. on the third Wednesday, Sept. 20, and close on Oct. 18 at the close of the meeting. If submitting a nomination for an office by mailing, a nomination must be received by the secretary/treasurer or election committee chairman by 6 p.m. on Oct. 18.

Candidates may accept nomination for only one office. Write-ins on ballots will not be permitted. Nominees attending meetings in September or October will accept or decline nomination at time of nomination. Any members nominated not in attendance of meeting have until Oct. 26 to accept or decline nomination. Accept/decline letters must be received by the secretary/treasurer or election committee chairman no later than 4 p.m. on Oct. 26.

Elections will be held at the regular scheduled meeting at 6 p.m. on Nov. 15. Any member who is unable to attend the November meeting or would prefer to cast their votes through absentee ballot can request a ballot by writing to: Election Committee, P.O. Box 534, Lewiston, ID 83501, any time after the September meeting and prior to Oct. 25. Absentee ballots will be mailed by Oct. 30. Ballots must be received by 3 p.m. on Election Day. Election results will be announced at the end of the November meeting and posted on the NALC bulletin board within one week.

Absentee ballots must be requested by Nov. 2. Absentee ballots will be available to all working members until Nov. 8. All meetings are scheduled to be held at Jollymore's, 1516 Main St., Lewiston. Due to unforeseen circumstances, this is subject to change. On the Saturday before the scheduled meeting, the meeting announcement will be at each time clock in the Lewiston Post Office. If the meeting place changes, it will be posted at this time.

Brandy Love, Pres., Br. 1192

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for the election of one trustee will be held at the regular November branch meeting

at 7:15 p.m. on Nov. 3 at the union office, 10112 Chicot Road, Little Rock. Candidates must be present during the nominations to accept nomination of office or have in the hand of the secretary-treasurer written certification of acceptance for a specific office. The terms of office will be three years for trustee, beginning on Jan. 2, 2024.

The election of one trustee will be held during the regular Branch 35 meeting at 7:15 p.m. on Dec. 1 at the union office, 10112 Chicot Road, Little Rock.

Chad W. Dollar, Pres., Br. 35

Long Island Mgd., New York

This is an official notice to all members of Branch 6000. Nominations for delegates to the 2024 national convention will be taken at the November membership meeting, with an election by secret ballot, if necessary, to be held at the December membership meeting. Both of these meetings will be held at the Bay Shore Knights of Columbus Hall on Fifth Avenue in Bay Shore, between Southern State Parkway and Sunrise Highway at 7:30 p.m.

In accordance with Article V, Section 2(p) of the branch bylaws, all executive board members are automatically paid delegates.

Carol M. Brown, Rec. Sec., Br. 6000

Lorain, Ohio

This is official notice to all active and retired members of Branch 583 that nominations for the offices of president, vice president, recording secretary, treasurer and trustee will be accepted at the October meeting at 7 p.m. on Oct. 4 at the American Slovak Club, 2915 Broadway Ave., Lorain. Any member seeking office who is unable to attend on the night of the nominations must indicate by written notice to the recording secretary of their intent.

Elections will be held at the regular meeting held on Nov. 1 at the same location by secret ballot.

Anthony Ross, Pres., Br. 583

Lynchburg, Virginia

This is official notice to the members of Branch 325 that nominations for all officers and national convention delegates will take place at the regular branch meeting at 7:30 p.m. on Oct. 10 at the United Way building. Any member in good standing shall be eligible to hold any position or office except for those acting in a supervisory position within the last two years. Nominations will be for the offices of president, vice president, secretary-treasurer, three trustees, MBA/health benefit representative and sergeant-at-arms. Nominations for the 2024 national convention will also take place at the Oct. 10 meeting. Any member in good standing is eligible as a delegate but must attend at least 75 percent of all meetings to be eligible for per diem.

The election of officers shall take place at the regular Nov. 14 meeting. Election for officers shall be by secret ballot. When there are two or more candidates for any office, the election shall be by ballot and the plurality of all votes cast for such office shall be necessary to elect. There shall be no write-

in votes candidates not officially on the ballot. Each eligible regular member shall be entitled to one vote for each position filled. When there is but one candidate for any office, the president may declare that such person has been selected. The last date on which ballots must be received in order to be counted shall be Nov. 14.

Lisa Wiebking, Sec./Treas., Br. 325

Macon, Georgia

This is an official notice to all members of Branch 270 for the nomination and election of officers and delegates to the 2024 state and national conventions.

Nomination will take place at the regular meeting on Oct. 10 at the branch union hall, 4495 Chapel Hill Drive. All candidates for office and delegates must be present at the meeting when nominated or shall have signified, in writing, to the branch secretary their willingness to serve if elected. The branch president, by virtue of their duties, will automatically be a paid delegate to the state and national conventions.

Election will be by secret ballot at the union hall from 4 p.m. to 8 p.m. on the day of the regular Nov. 14 meeting.

Any member who is retired, incapacitated, out of town or whose duty assignment prevents the member from voting during the time polls are open, upon request may vote by absentee ballot. Any member requesting an absentee ballot must do so 14 days in advance of the Nov. 14 meeting by writing to the election committee

Antonio Banks, Sec., Br. 270

Marion, Indiana

This is the official notification to all members of Branch 378 for the nominations for branch officers and delegates to the 2024 Indiana state convention and 2024 national convention in Boston. Branch officers are as follows: president, vice president, sergeant-at-arms, treasurer, secretary, stewards, mutual benefits/health benefit rep and trustees. This will be held at our Nov. 8 general membership meeting at 6:45 p.m. at the Jonesboro Legion, 424 S. Main St., Jonesboro.

Any member is good standing is eligible for nominations. Members must be present to accept a nomination or have submitted an acceptance letter for nomination to the secretary in advance of the meeting.

Balloting for the nominee will take place at the December general meeting, if necessary.

Patrick McPherson, Pres., Br. 378

Melrose Park, Illinois

This shall serve as official notice to all members of William R. Swain Branch 2183 that nominations of election for delegates to the 2024 national convention and 2024 Illinois state convention will take place at the regular scheduled union meeting at 6:15 p.m. on Oct. 18 at the American Legion Hall, located at 9757 Pacific Ave., Franklin Park.

The election will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home addresses (of record/on file) of eligible

members in good standing. Ballots must be received to the election committee at designated address by 3 p.m. on Nov. 15. Results will be announced at the Nov. 15 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Memphis, Tennessee

This is an official notice to all active and retired members of Branch 27 that nominations for the election of delegates to the 2024 national convention will be held at the regular branch meeting on Nov. 1. This meeting will begin at 7 p.m. Nominees shall voice their acceptance at the time of nomination or have submitted a letter signed by the nominee acknowledging acceptance. If you submit a letter, it must state you have not served in a supervisory capacity for the prior 24 months. Upon nomination, every nominee must certify that he/she has not served as a supervisor for 24 months prior to being nominated. The president and executive vice president are delegates by virtue of their office.

Absentee ballots will be made available to those members reasonably unable to attend on Election Day. Absentee ballots may be requested through the Election Committee, NALC Branch 27 at 584 South B.B. King Blvd., Memphis, TN 38126-3104. Absentee ballots must be requested after nominations have been closed, but at least by Nov. 22. If necessary, election of delegates shall take place at the Dec. 7 regularly scheduled branch meeting at 584 South B.B. King Blvd., Memphis. Voting will begin at 3 p.m. Any member in line at 7 p.m. will be allowed to vote.

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

Minot, North Dakota

This is the official election notice of Branch 1152 to all members. Nominations for election of all offices will be held at our regular meeting on Wednesday, Nov. 8. The meeting will take place at 7:30 p.m. at the Railroad Museum, 19 1st St. NE. All positions elected will be for a two-year term, starting Jan. 1, 2024. This will also include nominations for delegates to the national convention.

If there is need for a ballot, it will be mailed and done secretly, with the results read at the Dec. 13 meeting.

Joyce Koenig, Sec./Treas., Br. 1152

Modesto, California

This is an official notice to all members of Branch 1291 that nominations for delegates to the state and 2024 NALC national convention in Boston, MA, the week of Aug. 5 will take place at the regular branch meeting at 7 p.m. on Nov. 2 at the Round Table Clubhouse, located at 3848 McHenry Ave., Modesto.

Voting will be done at the branch meeting on Dec. 7.

Stacey Manzano, Sec., Br. 1291

Montgomery, Alabama

Capital City Branch 106 will have nominations for delegates to the biennial national convention. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Branch 106 will have nominations for one trustee position. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Breonna Jackson, Sec., Br. 106

Naperville, Illinois

This is to notify the members of Branch 1151 that nominations for delegates to the 2024 state and national conventions will take place at the regular monthly meeting on Nov. 7 at the VFW, 908 W. Jackson Ave. Nominees need not be present at the meeting, provided that they submit written notice of their intention of running to the recording secretary prior to or within one week after the nomination meeting.

The election will be held at the same location on Dec. 5, between 6 p.m. and 6:45 p.m. The president, vice president, secretary, and treasurer, by virtue of the office, shall be automatic delegates to both conventions.

Lyphus Stevenson, Pres., Br. 1151

Nashua, New Hampshire

In accordance with Article 5 of the NALC Constitution and Article 5 of Branch 230 bylaws, nominations for branch officers will be held at the Oct. 18 meeting at 7:30 p.m. at the American Legion in Hudson.

Henry Gorman, Sec., Br. 230

New Hampshire Merged

In accordance with Article 5 of the NALC Constitution, this is the official notice to all members of Branch 44 that nominations for officers will be held at the regularly scheduled meeting on Oct. 12. The election will take place at the Dec. 14 meeting. Nominations and the election will take place at the Sweeney Post at 251 Maple St. in Manchester with the meeting commencing at 7:30 p.m.

The following offices are open for nomination/election for a two-year term: president, executive vice president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, workers' compensation benefits officer, health benefits officer, director of retirees, three branch trustees, Retirement Appreciation Fund chairman and two Retirement Appreciation trustees.

Nominations for delegates to the 73rd Biennial National Convention held Aug. 5-9, 2024, in Boston, MA, and for the NHSALC state convention held June 7-9, 2024, at the Mills Falls at the Lake Resort in Meredith will also take place at the October meeting and voted on at the December meeting.

Nominations may be made by any regular member in good standing present at the meeting, or by a signed and dated statement addressed to and received by the recording secretary no later than 10 days prior to the date of said meeting. All nominees for office shall be present at the October meeting or have submitted a dated and signed a statement, which will be turned over to the recording secretary, stating the nominee's intention of acceptance or rejection of their nomination. If no signed intention is filed with

the recording secretary at this meeting, the nomination shall be null and void.

