

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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Letter carriers are taking action to say

ENOUGH IS ENOUGH!

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Yes, it's better in a union!



**Brian L.
Renfroe**

I've heard this question posed repeatedly lately: "Is it really better in a union?" It absolutely is!

As the son of a letter carrier growing up in Hattiesburg, MS, I didn't know any other way. Even in Mississippi, which isn't known for its union density, I was aware of how the union affected my family. From a young age, I heard stories about letter carriers and understood what the union had done for my dad's job. These stories have stayed with me and given me a sense of purpose, as I'm sure similar stories have for many of our members.

NALC was formed in 1889, and it soon fought and eventually won a Supreme Court case in 1893 that forced the Postal Service to adhere to an eight-hour workday. Prior to that case, carriers worked 10- to 16-hour days, six days a week. Independent state associations flocked to join NALC following this tremendous victory that set the stage for nationwide implementation of the eight-hour workday and overtime pay for workers in general.

"As we continue negotiations on a new collective-bargaining agreement that I feel confident will reward our members, I feel my brothers and sisters rallying behind our efforts. Regardless of any noise or vitriol from anyone seeking to fracture our union, the strength, perseverance and spirit of solidarity of our membership continues to shine."

Every day, I marvel at the solidarity displayed in our union. As I travel the country to speak to our members about the challenges we face and how we must navigate

each one, I am humbled by the compassion, support and encouragement expressed by our members. As we continue negotiations on a new collective-bargaining agreement that I feel confident will reward our members, I feel my brothers and sisters rallying behind our efforts. Regardless of any noise or vitriol from anyone seeking to fracture our union, the strength, perseverance and spirit of solidarity of our membership continues to shine.

Nearly 95 percent of letter carriers voluntarily join our great union. This is an anomaly in the labor movement that most unions can only dream of replicating. Sixty national unions, representing more than 12.5 million workers in the public and private sectors, are affiliated with the AFL-CIO. Our union brothers and sisters do not have this level of success in organizing.

Organizing is just one of the strengths of our union that allows us to directly contribute to the overall advancement of the U.S. labor movement. When I took office last December, I became the youngest president in the labor movement and among the youngest ever from the South, which is fertile ground for labor. This was my motivating factor in joining the AFL-CIO's Committee on Organizing. Labor learns from one another, and we show up for one another for the good and the bad. We certainly have a lot to share with our brothers and sisters, which is why one of our priorities is paying our success forward, but we also have a lot to learn.

Last month, the AFL-CIO held its first "Labor State of the Union" event, where AFL-CIO President Liz Shuler spoke passionately about the rise in union favorability and the power that's been on display recently. Public support for unions has never been higher. This is especially true for those under 30, who are the future of the labor movement. On the heels of this event, NALC was proud to join thousands of other union members to descend on Washington to celebrate the 60th anniversary of the March on Washington. For such a significant event, without the presence of labor that day, turnout would have been underwhelming. Labor always rises to the occasion to fill the gaps and to be the driving force for change. This feels especially true right now.

This summer, as NALC members have been holding rallies to bring attention to the surge in robberies and assaults against our members, we have seen other union members joining us. Meanwhile, our members are joining picket lines around the country. And we aren't alone. As this publication was going to print, affiliates of the AFL-CIO were on the offensive in boosting support for our

brothers and sisters at the United Auto Workers (UAW), who have begun a strike against Detroit automakers. Striking workers from the Writers Guild of America (WGA) have been publicly supported by the members of the Screen Actors Guild (SAG-AFTRA), who also are on strike and in many cases are refusing to tow the “business as usual” appearances. Striking UNITE-HERE hotel workers in California felt solidarity when professional athletes, now part of the AFL-CIO Sports Council, stepped in to refuse the use of a specific hotel. Starbucks workers are organizing. Collaboration and solidarity have never been more palpable. The labor movement is flexing its strength. Even though our union is busy and focused, we will and we must make time to ensure all of our brothers and sisters are successful. A win for any worker is a win for all of us.

As I travel and meet with our members, two questions inevitably come up: “How is collective bargaining going?” and “How are you doing?”

Collective bargaining is going well. During negotiations, there always is eagerness and anticipation among our members. It’s natural. I felt it as a rank-and-file member, a branch and state leader, a Headquarters staffer, an officer serving as chief spokesperson in two rounds of negotiations, and now as president. A lot of work has been done on countless issues, and I continue to engage constantly with our counterparts at the Postal Service.

Our goal as we entered contract negotiations was to secure an agreement that recognizes the immense changes since our last contract and that rewards carriers now and in the future. I am grateful for our members who make their voices heard. I hear your concerns and can promise you all that we are committed to doing our best for you and will present a contract to our members for ratification only if it meets our goals and appropriately rewards letter carriers.

I sometimes hear members tell other members to be patient with collective bargaining. I don’t tell members that because I am not patient with it. That said, it is a simple fact that historically, the process takes time. We have the largest bargaining unit in the country under a single collective-bargaining agreement. There is a lot at stake for the future both of NALC members and the Postal Service.

While I remain confident in our chances of reaching a negotiated agreement with USPS, we are prepared to go forward in the interest arbitration process if that is what it takes to achieve an agreement that meets our needs.

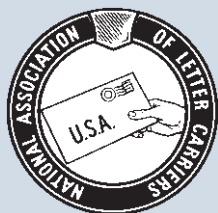
As of the time of writing this message in mid-September, we have several key issues where we have yet to reach agreement. We have made progress on those issues in recent weeks. Even as we move forward with scheduling interest arbitration proceedings, we will continue to negotiate with our counterparts as long as there is opportunity to reach an agreement. Regardless of which way we ultimately reach a new contract, I am confident it will be one that rewards our members and makes significant progress in key areas.

“Our goal as we entered contract negotiations was to secure an agreement that recognizes the immense changes since our last contract and that rewards carriers now and in the future. I am grateful for our members who make their voices heard. I hear your concerns and can promise you all that we are committed to doing our best for you and will present a contract to our members for ratification only if it meets our goals and appropriately rewards letter carriers.”

On the second question, I am healthy and well. I feel great. I am energized by the outpouring of support from our members. Everywhere I go, our members share inspirational stories with me about their experiences overcoming adversity of all kinds. In many ways, they remind me of much of our union’s history of achievement in the face of difficult circumstances.

Support for one another is a clear demonstration of the solidarity that is a foundational element of our union’s success. It is what paves the way for us to win, as we have for 134 years, and will continue to do for years to come by empowering ourselves by standing together.





National Association of Letter Carriers, AFL-CIO

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Gratitude to letter carriers from a charitable CEO



**Philip
Dine**

I was in a local grocery store on a recent weekend, when a middle-aged man noticed my NALC T-shirt (my customary garb) and asked if I was a letter carrier.

I said I wasn't, but his curiosity didn't wane, so I told him that I worked there as director of communications and media relations.

To cut briefly to the end, before resuming this narrative, that led to a half-hour discussion in the store, to subsequent email exchanges and telephone conversations and then—as you already can surmise—to the subject of this column.

The man, it turned out, was Franklin C. Salisbury Jr., who for 21 years led the National Foundation for Cancer Research (NFCR) and who has served

as emeritus CEO since 2021, and who also co-founded the Hong Kong-based Asian Fund for Cancer Research. Three years ago, he helped found, and directs, a foundation that continues similar efforts.

Franklin Salisbury can safely be described as an academic achiever across a variety of fields—Yale University bachelor's degree in economics, M.A. in religion from the University of Chicago, master's in divinity from Yale, law degree from the University of Georgia—yet at this moment he had a singular message to deliver, in enthusiastic fashion: his gratitude to America's letter carriers, and to the union that represents them, for facilitating the achievements his organizations have realized.

As shoppers walked around the produce section, Salisbury, who served in the Marine Corps, spoke at length about the indispensable role letter carriers have played in the breakthroughs of the NFCR over decades in the fight against cancer.

How so? The work he has led relies heavily on the U.S. mail to engage in direct fundraising appeals to Americans and to build personal relationships that endure over time. NFCR has remained true to its strategy of reaching potential donors via their mailbox, because it has proven highly effective in serving the mission.

While relying on the internet for these purposes works in some instances, he said, charities that have made wholesale fundraising shifts away from the mail have seen sizeable drops in revenue, in some cases more than 30 percent.

Various paragraphs in his emails suggest the flavor of his views, and his appreciation of letter carriers:

Too few appreciate that it is the U.S. Postal Service—the letter carriers—who are making all this possible. Through direct mail fundraising and the grass roots support of millions of Americans, NFCR has spent \$410 million funding innovative “high risk, high reward” cancer research break-

throughs that are leading to genomic approaches to prevent, diagnose and treat cancers.

Research doesn't just happen. Many of the advances in cancer treatments referred to in the National Cancer Institute study were made possible by cancer-related charities that rely on the U.S. Postal Service to raise funds and communicate with patients seeking hope and promise for a cure. These advances are being made possible by the National Association of Letter Carriers. Hope won't cure cancer; we need a strategy. Only by sustained funding and by engaging partners to work toward a strategy of better preventing, diagnosing, and treating cancer—only by working together—will research cure cancer.

We are at the dawn of a new era of diagnosing and treating cancer and genomic diseases like COVID-19. We are making a difference: funding innovative cancer research which is giving hope and promise to cancer patients everywhere. And by “WE” that includes NALC. Again, thank you.

The subject line in his emails reads *Research for a Cure? Made possible by NALC!*

I spoke to Jonathan Larsen, chief marketing officer for the National Foundation for Cancer Research and the foundation's top communications person, to check some facts. I'd barely started when he stated that *The Postal Record* is “very well known. You reach a broad and diverse audience.”

Asked how he knew that, he said, “Everyone who's involved with direct mail is familiar with *The Postal Record*. It's kind of like the final say about what's going on with the carriers.”

Larsen noted that the NFCR had recently changed its slogan to “We make cures possible” from the prior “Research for a cure.”

And, he added, “Letter carriers are part of the cure.”

The NFCR will celebrate its 50th anniversary on Oct. 21 at the National Press Club in Washington, DC, an “inspirational and joyous” event that Salisbury says wouldn't be possible without the U.S. mail, the carriers who deliver it, and the union that represents them.

Apparently, the contributions you make every day on the route and in the communities you serve are even broader than you might realize.

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News from Washington

Taub and Day await Senate action on PRC nominations

On Sept. 7, President Biden announced his intent to renominate Robert Taub to the Postal Regulatory Commission (PRC). The following week, on Sept. 11, the president announced his intent to nominate Thomas Day to serve as a commissioner.

The PRC currently has five commissioners, who are nominated by the president for six-year terms and confirmed by the Senate. Taub is a two-time appointee to the commission following unanimous confirmations by the Senate in 2011 and 2016. His current term expired on Oct. 22, 2022, and he is serving in a hold-over year until Oct. 22, 2023. Mark Acton, the current vice chairman of the commission who has served on the PRC since 2006, also is serving in a hold-over year that

expires on Oct. 22. If confirmed, Day would replace Acton on the PRC.

The PRC is an independent agency that exercises regulatory oversight over the Postal Service. Its responsibilities include preventing anti-competitive practices, promoting accountability, adjudicating complaints, setting postal rates and helping oversee delivery service standards. PRC nominees must be advanced by the Senate Homeland Security and Governmental Affairs Committee (HSGAC) and then approved by the full Senate.

On Sept. 7, HSGAC held a hearing to consider Taub's renomination. At the hearing, HSGAC Chairman Gary Peters (D-MI) thanked Taub for his 40 years of public service and emphasized the importance of the PRC's role in ensuring

transparency and accountability in USPS for the benefit of all Americans. Sen. Peters remarked that "robust oversight is especially important as the Postal Service continues to implement the Postal Service Reform Act passed last year and makes other plans that could impact Americans."

In his testimony, Taub cited this role as the "key mission of why the Postal Regulatory Commission exists and was created," and elaborated on

how he intends to support the PRC's efforts in meeting the challenges facing today's Postal Service. He further pledged to work with all postal stakeholders in his role as commissioner.

Referencing the PRC's inquiry into the Postal Service's Delivering for America plan and its impact on costs, revenue, employees and customers, Taub expressed his position that "this is not a time for the Commission to think big thoughts or step back. We've got to be using our authorities—recognizing we're the regulator, not the operator—to ensure the American public has transparency and accountability."

In response to Sen. James Lankford's (R-OK) questions about the financial challenges the Postal Service is navigating and how the increase in package handling could have a positive effect on revenue, Taub detailed how the Delivering for America plan seeks to accommodate package handling on a larger scale, and the initial costs associated with that transformation.