All nominations shall close after the proper order of business at said meeting. A list of nominees will be posted on bulletin boards, in all branch offices until the December meeting. It will also be placed in the Branch 44 publication of the *Magnum* and/or *Caliber*. When there are two or more nominees for any elected position in the branch, it shall be by secret ballot. A ballot will be sent to every member of Branch 44 prior to Nov. 1.

Election results will be announced at the December meeting. Elections for delegates to the national and state conventions (if there are more nominees than authorized delegates) will be voted on at a monthly meeting, not by mail ballot.

John S. Sigmund, Rec. Sec., Br. 44

New York, New York

In accordance with Article 5 of the NALC Constitution, this is an official notice to all members of Branch 36 that nominations for delegates and alternates to the 73rd Biennial National Convention to be held in Boston, MA, Aug. 5-9, 2024, will be held at our regular membership meeting on Nov. 9.

Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Any eligible member in good standing may run for election if they desire. Nominations will be accepted during the general membership meeting on Nov. 9, and an election, if needed, will be held at the general membership meeting on Dec. 14 at the Percy T. McRae Hall of the Vincent R. Sombrotto Building, 341 W. 41st St.

Melinda Hammond, Rec. Sec., Br. 36

North Little Rock, Arkansas

This is official notice to all members of Branch 3745 that nominations will be held during October's regular monthly union meeting. The following branch positions are available for nomination as follows: president (two-year term), vice president (two-year term), recording secretary (two-year term), treasurer (two-year term), sergeant-at-arms (two-year term) and trustee #3 (three-year term). The meeting will be held at 6 p.m. on Oct. 8 at American Pie Pizza, located at 4830 N. Hills Blvd., North Little Rock.

An election vote will be held at November's regular monthly meeting at 6 p.m. on Nov. 12 at American Pie Pizza in North Little Rock at 6 p.m. Voting will start at 6 p.m. and end at 9 p.m.

Kenny Newsom, Rec. Sec., Br. 3745

North Tonawanda, New York

This is official notice to all members of Branch 661 that nominations will be accepted for all elected offices at the regular monthly meeting on Oct. 16.

Election of officers will take place at the regular monthly meeting on Nov. 20.

The term of all offices is two years. Absentee ballots will be available upon request from the secretary. All officers, by virtue of their election, will automatically be delegates to state, regional and national conventions and confer-

ences held during their term of office.

Charles Wildt, Sec., Br. 661

Northern Virginia

In accordance with Article 5 of the NALC Constitution, this is the official notice to all members of Branch 3520.

Nomination of delegates to the 2024 national convention in Boston, MA, will be held at the regular branch meeting at 7:30 p.m. on Thursday, Oct. 12.

Elections, if necessary, will be held at the regular meeting of Branch 3520 on Thursday, Jan. 11, 2024.

Branch 3520 regular meetings are held at the Motel 6, Governor Room, 6652 Arlington Blvd., Falls Church.

Evangelina Camacho, Sec.-Treas., Br. 3520

Norwalk, Connecticut

This is to serve as official notice to the members of Vincent J. Santagate Branch 147 that nominations for branch officers will be held at the regular branch meeting on Oct. 18. All members in good standing of the NALC and Branch 147 may accept nomination for the following positions: president, vice president, recording secretary, treasurer, financial secretary, health benefits representative, MBA representative, sergeant-at-arms and the board of trustees.

Election will be by mail-in ballot and officers will be installed at the December meeting for the 2023-2026 term. Meetings are held at the Ferris Hill Club on Ferris Avenue in Norwalk and begin promptly at 6:30 p.m.

Mike Dorrigo, Rec. Sec., Br. 147

Palm Springs, California

This is official notice to the membership for nominations and election of officers for Branch 4149. Nominations shall be opened at the regular membership meeting at 7 p.m. on Oct. 19. Ballots will be counted at the Dec. 14 membership meeting. Nominations are for the following offices: president, vice president, treasurer, secretary, three trustees, sergeant-at-arms and health benefit representative. The Oct. 19 branch meeting will be held at 7 p.m. at the branch office, 74000 Dinah Shore Drive, #408 Palm Desert.

Charles Bonner, Pres., Br. 4149

Parkersburg, West Virginia

This is an announcement that Branch 481 will be holding nominations for one trustee position as well as five delegates to the 2024 national convention during the November monthly meeting at 7 p.m.

If an election is needed, it will be held one hour prior to the December monthly meeting.

Shelly Elschlager, Sec., Br. 481

Peoria, Illinois

This is an official election notice to all members of Branch 31. Nominations for all branch officers—namely president, vice president, recording secretary, treasurer, sergeant-at-arms, mutual benefit representative, health benefit representative, director of retirees, director of training, legislative liaison and two trustee positions—will

occur at the regular Nov. 9 branch business meeting. The terms of office for all elected positions are for two years, with the term beginning Thursday, Jan. 11, 2024. Candidates may accept nominations for only one office.

Nominations for delegates to the 2024 state and national convention will also take place at the Nov. 9 branch meeting.

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

Elections, if necessary, will be by secret ballot at the Navy/Marine Club, 1310 E. Seiberling Ave., Peoria, prior to the branch meeting at 7 p.m. on Dec. 14. An absentee ballot may be requested.

Chris Perera, Rec. Sec., Br. 31

Providence, Rhode Island

This is the official notice that the nominations for Branch 15 delegates to NALC's 73rd Biennial Convention Aug. 5-9, 2024, in Boston, MA, as well as for two building trustees, will take place Monday, Nov. 6, at the regular branch meeting at 7 p.m. and will be held at the Providence APWU #387 hall at 1192 Plainfield St., Johnston.

Those nominated must be present to accept the nomination or have submitted prior to the meeting in writing their willingness to accept the nomination. All members in good standing are eligible to be nominated except that any regular member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Service for any period of time, whether for one day or any fraction thereof, either detail, acting, probationary or permanently, shall immediately vacate any office held and shall be ineligible to run for any office for a period of two years after termination of such supervisory status. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

The election will be conducted, if necessary, by secret ballot on Monday, Dec. 4. Voting will take place from 2 p.m. to 7 p.m. prior to the Branch 15 union meeting at 7 p.m. and will be held at the Providence APWU #387 hall at 1192 Plainfield St., Johnston. All working carriers will be given the opportunity to vote.

Cameron M. Dilorio, Rec. Sec., Br. 15

Roanoke, Virginia

In accordance with Article 5 of the NALC Constitution and the bylaws of Branch 524, this is an official notice to all members of Branch 524 of nominations for delegates to the NALC 2024 Boston national convention. Nominations will take place at the Nov. 14 regular business meeting.

If necessary, the election of delegates will take place on Dec. 12, beginning at 7 p.m. at the regular Branch 524 business meeting.

The Branch 524 business meetings are held at the union hall, located at

Election Notices

1015 Georgia Ave. NE, Roanoke.

John "Jack" M. Green, Sec., Br. 524

Rock Island, Illinois

This is official notice to all members in good standing of Rock Island Metternich Branch 292 that nominations for branch officers will be held at the regular monthly meetings on Oct. 12 and Nov. 9. Elections, if needed, will be at the Dec. 14 meeting.

Nominations will be for the following positions for two-year terms: president, executive vice president, vice president, secretary, treasurer, sergeant-at-arms, three trustees and delegates to the state and national conventions.

Tracey Bultinck, Sec., Br. 292

San Antonio, Texas

This is the official notice to all members of Alamo Branch 421 (San Antonio and merged cities) that nominations for the branch officer positions of president, vice president, recording secretary, financial secretary, treasurer, assistant recording secretary, health benefits representative, sergeant-at-arms, director of retirees and three trustees will be held at the regular branch meeting at 6218 Krempen Ave., San Antonio, and by Zoom video component on Oct. 12. Nominations will be closed by the election chairperson/or designee prior to the meeting being adjourned. Candidates must accept nominations at the time made. If a nominee is not present at the meeting, written acceptance is permissible.

The election will be conducted by secret mail ballot for every member in good standing, active and retired. Ballots will be mailed to the home addresses of eligible members by Oct. 19. Return envelopes and ballots must be received by noon on Nov. 9, the day of the regular branch meeting. At that time, the election chair or designee and at least one committee member will pick up ballots from the post office for counting. Voting will not be allowed at the branch meeting. The results of the election will be announced at the branch meeting that night. Once inducted, the elected officers will serve a three-year term of office, January 2024 through January 2027.

Nominations for station stewards for 2024 will be held at the respective stations on Nov. 4. Nominations may either be in person or by signed letter accepting the nomination before Nov. 4.

The election will be by popular vote of those eligible voters within each station. The term of office for a steward is one year. It begins on Jan. 1 and ends after the close of business on Dec. 31.

Voting will begin immediately after the nominations and will close at the end of the workday on Thursday of that week, or after all eligible voters have cast their ballot. Counting of the ballots will be conducted immediately following the close of voting.

The branch president shall be notified immediately of the election results, and the results will be posted on the NALC bulletin board in the station.

Louise K. Jordan, Pres., Br. 421

San Bernardino, California

This is official notice to all members of Branch 411 that nominations to the national convention will be held in Boston, MA, the week of Aug. 5 will take place at the regular branch meeting on Oct. 12 at the union hall, 934 W. 40th St., San Bernardino, and voted on at our Nov. 9 meeting. Any member in good standing will be eligible to attend. To be compensated by the branch for any expense, the member must have attended 16 out of the last 24 meetings starting from January 2022 to December 2023.

James A. Clinton, Sec., Br. 411

Savannah, Georgia

This is the official election notice to all members of Forest City Branch 578. Nominations for branch officers and delegates will be held at the Thursday, Nov. 2, regular monthly meeting. The meeting place is 600 Highway 80 West, Pooler.

Nominations of officers and delegates shall be made from the floor. All candidates must be present at the time of their nomination or else signify their willingness in writing to accept if elected. They must also certify that at the time of nomination that they have not served in a supervisory capacity within two years prior to nomination. The officers to be nominated are: president, vice president, recording secretary, treasurer, financial secretary, health benefit representative, sergeant-at-arms and trustees. The president, vice president, recording secretary, treasurer and financial secretary are delegates to the national and state conventions and seminars by virtue of their office.

The election will be conducted on Dec. 7. Voting polls will be open from 6 p.m. to 8 p.m. at the meeting place, 600 Highway 80 West, Pooler.

The election of officers and delegates for a two-year term shall be by secret ballot. In the event any member is incapacitated or whose duty assignment prevents them from voting during the time that the polls are open, they may request an absentee ballot in writing from the election committee. The request for the absentee ballot should be mailed to the branch's meeting place of 600 Highway 80 West, Pooler, GA 31322. The request must be received at least two weeks prior to the election. Absentee ballots must be returned to the election committee prior to the opening of the polls.

Antonia Walker, Rec. Sec., Br. 578

Shawnee, Oklahoma

At the regular branch meeting at 7 p.m. on Oct. 17 at 120 W. MacArthur St. in Shawnee, Branch 883 will have nominations for the following positions: president, vice president, secretary, treasurer, steward, trustee and sergeant-at-arms. We will also nominate delegates to the national convention.

If necessary, an election will be held at the same time and location on Nov. 21.

Nathan Palmer, Sec., Br. 883

Silver Spring, Maryland

In accordance with Article 5 of the NALC Constitution, this serves as official notice to all members in good

standing of Branch 2611 that nominations for branch delegates to the upcoming 73rd biennial convention of the NALC to be held in Boston, MA, Aug. 5-9, 2024, will take place at the October branch meeting scheduled for 7:30 p.m. on Oct. 16.

Members of the branch executive board, by virtue of their elected office, shall automatically be delegates to all state and national conventions in accordance with branch bylaws.

Nominees must be present at the time of nomination and accept their nomination verbally or must have submitted their nomination to the branch secretary in advance of the nomination meeting. All nominees not present must accept their nomination and submit their acceptance in writing within three days of the nomination meeting.

All members in good standing shall be eligible to be nominated as a branch officer or branch delegate to the convention, except that a member who, voluntarily or otherwise, holds, accepts or applies 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, shall be ineligible to nominate candidates or delegates or accept nomination as a candidate or as a delegate for a period of two years after termination of such supervisory status. Upon nomination, nominees must verify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Robert Babb, Sec., Br. 2611

Sioux City, Iowa

In accordance with Article 5 of the NALC Constitution, this is official notice to the members of Branch 69 for the nomination of president, vice president, recording secretary, financial secretary-treasurer, health and welfare representative, one trustee (three-year term) and delegates to the 2024 national convention (number to be determined by the branch at meeting) will be held at the regular branch meeting at 7:30 p.m. on Thursday, Nov. 9, at the UFCW hall, 3038 S. Lakeport St. All candidates for office, as well as delegates, must be in good standing and present at the meeting when nominated, or if not present, signify in writing their willingness to serve with a signed note turned into the secretary no later than their nomination.

Lorraine Quinn, Sec., Br. 69

S. Suburban Merged, Illinois

This is official notice to all Branch 4016 members that nominations for delegates to the 2024 Illinois state convention and the 73rd Biennial National Convention will take place at the regular meeting on at 7:30 p.m. on Oct. 10 at the American Legion Post #615, 17423 S. 67th Court, Tinley Park.

Candidates must accept the nomination at the time made or, if absent, in writing to the branch recording secretary by the time of nomination.

If necessary, the election of delegates to the state and national conventions will be by secret ballot at the regular branch meeting on Nov. 12 at

the same time and location.

Daniel C. Smith, Pres., Br. 4016

Southern Delaware

In accordance with Article 5 of the NALC Constitution and Branch 906 bylaws, nominations for delegates to the 2024 national convention in Boston, MA, will take place at the regular meeting at 7:30 p.m. on Nov. 9 at the branch hall, 701 N. Walnut St., Milford.

Election of nominees, if required, will take place at the regular meeting at 7:30 p.m. on Jan. 10, 2024, at the branch hall. Potential nominees should review Article 8 of Branch 906 bylaws before the nominations.

In accordance with Article 6, Section 2 of the Delaware State Association of Letter Carriers (DSALC) bylaws, nominations for two representatives to the DSALC executive board will also take place at the regular meeting at 7:30 p.m. on Nov. 9 at the branch hall, 701 N. Walnut St., Milford.

Election of representatives, if required, will take place at the regular meeting at 7:30 p.m. on Jan. 10, 2024, at the branch hall.

Norberto Aviles, Sec., Br. 906

Spartanburg, South Carolina

This is official notice to all members of Branch 628 that nominations for all officers and delegates to the national and state conventions will be held at the regular branch meeting at 7 p.m. on Oct. 3 at the union hall located at 1569 Old Anderson Mill Road, Moore. Any candidate for office or delegate shall be present at the meeting when nominated. In the event that a candidate shall be detained for sufficient reason, they must contact branch secretary or a member of the executive board by cellphone. Any candidate willing to serve shall provide to secretary in writing for office, to be received by the secretary no later than 4 p.m. on Oct. 3. The time and place of the nominations of candidates and the election of officers and positions shall be mailed to all retired members.

Elections, if necessary, will be by secret ballot at the regular branch meeting at 7 p.m. on Nov. 7 at the union hall, located at 1569 Old Anderson Mill Road, Moore.

Natasha Burris, Sec., Br. 628

Starkville, Mississippi

This is official notice of nomination and election of officers of Branch 2291.

Nominations for the election of officers of Branch 2291 will be in writing and must be received by the secretary no later than Oct. 7. Nominations will be accepted for the following branch offices: president, vice president and secretary-treasurer. The term of office will be one year, starting Jan. 1, 2024.

The election will be by secret ballot at the regular branch meeting at 4:30 p.m. on Nov. 14 at Casa Bravo, 123 MS 12, Starkville. Requests for absentee ballots must be made to any of the current branch officers no later than Oct. 19.

Keria Heard, Treas., Br. 2291

State College, Pennsylvania

The nominations for offices for

Branch 1495 will be held at the regular monthly meeting in October; however, the date of the meeting has been changed from Oct. 12 to Oct. 10. This change is necessary due to the passage of our branch bylaws after the previous election notice was submitted.

Kevin Sommers, V.P., Br. 1495

Temple, Texas

This is an official notice to all members of Branch 643 for nominations of officers and delegates for the year 2024. Nominations will be for president, vice president, secretary, treasurer, sergeant-at-arms, NALC Health representative, and trustee; also, for delegates to the National Convention 2024. Nominations will be held at regular branch meeting at 7 p.m. on Oct. 17.

Elections will be held at regular branch meeting at 7 p.m. on Nov. 21.

Juan Luna, Treas., Br. 643

Toms River, New Jersey

NALC Branch 2128 nominations for delegates to the 2024 NALC national convention will be held at our Nov. 14 general membership meeting at 6 p.m. at the Elks Lodge, 600 Washington St., Toms River. Any member in good standing is eligible for nomination. Members must be present to accept a nomination or have submitted an acceptance letter for nomination to the recording secretary by 6 p.m. on Oct. 14.

Balloting for the nominees will take place at the December general meeting, if necessary.

Edward Sedillo, Sec., Br. 2128

Tri-Valley, California

This is official notice to all members of Branch 2902 that nominations for branch officers and convention delegates for the 2024 national convention will be accepted at the Oct. 19 and at the Nov. 16 meetings beginning at 7 p.m. at the Jon Gaunce Union Hall, 21540 Prairie St., Suite C, Chatsworth. Ballots will be counted on Dec. 21.

The following officer positions will be open for nomination: president, executive vice president, senior vice president, vice president, treasurer/financial secretary, recording secretary, director of retirees, MBA/NSBA officer, health benefit officer, assistant health benefit officer, sergeant-at-arms and five trustee positions. These officers serve a three-year term. The president, executive vice president, senior vice president, vice president, treasurer/financial secretary and recording secretary shall be delegates to state and national conventions by virtue of their office. The number of convention delegates and compensation will be decided at the October meeting prior to nominations.

All nominations may be accepted or declined verbally at the nominating meetings, or in writing no later than seven calendar days after the close of nominations. Failure to accept nominations as stated will result in an automatic decline.

The election will be conducted by secret ballot. Ballots will be mailed to each member in good standing at their last known address. Address changes

must be sent in as soon as possible to ensure prompt receipt of a ballot. Completed ballots will be accepted up to 5 p.m. on Dec. 21 at Jon Gaunce Union Hall.

Diane Dozal, Rec. Sec., Br. 2902

Tucson, Arizona

This is the official notice to the members of Branch 704 that nominations for the following officers will be held at the regular branch meeting on Thursday, Oct. 5, at Carl J. Kennedy Branch Office, located at 2950 North Country Club Road, Tucson: president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, retiree representative, sergeant-at-arms and five trustees.

According to Branch 704 bylaws, Article V, Section 1B, all candidates for officer or delegates for the 2024 national convention in Boston must be present at said meeting when nominated. The term of office for elected officers shall be three years, January 2024 through December 2026.

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.

Elections, if necessary, will be by mail ballot. The ballots will be mailed to members at least 20 days prior to the election, date to be determined.

Kathy Walter, Pres., Br. 704

Urbana, Illinois

This is official notice to all members of Branch 784 that nominations for elected officers will be held at the regular branch meeting on Nov. 1. The offices up for election are president, vice president, recording secretary, treasurer/financial secretary, health benefits representative, sergeant-at-arms, and a three-member board of trustees. Each office will serve a term of one year. All nominees must be present to accept or decline their nominations, or else signify in writing prior to the November meeting their willingness to accept the position. If need be, an election ballot will be mailed to each member and the results will be announced at the December union meeting.

All regularly scheduled meetings are held at 7 p.m. at the American Legion, 107 N. Broadway in Urbana, the first Wednesday of the month.

Jonathan Gray, V.P., Br. 784

Valdosta, Georgia

In accordance with Article 5 in the branch bylaws, this is the official notice to all members of Branch 998.

Nominations and elections for delegate to state and national conventions and nominations for all officer positions will take place from the floor at our regular monthly meeting, on Oct. 24 at Mama June's, located at 3286 Inner Perimeter Road, Valdosta, starting at 7 p.m. All terms will serve a two-year term, January 2024 through 2025.

Officers to be nominated are president, vice president, recording/financial secretary, treasurer, sergeant-at-

arms, health benefits representative, and three trustees. All regular branch members in good standing shall be eligible to hold any officer and delegate positions in the branch. Members willing to serve must be present to be nominated, unless they signify their intentions in writing to the branch secretary prior to the meeting. If there is to be a runoff election, an election committee will be formed by the branch president.

The election will take place by secret ballot at our regularly scheduled union meeting on Nov. 28. Any absent ballots requested from the secretary will be mailed to the members last known address on record and must be returned by 6 p.m. on Nov. 28 to be valid and counted by the committee who will open all ballots. There will be no write-in candidates.

All nominee's acceptance must also include that he or 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 for one day or a fraction thereof, either detailed, acting, probationary or permanently at any time during the 24 months prior to the nominating meeting.

Edi Appling, Sec., Br. 998

Waterloo, Iowa

This is official notice to all members of Branch 512 that nominations for branch president, vice president, secretary, treasurer, outside office steward, Oelwein steward, and one steward and one trustee, for the 2024 term.

Elections will be taken at the regular branch meeting at 7:30 p.m. on Dec. 12 at the American Legion, 728 Commercial St., Waterloo.