At the hearing, Republican and Democratic members of the committee shared concerns affecting their constituents, such as suspended and closed post offices, mail delivery issues, affordability and the responsiveness of the Postal Service to the issues to meet the demands of public interest. Taub recognized service oversight of USPS as one of the most critical tasks and responsibilities of the PRC and referenced steps the agency has taken to ensure that the Postal Service complies with recommendations for corrective actions to meet service standards, including aspects of last year's Postal Service Reform Act.

Taub's testimony made clear that he recognizes the responsibilities of the PRC in stabilizing mail delivery

NALC joined union members, civil rights leaders and other activists in Washington, DC, for the 60th anniversary of the March on Washington for Jobs and Freedom. On Aug. 26, marchers gathered for a continuation of the fight for racial and economic justice and our democracy.



Director of Retired Members Dan Toth (center) and other NALC officers and letter carrier staff participates in a rally on Sept. 13, calling for Congress to pass the Social Security Fairness Act.



and modernizing the Postal Service to provide affordable, world-class service. “The fact is, for all the challenges the Postal Service faces, it still plays a vital role in our economy, our society and how Americans across this land communicate,” he said in his opening remarks.

The renomination of Taub to the PRC will help ensure that the Delivering for America plan is executed efficiently and in a way that accomplishes its intended goals. To learn more about letter carriers’ involvement with the Delivering for America plan, see the August issue of *The Postal Record*.

On Sept. 12, the committee voted 12-0 to advance Taub’s nomination. He now awaits consideration in the full Senate.

At press time, HSGAC had not yet considered Day’s nomination.

Day retired from the Postal Service in 2019 after serving in multiple senior roles, including vice president of engineering, senior vice president of government affairs, senior vice president of Intelligent Mail and chief sustainability officer. Following his retirement from the Postal Service, Day worked at the International Post Corporation in Brussels. He is an Army veteran and a graduate of the U.S. Military Academy at West Point.

NALC will keep letter carriers updated as Taub and Day move through the nomination process.

NALC participates in rally to repeal WEP and GPO

On Sept. 13, NALC participated in a rally on Capitol grounds in Washington, DC, to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). The event, organized by the National WEP/GPO Repeal

Task Force, focused on raising awareness and gaining support in Congress for the Social Security Fairness Act (H.R. 82/S. 597), legislation that would repeal the WEP and GPO.

Millions of federal employees, including letter carriers, are affected by the WEP and GPO, which are parts of Social Security law that unfairly reduce or sometimes eliminate the Social Security benefits of federal annuitants.

NALC Director of Retired Members Dan Toth spoke at the rally alongside other labor leaders, including American Federation of Teachers President Randi Weingarten, American Postal Workers Union Legislative and Political Director Judy Beard, International Association of Fire Fighters President Ed Kelly and American Federation of Government Employees National President Everett Kelly.

Local NALC members, NALC Headquarters staff, and people affected by

the WEP and GPO from various industries attended the event.

In the 118th Congress, H.R. 82 once again has broad bipartisan support, with 292 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, led by Chairman Jason Smith (R-MO), is the committee of jurisdiction for the bill. Even though the bill has exceeded 290 co-sponsors, it is unlikely that House leaders will bypass the committee process and call for a floor vote.

NALC is committed to moving this bill forward and increasing support to finally repeal the WEP and GPO. Please visit nalc.org/action to check whether your representative is a co-sponsor of the bill and, if not, ask them to support H.R. 82. **PR**

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.



NALC declares



ENOUGH IS ENOUGH!

Cincinnati, OH, letter carrier **Taylor Whitt** told a crowd of co-workers, supporters and journalists that in the year and a half of her short career as a letter carrier, she's been assaulted on the job not once, but twice. The first time was when the Branch 43 member tried to help in a domestic incident while delivering the mail.

"I thought, 'This will never happen again,'" she said, downplaying the event as a one-time thing.

But nine months later, Whitt was robbed at gunpoint.

"He saw me, he came after me, he attacked me and grabbed me by the neck and threw me into some trash cans, threw me out into the street," she said. While she refuses to quit the job she's passionate about, she's been diagnosed with post-traumatic stress disorder.

"I now have PTSD," Whitt said. "And I thought that was something only reserved for veterans—people who aren't me. I didn't think it would ever be me."

Whitt told her story at a local NALC rally on Aug. 30 held to highlight the surge in criminal attacks on letter carriers that is occurring not just in Cincinnati, but nationwide.

"We've had 17 assaults or armed robberies [in Cincinnati] since January of 2022, so it's right about one a month," Cincinnati Branch 43 President **Ted Thompson** said. "The emotion that comes about is outrage."

While that number is solely for the Cincinnati area, communities throughout the country have seen a similar

marked increase in thefts and assaults in the same time period.

Letter carriers at the rally expressed their anger and their determination to see an end to the assaults and robberies by chanting, "Enough is enough!" They said they have been left to defend themselves and demanded that the Postal Service do more to protect them and that prosecutors aggressively prosecute these crimes—both to hold criminals accountable and to deter future attacks.

"This increase in violence should come with increased protection," NALC President Brian L. Renfroe told those gathered at the rally. "Lately, it feels like we only have each other."

"Since 2020, only 14 percent of crimes against letter carriers have been prosecuted federally," he said. "Fourteen percent. Let that sink in. It's appalling and out of control. This should not be, and we should not let it be."

"Something has to change. We've got solutions technology-wise to make the ways we access mail safer. We also want to increase those prosecution rates," he said.

The Cincinnati rally followed a similar one held in Chicago on Aug. 8.

"We have over 90 reported incidents where letter carriers have been robbed and/or assaulted," Branch 11 President **Elise Foster** told the assembled group. "This is too many."

"Today it is open season on the letter carriers, and it is uncalled for. It is unnecessary and action needs to be taken immediately," Illinois State Association President **Luis Rivas** said.

The rallies are one part of NALC's effort to get out a multifaceted message—

Letter carriers are taking action

Opposite page (from top): Taylor Whitt, NALC President Brian L. Renfroe, the attendees at the Chicago rally

ENOUGH IS ENOUGH!

to residents to alert authorities if they see anything worrisome and to preserve evidence, such as doorbell or other surveillance videos, for use by investigators; to their representatives to be aware of the need for solutions; to the Postal Service to better protect letter carriers on their routes; and to federal prosecutors to take these cases and apply the more harsh federal penalties that local prosecutors do not have available.

Another way NALC is getting the message out is through regional TV broadcasts, radio shows and print articles about the rash of violence nationwide. Bringing the letter carrier perspective to these media reports increases community awareness of the issue and helps strengthen NALC's call for solutions. That is especially so because of the widespread public support for letter carriers, who in poll after poll have for years topped the list of the most-trusted and highly regarded federal employees. Here are a few recent examples:

After mail was stolen from a letter carrier's vehicle, Baltimore, MD Branch 176 President **Tony Vaughan** told the local ABC affiliate on its July 31 broadcast, "We're out in the community, we're part of the community.

We take pride and sometimes personal ownership of these routes. We see kids grow up, and meet neighbors. And the neighbors look out for us."

Vaughan explained that letter carriers need neighbors and prosecutors to look out for them now more than ever. "It is a federal offense, and we want arrests and prosecutions," he said.

In Concord, NC, when six people were charged with robbing a letter carrier to get access to residents' checks, Charlotte Branch 545 President **Sylvin Stevens** added his letter carrier voice to an Aug. 30 broadcast about the crime. Stevens told the local Fox affiliate, "Before, we were walking around

freely, doing our job and paying attention to what's going on. Now, we're watching over our shoulder, worried that someone might roll up on us."

Region 11 Regional Administrative Assistant **Mike Brim** told the CBS affiliate in Toledo, OH, on Aug. 6 that when letter carriers are on their routes, "People walk up to you all the time to hand you a letter, to say hello, to ask if you delivered something to their house. And now you have to worry about what their motive is when they're coming up to you. It used to be that everyone in the neighborhood knew the letter carrier, and if you messed with the letter carrier, the whole neighborhood had your back."

President Renfroe and others at NALC Headquarters have been working with media outlets on news reports about the dangers confronting letter carriers and our demand that they be stopped. Some of those reports have been disseminated while others are currently being prepared for broadcast or publication.

Legislators also are lending their voices to call for solutions, with members of Congress speaking at both the Chicago and Cincinnati rallies. NALC is working with lawmakers who are drafting bills aimed to provide potential solutions for the epidemic, though none has been unveiled yet.

"Nearly every day, I hear about another horrific assault against one of our members," President Renfroe said. "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."

Even though letter carriers are federal employees and crimes against letter carriers performing their duties are federal crimes, recent attacks have frequently been prosecuted by local authorities, watering down sentences to as little as six months, such as for the man who recently attacked Whitt in the second of the two incidents. That's a far cry from the sentences handed down to a trio of thieves who robbed a carrier in South Carolina



Attendees of the Cincinnati rally

PROTECT OUR LETTER CARRIERS

on March 17, 2022. Two received five-year sentences and the other got a seven-year sentence from a federal judge on Aug. 23.

It takes a joint investigation among the Postal Inspection Service, the attorney general and a local police force to hand over the case to federal prosecutors. That, combined with the low number of such cases being prosecuted in the first place, leaves much to be desired in terms of deterring potential lawbreakers who aim to attack letter carriers.

“When these crimes are not prosecuted, it sends a message to criminals that they can get away with robbing a letter carrier,” President Renfroe said.

“I am furious that our members continue to be targeted and harmed with no end in sight,” he said. “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,” he added.

In addition to federal prosecution, President Renfroe has called on the USPS Inspection Service to increase its efforts at preventing these violent attacks before they occur.

“Postal inspectors and postal police officers work diligently to investigate and prevent instances of violence against our employees,” he said, “and yet, current methods of prevention clearly are not working. The situation is worsening.”

He called on the Inspection Service’s leaders to do more: “Times have drastically changed, and methods for protecting our members while we do our job must reflect the current circumstances.”

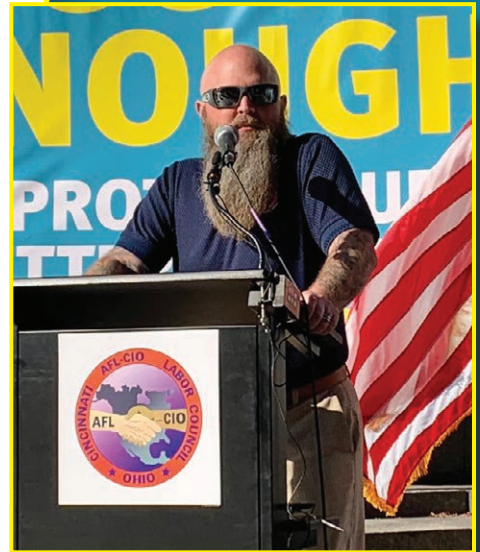
Renfroe called on local branches to hold rallies like the ones in Chicago and Cincinnati, and more rallies were being planned as this issue of the magazine was being prepared. “Events like these make a difference and bring awareness to this growing problem. I encourage all NALC branches, especially in 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,” President Renfroe said.

Branch leaders are encouraged to contact their national business agents’ offices for information and material to help organize a rally or to contact the media to amplify our message to their communities.

“We will not stand by and wait,” Renfroe said. “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.”

Twice-assaulted Taylor Whitt of Cincinnati knows that communities want to support their letter carriers because she said she’s seen the way residents have supported her. But for her and the other letter carriers who have become and will become victims of violent crime, more needs to be done.

“I feel like there is awareness out there. Everybody knows,” she said. “Enough is enough.” **PR**



Branch 43 President Ted Thompson

Chicago letter carriers



Maui wildfires destroy carriers' homes

The tragic wildfire that struck Lahaina on the island of Maui in Hawaii on Aug. 8 killed hundreds of people—with dozens more still unaccounted for—and destroyed much of the historic town. No postal employees were among the dead, USPS reported, but seven lost their homes, including three letter carriers. Several carriers narrowly escaped the flames. The Downtown Post Office in Lahaina was destroyed.

The fires in Lahaina and several other parts of Hawaii spread out of control due to drought conditions combined with high winds from a nearby hurricane, as well as potential human error.

John Kim, a carrier in Lahaina for 28 years, didn't see a fire that day, only the wind. "The winds were howling; branches were falling," he said. Kim, a member of Lahaina Branch 5306, heard on the news that morning some fires had popped up, but that they had been extinguished. He went to work like any other day and didn't see any fire or smoke.