If an election is necessary, ballots will be mailed to all branch members with the results announced at the Jan. 9, 2024, regular branch meeting.

Jennifer Anderson, Pres., Br. 512

Westfield, New Jersey

This is official notification to all members of Branch 1492 that nominations will be held on Nov. 14 for the following offices: president, vice president, secretary, treasurer, sergeant-at-arms, HBP representative and three trustees. All are two-year terms. Nominations will also be held for delegates and alternate delegates to the 2024 national convention in Boston. President and vice president are automatic delegates by virtue of their office. Those nominated must be present at said meeting to accept or have their acceptance written and presented to the secretary prior to the meeting.

Election will be held at the regular Branch 1492 meeting on Dec. 12 by secret ballot. Members in good standing unable to attend the meeting may request in writing an absentee ballot to the Election Committee at P.O. Box 152, Westfield, NJ 07091 after Nov. 14 but before Dec. 5. The meeting will be held at 6 p.m. at the Garwood Knights of Columbus, South Avenue, Garwood.

Russ Vidal, Sec., Br. 1492

Woodbridge, Virginia

Nominations for the election of of-

ficers of Branch 5921 will be held at the regular branch meeting at 6:30 p.m. on Oct. 11 at a location that will be posted well in advance of the meeting. All candidates must be present to accept nominations at the time made or, if absent, in writing. Candidates for office may accept nominations for only one office. The term of office will be for two years, beginning Jan. 2, 2024. Nominations will be held for the following branch offices and delegates: president, vice president, secretary/treasurer, five shop stewards, three trustees, sergeant-at-arms and delegates to the national convention in 2024.

The election will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Nov. 14 at a location that will be posted well in advance of the meeting. Any member who will be unable to attend may request an absentee ballot from the election committee and must submit it no later than 5 p.m. on Nov. 10 at the union office, located at 3360 Post Office Road, Woodbridge. Write-in votes are not permitted.

Joseph McCartney, Pres., Br. 5921

Yuma, Arizona

This is the official notice to all Branch 1642 members that nominations for all branch officer positions will take place at our meeting on Oct. 5. Nominations will be held for the following branch offices: president, vice president, secretary, treasurer, two stewards, three trustees, HBR/MBA and sergeant-at-arms. All officer positions will be for a three-year term.

The meeting will be held at our branch meeting at 7 p.m. on Thursday, Oct. 5, at the Yuma Community Food Bank conference room, located at 2404 E. 24th St.

Furthermore, nominations for delegates to the 73rd national convention that will be Aug. 5-9, 2024, in Boston, MA, will be held at the Oct. 5 branch meeting at the same time and location as above.

Nominations of officers and candidates for convention delegate must either be present at the meeting in person or attend via Zoom when nominated or signify in writing to the branch secretary prior to the Oct. 5 meeting. The election will be conducted by secret mail-out ballot. Ballots with instructions will be mailed to the address of record to all eligible members in good standing. In order for a delegate to any state or national convention to be reimbursed money, they must have attended at least nine of the previous 12 meetings prior to being elected, per our local branch bylaws.

Return of mail-out ballots shall be by 5 p.m. the Tuesday prior to the Dec. 7 meeting. The election committee shall count ballots and report the results to the membership by posting on bulletin board and report at the regular Dec. 7 meeting of the branch.

Joan Sawyer, Sec., Br. 1642

Branch Items

Albany, New York

I have heard from many NALC members today about the announcement of the 2023-2028 UPS contract—how they are getting historic wage increases of \$2.75 more per hour in 2023, and an additional \$7.50 more per hour over the length of the contract. As one would reasonably expect, the next question is then: What is the NALC negotiating for currently?

At the end of the UPS agreement in 2028, the top step pay will be close to \$50 an hour. Currently, NALC letter carrier top step pay is close to \$40 an hour. Will the NALC be able to negotiate a \$10-an-hour raise over the next five years? Only time will tell. Perhaps NALC has been waiting to see if UPS could come to a deal to use as a negotiating tool. After all, if UPS is offering new employees \$25 an hour to start, our current staffing issue is about to get much worse unless we can match it.

If the national parties cannot come to a tentative agreement and we go to interest arbitration, the new UPS contract certainly will be a good example of the private-sector market comparison for what our jobs entail. If a tentative agreement is reached, it will be put to the membership for a vote, so you can let National know if you are willing to accept whatever it has negotiated for. That's the beauty of a union—even if the NALC feels the best it could do was \$2 more an hour, you get to express your voice on a tentative agreement. If, on the other hand, we wind up in arbitration, I encourage each member to contact their NALC leadership and offer any assistance they can give to help achieve our goals.

Norris Beswick, Branch 29

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy Labor Day. We want to thank all our members who were able to attend and participate in the Labor Day parade in downtown Charlotte and attend the celebration afterward. We want to continue to remind all our carriers that schools have started back in the area; please make note of the bus schedules along your routes and be aware of the children coming home from school.

We also want to congratulate one of our members on their recent retirement. Bradley McClosky has been an employee of the Postal Service for 36 years and was stationed at our Mooresville Post Office. We thank you for your service and wish you the best in the next chapter of your life.

The union leadership would like to let all our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

East Lansing, Michigan

Recently, Fox News reported that 66-year-old Dallas carrier and Army veteran Eugene Gates Jr. died in triple-digit heat while carrying mail. What they didn't bother to say was that Brother Gates had been disciplined two weeks prior for a phony offense called: a "stationary event"..."expanding street time"—an "offense" found nowhere in the handbooks or contract. Thus he died essentially from bullying.

Our union warns carriers to report all instances of bullying so that it can file a grievance. However, now that global warming and record-setting triple digits are the new normal in many parts of the country, I argue mere



Bozeman, MT Br. 1028 President Josh Roadifer (l) presented Peter Visser with a 55-year pin.

grievances are not enough. Management tends to ignore grievances, and even carriers have become complacent about long-established bullying. We have become too accepting as our attitudes about enduring constant postal bullying and phony discipline have become institutionalized. If carriers are to be safe in the new normal of severe weather conditions, new work methods must be established. That means longer and more frequent breaks among other measures such as air-conditioned vehicles.

If managers by unreasonable demands, and USPS through neglect, cause carrier deaths, they should be identified as harassers and punished civilly and perhaps even criminally for wrongful death. Especially in cases such as this, where under the guise of "work discussions," wrongful discipline and the threat of discipline was imposed. As the climate gets worse, so should standards change for what constitutes healthy and safe working conditions. A so-called "stationary event" to a manager in his air-conditioned office may instead be a life-saving break to a carrier enduring 120-degree heat and suffering heat stroke. Be safe.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

I always thought God gave us all a thing called "common sense"—I guess not, because I am starting to realize that management missed out on the servings. It does not make any sense

how they are totally clueless on how to manage or communicate with the carriers. I have seen them do things that are totally stupid.

I will give you several examples. Example 1: Your office is constantly down on an average of four to five routes per day per week and you give CCAs off, because the district has told you to give them off. This is a problem when you make a regular workday their non-scheduled day. They are our help, but we must give them off.

Example 2: We as the union will attempt to avoid filing grievances by explaining and showing management the language in the National Agreement, only to be told "I don't do it that way," which only leads us to do what we were attempting not to do and filing a grievance.

Example 3: Mind you, I said earlier that the office is constantly down routes, so there is a thing called the Letter Carrier Paragraph, which explains to management what they need to do, before forcing a carrier not on the *big list* to work off their route. The steward, branch president, and the Step B team have all explained it to them, and guess what? They still want to do it their way, but the kicker is they want us to understand their dilemma and continually use the same carriers every day and allow the CCAs to go home.

I would think they would get the message; I guess not.

Percy Smith Jr., Branch 4559

Fargo-West Fargo, North Dakota

Working at the Post Office for some time, you think management cannot surprise you anymore on decisions they make or ideas they implement. This last month, local management was "instructed by a higher-up" to force carriers not on the OTDL to work overtime daily without maximizing the overtime carriers. Who knows how many grievances our stewards have filed over the years regarding minor Article 8 issues, but it would have to be in the hundreds. All in favor of the carriers because they were a violation of the *joint* contract. What has been going on here is an egregious violation of the contract, working OTDL carriers only 10 hours while forcing non-OTDL carriers up to 10 hours just about every day. As carriers, we have heard if we take a few minutes longer at lunch, have a personal talk with a co-worker after punching in, have a conversation with someone out on the route, do not promptly punch out after p.m. cleanup, that we are "stealing from the company." It baffles me how the Postal Service pays out crazy amounts of money nationwide for deliberate violations of the contract without any repercussions to those who make those decisions.

Longtime Prairiewood carrier Mike Fosberg has left the carrier craft for a new position as full-time area driving instructor. With the new job comes a different union, so we lose one of the most active union members we had. On behalf of the entire branch, thank you, Mike, and best of luck in your new position.

Congratulations to Parker, Nate and Jeanine on recently converting to regular.

Congratulations to retired carrier Jack Bucholz on earning his 40-year pin, which was presented to him at our annual picnic.

Great job done by Luke Burns on putting together a successful picnic.

Brian Prisinzano, Branch 205

Fresno, California

I remember in school reading the short story, “The Smiling Hangman.” It may not apply completely to some of our members—those who loudly complain 24/7 about management and the NALC representatives. Instead of being united, they help management divide the workforce. Unity is not just talk; it’s action, united action.

Summed up, the Smiling Hangman shows up in town. Never talks, just smiles. He starts building a gallows. People complain because he does not talk, just smiles. But nobody approaches him. He continues, then starts to hang people one by one. People complain but not to him. They continue to complain, but not to him. He continues to hang them one by one. Not saying anything, just smiling. He finally gets to the last person. Still smiling, but not talking. The last person resists, and says no to being hanged. The smiling hangman says nothing, but stops and leaves. All it took was for the people to say no to the hangings.

I think of our members who complain all the time, but do not stand up for themselves. Blaming “the union.” If you do not speak up, you will not be heard. At times, it is too late. Remember, brothers and sisters. *we are, you are the union.* The Smiling Hangman would not have stood a chance if all the people were united as one, and spoke up. That includes protecting each other, not just yourselves. I hope all of you understand what I am getting at. Quit complaining from under a case. Come out in the open, and be seen as well as heard. Together. Stand up for your rights and benefits. Be united.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

To my brothers and sisters—

As city letter carriers, we have many rights, all of which should be seen through. “A fair day’s work for a fair day’s pay” is a motto that we all live by. When that motto gets disregarded by management and brushed off, it disrespects our work force.