But more fires were spreading, and his supervisor called him back to the office from his route in the afternoon. That evening, he clocked out and tried to go home, but was turned away by authorities. His neighborhood had been struck by the fire and he wasn't allowed in. "I ended up going to the local beach park because I couldn't get back home," he said, and spent the night at a shopping area. Kim soon learned that his home, and most of his route, had been destroyed by the massive fire. His wife was not home at the time and was uninjured.

A month later, authorities still hadn't let him in the affected area because of the ongoing recovery of bodies and the presence of toxic materials left by the fire. "I haven't seen my place up close," Kim said.

Branch 5306 President **Josh Doherty** said the carriers of Lahaina are recovering with the help of the NALC Disaster Relief Foundation and their fellow NALC members around the country.

"The outreach has been absolutely incredible," he said. "It's been an eye-opening experi-

ence to realize what a vast network of caring people we are part of."

Doherty wasn't in town the day of the wildfire, but he received some urgent messages from carriers about the blaze. He called the postmaster at one carrier's station and told him to call the carriers back to the office from their routes because their lives were in danger from the fire and smoke.

Wildfires have been frequent over the last few years in the drought-stricken Hawaiian Islands, Doherty said, and residents have gotten used to them, so they might not have noticed how dangerous this fire was until it was too late. "It was kind of like the boy who cried wolf," he said. "We've had so many fires in the past five years."

While most of the burned-out areas remain closed, mail delivery continues in the rest of Lahaina, providing a critical link to the outside world for people whose power and internet service were cut off for a while. "I'm delivering their medications," Doherty said. "I'm delivering their newspaper so they know what's going on. It's a great reminder of how important we are."

Every year, nature brings reminders of how letter carriers help each other as well as their customers in the wake of natural disasters like the Lahaina fire. The NALC Disaster Relief Foundation (DRF) stands ready to help.

DRF officers and directors quickly identify carriers who are affected by disasters and give them aid as soon as possible. The aid might include supplies such as water, food, clothing and postal uniform items. Working closely with local branch leaders, DRF helps members whose homes are uninhabitable find temporary housing and transportation, as well as apply for DRF grants.



NALC Disaster Relief Foundation

Make a donation by sending a check or money order to:
NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144



The fires in Lahaina



This time was no different. President of the Disaster Relief Foundation Christina Vela Davidson was immediately on the phone with Doher, Honolulu Branch 860 President **Howard Komine** and Hawaii State Association President **Alvin Matsumura**, collecting names and phone numbers to help with emergency funds for members in need and to check on all of the members.

NALC created the DRF in 2018 to ease the process of getting help to members affected by disasters. Numerous branches had asked NALC to establish a mechanism that would facilitate getting donations, grants and other assistance to carriers.

As the year's end approaches, letter carriers might consider donating to DRF, NALC President Brian L. Renfroe said.

"The foundation is ready to provide rapid help for our affected brothers and sisters," Renfroe said. "But it can't do its job without our support."

The foundation provides aid in the form of supplies or grants, and it maintains a trained volunteer network to respond quickly to disasters. Grants are provided for property damage sustained to a primary residence, automobile or personal property from causes such as hurricanes, floods, tornadoes, wildfires, earthquakes or severe storms, and are provided only to NALC members.

"Thanks again to those who have donated," Davidson said. "It has

helped our members who have received assistance get back on their feet."

Donations can be sent to: NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144; or made by credit card at nalc.org/nrdfdonate. The foundation is a 501(c)(3) organization; contributions to the DRF may be tax-deductible. It is recommended that you consult your tax advisor.

Donations go directly to individual carriers or to branches needing assistance—no administrative costs are deducted.

Donations given before Nov. 5 will be recognized in the December issue of *The Postal Record*.

Members do not have to wait for emergency relief or insurance claims to be settled to apply. Applications must be received within 120 days from the date of the natural disaster, unless the applicant can provide sufficient reasons for a delay. The application for a relief grant is on the foundation's website, nalc.org/disaster.

"If you have not donated yet, please find it in your heart to help your fellow sisters and brothers affected by a natural disaster. You never know when it might be you who needs some help," Davidson said.

"Let's all donate to the Disaster Relief Foundation now so that it can be ready when disaster strikes," President Renfroe said. **PR**



Top: The aftermath of the fires in Lahaina

Above: A letter carrier in an LLV tries to navigate through smoke and wind

Get connected, stay connected

If you are new to NALC, you might not be aware of all the ways NALC connects with members. From podcasts and publications to websites and social media, this union has continually developed the tools to put the most up-to-date information and resources into the hands of our members. Besides *The Postal Record*, NALC has a variety of ways it interacts with members and provides them with resources and important information.

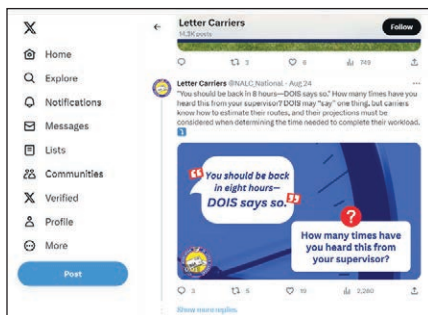


'You Are the Current Resident' podcast

NALC has recently relaunched our informational podcast called "You Are the Current Resident." Podcasts are a popular form of information and entertainment, and many NALC members are podcast listeners on a variety of topics. "You Are the Current Resident" is informational in nature but presented in a light manner in a talk-show format.

The podcast is hosted by NALC President Brian L. Renfroe and Assistant to the President Ed Morgan. Episodes are recorded in a free-flowing format and may include other resident officers or special guests. The podcast includes a "Mail Bag" segment in which President Renfroe answers questions from NALC members.

Future episodes will discuss hot topics and bring in informative guests based on what you want to hear. Be sure to follow "You Are the Current Resident" wherever you get your podcasts.



Social media

If you are on the go, NALC offers a variety of information in quick, bite-sized pieces on our social media platforms. Social media posts are a great way for NALC to connect and interact with a large audience of letter carriers and others interested in letter carrier topics. Bright visuals, moving graphics and lively music draw attention to important details within the post.

With educational reels on contract rights and work rules, news on USPS initiatives, member interest stories, legislative events and community service efforts, NALC social media will keep you up to date on all the latest topics.

Have something to share? NALC members can send photo or video submissions to social@nalc.org. Be sure to subscribe and follow NALC on Facebook @nalc.national, on X (formerly known as Twitter) @NALC_National, on Instagram @lettercarriers, and on NALC's YouTube channel @lettercarriers.

NALC Member App

Another vital way NALC communicates with members is via the NALC Member App for smartphones and tablets. The app is one of the fastest ways NALC communicates with its members, often sending out push notifications



on contractual and other news before it appears anywhere else.

The app was developed with the needs of the average member in mind. It contains links to workplace resources, including the National Agreement, the Materials Reference System, CCA resources and more. It also includes legislative tools, such as a bill tracker, an individualized list of your congressional representatives, and information about the Letter Carrier Political Fund (LCPF). And one of the coolest features: an interactive non-scheduled days (NSD) calendar. The app also contains direct connections to NALC's podcasts and social media platforms.

If you haven't already, download the NALC Member App from your mobile device's app store. Be sure to allow push notifications to make certain that you are getting any urgent messages affecting letter carriers.

NALC Activist

The *NALC Activist* is a local leadership newsletter intended for shop stewards, branch officers and all local NALC leaders.

Newly revamped this year and published quarterly, the *NALC Activist* is designed to provide helpful information on the grievance arbitration process and contractual guidance, branch governance



and constitutional rules, leadership approaches and mentoring tips. From workers' compensation advice to overtime issues, grievance documentation to stress management tips, the *NALC Activist* is a must for anyone interested in learning about or growing in union leadership.

nalc.org

Many questions about how NALC functions and what it offers to its membership can be answered on the NALC website at nalc.org. [Nalc.org](http://nalc.org) is easy to navigate, open to the public, and offers



a more traditional, in-depth approach to information and resources.

The front page is designed to give users access to just about anything they might be seeking. The Members Only portal allows members to access specific information on topics that may not be

available to the general public. Whether it's more about the members' community service activities, more about the ways NALC is working to improve the rights and benefits of letter carriers, or just more about NALC—whatever the campaign—nalc.org can highlight it big and bold on the website.

Interacting with our members is vitally important to NALC. No matter which connection method you choose to follow, you are sure to find valuable and interesting information for every stage of your letter carrier career. NALC wants you to get and stay connected. **PR**

National rap session to be held Nov. 17-19 in New Orleans

The 2023 NALC national conference, or “rap session,” is set for Nov. 17-19 at the Hilton New Orleans Riverside. The meeting will begin with registration and a reception on the afternoon of Friday, Nov. 17, with workshops on Saturday, Nov. 18, and the rap session on Sunday, Nov. 19. The rap session is scheduled to end at 11 a.m. on Sunday.

The national conference is held in years between the NALC's biennial conventions. Article 3, Section 4 (b) of the *NALC Constitution* states: “The National President shall, once each year except in the year of the National Convention, call a national conference. This conference shall be voluntarily attended by only State and Branch Presidents or their designees, with their expenses to be borne by the State Association or Branch represented.”

The hotel rate is \$249 single/double. For reservations, go to book.passkey.com/e/50547129 or contact the hotel's reservation department at 800-445-8667 until Oct. 26. After this date, reservations will be accepted by the hotel based on availability and hotel rate. For more information, go to nalc.org. **PR**



[com/e/50547129](http://book.passkey.com/e/50547129) or contact the hotel's reservation department at 800-445-8667 until Oct. 26. After this date, reservations will be accepted by the hotel based on availability and hotel rate. For more information, go to nalc.org. **PR**

The Spice of life



Brian Greunke

It began on a whim around 15 years ago. Fremont, NE Branch 89 letter carrier **Brian Greunke** came to take care of a plot of horseradish that his late uncle had planted in his aunt's back yard. The vegetables had "just kind of sat there" after that, he said.

One day, a clerk in Greunke's former station, Gregg Miller, gave a jar of his ground horseradish to Greunke to try. "I wasn't a big horseradish fan," the carrier said, "but I put some in my bloody marys that I make, and, oh, I fell in love."

He soon mentioned his uncle's plot and Miller came over and asked if he could dig it up. He did so, and Greunke helped and learned. The next year, Greunke, a 30-year carrier who serves as Nebraska State Association president and Branch 89 president, got involved with Miller in the process from start to finish.

Horseradish—a hardy root vegetable used as a spice and condiment—will grow downward, the carrier said. After the top, called a "crown," is cut off, it can be transplanted, and in about five years it's ready to be dug up with a long, skinny shovel called a tile spade.

"You get as close to the plant as you can," Greunke said. "Then you just kind of pry on it, and you'll hear it pop, and then it'll come out. It'll be the tops—it's like a carrot. Even the leaves on it are very similar. So, it grows up like that, but carrots don't grow back the next year. Once you pop it off, it will come back. It propagates itself, basically, is what it does."

As a bonus, he adds, horseradish as a crop is almost impossible to kill for a lot of people.

He and Miller continue to do one harvest per year. "You have to dig it in months that end in 'R'—so September, October, November, December. We always do it in October," he said.

Greunke begins by going to his two to three patches or fields to check them out. The carrier tries not to dig up the horseradish more than two or three days before they grind it, and he'll keep the freshly plucked horseradish in the fridge in the meantime to maintain freshness.

"A good-sized horseradish root is about a half-inch diameter," he said. "Anything less than that, it's really hard [to work with]."

Before grinding the roots, Greunke will peel them with a potato peeler and put them in water to take some of the dirt off. "After it's soaked for a while, then we run it through the grinder," he said.

Once Greunke has his own peeled, Miller comes over with his dug-up bounty of horseradish and the two peel Miller's together, clean them up, and cut the tops off. They grind them up in Greunke's garage, using a hand grinder that they have "to crank by hand," Greunke said.

"So, when we [are] standing right over the top of it, the fumes—when the oils get released—it's like pepper spray. Our eyes are swollen shut. We're crying. We have to walk out because it's like tear gas."

Greunke got an electric grinder for Christmas, which they plan to take on its maiden voyage alongside the old grinder this year.

Once they have the roots ground, they put them in vinegar, which helps

Greunke digs up the horseradish plants to get the roots. The crowns can be used for replanting, while the roots are peeled, ground and soaked in vinegar. The horseradish is then put in straight-sided jars and can be frozen.



temper the horseradish's potency. "We learned the hard way, back when we were hand grinding it," Greunke explained, "We dumped it into this big stock pot, and we found out later why our first batches were so hot—because the longer you let it sit without putting vinegar on it, the hotter it gets."

Now they do small batches to get it right. It takes three good-sized roots to fill a jar because it is finely ground. "We get those big foil lasagna pans, and we just grind four cups. Then we add one cup of vinegar, one cup of water, and then two tablespoons of pickling salt, and that's it," he said, noting that they've dabbled with different recipes over the years and modified it into one they like.

People have told them that the hotter and drier it is in your area, the hotter the horseradish. Last year, the weather was really hot, so they put more vinegar in it. "It's just trial and error," Greunke said. "The first couple of batches we sample, we do quality control."

Once it's soaked for a bit, they stir it up, use a canning funnel to keep jar rims clean, and ladle the horseradish into straight-sided jelly jars with serving spoons. One of them will tap the jar to make sure it's full, and they seal the lid on by hand. "Once we get rolling, it goes pretty quick," Greunke said, "and then we divvy it up between the two of us."

Greunke tends to refrigerate a few and freeze the rest. They don't sell it, and don't plan to. "We give it away to those wanting to spice up their lives," Greunke said. "I load a bunch of boxes in my car and go spread my Columbus Day cheer."

They've got a list that keeps growing as people find out about their hobby, including letter carriers. "We know who we've given to in the past, and that's why we both freeze, like, 20 jars—in case there's people that call, text: 'Do you have any more?'" Greunke said.

"It's sought after," he added. "I mean, you go to the store and you're paying for stuff that's ultra-processed and it's just not as good. But I'm kind of partial."

Greunke has a few favorite ways to use his horseradish: "I make my own shrimp cocktail—it's just ketchup and horseradish. I do the bloody mary," he said. "I make creamy horseradish with sour cream for prime rib or steak. Another one: You get smoked salmon and you take a cracker. You put just a little bit of horseradish, and then you put the salmon right on top of it, and that's like a really good hors d'oeuvre."

The pungent vegetable contains many nutrients and antioxidants and has some noted health benefits such as improving digestion and fighting inflammation. It's even known as a "superfood."

The carrier always tells people that they'd be surprised about horseradish. "Not everybody likes it, and that's fine. We're not going to force it on anybody. The option is always there if they want to try it," he said. "I had a buddy who hates it, and I had steak one night with him, and I made some of the creamy stuff with the sour cream, and he said, 'Now that I could do.'"

He joked that he's going to need to find some more untended patches if people keep deciding they need more spice in their life. **PR**



Veterans Group

For more information, go to nalc.org/veterans.



Last chance to join the NALC Veterans Group to receive recognition in November magazine

The November issue of *The Postal Record* will feature the names of the NALC Veterans Group members. If you are a veteran and would like your name to appear in this issue, you must join the NALC Veterans Group.

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, there are more than 19,000 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

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

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

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to

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

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

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



Don't forget about the Veterans Group memorabilia that is available to purchase if you are a member of the Veterans Group, such as a Challenge Coin or backpack. These items would make a great gift from a branch to its veterans; visit nalc.org/store or call the Supply Department at 202-662-2873 to order. All proceeds go toward future Veterans Group projects.

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

Time to contribute to CFC

Letter carriers support their communities every day. On our routes, we provide an essential service and also go out of our way to help people in need. We collect food for the largest one-day food drive in the country each year, and we raise funds and volunteer for the Muscular Dystrophy Association (MDA). And many of us donate funds to charities of our choice the easiest way possible—through the Combined Federal Campaign (CFC).

Since its inception in 1961, the CFC has raised nearly \$8.7 billion for charities and people in need. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks.

The open enrollment period began on Sept. 1 and ends on Jan. 15, 2024.

“The CFC is a convenient way to take care of your community by giving a little each pay period to charities you support,” NALC President Brian L. Renfroe said. “You just sign up and forget about it.”

All active letter carriers can participate in the CFC through payroll deduction. Participants may use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also may make a one-time donation using any of these methods except payroll deduction. Participants can even volunteer for the charity and count the value of the hours.

The easiest way to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone



app, available on the App Store and Google Play. Retired letter carriers may donate through a deduction from the annuity, by making a one-time or recurring donation using a credit or debit card, or through an automatic deduction from their bank account using the CFC Donor Pledging System.

Letter carriers can choose from among 2,000-plus nonprofit charitable organizations to support through CFC. By looking at the list and choosing a charity’s CFC number, you can donate directly to one or more charities. You can search for charities at cfcgiving.opm.gov/offerings.

One charity that many carriers choose to support through CFC is MDA, NALC’s official charity since 1952. MDA is the world’s leading nonprofit health organization sponsoring research into the causes of, and effective treatments for, neuro-muscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have any of these diseases. MDA’s CFC number is 10561.

“Whatever charities you choose, please sign up to give a little through the CFC,” Renfroe said.

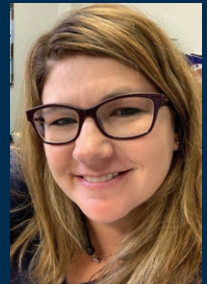
For more information, go to nalc.org/cfc. **PR**

Hankins appointed to Headquarters

President Brian L. Renfroe appointed Mandy Hankins as an assistant to the president for administrative affairs at Headquarters.

Hankins began carrying the mail as a casual in West Bloomfield, MI, in 2003, becoming a part-time flexible the following year. She joined North Oakland County, MI Branch 320 and served the branch in a variety of ways, including as steward, newsletter editor, trustee, Muscular Dystrophy Association coordinator and vice president. In 2018, Hankins transferred to Mid-Michigan Branch 256 and became president of that branch the following year.

Hankins also has served NALC as a local business agent and arbitration advocate. She graduated from the NALC Leadership Academy in 2014. **PR**



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.

Utah carrier retires after 35 years

Salt Lake City letter carrier **Scott Vernon** is retiring after nearly four decades with the Postal Service. On Aug. 24, residents threw a block party with live music and plenty of food to celebrate his retirement.

Apparently, Vernon brought lots of life and love to his route: “Every day we were here, [Vernon] would get out of his truck, he’d walk up and he’d say hi to you, and he’d give you your mail in person and he’d tell you a joke,” resident Spencer Cottam recounted to the local ABC TV affiliate. Vernon certainly brought his love of jokes to the job—residents even gifted him

joke books a few times. “I think Scott is just the kind of person we all ought to be. He has done more for other people than most people ever think about. I’m really proud to be his friend,” Cottam added.

The Branch 111 member credits his strong bonds with his customers to the way in which he delivers the mail. “I deliver by name... [so] I know everybody’s name on my route,” Vernon said.

Vernon said his goal when delivering the mail was to raise people’s spirits. “He’s always smiling, and as you find out more about his personal life, he’s had a lot of hard things in his life, but he always cheers everybody up,”



Abraham Cieslinski’s dance was caught on camera.

resident Mary Cottam said.

Vernon kept that energy even after he left the route for the day. His wife, Shauna, said that every day, “he has fun, and he wakes up happy, and I wake up happy.”

Michigan carrier dances for doorbell camera

Ring cameras are used to capture a lot of things nowadays—disobedient teenagers, mysterious nighttime silhouettes, and, in Bay City, MI, a dancing letter carrier.

In March, Branch 187 member **Abraham Cieslinski** happened to hear a customer’s Ring camera say “You are being recorded” when he delivered the mail. Cieslinski gave the camera a little dance and wished the owner a great day.

“He rarely misses a day that he will have a new dance and a greeting,” the owner, Cindy, told the local CBS affiliate, WNEM-TV. “He made my day with his dancing and greeting and beautiful smile.”

The only time Cieslinski misses a dance is when it’s raining, but he never forgets to wish Cindy a wonderful day.

Scott Vernon dressed as a jester for his retirement party.



Massachusetts carrier shovels walkway for customer

As the blisteringly hot summer comes to an end, it's nice to prepare for the cool chill of fall and winter. Back in February, Chelsea, MA, carrier **Wanderley Duarte** helped protect one of his elderly customers against the elements by stopping on his route to shovel her walkway.

"I've seen her out there before and I'm like, 'Oh wow, I should help her,'" the Boston Branch 34 member told WCVB-TV. Ann, the customer, tried to offer him compensation, but he declined. "It's just a courtesy. I wasn't looking for money or anything like that, but she was a very nice lady."

"Our carriers are out in every neighborhood every day and watching out for our customers, especially the elderly during this season," Steve Doherty, a USPS spokesperson, said of Duarte's actions. "But it's always nice to see when someone is recognized for their actions, as Mr. Duarte is here."



Wanderley Duarte shovels his customer's walkway.



California carrier befriends frightened dog

A letter carrier in San Francisco has a new friend on his route—Coconut the Samoyed dog. The dog's owner, who posts content of Coconut to Instagram under the handle @coconutricebear, posted a video on Aug. 8 showcasing Coconut's night-and-day behavior toward the carrier.

When she's inside, all she knows is that letters force their way into the house via the mail slot every afternoon, so she diligently attacks the incoming packages until she realizes they're not fighting back. But when she's outside, she's all wags and smiles toward the carrier.

The video currently has nearly 7,000 likes and almost 100 comments. One commenter called Coconut's reactions "the duality of mailman."

USPS commemorates judicial powerhouse with new stamp

The USPS is unveiling a new Forever stamp dedicated to the late Supreme



Court Justice Ruth Bader Ginsburg. Ginsburg served as a justice for 27 years, and is known

for making plenty of contributions to justice and gender equality. The stamp will be unveiled at 6 p.m. on Oct. 2 in a ceremony at the National Portrait Gallery in Washington, DC, that will include a keynote address by USPS Governor Roman Martinez IV.

The stamp features a hyper-realistic oil painting of Ginsburg in her usual state: black judicial robe, lace collar (her method of adding

Coconut attacks the mail when inside, but loves her letter carrier when outside.

femininity to the robes) and black-rimmed glasses. It has a deep teal background and Ginsburg's name in gold lettering. The stamp was designed by Ethel Kessler, an art director for USPS, and will commemorate Ginsburg's contributions to the country for years to come. **PR**



Retirement savings made simple



with
NALC's Mutual Benefit Association

When NALC members think of the Mutual Benefit Association, they often think of it solely as a life insurance company, but it's much more than that. One of its main roles is to help letter carriers and their families save for retirement.

"MBA is one of NALC's best-kept secrets, but every letter carrier needs to know about it," NALC President Brian L. Renfro said. "MBA has great financial products, designed just for us, that every letter carrier at any stage of their careers should consider for themselves or their loved ones."

The U.S. Letter Carriers Mutual Benefit Association (MBA) was created in 1891, only two years after the union was organized, to offer insurance and savings plans to keep letter carriers and their families financially secure in the case of illness or death.

Unlike most other financial institutions, the MBA is a not-for-profit organization, which means that every penny it receives goes toward serving its members. This allows the MBA to provide better rates on annuities and savings plans than many private companies can.

"The MBA doesn't have shareholders pushing for profits or agents pushing its products for a commission," NALC Director of Life Insurance Jim Yates said. Yates, a member of Long Island Merged, NY Branch 6000, has overseen the MBA since 2018. "All of the MBA's financial resources and all of the efforts of the letter carriers and staff who work to make it successful go into serving its members and their financial needs."

As with other national officers of the NALC, the director of life insurance and MBA trustees, who also are NALC's

trustees, are elected by the members to four-year terms after nominations are taken at the NALC's biennial convention. The trustees are Lawrence D. Brown Jr. (chairman) of Los Angeles Branch 24, Sandra D. Laemmel of Detroit Br. 1 and Charles P. Heege of New York Br. 36. Their duty is to keep a close eye on MBA's financial health.

"There's no other company that has such a close relationship to letter carriers," Yates said. "They have meaningful input on what MBA offers, and the trust level is unsurpassed."

Letter carriers' jobs and family lives have changed a great deal over the past century, and MBA has expanded and altered the plans it offers to meet members' needs. When the city carrier assistant (CCA) job category was created through the Das arbitration award in 2013, MBA stepped in to ensure that CCAs had an opportunity to save money for their future by establishing the NALC CCA Retirement Savings Plan tailored specifically for carriers starting their careers. When CCAs are converted to career status, they can keep the account or roll their traditional IRA savings over into the Thrift Savings Plan. The MBA will waive the surrender charge in this instance only.

"This is your insurance and savings company—you own it," Yates said. "Every product we offer today was designed at one point to meet specific requests by letter carriers. MBA's only goal is to serve the needs of its members. We listen to you, and we never stop adapting as your needs change."



Retirement savings made simple with NALC's Mutual Benefit Association

The focus on members, rather than on profit, has led to strong financial stability for MBA. Owing to wise investments and to the putting of all its resources into working for its members, and not into profits or sales commissions, the MBA's financial position is secure, and it continues to offer dividends and interest rates that are above market averages.