We work too many hard and strenuous hours to let management take that from us. We wake up in the morning, we get ourselves together and we head to work in rain, sleet, snow, hail or 100-degree weather with 95 percent humidity. Whether you are a full-time regular, part-time flexible or a city carrier assistant, we all have a guarantee that we *will* be paid a specific number of hours once we clock in. Article 8 gives full-time regulars the guarantee that they shall receive eight hours of pay once the badge is scanned and clocked in. It gives part-time flexibles and city carrier assistants in offices of 200 or more work years the guarantee of four hours of pay or two hours of pay in of-

fices with less than 200 work years. How dare management try to take that from our brothers and sisters when they “feel” we do not deserve it? We are in a time where inflation is such a problematic issue that our pay should not be something our brothers and sisters have to constantly be worrying about. We guarantee that we get the job done; we need to be guaranteed our pay.

In solidarity—

Anthony Kennedy, Branch 630

Hagerstown, Maryland

Hello all—

Next month at the October union meeting we will be voting on the proposed changes to the local union branch by-aws. There are QR codes posted at the offices that have a link to a Google Drive file that holds the proposed changes to the branch bylaws. These changes are important to update to keep our branch up to date, as the last time the branch bylaws were updated was more than 15 years ago. If anybody has further questions about the proposed updates, please feel free to contact any of the branch officers for details.

Moving forward, hopefully by the time this is published we will have further clarification on the route inspection process. As of this writing, downtown has just finished its preliminary consultations about the inspection weeks. The next step will be the routes going through the carrier optimal routing (COR) process for adjustment. Every carrier will be advised of the changes in the routes prior to the route being fully changed. Furthermore, the final step after implementation will be a review of the adjustments after 60 to 90 days. After the review of the adjustment, any necessary changes should be made to the new routes. During this review period, it is critical that all carriers continue to do everything they can to protect their routes.

Lastly, there will be a branch dinner on Sept. 23, and hopefully everybody reading will be able to attend. This will be a great opportunity to enjoy each other’s company and come together as a union again.

In solidarity—

Jeremy Kessel, Branch 443

Hartford, Connecticut

In the mid-1990s, I visited the South Windsor, CT, Post Office to discuss appointing Ron Niederwerfer as the alternate steward. Ron had been highly recommended by the late great Kenny Russell, who had served as Branch 86 executive vice president. Our OWCP director, Irv Clark, had also spoken very highly of Ron, and I had noticed that Ron came to every membership meeting and state convention and was eager to get formally involved.

I was immediately impressed by Ron’s demeanor, eagerness, and desire to represent his peers. I appointed him immediately, and he was “coached” by Ken, Irv and steward Gary Ehrhardt.

Over the ensuing years, Ron proved to be as tenacious as anyone, and more so than most. While Branch 86 had merged with many other

branches in the state, many were small and had no stewards in-house. I relied on Ron to provide these offices—seven in all—with steward services, and I found I could trust him implicitly. And, it helped that our members in these offices thoroughly appreciated his efforts and interest. Along with this, he became a trainer at the Carrier Academy and he provided each new hire with his phone number regardless of which branch they were assigned to.

Approximately 15 years ago, former NBA Casciano appointed Ron to present the NALC orientation to the new hires and “try” to sign them up. Ready? *Ron has spoken to 4,708 new hires about joining the NALC. Only 23 have not signed an 1187!* Casciano once called Ron “the Babe Ruth of union organizing.”

Ron retired from the USPS on March 31. He ended his career as the Branch 86 vice president, and the loss of his daily efforts are felt by many. I laud NBA DiCecca for keeping Ron on as union organizer at the Carrier Academy. And, I personally thank Ron for making my job easier!

Michael L. Willadsen, Branch 86

Hudson Valley Merged, New York

Last night we had a Zoom meeting with carriers that will be affected by the move to the S&DC, which is scheduled for Sept. 9. The main concern that was raised and has been on everyone’s mind since we first heard rumors of this move are the safety issues. We spoke about the proper way to fill out a PS Form 1767, and this information is something every letter carrier needs to hear.

PS Form 1767s must be supplied in every workplace. If any letter carrier feels that it is unsafe to work at a case, in a vehicle, on the route or any place, a PS Form 1767 should be completed to report the unsafe condition. The immediate supervisor must promptly (within the tour of duty) investigate the alleged condition, initiate recommendations, record their actions or recommendations on the PS Form 1767, and forward the form to the next appropriate level of management. The supervisor is also required to provide the employee with a signed copy of the form as a receipt.

If this safety issue prevents a carrier from performing their duties, the carrier should ask their supervisor for instructions regarding how the work should be performed until the issue is resolved. It is always the responsibility of the supervisor to monitor the status of the 1767 until the hazard has been corrected.

Safety starts and ends with you.

Rich Maffei, Branch 137

Kansas City, Missouri

Signaling the unofficial end of summer, Labor Day is right around the corner. Just in the nick of time, as members of Branch 30 again endured and survived Kansas City’s annual “Hot as Hell Week.”

The executive council either prophetically or coincidentally scheduled the following weekend to ensure summer was over with the Branch 30 cookout. Held again at the outstanding IBEW Local 124 picnic grounds, this collaboration

Branch Items

between these two formidable AFL-CIO members has raised the party experience to another level. I'm certain that this year's event easily rivals that of New York's Metropolitan Gala. As the eats supplied by Rob Brown's "Backyard Smoke" was being demolished, the beats by DJgeleven were hyped enough to keep members from nodding off. The bouncy houses kept the little people happy. The comradery, laughter and general fun time was evident in those present. Unlike most gatherings, each attendee to the Branch 30 cookout is a hero. Solely responsible for delivering the nation's mail as the natural environment in which we operate subjects NALC carriers to the all-too-real effects of global warming. Add the increased susceptibility of being a victim of criminal activity. So yes, we needed to celebrate, and also remember the casemates, friends, family and retirees who are no longer with us.

Hopefully delegates to the Missouri State Association convention will benefit from a two-week recovery period to manage union business. If the formal and breakout training format uses changes instituted during the Region 5 rap session, this year's state convention held at Osage Beach should be highly successful.

Branch 30 congratulates the 2023 scholarship winners: Sonya Pittman (granddaughter of Dan Pittman—former Region 5 NBA) and Grace Fine (daughter of Andy Fine—Gladstone).

Your actions or inactions make a difference in our future.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters of the satchel. I liked it when we won a Step B decision and if it went the other way, I would be pissed and try to figure out what I did wrong and how to fix it if the issue popped up again. Currently we have multiple grievances that were submitted to Step B and have made their way to arbitration. They are Article 7 - CCA Cross Craft Violations (Code 757) and involve the Letter Carrier Paragraph concerning auxiliary assistance, and more specifically, the buzz word "when available."

During Covid, National eased up on sending carriers to the rural side, and they carried those rural routes. Well, Covid is over and they are still performing cross-craft violations. Now they maintain that the Letter Carrier Paragraph allows them to perform the violation because it states "...the employer will seek to utilize auxiliary assistance, when available, rather than requiring the employee to work mandatory overtime." Covid opened Pandora's box, and we need National HQ to bring up this issue during the current contract negotiations and redefine the meaning of auxiliary assistance.

Our local memorandum of understanding states that auxiliary assistance will be provided on the street. Page 8-15 of the *Joint Con-*

tract Administration Manual (JCAM) states that CCAs are considered auxiliary assistance and management must seek to use them prior to requiring eight-hour or Work Assignment List carriers to work overtime on their own route. But what do you do when they have been shipped out to work on rural carrier routes, which leads us back to the buzz words "when available" as stated in the Letter Carrier Paragraph?

Tony Rodriguez, Branch 419



On July 15, Fond Du Lac, WI Branch 125 held its summer event at the local Dock Spiders baseball game. Pictured (l to r) are Branch President Aaron LeDuc, Branch Vice President Bonnie Alsup, team mascot Weaver the Dock Spider, Branch Secretary-Treasurer Thomas Misch, retiree and Wisconsin 6th District Letter Carrier Congressional Liaison Mike Streeter and Legislative and Political Organizer Anthony Mitchell.

Long Island Merged, New York

"Justice delayed, justice denied!" Most letter carriers, I believe, feel that way as we continue to bargain over a "new" contract! Since February of 2023, our national leaders have met with management to try to reach a new agreement. The members have been told the meetings were productive. I can only conclude that as of this July (150 days later) it is a mystery as to why we have not reached an agreement or why we delayed the arbitration process.

What prevents an agreement from being negotiated? Is it wages? Benefits? Working conditions?? Staffing? What? Or, is postal management stalling?

In a normal year of a contract, the release of the July consumer price index (CPI) determines what the COLA (cost of living) will be! Without a "new" agreement, the September COLA is in jeopardy! You might receive a cash "bonus" as a substitute.

Score one for management. Remember, COLAs increase your wages (including overtime) and add toward your pension and Thrift Savings Plan. Cash bonuses are paid only once! If we continue to delay arbitration past November, a pay raise for 2023 could also be lost! Score two for management.

Arbitration, in my opinion, should have commenced in August. As I write this article, it is August. If we continue to delay and postpone the arbitration, future pay raises and benefits

will be delayed. Score three for management. In baseball, three strikes, you're out!

We just saw (before July 31) how the Teamsters and their drivers threatened to strike. Unfortunately, the law prohibits letter carriers from striking. The Teamsters said, "The new contract raises the bar for all workers."

We cannot strike, but we have binding arbitration. Let's use the Teamsters agreement in arbitration. We do mostly the same work as their drivers; we deserve the same pay!

Walter Barton, Branch 6000

Monterey, California

Our hearts go out to our brothers and sisters in Hawaii who have been devastated by the recent hurricane. Let's each reach into our pockets and send a little money to help them. I just can't imagine what they are going through. God bless!

Things are moving along in Monterey. After sending a letter to the district manager, they are apparently attempting to get rid of the "phantom routes." However, the data will still be skewed for any route inspection and trying to establish route times will be virtually impossible.

If your route has a handoff, always fill out a 3996, indicating *your route* number, not Routes 4096, 4097 or 4098. It could save your assignment. Apparently there is some report, which sounds like the old ODIS, which wasn't available on the phantom routes. Perhaps that triggered a failure or bad numbers for the office. That would get someone's attention.

Don't fall for the recent garbage being shared that you only have 22 minutes to load your vehicle. There is *no* standard for loading, as it's done on street time. There is also *no* five minutes of office time in the p.m. We have wash-up time in our local agreement, and you have a list of things you must do when you return. I just don't understand how these people look at themselves in the mirror. How about working on the safety and health of letter carriers by protecting them from robberies and the heat. Priorities!

I want to wish Gene Massimo, my former co-worker and president of NALC Branch 2614, Hawthorne, CA, best wishes on celebrating 50 years with the NALC and—get this—*he is still carrying mail!* Thank you, Gene, for what you do for carriers!

United, we bargain—divided, we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

Greetings— Brothers and sisters of the satchel, it gives me great pleasure to pen this letter of appreciation to you for all you do! First of all, let me congratulate Brother Bernal Age and now Brother Wilbur Johnson for more than 55 years of union service. They were recognized for their achievement at the local union hall in July. We honored all retirees in the month of July. If we continue supporting our union, we too will benefit. You younger ones continue to attend union meetings, and stand strong and

committed. You may be recognized as one with outstanding service.

We have been having extremely hot days—three of them above 100 degrees. Do take water breaks periodically. Hydrate, hydrate—we cannot say it enough. If you find yourself overheated and not sweating enough, by all means, do find a shady spot until you feel better. It is incumbent on you to work safely. Remember, safety first! Always work in a safe manner! In the southern United States, we are experiencing severe heat and drought. Definitely could use some rain to give us much-needed relief!

You, CCAs: attend your branch meetings, run for office, become delegates to both state and national conventions. Don't just sit on the sidelines; participate, be active in your union! Give to LCPF! Contribute to MDA! Do all you can to be a great unionist. Help those who need help! Learn your rights! Read the *M41 Handbook* defining duties of a letter carrier!

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

542...No, I'm not talking about our local...nope... talking about... that, as of today, I have 542 days until I plan on retiring; it's crazy to think that I've been working as a mailman for 10,739 days and I have only 542 left!

I've had three sets of swings and three routes. I've worked two and a half years in 19401 as a PTF... made regular and went to 19406 for my first route, 600...was a mix of businesses and mounted with two small walking loops. Had that for a few years then routes went up for bid after an inspection. Almost was able to keep...but a carrier just a couple steps above me bid it. So I bid a route that had a small amount of businesses and close to 900 apartments. Then 611 had a million names (at least it seemed like that in the beginning), but I remembered every one of them after a few years...people in the office would quiz me and be amazed that I could tell them who lived in what apartment (and a few they didn't know about...lol). Then I felt it was time for a change so I bid a set of swings... 600,604,606,608 (King of Prussia Mall) and 627, did them for a few years... then it was time to go to the country club...19403...took a set of swings there, 323, 341, 344, 345 and 382, then switched to another set, 353, 361, 363, 365 and 374. Did them for about three or four years each till I settled into my retirement route, 353...all mounted except for eight houses that I walk up to the door and deliver (all on the same street)... definitely a retirement route.

So, wish me luck. Thanks for the memories!

Joel Stimmler, Branch 542

North Florida

Branch 53 stewards are keeping busy with grievances for non-compliance with decisions. When the cases are settled at Formal A, management does not enter it into the GATS system for payment, so another grievance is started. Cases filed for non-compliance of settlements for stewards' rights, meaning

management is not providing documents and not allowing interviews. In one case, a grievance was filed because management would not allow a steward to interview the district manager. The NBA has ensured a monetary penalty for repeated violations, yet it seems management couldn't care less, and the same violations continue.

Carriers are suffering from heat-related illnesses, but management chooses to ignore



Region 6 NBA David Mudd (r) presented a 50-year gold card and pin to Mishawaka, IN Br. 820 member Robert Eberlein.

it by changing start times to 9 a.m. In one office, a CCA called a 204-b to say they were ill due to heat. The 204-b just said to toughen up and continue. Thankfully the CCA ignored him, brought the mail back and went to the hospital for treatment.

The union has also uncovered management's falsification of training records. They simply entered the carrier as receiving training and then certified it in the employee's training record. This was for heat-related training ordered by USPS Headquarters.

This article will be continued next month. Stay hydrated and safe out there.

Bob Henning, Branch 53

Pasadena, Texas

Howdy from Pasadena, TX!

Branch 3867 was audited by OLMS. The findings state, in relevant part:

"Recordkeeping Violations: 1) General Reimbursed Expenses: ...The president and treasurer (or corresponding principal officers) of your union, who are required to sign your union's LM report, are responsible for properly maintaining union records. 2) Failure to Record Receipts and Disbursements: ...Branch 3867 failed to maintain an accurate disbursements journal or record in their financial records the union's disbursement for the reporting period. Branch 3867 failed to record at least 112 disbursements, regarding the dues refund to its members, totaling \$28,000. 3) Lost Wages: ...Branch 3867 did not complete a lost wage voucher or record the applicable rate of pay. OLMS provided a compliance tip sheet, Union Lost Time Payments...that Branch 3867 may use to satisfy this requirement. 4) Information not Recorded in Meeting Minutes: ...Minutes of all membership or executive board meetings must report any disbursement authorizations made at those meetings. 5) Executive Board

meeting minutes: ...During the audit, Secretary Elidia Amador advised that she did not maintain the minutes of the executive board meetings. All meeting minutes, both membership and executive board, must be maintained by Branch 3867.

Reporting Violations: 1) Cash Reconciliation: ...Treasurer Donna Vasquez acknowledged that she was unaware of how to reconcile the union's account balances to the bank balances on the bank statements. Vasquez also admitted that she used the monthly ending balances from the bank statements for the checking and savings accounts as the branch's ending balances. OLMS showed Vasquez how to reconcile the union's account balances to the bank balances on the bank statements. 2) Failure to File Bylaws: Branch 3867 amended its bylaws in 2019, but did not file a copy with its LM report for that year."

Wendy Eaton, Branch 3867

Phoenix, Arizona

We are *not* melting out here; not yet, anyway. But no doubt about it: it is *hot!*

This year marks my 50th year in Arizona and I don't recall a hotter July.

It has been tough on the carriers, working long hours in this heat. But they keep on truckin' and delivering the mail.

Just as those of you who push through sub-zero temps in the winter and deal with snow and ice, we just do it! Letter carriers are resilient people and resourceful. We figure out any ways we can survive the heat or the cold. We use lots of water and electrolytes, and many carry cooling towels that can be wrapped around the neck to help keep that head a little cooler.

You would think it would only make sense to start earlier in the morning, like the construction workers. But the USPS does not know how to manage the mail flow to allow for that. So, a lot of stations still start later in the morning.

We have about two more months of temps going above 100 during the day, but we will take anything below 110.

Our nights start to cool off about the middle of October; we hope. And then we have seven months of nice temps!

Al Linde, Branch 576

Pittsburgh, Pennsylvania

Two items this month: the "bad" and the "good." Positive first.

Congratulations to our brothers in brown on a pretty stellar contract. They'll never read this, but you will. Their top pay rate is now nearing \$50 an hour. While what we do comparatively is apples and oranges, *there is no excuse for a gap that large*. Coupling that with low starting pay and not accruing service creditable toward retirement from Day 1, NALC has a lot of ground to make up. "Trademark" 1.3 percent simply isn't good enough in 2023. That's not even to mention hazardous working conditions, which brings me to the "bad."

Allow me to take a moment to express condolences to the family, friends and co-workers

Branch Items

on behalf of Branch 84 officers and membership for the passing of Eugene Gates Jr. Brother Gates died of heat exhaustion at age 66 after receiving harassing scanner messages, discipline and nationally falsified heat training. It's been five years since carrier Peggy Frank passed away as a result of the same circumstances. It's just as inexcusable now.

That leads me to the through line, which is, *If not now, when?* I recall—very early in my career, that is—picketing in front of our installation pre-tour and post-tour for a new contract. We demonstrated in solidarity against Staples. Is the NALC comparing notes with the Teamsters? If not, we should be. Our arbitration arguments need to be *solidified*. We cannot blindly pretermit and waste the UPS headwind for organized labor, just as we cannot squander the final gift Brother Gates and Sister Frank gave to us. They *must not* have died for nothing. Better pay, better working conditions. Why are we not being called to the streets to demonstrate? We can't afford to worry about potential union dues from supercenter job creation first and the above-mentioned second.

John Conger II, Branch 84

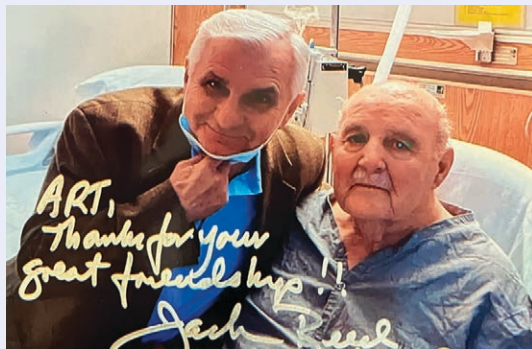
Portland, Oregon

In the spirit of back-to-school season, I would like to applaud our resident teachers—our OJIs. Each on-the-job instructor plays a crucial role in educating our new employees. They show them the ropes around the office and on the street, and they illustrate that you can become a letter carrier and still lead a life outside the post office. That is very important. The OJIs at my station bring the new hire to meet me or another steward, and I really appreciate that. It's a great idea to show from the beginning that the union presence is strong in the branch and the station.

Being a teacher requires exceptional patience, and an OJI is no different. As a steward, I am frustrated by how many hopeful new employees have turned around and quit. After weeks or months of holding their hand and answering questions 24/7, it is especially irksome when they walk out after conversion—especially when conversion comes so quickly these days. I salute the OJIs who can let all that go and regard each new face walking in the door as the next great letter carrier. They offer guidance, understanding and respect.

Some offices don't allow for any of that. As a CCA, I was unable to walk across the floor to ask my OJI a question without being harassed and shamed by management. What good is that? What is the point of hiring new people if management is going to chase them off? They need to do their part to water the garden and let the seeds grow! The OJIs are tremendously influential, but they should not have to do all the work. We must all do our part to inspire new folks to stick around, and that includes the boss.

Suzanne Miller, Branch 82



Former Providence, RI Br. 15 President Arthur Salzillo (r) enjoyed a visit at the hospital from U.S. Sen. Jack Reid (D-RI).

Providence, Rhode Island

Sen. Jack Reed (D-RI), chair of the powerful Senate Armed Services Committee, visited his dear friend Arthur Salzillo at the VA hospital in Providence (see photo above). Arthur, once president of Branch 15, needed to have surgery, but because of personnel shortages waited for several days without it. Luckily, Arthur's call to Sen. Reed's office was successful, and the surgery was performed the next day. The following Saturday, Sen. Reed paid a visit to his old friend at the VA hospital and took a photo with him.

Art is a veteran of the Air Force and served in the Korean War. He was the full-time president of Branch 15 during the 1970 strike. He and Sen. Reed have been friends since 1990, when Art was president of Branch 15 and Reed was running for his first term in the U.S. House of Representatives. Even though Art retired six years later as branch president, his friendship with Reed continues to this day. Art, now 92 years old and counting, expresses his appreciation to Sen. Reed for finding the time to visit.