Options for you or your family

Here's a look at the financial products MBA offers to fit almost every letter carrier or family member's needs:

MBA Retirement Savings Plan

The MBA Retirement Savings Plan is a retirement income plan designed to supplement your pension. You make small payments to the plan while you're young so you can receive a lifetime of monthly payments after you retire—even if you live to be 200! You also can request a guaranteed number of monthly payments.

You choose the amount you want to contribute to your MBA Retirement Savings Plan.

With as little as a one-time \$15 payment, you can start your MBA Retirement Savings Plan and never have to make any additional deposits to maintain your policy in force. You also can select your method of payment: MBA can deduct payments automatically from your paycheck, debit your

checking or saving account, or bill you monthly or annually.* If you choose to use automatic payments, there is a minimum of \$15 for biweekly payroll deduction and \$32.50 for a monthly deduction from a bank account.

You also can make a lump-sum deposit into the MBA Retirement Savings Plan at any time to help build your plan's value up to the applicable IRS contribution limit.

As your MBA Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax deferred, which means you do not pay taxes on any of your interest until you draw on it, further improving your yield.

When you're ready to retire, MBA offers a choice of four ways to collect monthly benefits:

Life annuity with period certain: Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (five, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.

- **Life annuity:** Receive monthly payments through your lifetime. No further benefits will be paid after your death.
- **Joint life annuity:** You or your beneficiary receive monthly payments as long as either of you live.
- **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

**Retirees are not eligible to use payroll deduction.*

MBA Family Retirement Savings Plan

The MBA Family Retirement Savings Plan can mean the difference between





worry and well-being in your family member's retirement—because it is an annuity policy that delivers extra cash to the annuitant every month to supplement their retirement income.

A family member (annuitant) can make small contributions now (as little as \$25 a month, with a \$1,000 initial deposit) into an interest-bearing annuity that guarantees above-market returns. The annuitant chooses how much to contribute and how often. The plan has certain tax advantages, depending on the options selected.

Best of all, you get all the advantages of your Mutual Benefit Association:

- **Dependability**—NALC stands behind every policy written by MBA, which was created more than a century ago to give letter carrier families reliable savings and insurance plans.
- **Affordability**—MBA operates with low overhead, no fees and no salespeople on commission, and the savings are passed on to the annuitant.
- **Simplicity**—Just fill out an application to join the Family Retirement Savings Plan. The annuitant will receive a policy to examine for 30 days. If the annuitant is not fully satisfied for any reason, return it for a full refund of any premium paid. There's no risk.



City Carrier Assistant Retirement Savings Plan

The NALC CCA Retirement Savings Plan is a retirement income plan designed for CCAs to supplement your pension. You make small payments to the plan while you're young so you can receive a lifetime of monthly payments after you retire.

Under the NALC CCA Retirement Savings Plan, you also can request a guaranteed number of monthly payments.

CCAs who participate in the plan may transfer their Traditional IRA funds to the Thrift Savings Plan once they become career letter carriers. The surrender charge will be waived in this instance only. Note: The Thrift Savings Plan is not set up to receive Roth IRA transfers at this time.

You choose the amount you want to contribute to your NALC CCA Retirement Savings Plan, with the minimum amount allowed being \$15. You also can select your method of payment: MBA can deduct payments automatically from your paycheck, debit your checking or savings account, or bill you monthly or annually.* If you choose to use automatic payments, there is a minimum of \$15 for bi-weekly payroll deduction and \$32.50 for a monthly deduction from a bank account.

With as little as a one-time \$15 payment, you can start your NALC CCA Retirement Savings Plan and never



Retirement savings made simple with NALC's Mutual Benefit Association

have to make any additional deposits to maintain your policy in force. You also can make a lump-sum deposit into the NALC CCA Retirement Savings Plan at any time to help build your plan's value up to the applicable IRS contribution limit.

As your NALC CCA Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax deferred, which means you do not pay taxes on any of your interest until you draw on it, further improving your yield.

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- **Life annuity with period certain:** Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (five, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.
- **Life annuity:** Receive monthly payments through your lifetime. No further benefits will be paid after your death.
- **Joint life annuity:** You or your beneficiary receive monthly payments for as long as either of you live.
- **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

**Retirees are not eligible to use payroll deduction.*

MBA Immediate Annuity

The Mutual Benefit Association has a retirement option called an Immediate Annuity that is perfect for a retiree.

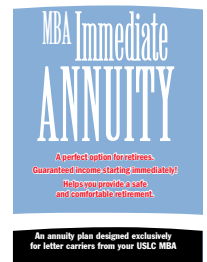
An Immediate Annuity is when an NALC member gives the MBA a lump sum of money in exchange for a guaranteed income stream starting immediately. This product can be made an important part of a letter carrier's retirement portfolio. This option, along with Social Security proceeds, investments, savings and pension payments, will help foster a safe and comfortable retirement.

One of the defining features of an Immediate Annuity is that the annuitant may select one of three options:

- A life annuity that provides equal payments for life.
- A life annuity with a guaranteed period certain of five, 10, 15 or 20 years.
- A joint life annuity that pays equal payments for life; upon death, your beneficiary would receive annuity payments for life.

If you are interested, the MBA will provide a quote with the estimated monthly payment based on the amount invested, the annuitant's current age, and the immediate payout option selected.

A principal benefit of an Immediate Annuity is that you will know how much money you will receive in each payment for the rest of your life. This characteristic will alleviate the stress of an individual outliving their investments. In addition, you will not need to make investment decisions about





how to earn a comparable sum of money, since the MBA is responsible for the growth of your funds. The MBA is your nonprofit fraternal association providing competitive rates on its products. You will find that the MBA's fixed immediate annuity rates are higher than most of our competitors. The MBA has been providing high-quality service to our members since 1891.

Like all decisions, there are pros and cons to every choice in these matters. A factor to consider is that the money you invest with the Immediate Annuity cannot be withdrawn or used for another purpose once the annuity proceeds have begun. You should consider your decision carefully and not invest money that you might need for an emergency. Another consideration is that the money invested in an Immediate Annuity is not available to your heirs, except in the case where the annuitant chose a five-, 10-, 15- or 20-year guaranteed payment or a joint survivor option. There are different tax advantages for annuity withdrawals and payments based on the type of assets used to purchase the annuity (qualified versus nonqualified). You should consult your tax advisor for information on how annuity taxation applies to your situation.

An Immediate Annuity is a valuable investment option available to our NALC retirees. There are various payment options, such as life with period certain as well as joint survivor, that minimize the downside to the mortality issue. Each of the options comes with a corresponding monthly, quarterly, semiannual or annual payment amount. This is just another way that your MBA is working to provide options for the members.

More information

Saving for retirement can be a lot to think about, 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's financial products and can help you.

"I advise new members that they should start planning for their retirement as early as possible," said **Mark Danneker**, the MBA representative for Harrisburg, PA Branch 500. "There are many options open to them and the earlier they start, the better their retirement portfolio will be."

Danneker advises his branch members to consider MBA products because they're "a good resource because they are very competitive with the open market."

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.

"The MBA provides a wonderful opportunity for letter carriers to obtain savings plans that not only offer good benefits at reasonable rates, but also are administered by letter carriers, for letter carriers," President Renfro said. "Whether you are just starting out as a carrier, you're working toward retirement, or you're already retired, MBA may have a plan that can serve you and your family. Please look into these offerings to see if any are right for your needs. It might help you establish a measure of financial security to last a lifetime." **PR**

The Letter Carrier Political Fund— Ensuring your future



**Paul
Barner**

A political action committee (PAC) is an organization that raises money for the primary purpose of assisting favored candidates in elections and influencing legislation, particularly at the national level. Many organizations and corporations in the United States realize the importance of having their voices and concerns taken seriously by elected officials, and therefore establish PACs to further their agendas on pertinent issues. The National Association of Letter Carriers is no different.

NALC's PAC was created in 1975. At that time, it was known as the Committee on Letter Carrier Political

Education (COLCPE). The PAC started small, but it quickly grew and proved to be a crucial component of NALC's war chest in fighting attacks on benefits for both active and retired letter carriers. NALC's ability to affect legislation proved instrumental, as exemplified by the passage of Hatch Act reform. Prior to the reform, active letter carriers were prohibited from participating in nearly all aspects of politics. This reform in 1993 "un-Hatched" active letter carriers, opening the door for our members to become active in the political process. Since that reform, our members have repeatedly proven that no union is more active and engaged in that process than NALC.

There is no question about the positive impacts that grassroots efforts, hard work and activism of NALC officers, staff and our members have made on Capitol Hill in stabilizing the Postal Service and gaining well-deserved benefits for letter carriers. There are many examples of these achievements; one can be found in the passage of the Family and Medical Leave Act (FMLA), which affords protections for letter carriers in the event of absences from work related to qualifying conditions.

In 2015, COLCPE was changed to the Letter Carrier Political Fund (LCPF) to better reflect its purpose and mission. Contributions made to the LCPF are used to support candidates who support letter carrier initiatives, regard-

less of political affiliation. Almost all issues that affect letter carriers are non-partisan in nature, as shown by the bipartisan support received on our legislative initiatives. Republicans, Democrats and independents alike receive our support if they support letter carriers.

Beginning in the mid- to late 2000s, there was an onslaught of attacks on the Postal Service and our jobs, fueled primarily by three economic factors that drastically affected the Postal Service's financial stability—the economic recession, the decrease in First-Class Mail volume and the mandate to pre-fund future retiree health benefits. The LCPF was a crucial resource in our success with the long-fought battle to achieve postal reform—a monumental step forward in ensuring the financial stability of the Postal Service for the future that included a rollback of the pre-funding mandate and a pure example of our dollars at work.

NALC is a powerful union with more than 90 percent of all letter carriers voluntarily being members. Conversely, less than 10 percent of our members contribute to the LCPF. You, our members, have a long tradition of refusing to stand on the sidelines, but rather taking the fight to those empowered to make change and demanding what is rightfully yours. To that end, NALC must win favor with politicians and provoke their interest to achieve positive legislative outcomes. In simple terms, it comes down to this—the stronger our PAC, the stronger our influence.

The importance of the LCPF cannot be overstated. NALC has been instrumental in advancing and securing legislation of significant impact to letter carriers. However, we must not rest on our laurels but rather reinforce our commitment to strengthening our PAC to maintain a strong force in the legislative and political arenas as we continue in our pursuit to advance legislation for the benefit of letter carriers.

So, it really comes down to the stronger our PAC, the louder our voice on Capitol Hill, and the more we can get done to benefit letter carriers. So please, make your voice loud by contributing to the Letter Carrier Political Fund. For more information or to sign to become a contributor, please go to the LCPF page at nalc.org/pac or contact the Department of Legislative and Political Affairs at NALC Headquarters at 202-662-2833.

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.

Justice for one is justice for all



James D. Henry

For one letter carrier, in a case we will examine today, justice was a long time coming but did eventually arrive. His diligence and tenacity should serve as an example for carriers to defend the rights of their fellow workers.

I am writing this nearly 22 years since the Sept. 11 attacks cited in the ruling, *John D. Patrie V. United States Postal Service*, the day of the deadliest foreign attack on U.S. soil in American history.

On Aug. 23—just a few days ago as I pen this column—the Office of Special Counsel (OSC) announced a legal victory in its longstanding

effort to obtain relief for Patrie, a Maine Air National guardsman, who was wrongfully denied reinstatement in his Postal Service job following his post-9/11 military duty.

Given that this is a monthly magazine, it's difficult to break news contemporaneously, but this is probably as close as I'll get to doing so.

The U.S. Merit Systems Protection Board's (MSPB) ruling is the culmination of a six-year legal battle in which the Postal Service adamantly refused to comply with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

USERRA is a federal law, passed in 1994, that protects military service members and veterans from employment discrimination and allows them to regain their civilian jobs following periods of uniformed service. It applies to members of the armed forces, Reserves and National Guard, among others, and covers both public and private employers. OSC, in conjunction with the Department of Labor (DOL), enforces USERRA claims involving federal government employers.

Brother Patrie was called to active duty by the Maine Air National Guard immediately following the 9/11 terrorist attacks. While serving, he regularly provided copies of his orders to USPS, maintained his employment benefits (including making retirement contributions and paying his union dues), and repeatedly expressed his desire to return to his postal job once his service ended. USPS gave him no indication that it would not re-employ him; rather it sent him letters

thanking him for his service and provided him with a debit card to purchase his postal uniform throughout 14 years of active-duty service.