Phil Riggi, Branch 15

Racine, Wisconsin

Letter carrying for the USPS during summer inevitably means stepping over or around toys, hoses, yard gear and bikes. Comes with the territory. Reminding ourselves to share the road, be mindful of these potential slip, trips or falls, all the while never missing a beat. What can be annoying (pre-apology to Amazon and FedEx) is when these two predominately guilty parties pose their parcels on the front step in front of the mailbox to get that picture for proof of delivery. Ya, that's a dig. No different than stepping into the restroom for a quick tissue trying to peel off that first square in a locked dispenser. You're spinning that roll around faster than a hamster on a wheel.

I know, life is tough. For all the younger carriers out there, there was a time when COAs were handled by carriers. We pretty much had full control of when and where customers moved, keeping all that information right at our cases. Unfortunately, as time passed and the stickers made their debut, we lost control of that function, which was then outsourced to another postal entity. When this happened,

the system collapsed from barely functioning to what it is today—a hot *@# mess that's barely treading water and turning to mush. Seeing how we don't have time clocks anymore, it would be pretty 21st century-ish of the P.O. if all our cases had their own docking station for scanners, gas cards and keys. That way, at the end of the day, we all don't have to wiggle around a 4-foot by 4-foot rabbit hole to dock our scanners.

Congratulations to our recent retiree. Diane Johnson retired this past July. Enjoy your trip out west with the top down. Not yours, the Corvette!

Chris Paige, Branch 436

St. Louis, Missouri

There should be common-sense guidelines implemented throughout the Postal Service regarding the protection of all letter carriers regarding how best to prepare and protect letter carriers from the effects of heat while on the street.

In the St. Louis area, safety talks supposedly required to be given by management in every installation and branch office are completely ignored. Our local union officers' attempt to address this issue with postal officials falls on deaf ears. Management's response is that they have instructed their managers and supervisors to hold stand-up talks to inform the carriers what they need to do to protect themselves in the heat. When you ask the carriers in the stations if those talks have been given, the answer is no.

Many unions are calling on the U.S. Occupational Safety and Health Administration (OSHA) to rapidly enact a national standard specifying the minimum steps all employees need to take to safeguard workers from unprecedented and deadly bouts of heat.

Because of union advocacy, OSHA already has national standards that protect workers from falls, hazardous materials, infectious diseases and many other workplace hazards. It is way past time to also protect workers from the heat waves that are growing more severe with each passing year.

The basics can begin with providing workers with water and other electrolyte drinks, modifying work schedules to get carriers on the streets earlier in the day and off the streets sooner. Stop disciplining workers over "stationary time" and encourage them to take the time they need to hydrate and cool off if they need to.

This isn't rocket science, it's pragmatic practices to ensure the safety and health of all letter carriers. And if postal management lacks the common sense to implement such practices, then OSHA should.

Tom Schulte, Branch 343

St. Paul, Minnesota

August sure seemed to fly by this year. Maybe it was the incredible heat or the crushing work hours, but that doesn't mean we didn't find a bit of time to have fun. The first

Sunday in August was our annual branch picnic and was a massive success! Loads of prizes were given away and the food was spectacular as always. Special thanks to our new entertainment chair, Lisa, who stepped into the position only a few months ago. Talk about jumping right into the deep end!

Looking forward to September; we've got a couple events to note. First up is our September general membership meeting, which will include nominations for all branch officers and makes it probably the most important membership meeting we hold. The other event is a new one. We're going to be holding an Oktoberfest MDA fundraiser. It's sure to be a good time, so keep an eye on the *Twigs* for more info.

It's not all fun and games here at Branch 28, though; it seems management's utter disregard for carriers' safety is rampant. Many carriers in the branch are noticing that management has forged the completion of essential safety training, possibly going back years. It's absolutely monstrous that such a laissez-faire attitude when it comes essential training, including heat safety training, is so commonplace. Cruelty has become the norm when it comes to upper management, but this is a whole new level. Now more than ever it's important for us to take charge of our safety and to watch out for our brothers and sisters. Obviously nobody in management is going to. Solidarity forever!

Kaylee Valerius, Branch 28

San Antonio, Texas

The arbitration award summary below is a result of over six years of grievances and complaints.

"Award Summary

The grievance is sustained. Management violated Article 19 of the National Agreement via ELM 665.24, Handbook M-39 Section 115.4, and the Joint Statement on Violence and Behavior in the Workplace (JSVBW) when Manager Steven Gonzalez made disparaging, demeaning, and intimidating remarks to multiple carriers at the Serna Station and ordered the steward off the floor in front of all of the carriers on August 15, 2022. This incident happened despite multiple Step B decisions and grievance settlements ordering Gonzalez to comply with the contract and the JSVBW, and to treat carriers with dignity and respect, with which Management has failed to comply, in violation of Article 15 of the National Agreement. Remedy as set forth herein."

The branch thanks past President Richard Gould and steward Mark Isenhour for their hard work and professionalism in preparing this grievance. We also thank the more than 40 letter carriers who testified and/or gave statements for the record. This award is a start and should serve as a wake-up call to management. We demand to be treated with dignity and respect and will continue to file grievances until we are allowed to work in an environment of mutual respect.

At the TSALC convention, our editor, Dennis Alltop, accepted the award for Large Branch

Best Overall Newsletter, and Trustee Homer Hernandez received the Morris/Doss Award. Our thanks to Branch 283 of Houston for an outstanding convention.

Alamo Branch 421 and Trustee Homer Hernandez received Community Service Awards at the Texas AFL-CIO convention. I am proud our branch not only defends the contract but is also stepping up in our community and making a difference by helping those in need.

Louise Jordan, Branch 421

Seattle, Washington

You may ask yourself why they call it the letter carrier craft? Isn't the job simply hauling large amounts mail around in circles for hours on end? It sounds pretty simple. To that end, any job is easy to do—wrong. Becoming a letter carrier is a craft much in the same way cabinet making is a craft. The craft comes into play when you labor to do the job right the first time. It takes a high degree of concentration and effort not to lose track of the task. It's easy to slip up. It's easy to make mistakes, and the work is rife with the opportunity for error.

Add in the fact that it's highly debilitating—if you push yourself too hard, or if you let management push you past your limits, then it's easy to find yourself laden with so many hitches in your giddy-up it becomes extremely difficult to climb back in the saddle every morning. The letter carrier craft is a grind that can certainly whittle away at your health and welfare if you don't learn to take good care of yourself.

This is where the craft, or should we rather say "crafty" elements of the job come into play. Having to do battle with the powers-that-be, those in charge, those who have preconceived notions of how much time you should spend in the office and how much time you should spend on the street—those folks you need to keep in check. The labor becomes a craft as you learn the rules and your rights, and learn to push back on those who would push you. To quote the rock band Steppenwolf, "God damn the pusher man!" Learn your contract. Learn to lean into your craft.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Thank you for another great summer. We cannot take that for granted. The job you do is unenviable. Management could not keep up with your work ethic, yet they are the harshest critics! They can talk the talk, but you walk the walk.

Management has stocked the labor division at the USPS. The supervisors are so bad they must get labor to write the simplest discipline on our carriers. But don't be intimidated by labor or anyone. They are just titles. In fact, their arrogance precedes them! They are just manufacturing discipline in hopes that the union won't be able to keep up.

We must be aware of these things to combat management's tactics. We are vulnerable with our younger carriers, though. They seem to not see or hear what we have been talking about for such a long time. So, if you are at work, look to your left and right, because chances are some of them won't be here if we don't take heed.

Management will never give us our just due credit for carrying this company. We must depend on each other to get through each day. Just know you are great!

Our false sense of security was built on the pandemic and has placed us in our current state. Management was like a fish out of water. They didn't lead then, but now they want to correct those three years in six months.

Your union works so hard for you in front of and behind the scenes. If you doubt that, then step up to the plate and become a part of the solution. Get in the fight for the rights of letter carriers by getting involved, because when the chips are down, it's either us or them.

#It'sEasyToTalkAboutCarriersOrTheUnion #StayAwayFromRumorvilleItWillNotHelpYouInAnyWay #WeAreHereToAdvocateForLetterCarriers #StayAware!

Eric Jackson, Branch 725

Springfield, Ohio

OK, OK, already. I'm done. Finished. Kaput. I am resigning as branch scribe. This is my last article. Yeah, yeah, I hear the clapping and cheering.

The truth is that since I retired, I no longer feel the close bond of my fellow carriers. I'm not able to connect through the common

COLA: Cost-of-living adjustment

- » *The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **3.0 percent** following the release of the July 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 **2.7 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

bonds of forced overtime, rain, the polar vortex, heat, ADVOS, etc., because I no longer suffer with you. I feel like a stranger standing outside looking in, (almost) wishing I was inside with you all.

I would like to thank President DeWell for letting me be scribe. The only guidance he ever gave me was to not get him fired or arrested. Since I started writing in March 2013, he never told me what to write, and never knew what I wrote until he read it in *The Postal Record*.

Most of all, I would like to thank every Springfield letter carrier, active and retired. I always enjoyed hearing your reviews of my writing, both good and bad. I was always writing for you, and you all made me a better writer. I think.

I would like to encourage everyone to keep supporting your branch by attending branch meetings. Support your branch officers. They are trying their best for you. If you have a question, or something isn't right, or you heard some rumor, ask your branch officers. You will get the truth. You might not like the answer, but it will be the truth.

And finally, thank you to all the close friends I made over the years. You mean the world to me. Stay safe.

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

As promised in my last article, we have continued to communicate with Rep. Cline and his staff. President Stoney Caricofe and letter carrier Angie Pacheco and I visited with Debbie Garrett at Rep. Cline's local Staunton office. The main topic was letter carrier safety.

Angie did a great job telling her personal story about when she experienced a heat-related illness emergency while delivering. She painted a compelling picture of how scary the incident was for her and the customers who witnessed her distress. She also talked about how poorly her managers at the time handled the situation. President Caricofe came prepared with a letter several congressional representatives sent to the USPS demanding to know what the USPS was doing about the heat and keeping letter carriers safe. We hope to have further dialogue regarding this key issue.

There are several grievances in the works in Staunton regarding this issue. Hopefully soon we can share the results of the extensive research and effort that is going into these grievances.

Earlier in the month, at a town hall meeting, the topic of secure elections came up. Rep. Cline mentioned that he thought voting by mail was working OK, but the system could be corrupted. At our meeting I emphasized that letter carriers are proud to be an integral part of our election system and will continue to do their jobs professionally and with integrity. Voting

by mail is easy, secure and saves money. A win, win!

Speaking of safety, Staunton had two separate tornado warnings and large hail in one August day. Be careful out there. Take the time to read Article 14 of the *JCAM*, which can be found on the NALC website. It protects you from having to work in a truly dangerous situation.