Upon completion of his service, Patrie was honorably discharged in December 2015. In January 2016, USPS told him that it would not reinstate him because he had “abandoned” his civilian employment, even though he met all the law’s requirements. Patrie then filed a complaint with the DOL, which found that USPS had violated USERRA. After USPS refused DOL’s request to reinstate Patrie, DOL referred the case to OSC.

OSC Special Counsel Henry J. Kerner stated in relevant part:

We are pleased with the MSPB’s ruling but remain dismayed that the Postal Service refused to provide Mr. Patrie with any interim relief, as the Administrative Judge ordered, and seemingly exploited the Board’s lack of a quorum in an attempt to delay justice for Mr. Patrie for as long as possible. We intend to get Mr. Patrie everything he is owed, no matter how long it takes. Federal government employers, especially, must do right by our veterans, and if they don’t, OSC stands ready to hold them accountable.

OSC ordered USPS to:

- Re-employ Patrie in his prior position retroactive to January 2016 within 20 days.
- Pay Patrie the correct amount of wages and benefits lost as a result of its failure to re-employ him.
- Tell Patrie promptly in writing when it determined it had fully carried out the order.
- If Patrie doesn’t believe that USPS carried out the order, he can file a petition for enforcement within 30 days.

This case is highly significant, both on its own merits in terms of the issues and the behavior of USPS and in the protections it sets out, and because tens of thousands of letter carriers from every part of this country are wearing their second uniform in service to the United States. Along with the ruling’s overall importance, I am drawn to the matter on a personal level because it involves a fellow letter carrier and military veteran who spent 14 years defending this country, engaged in the global war on terror.

I admire the tenacity of Brother Patrie. The USPS violation of his USERRA rights was wrong on so many levels. I salute his honorable service to both the USA and USPS. This adjudication should inspire each and every one of us to never give up on achieving justice.

Convention 2024: Convention Call, amendments and resolutions



**Nicole
Rhine**

As announced, the 73rd Biennial Convention of the National Association of Letter Carriers will be held Aug. 5-9, 2024, in Boston, MA. All branch and state association secretaries are alerted that the Convention Call and accompanying materials will be mailed from NALC Headquarters this month.

Delegates

Article 4, Section 1 of the *NALC Constitution* states:

Each Branch having twenty (20) or less members shall be entitled to one delegate and one vote in the National Convention. Branches having more than

twenty (20) members shall be entitled to one delegate and one vote for each twenty (20) members, or fraction thereof. Each State Association shall be entitled to two Delegates-at-Large. National Officers and Delegates-at-Large shall each be entitled to one vote...

As defined in Article 4, Section 4 of the *NALC Constitution*:

The number of members for whom per capita tax is paid to the National Association for the term beginning October 1 prior to each Biennial Convention shall determine the number of votes and delegates to which the Branch is entitled at such Convention.

Please note: The *NALC Constitution* calls for the election of delegates from branches to be made no later than December of the year preceding the convention year. Please see Article 6, Section 3 of the *Constitution for the Government of State Associations* for information on the election of delegates-at-large.

Amendments

All proposed amendments submitted for the consideration of the delegates at the national convention in Boston must conform to the provisions of Article 19, Section 2 of the *NALC Constitution*, which reads as follows:

Proposed amendments to the Constitution of the NALC, the Constitution for the Government of Subordinate and Federal Branches, and the Constitution for the Government of State Associations may be presented in writing in the manner herein set forth: (a) by any member of a Branch in good standing, signed by them, at a regular meeting of the Branch; providing, the proposal is endorsed by two-thirds of the members present and voting at the meeting; and (b) by any member of the NALC Executive Council, signed by them, at a regularly-called

meeting of the Executive Council; provided, the proposal is endorsed by two-thirds of the members of the Executive Council present and voting at the meeting. Proposals thus qualifying shall be forwarded to the National Secretary-Treasurer in duplicate, each on a separate sheet of paper, at least sixty (60) days prior to the Convention, signed by the Branch President and Secretary, and in the case of the Executive Council by the Chairperson and Secretary thereof. These proposed amendments shall be printed in the official Journal of this Association at least 30 days prior to the National Convention. All proposed amendments to the Constitution and Laws shall designate the Article and Section to be amended, and shall be referred to the Executive Council, and be reported by them before being acted upon by the Convention. Said word acted to be interpreted as meaning altering, amending, or changing in any manner whatsoever by a majority vote of the Convention.

Proposed amendments qualifying for referral to the Convention must be received by the national secretary-treasurer by June 5, 2024.

Resolutions

All resolutions submitted for consideration of the delegates at the 73rd Biennial Convention in Boston must conform to the provisions of Article 12 of the *NALC Constitution*, which reads as follows:

Any Branch in good standing or any State Association may, at any time, forward to the National Secretary-Treasurer resolutions properly attested by their President and Secretary-Treasurer for consideration by the appropriate Union authority. Such resolutions must be in duplicate, and each shall be on a separate sheet of paper. Resolutions pertaining to the National Working Agreement, which should, insofar as possible, identify the Article and Section to be changed, shall be forwarded to the Chief Spokesperson of the NALC Negotiating Team; those pertaining to legislation shall be forwarded to the NALC Director of Legislation; and all others shall be forwarded to the NALC Executive Council for their consideration and appropriate action. Those appropriate authorities shall report to the National Convention on all such resolutions and the action taken thereon.

Any submitted resolution that restates or otherwise reaffirms a resolution approved by a previous Convention will not be considered at the national convention in Boston. Resolutions seeking to amend or rescind a resolution approved by a previous Convention are permissible. Only resolutions received by the national secretary-treasurer on or before June 5, 2024, will be printed in the *Resolutions and Amendments* book.

Please take note of the requirements for qualification as, on occasion, branches and state associations neglect one or more of them, causing the amendment and/or resolution to be returned.

Pay it forward



**Mack I.
Julion**

On an assignment back to Chicago, I was asked by several members, “Do you even miss us?” I initially laughed, but the truth is that I do miss the daily interaction with the carriers.

I was a fixture on the workroom floors within the branch because I believe that is the best way to stay in tune with what’s really going on with the membership. I love to hear directly from those who are doing the job every day. Wherever I travel, I ask the carriers about their issues in the workplace. Not surprisingly, the answers are consistent everywhere I go.

Carriers are being plagued by bad management. General safety, whether it’s a hostile work environment in the office or dealing with extreme weather and assaults while on the streets, is a source of concern. Most carriers say that management simply does not give a damn.

The other thing they worry about is the future of the Postal Service. Many veteran carriers express dismay at the “next generation” of carriers who don’t appreciate the job or the service we provide. They say that USPS is not hiring the best candidates and that the attitudes of Millennials and Gen Z carriers will be USPS’s downfall.

I agree that the hiring process is flawed. The battery exam and screenings were integral to getting good potential hires. They were eliminated because USPS is desperate to hire CCAs at sub-par compensation and with no real benefits.

When many of us started, it was via the career path. USPS hired us with career benefits and competitive wages. Without that—in this workers’ market—USPS is in a no-win situation. This is why the current round of contract negotiations are critical. The positions need to be desirable to attract good candidates coming in and remain viable for those who are already on board. Resolving this problem would address the current staffing crises.

As for the generational issue, that is something that letter carriers can help fix. I believe the attitudes of younger letter carriers are no different than those of

most of us when we first started. Back then, the Baby Boomers also thought that we Gen Xers were crazy. While they may have been right, many of them didn’t give up on us, which is why we are still here today.

Last month, I celebrated my 26th anniversary as a city letter carrier, but I could have easily been gone during my probationary period. Many of us would not have survived if it was not for the senior carriers at the Kedzie-Grace Post Office on the north side of Chicago. They took us under their wings and provided us with guidance and support. I’m sure that was true for many carriers in other locations as well.

I still remember vividly that one morning when I wasn’t “conducting myself” very well in the office. I was acting in a way that deserved some discipline, perhaps even removal. I made some comments to the manager on the workroom floor...*rather loudly*. Several carriers had to hold me back. The manager said, “No, let him go.” They didn’t. They took me off the workroom floor to calm down.

The manager immediately went to the carrier working next to me, Mrs. Cintron, to get a statement. She told him she had her headphones on and heard nothing. I went to her and thanked her. She looked me straight in the eyes and said, “I didn’t do that for you. I did it because we are letter carriers, and we must stick together. But let me tell you, if you keep behaving like that, you won’t be here for long!” She then put her headphones back on and kept working. She was right. I was married with four kids. I couldn’t afford to lose my job.

Those carriers protected us as best they could from bad management and mentored us on being professional letter carriers. We were taught that there is a difference between delivering mail and providing a service for our customers. They should be happy to see you coming. If not, it’s likely that you are the problem.

Working jointly with the NALC, USPS is piloting the New Employee Retention Program (NERP) in installations across the country. It is designed to ease new hires into the increasingly demanding job of being a letter carrier. They will be given extensive time with mentors and allowed the opportunity to learn the job effectively.

Remember, you don’t have to be a mentor to *mentor*. If you are here today because someone helped you when you started, pay it forward. The future of the service is still in our hands.

Thanks again, Mrs. Cintron!

City Delivery updates



Christopher Jackson

As the Postal Service routinely conducts studies and explores new uses for existing technology, I think it's important to share its latest implementation and updates that we have received in City Delivery.

Managing Arrow Lock Key Accountability (MAL)

In August, the Postal Service notified me of its intent to implement a new process for managing arrow/modified arrow lock key accountability. In this process, Mobile Delivery Device-Technical Refresh (MDD-TR) and Mobile Delivery Device-In Office (MDD-IO)

scanners are used to transfer Arrow Key accountability by scanning employee identification badge and Arrow Key barcodes.

To receive or return an Arrow Key, a carrier would need to be logged into the MDD-TR, select the "Arrow Key Management" feature from the "On Street Menu" and select either the "Receive Key" or the "Return Key" option. Both options prompt a scan of the Arrow Key barcode and the employee ID badge of the accountable clerk or supervisor.

The MDD-TR provides workflow options for a carrier, clerk or management official to review the status of an Arrow Key through the "Look Up" feature, report an Arrow Key missing (e.g., "Lost" or "Stolen") or report an Arrow Key as damaged. A carrier can look up and report only on keys that they have checked out, while an accountable clerk or supervisor is able to track and report on all Arrow Keys at their facility.

In this new process, a carrier also can transfer an Arrow Key to another carrier by following the "Arrow Key Management" workflow and return a key without a clerk or supervisor being present. I have requested a meeting with the Postal Service to discuss these options, as they are in conflict with our handbooks and manuals.

Lastly, the "End Tour" timekeeping option is not available on the MDD-TR until a carrier completes the process of returning or transferring a key that the carrier has checked out, or until a carrier completes the process of reporting the key lost or stolen.

MDD software update 7.78

Also in August, USPS detailed an update to the MDD-TR, release 7.78. The software update includes enhancements related to certified mail processed into the Delivery Point Sequence (DPS) automated mail. Testing of these enhancements began on Aug. 14 in four Florida locations.

For this test, when certified mail has been processed into a route's DPS, the scanner will show a green "Certified Mail Pending" or "CMPend" icon in the top left corner after the carrier has completed the login process. The icon lists the number of certified pieces in the DPS for that day. As pieces are attempted or delivered, the remaining total will change to reflect the amount that is still pending.

A geofence alert from the MDD-TR notifies carriers as they approach a certified mail delivery point. A new "Certified Mail Incomplete" or "CMIIncomp" icon will appear on the scanner once the geofence for the delivery point has been broken. This icon lists the number of certified pieces for the address and will remain until a delivery attempt has been completed.

This update further includes a "Certified Lookahead" feature that displays the list of certified items contained in the day's manifest for an assignment, as well as a "Certified Mail Review" feature containing a workflow for carriers to provide the status of certified items. With the review feature, carriers can enter a reason they may not have been able to attempt delivery of a certified item listed in the scanner's manifest. Carriers also can scan and deliver a certified item they received separately from their DPS through the review feature by identifying it as an extra certified mailpiece. The MDD-TR automatically prompts a carrier to complete a certified mail review when the "End Tour" option is selected from the timekeeping feature; however, completion of the review is not required for the carrier to end their tour.

City carriers should perform their duties as outlined in the *M-41* and follow the instructions of management. However, if the instructions you receive appear to violate the *M-41*, you should inform your local union representative and, if appropriate, file a grievance. My staff and I will continue to monitor these initiatives and provide updates to the membership.

As always, I want to thank all letter carriers for the excellent service you provide to every customer every day.