Stay safe!

Cindy Connors, Branch 513

Toledo, Ohio

Branch 100's delegation of 26 members contributed to the total of nearly 300 participants attending the 71st Ohio State Association of Letter Carriers convention in Columbus in early August. The delegates have not been to Columbus for the state convention since 1991. Union hotels are becoming hard to find in some cities in Ohio. The hotel where the convention was held is completing negotiations for a labor contract with their employees. A union hotel has already been booked in Toledo for the 2025 state convention.

Tim Burga of the Ohio AFL-CIO spoke during the first day's session. U.S. Rep. Mike Carey also spoke. He and Burga both stressed the chances of moving legislation that affect letter carriers and their families. To aid in the effort to pass this legislation, a contribution to the Letter Carrier Political Fund (LCPF) would be beneficial for all letter carriers. We don't only have a contract, we also have a Congress that controls many aspects of our job and benefits. The Letter Carrier Political Fund is a tool to achieve those goals.

The next day, we enjoyed addresses from Mark Fluharty of Ohio's Central Labor Council, and Jen Miller of the League of Women Voters. NALC Director of Safety and Health Manny Peralta delivered a passionate address concerning carrier safety while on the job. Election of state officers was by acclamation, with Jeff Kranz being chosen to lead the state association for the next two years.

Around 200 delegates attended the Columbus Clippers baseball game at Huntington Park on Friday night.

Congratulations to Branch 78 for organizing an excellent convention and a fun time in Columbus. Congratulations also to Branch 100 Vice President Andy Adkinson for his election to another term on the state executive board.

Ray Bricker, Branch 100

Tri-Valley, California

I have safety questions: Is it the letter carriers' fault when being robbed at gunpoint? How about carriers who keep personal items such as wallet, cell phone, earbuds and house/vehicle keys on their person—would that make an employee responsible for being robbed? Do carriers who have cell phones encourage criminals to rob them at gunpoint? The logical answer: *Hell no!*

Notice that I wrote "logical answer," because management in the USPS California 3 District,

North Hollywood Installation, believed a letter carrier recently robbed at gunpoint while delivering mail was considered preventable. In support of this ridiculous notion, management's response to PS Form 2146 (Employee's Claim for Personal Property) Re: "Was possession of lost/damage property reasonable, proper, and necessary to the performance of the employee's employment?" Answer: "No. It is not reasonable because the carrier should not have been on his personal cell phone or having air-bud in his ear while delivering."

During my 37 years in the craft, management has relied on the use of cell phones for communication between supervisors and carriers during street duty. While cell phones provide convenience for management when contacting carriers on the street, they now deemed the device as encouragement for robberies at gunpoint during non-postal conversation/usage, which is false. I don't condone carriers being on their cell phones during work, especially while on street duty. However, management's response to the employee's claim was bull---t. The accessible way carriers and supervisors communicate through use of cell phones while on street duty is districtwide and should not only be viewed as unsafe when it's not convenient for management's purposes.

Our branch has appealed the PS Form 2146 to Step B, which was impasse by the DRT on July 10. I guess when it comes to management, "fair is a place where they judge pigs."

James C. Perryman Jr., Branch 2902

Wilmington, Delaware

This is official notice to all members of Branch 191 that there will be voting for the proposed bylaw changes at the regular branch meeting on Wednesday, Nov. 8, at 409 Old Dupont Road, Wilmington. Voting will be held by secret ballot at the regular monthly meeting on Wednesday, Nov. 8 from 4 p.m. to 8:15 p.m., and results will be announced at the end of the Nov. 8 meeting.

Donna Staring, Branch 191

Notice

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



Crystal Bragg
Secretary

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
President



Samantha Yerg
Treasurer

From the Secretary

Greetings, sisters and brothers, I hope you were able to get out and enjoy the beautiful weather we have had.

As the NALC continues to fight the challenges ahead of it, let us remember what makes us strong. As the NALC and NALCA continue to grow and strengthen their bond of unity and solidarity, together we will achieve the best outcome possible for letter carriers. We need to be keeping a watchful eye on our politicians and notify them on the NALC position. (You could check nalc.org.) Auxiliaries, keep in touch with your branch—you may be able to

help in some way.

Back in October 2020, Gerome Gnome, the traveling letter carrier, made his way to Dallas, TX, and was quarantined for several months because of the COVID-19 pandemic. Even though Gerome did not get to attend any auxiliary/union function, he did make the most of his time visiting sites. Gerome was introduced to the Texas state flower, bluebonnets (Photo 1). At the Texas state fair, he met Big Tex (Photo 2). He also attended Six Flags Over Texas's 60th birthday celebration, where he met up with Speedy Gonzales, Jelly Belly Bean and Gosamer, and he got up close to greet a longhorn cow. During Halloween, Gerome visited

a pumpkin patch (Photo 3) and went over the river and through the woods for a Thanksgiving celebration. Before he left Texas, Gerome visited the Bass Pro Shop, checking out the Christmas sales, and ran into Santa with more letters for him (Photo 4). Then on New Year's Day, he spent the day with Aux. #28 member Leigh Willis (Photo 5). Quarantine was lifted and Gerome was finally able to go back home.

Gerome attended the 2022 NALCA convention in Chicago, where he won a new home to continue his adventures.

In unity and solidarity—

Crystal Bragg



AUXILIARY OFFICERS

Cynthia Martinez, President

3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
camslm@yahoo.com

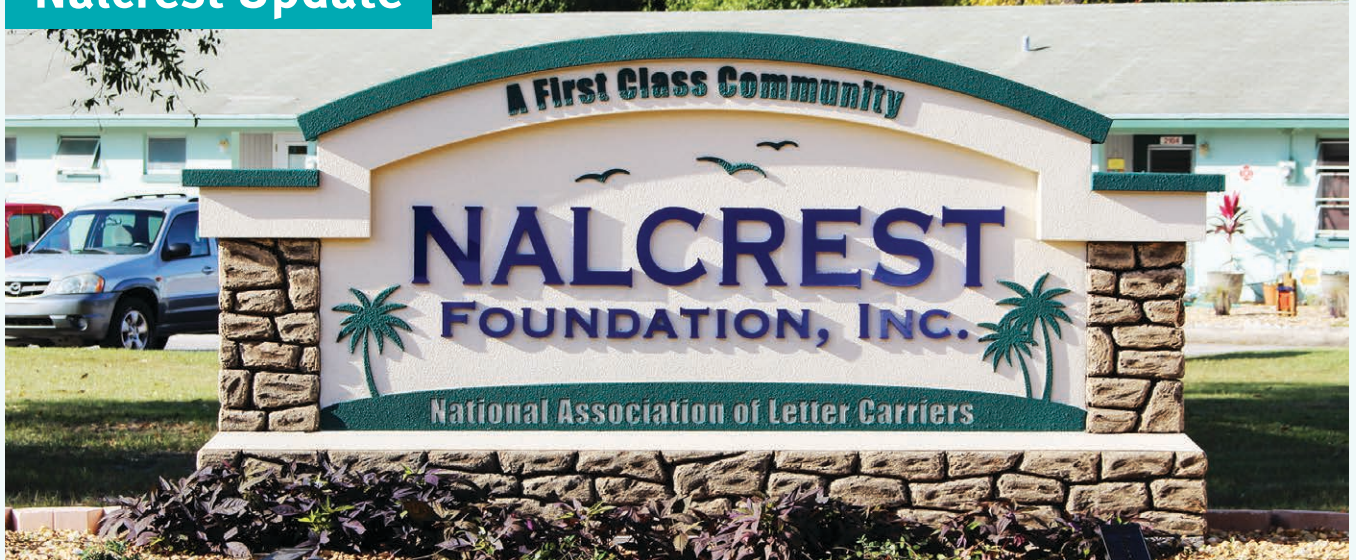
Crystal Bragg, Secretary

835 Westland Drive
Mt. Zion, IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer

4553 County Road 137
Gibsonburg, OH 43431
419-410-6162
samanthayerg@yahoo.com

Nalcrest Update



From the Trustees

I wanted to share my experience while attending the Fourth of July celebration at Nalcrest. I represented the trustees and was able to meet and speak with many of the residents who attended. Last month, Matty Rose spoke about the event and posted pictures. My firsthand experience made me realize these retirees know how to have a good time. Hamburgers, hot dogs, karaoke, music, dancing and conversation—this party had it all. It was a great day, and I'm so glad I attended.

I have come to realize that back in 2012, Nalcrest's financial condition was not good. At that time, President Fred Rolando appointed three new members to the Nalcrest Committee to oversee the operation. It was that decision that turned Nalcrest around.

The new committee members (Matty Rose, Don Southern and Tom Young) rolled up their sleeves and began looking at all aspects of the operation. They began a thorough review of the books, operations, employment, rental logs, maintenance records and expenses. Upon identifying the deficiencies, they made many tough decisions and immediate adjustments to the operation to move Nalcrest in the

proper direction.

I invite all of our members to watch PBS's Central Florida Road Trip feature on Nalcrest narrated by Matty Rose. You can view it on YouTube at youtube.com/watch?v=S6mKO_kqfVM. The video gives you an in-depth look at the beautiful property and the facilities. There are currently 350 people on the waiting list to live at Nalcrest. If you are contemplating retiring and moving to Nalcrest in the next couple of years, do not hesitate to send us your application. The longer you wait, the longer you delay your spot in paradise.

Nalcrest will be celebrating its 60th anniversary Feb. 1-2, 2024. Planning is underway for this next milestone, and all members are welcome to come out and enjoy the festivities being planned.

At our July trustees meeting, we met with one of the residents. Vickey Salley and her husband, Bill, have lived at Nalcrest since Dec. 1, 2004. Bill carried mail in Ohio as a member of Branch 182. Vickey stated that she loved everything about Nalcrest and said she will live here as long as Nalcrest will have her. I have heard this from many of the residents in my short time as a trustee. We want to continue to hear those com-

ments to keep Nalcrest booming.

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.

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

Mutual Exchanges

CO: Denver (6/18) to Eugene, OR, or any coastal towns or cities. Seeking mutual exchange along Highway 5 corridor and west. Jason, 757-9647 or chosah@gmail.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.

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

How to place a Mutual Exchange

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., September's deadline is for the October 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.

Looking for the latest NALC news? Give it a listen wherever you stream your favorite podcasts!

NALC's podcast "You Are the Current Resident" is available on Apple Podcasts, Spotify, Google Podcasts, and wherever you listen to podcasts.

During each episode, NALC President Brian Renfroe and guests discuss vital topics affecting the letter carrier craft and the union. The show's format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.



Listen on
 Apple Podcasts



Listen on
 Spotify Podcasts



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**