A call for humane employee treatment



**Manuel L.
Peralta Jr.**

Last month I wrote about management's treatment of employees in a work location following an Employee Assistance Program (EAP) presentation.

As a follow-up to that article, I want to address the treatment of employees again, but this time with a focus on how management's behavior affects the quality of communication between employee and employer.

If you are a good manager, treating your employees with dignity and respect, then this month's column is not about you. The NALC thanks you for your efforts to maintain a pleasant work environment, leading employees to do a good

job every day. Your treatment of our members allows them to do their best because they are not distracted by fear, anger or rage.

In too many work locations, however, we have supervisors who act like prison guards, with their approach serving no useful purpose. They, along with the wardens who hire them, should be in the unemployment lines because they create distress, spread fear and drive good employees away. You can look at the numbers in your office to see how many employees want to transfer out of your station, out of your installation or simply quit working for the Postal Service.

During my tenure as the national business agent of Region 1 (California, Nevada, Hawaii and Guam), I frequently met with local union representatives and their management counterparts in labor-management meetings, as defined in Article 17 and as referenced in the National Labor Relations Act. Most of these meetings were prompted by the abusive treatment of employees by a few managers who simply enjoyed hurting others.

In one instance, the officers of a large local reached out for help and the postmaster of a large installation agreed to schedule a meeting with our office. The meeting started with a lot of finger-pointing and defensive responses. We asked what management was doing to the employees and why. Management's reaction stunned me. Their response was that the performance of some employees was so poor that something had to be done about it, and they defended the abusive behavior of their front-line managers.

I stunned management with my response. I do not care how poorly an employee performs. Their actions do not and cannot justify your abuse of our employees. If you are dissatisfied with our performance, follow the rules of the contract, treat employees with dignity and respect, and find solutions that will help both union and management in achieving our individual and common goals. No matter what employees do wrong, you do not have the right to handle the issue any way that you see fit.

“In too many work locations, however, we have supervisors who act like prison guards, with their approach serving no useful purpose.”

The fourth and fifth paragraph of the February 1992 Joint Statement on Violence and Behavior (JSOV) provide as follows:

We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness. The need for the USPS to serve the public efficiently and productively and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

So here is the connection to safety. When your mind is distracted by the behavior of your supervisors in such a way that you are not paying attention to what you are doing, and you are not following the safety training you have received (if, in fact, the training records are true and correct), then it is your manager who is jeopardizing your safety because of how they treat you.

If your managers are violating the JSOV, the local union should be investigating and processing necessary grievances on this issue. Shop stewards should read the *Dignity and Respect* booklet found in the Members Only portal of the NALC website, which includes the JSOV and more resources to help you.

Keep an eye on each other and enforce the Joint Statement on Violence and Behavior.

Financial planners



**Dan
Toth**

What is a term used to describe deceptive marketing, fraud or scam? The answer: snake oil. The Retirement Department has long warned—via *The Postal Record*, at conventions and on the workroom floor—about snake oil salespeople. But more work remains. This article should serve as another reminder for those nearing retirement or having retired, and considering what they should do with their funds in the Thrift Savings Plan (TSP).

Not all financial planners are snake oil salespeople, of course, but most snake oil salespeople refer to themselves as financial planners.

Before letter carriers move sums of money to a new financial planner or institution, they should seriously consider what the new financial planner or institution stands to gain.

Because stockbrokers, financial planners, life insurance purveyors and other securities salespeople are not required by law to make investment decisions in your financial interest, they can and do make decisions with your money that are not always in your best interest. Understanding how the financial planner benefits from your business is critical. Several questions, when answered in writing and signed by the salespeople, will help give one the necessary information to make an informed decision. These questions are:

- What is the average net expense I will pay for every \$1,000 invested?
- What additional annual fees, commissions or charges will I pay for investments?
- What profit do you make if I invest with you?
- Do you have a responsibility (fiduciary obligation) to put my interest ahead of your own?
- Will your plan protect my retirement funds from creditors' claims?
- When I retire, can I receive a series of scheduled withdrawals without giving up control of my account?
- Can I change my investments or take withdrawals without being subject to surrender fees or back-end charges?

Of course, when making a decision to withdraw your money from the TSP, you also should consider the ben-

efits of remaining in the TSP. A primary consideration related to any fund is the cost. The TSP has long had some of the lowest expense rates. Although the costs have increased slightly over the years, and more competitors are catching up and offering similarly low-expense ratios, the TSP remains a good deal and worth consideration. Currently, the total expense ratios for the G, C, I, F, and S funds are at 0.057 percent, 0.059 percent, 0.064 percent, 0.078 percent and 0.090 percent, respectively.

The ability to make and change withdrawals, as well as the question of what happens to your account upon death, are other important considerations. The TSP allows partial and total withdrawal, the purchase of annuities, and automatic withdrawals (or installments). Upon a death, the TSP follows the statutory order of precedence by default, but participants can always designate specific beneficiaries.

Carriers should be on alert if you receive a solicitation at your post office by a financial planner or salesperson. This could be a letter addressed to you at the office, a telephone call, or even worse, an in-person solicitation. Apparently, some supervisors are persuaded or think it's OK to allow outside solicitors and salespeople onto the workroom floor to pitch their financial planning. Do not be fooled into thinking that they are selling a postal-approved plan or service. In fact, this type of outside solicitation is prohibited in the *Postal Operations Manual (POM)*. *POM* Section 124.54 states in part:

124.54 Soliciting, Electioneering, Collecting Debts, Vending, and Advertising

These regulations apply to the following activities:

- a. ... commercial...soliciting...(and) the display or distribution of commercial advertising... on postal premises...are prohibited.
- c. Solicitations and other actions that are prohibited by 124.54a when conducted on Postal Service property should not be directed by mail or telephone to postal employees on Postal Service property. The Postal Service will not accept or distribute mail or accept telephone calls directed to its employees when such contacts are believed to be contrary to 124.54a.

I'd like to remind all active employees, whether freshly converted to career, already seasoned, or even on the verge of retirement, to contribute to your TSP. Everyone should be sure to contribute at least 5 percent to receive the maximum matching contributions from the Postal Service. Contributing as much as you can and as early as possible will allow compounding interest to work its miracle.

Additionally, the contribution limit for the TSP will once again increase. In 2024, the limit will increase by \$500 to \$23,000, while the catch-up contribution limit will remain at \$7,500.

Privacy practices



**James W.
“Jim” Yates**

In last month’s article we covered the information security procedures of the Mutual Benefit Association (MBA). This month’s article covers our privacy practices.

MBA is a covered entity within the meaning of the Health Insurance Portability and Accountability Act of 1996, commonly known as HIPAA. Under HIPAA, MBA is legally required to provide all participants with notice of our legal duties and privacy practices with respect to protected health information (PHI). MBA policy owners receive this information by mail each summer. The MBA is considered a “hybrid entity” because not all of the benefits offered by MBA are covered

by HIPAA privacy protections.

PHI includes any individually identifiable information that relates to a member’s physical or mental health, health care received or payment for health care—including name, address, date of birth and Social Security number.

The notice of privacy practices describes how medical information about a member may be used and disclosed and how the member can get access to this information.

MBA is legally required to maintain the privacy of a member’s PHI. The primary purpose of our privacy practices notice is to describe the legally permitted uses and disclosures of PHI, some of which may not apply to MBA in practice. The notice also describes a member’s right to access and control PHI.

Permitted uses and disclosures

We use and may disclose a member’s PHI in connection with receiving treatment, our payment for such treatment and for health care operations. Generally, we will make every effort to disclose only the minimum necessary amount of PHI to achieve the purpose of the use or disclosure:

- **Treatment**—This means the provision, coordination or management of health care. While we do not provide treatment, we may use or disclose PHI to support the provision, coordination or management of care. For example, we may disclose PHI to an individual responsible for coordinating the member’s health care, such as a spouse or adult child.
- **Payment**—This means activities in connection with processing claims for health care. We may need to use or disclose PHI to determine eligibility for coverage, medical necessity and for utilization review activities.

For example, we could disclose PHI to physicians engaged by the MBA for their medical expertise to help us determine eligibility for coverage.

We may disclose PHI to third parties who are known as “business associates” and who perform various activities for us. In such circumstances, we will have a written contract with the business associate, which requires the business associate to protect the privacy of PHI.

We also may disclose PHI and dependents’ PHI on explanation of benefits (EOB) forms and other payment-related correspondence, which are sent to the member.

PHI may also be disclosed to the trustees in connection with appeals that are filed following a denial of a benefit claim or a partial payment. In addition, any trustee may receive PHI if a member requests that the trustee assist in filing or perfecting a claim for benefits. Trustees may also receive PHI if necessary for them to fulfill their fiduciary duties with respect to MBA. Such disclosures will be the minimum necessary to achieve the purpose of the use or disclosure. Such trustees must agree not to use or disclose PHI other than as permitted in this notice or as required by law, not to use or disclose the PHI with respect to any employment related actions or decisions, or with respect to any other benefit plan maintained by the trustees.

We may disclose PHI to anyone whom a member may authorize. Contact the MBA to obtain a copy of the appropriate form to authorize the people who may receive this information.

We may disclose PHI to your personal representative in accordance with applicable state law or the HIPAA Privacy Rule. A personal representative is someone authorized by court order, power of attorney or is a parent of a child, in most cases. In addition, a personal representative can exercise your personal rights with respect to PHI.

We may use or disclose a member’s PHI to the extent that we are required to do so by federal, state or local law. The member will be notified, if required by law, of any such uses or disclosures.

In addition to not disclosing PHI, MBA is bound not to disclose any personal private information about a member without the written consent of that member.

To see the entire notice of privacy practices, please visit nalc.org/mba and click on “Privacy policies” near the bottom of the page.

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

Rights and responsibilities



**Stephanie
Stewart**

As a member of the NALC Health Benefit Plan, you have many rights, including the privacy and confidentiality of your personal health information (PHI), up-to-date information about your Health Benefit Plan, courteous and respectful treatment, a right to be heard or appeal a decision, and much more.

As a member of the HBP, you also have many responsibilities, including reading any information that the Plan provides, accepting responsibility for charges not covered by the Plan, treating health care providers and their staff respectfully and honestly,

and providing the Plan with information to accurately process claims.

A full list of these rights and responsibilities can be found on nalchbp.org under the “About Us” tab. If you have not done so, I encourage you to read this section and become familiar with the details.

Please understand that I am not overlooking your member rights or minimizing their importance with this column, but I want to focus on some areas of responsibility to help our members prevent potential problems.

First let’s talk about changes in family coverage status and eligibility. Only those individuals who are identified as qualified dependents are eligible to be on your policy. Qualified dependents are determined by the employing agency, but in doing so, the agency must follow the guidelines established in the Federal Employees Health Benefits (FEHB) program, and it must verify eligibility.

Circumstances can change after eligibility is initially established, so you should be aware of the following: If you are divorced or become divorced, you may not continue to maintain a former/ex-spouse on your HBP policy or use benefits under a former spouse’s enrollment. If a court has ordered a health coverage provision to the former spouse within the final decree, this will not extend eligibility to the former spouse on your policy. In this case, you will need to contact the employing office to get additional information about other coverage choices available for purchase.

Also, though the Plan is unable to change a member’s

file without direction from the employing agency, it is very important to notify the Plan when a divorce has been finalized. Upon receipt of the final decree of divorce—which includes the judge’s signature—the Plan will document your file and discontinue processing the former spouse’s claims while we wait for updated information from the employing office. Keep in mind, you will need to continue working with the employing agency after notifying us. We cannot implement enrollment code changes without the proper paperwork, and in some cases this may affect your monthly premium.

In addition to divorce, you must tell us immediately of changes in family member status, including marriage, annulment and birth. Some of these may require eligibility verification through the employing office and/or necessitate a change in plan type and premium payments.

Another area of responsibility is “other coverage notification” and retirement. You must tell us if you or a family member has coverage under any other health plan or automobile insurance that pays health care expenses without regard to fault. This includes Medicare enrollment.

When you have other coverage, one plan normally pays its benefits in full as the primary payor and the other plan pays a reduced benefit as the secondary payor.

In order for us to process claims accurately, we need to know when another coverage is in effect.

When you retire, you should notify the plan, as it may change the other coverage payment or coordination of benefits. Also, be mindful of your eligibility before you retire. Generally, you must have been enrolled in the FEHB program for the last five years of your federal service to continue enrollment. Don’t forget that if you are an annuitant and you cancel your FEHB coverage, you may not re-enroll in the FEHB program.

Your responsibilities matter. If we overpay for any of the above reasons, the Plan must make diligent efforts to recover benefit payments made in error, but in good faith. Unfortunately, this leaves the member financially responsible. So, please follow the advice I have provided and, most importantly, review our full member rights and responsibilities page.

Another check and balance I recommend is to review your 1095-B tax form each year. This form will reflect all dependents covered on the policy. If there is a discrepancy, notify your employing agency immediately.

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

Letter carrier rights during an investigation

From time to time, letter carriers may be required to participate in different types of investigations conducted either by Postal Service management, agents of the USPS Inspection Service, or agents of the USPS Office of Inspector General. Exercising the right to union representation during an investigatory interview is one of the most important ways letter carriers can protect themselves during an investigation. This month's Contract Talk will explain this right, as well as the different types of warnings letter carriers might receive when they are questioned during an investigation.

The rights to representation during an investigatory interview, known as Weingarten Rights, were established by the Supreme Court in the landmark case *NLRB v. J. Weingarten, U.S. Supreme Court, 1975*. These rights are applicable regardless of which entity is conducting the investigation. There are a few things letter carriers should keep in mind regarding Weingarten Rights and when they apply.

First, Weingarten Rights apply only when the employee reasonably believes that discipline could result from the investigatory interview. Whether or not an employee's belief is reasonable depends on the circumstances of each case. Second, they do not apply when management calls in a carrier for the purpose of issuing disciplinary action. Letter carriers who are issued a written disciplinary notice should request to speak to a shop steward immediately upon receiving the discipline.

Additionally, only the employee can invoke these rights; the shop steward cannot exercise these rights on an employee's behalf. There is no legal requirement placed on the Postal Service to inform employees of their Weingarten Rights. If letter carriers believe that discipline could result from an interview, they should read the following statement before the meeting starts:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my union representative present, I respectfully choose not to answer any questions or participate in this discussion.

Once a steward has been provided, letter carriers have the right to a pre-interview consultation with their representative before being interviewed by management. This right also is available in interviews with postal inspectors or OIG agents. The steward will provide the carrier with guidance in the pre-interview consultation and also will take an active role during

questioning. Finally, Weingarten Rights allow the shop steward to be an active participant in the meeting. It would be a violation of these rights if management instructed the shop steward to remain silent during the interview.

Since Section 665.3 of the *Employee and Labor Relations Manual (ELM)* requires all postal employees to cooperate with postal investigations, the Postal Service may take disciplinary action against employees if they fail to cooperate during a normal investigatory interview that does not cross the threshold into a criminal investigation. This would appear to put the employee in an impossible position. Should an employee answer questions even if the answers may result in criminal charges, or should the employee refuse to answer, risking the possibility of discipline for "failure to cooperate" in an investigation?

If letter carriers are asked to participate in interviews or questioning conducted by the Postal Inspection Service or the OIG, there are additional rights and warnings that help to resolve these impossible situations. Postal inspectors and OIG agents are federal law enforcement officers and have the authority to investigate incidents—and the power to arrest—where criminal prosecution may result.

Under Article 17, Section 3 of the National Agreement, letter carriers have the right to be accompanied by a shop steward or union representative when being questioned by the Inspection Service. Article 17, Section 3 states in pertinent part:

If an employee requests a steward or Union representative to be present during the course of an interrogation by the Inspection Service, such request will be granted.

When being interviewed by agents of the Inspection Service or the Office of the Inspector General, letter carriers may receive one of three warnings. Because these agents are law enforcement officers, the law requires them to give either a Garrity, Kalkines or Miranda warning. These warnings are generally given when an agency is investigating a criminal matter, so employees who receive one should take the matter very seriously. If the warning is given in writing, the letter carrier should carefully read what is written before signing the form.

The Garrity warning does afford the letter carrier the right to remain silent, but also allows federal law enforcement officers to use statements provided by suspects in both administrative and criminal investigations.

(continued on next page)

Letter carrier rights during an investigation (continued)

(Continued from previous page)

An example of a Garrity warning may read like this:

You are being asked to provide information as part of an internal and/or administrative investigation. This is a voluntary interview and you do not have to answer questions if your answers would tend to implicate you in a crime. No disciplinary action will be taken against you solely for refusing to answer questions. However, the evidentiary value of your silence may be considered in administrative proceedings as part of the facts surrounding your case. Any statement you do choose to provide may be used as evidence in criminal and/or administrative proceedings.

The Kalkines warning explains that a letter carrier is required to make statements and cooperate, even if it could lead to disciplinary action or discharge. This warning does, however, provide criminal immunity for any statements given.

The exact wording of a Kalkines warning may vary slightly, however, an example could read something like:

You are being questioned as part of an internal and/or administrative investigation. You will be asked several specific questions concerning your official duties, and you must answer these questions to the best of your ability. Failure to answer completely and truthfully may result in disciplinary action, including dismissal. Your answers and any information derived from them may be used against you in administrative proceedings. However, neither your answers nor any information derived from them may be used against you in criminal proceedings, except if you knowingly and willfully make false statements.

The most well-known warning is Miranda. Most people are familiar with this warning from watching crime programs on television. The Miranda warning is:

You have the right to remain silent. Anything you say can and will be used against you in a court of law. You have the right to have an attorney present before any questioning. If you cannot afford an attorney, one will be appointed to represent you before any questioning.

Once a Miranda warning is given, anything letter carriers say can be used in a court of law to try to prove their guilt. If you are given this warning, you should consult with an attorney before answering any questions. Postal inspectors and OIG agents often present a PS Form 1067, Warning and Waiver of Rights and request that employees sign it. By signing this form, postal employees waive their Miranda Rights. Letter carriers should not sign PS Form 1067 without first consulting with an attorney. If you do sign a PS Form 1067, anything said from that point forward can be used against you in a court of law.

If letter carriers are given any of these warnings, and there is reason to believe that the carriers may be subject to criminal prosecution, they should immediately consult with an attorney in addition to exercising the right to have a steward present under the Weingarten rule.

For more information on Weingarten Rights and the warnings mentioned above, please see the 2023 *Letter Carrier Resource Guide* on the NALC website or contact your shop steward or branch officer.

Mutual Exchanges

CA: Carmichael (3/97) to Valley Center, Escondido, CA or surrounding areas. Carrier since 1997. Seeking mutual exchange. Deliveries in Carmichael. Lisa, 916-425-6153 or crazy_kalisz@yahoo.com.

FL: Miami Gardens (9/17) to Fort Lauderdale or Broward County, FL. Seeking mutual exchange. Robert, 808-392-8798 (call or text) or rbt_lopez@yahoo.com.

FL: Tarpon Springs (12/00) to Atlanta, GA or surrounding areas. Tarpon Springs and Holiday with 27 city routes. Mostly curbside. Jim, 727-808-7645 or richjim3@verizon.net.

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

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., October's deadline is for the November 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.

NALC and MDA



Christina Vela Davidson

NALC and the Muscular Dystrophy Association (MDA) have been partners for more than seven decades, and that relationship has continued to grow in all of those years. I recently received this thank-you from MDA, and I wanted to share it with you, brothers and sisters, because MDA is really thanking you for all that you do to deliver the cure.



When our partnership began more than 70 years ago, no one imagined the incredible impact our work together

would have on the futures of MDA families, NALC, and the entire neuromuscular disease community. Throughout the years, NALC branches and leadership became part of the MDA family and, simultaneously, were side by side with families as they grew older and more independent.

In 1952, NALC became MDA's first national sponsor and declared MDA their official charity. Since that time, NALC has raised more than \$20 million through annual fundraising campaigns that support MDA's mission, including Bowl-a-Thons, golf events, MDA Muscle Walks, letter writing campaigns and more. In 2022 alone, NALC raised over \$875,000 and for that we extend our most sincere gratitude.

Thank you, NALC!

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.

Branch Challenge

October marks our final NALC/MDA Branch Challenge of 2023! Join more than 200 NALC branches, state associations and regions that have already raised more than \$620,000 this year.

Raise funds this month to support MDA's mission and continue the momentum other branches have started. MDA Summer Camp was a huge success thanks in part to sponsors like NALC.

Last year, the October Branch Challenge raised a little more than \$120,000. Can we beat that this year and raise \$130,000? October 2023 would be our best month since the onset of the pandemic way back in 2020.

How your branch can get involved:

- **Step 1: Branch presidents or MDA coordinators can find their branch page at mda.donordrive.com/event/NALC2023.**
 - Need help finding or customizing your page? Connect with me at 312-392-1100 or nalc@mdausa.org.
- **Step 2: Fundraise. Encourage members to fundraise or donate by:**
 - Starting a Facebook fundraiser on Oct. 1.
 - Hosting an event *or* sending in your donation from an event that has just completed.

Branch Challenge details:

- Contest dates: Oct. 1-31, 2023.
- Each week in October: Top 10 NALC fundraising branches will receive email recognition.
- At the end of October: Those branches that raise \$500 or more with an online fundraising campaign will receive special prizes.

Offline gifts:

- All checks and offline gifts received in October will count toward the Branch Challenge. Be sure to download the NALC Donation Allocation Card and mail donations to: MDA, Attn: NALC October Challenge, P.O. Box 7410354, Chicago, IL 60674-0354.

Thanks for all that you do to support MDA and our mission.

NALC MDA Donation Allocation Form	
<input type="checkbox"/> NALC Branch Number _____ <input type="checkbox"/> State Association _____ <input type="checkbox"/> Auxiliary _____ <input type="checkbox"/> Region _____ <input type="checkbox"/> Other _____	
MDA Event Name/Event Type _____	
MDA Event Date _____ Donation Amount _____	
NALC Contact Name _____ NALC Contact Role _____	
Contact Email _____ Contact Phone Number _____	
Branch President's Name _____	
President's Email _____ President's Phone Number _____	
Please fill out and mail along with your MDA donation check to:	
Muscular Dystrophy Association Inc Attn: NALC PO Box 7410354 Chicago, IL 60674-0354	
Thank you.	
MDA Contact/Staff Dana Nolan Director, Organizational Partnerships Phone: 312-392-1100 Email: nalc@mdausa.org	

Medical evidence and OWCP, Part 2 —The new CA-20



Regional Workers' Compensation Assistant Coby Jones

On Aug. 31, just two weeks ago from my writing this, the Office of Workers' Compensation Programs (OWCP) released a much-awaited revision of its CA-20 form, the Attending Physician's Report. OWCP allowed the NALC significant input on the design of the new CA-20. And NALC at the national level supported the development of the new form in its comments responding to the Department of Labor's "Proposed Revision of Information Collection; FECA Medical

Report Forms, Claim for Compensation" published in the *Federal Register*, Vol 88, No. 50, March 15, 2023, pages 16038-16039.

The NALC has always had a particular interest in OWCP's medical report forms because they affect so many of our members. In most years, city letter carriers make up the largest subgroup of injured federal workers filing claims under the Federal Employees' Compensation Act (FECA). This is due to the physical nature of our work, including driving vehicles, extensive walking, climbing stairs, handling equipment, heavy lifting and strenuous repetitive activities. Every year thousands of injured letter carriers use OWCP's forms not only to file their claims, but also to provide medical evidence to support their cases.

Navigating through the federal injury compensation program can be a daunting task for both the injured worker and their attending physician, even in simple and straightforward cases. Unfortunately, it's been our experience that OWCP's forms have been woefully inadequate in eliciting the medical evidence that OWCP requires for claimants to meet their burden to establish the basic elements for claim acceptance. And while OWCP addresses claim deficiencies through development letters, it also has been our experience that these do not adequately describe what OWCP is looking for regarding medical evidence.

In fact, doctors' frustration with writing acceptable medical reports has been one of the factors leading to what OWCP—in conversations with NALC at the national level—calls "provider deserts." There are now a number of such deserts around the country where doctors willing to take on federal injury compensation cases are rare or nonexistent.¹

¹ Note that in summer 2023, as part of the Phase 2 rollout of the escalations process, senior MTAs and MTA supervisors have begun outreach to underserved "provider deserts" in an effort to increase the number of providers willing to accept patients with OWCP claims. They will focus on providers who formerly accepted patients with OWCP cases but left the program due to frustrations with billing, authorizations and medical reports.

The implementing regulations of the FECA describe OWCP's requirements for medical reports in 20 CFR §10.330:

What are the requirements for medical reports?

In all cases reported to OWCP, a medical report from the attending physician is required. This report should include:

- (a) Dates of examination and treatment;
- (b) History given by the employee;
- (c) Physical findings;
- (d) Results of diagnostic tests;
- (e) Diagnosis;
- (f) Course of treatment;
- (g) A description of any other conditions found but not due to the claimed injury;
- (h) The treatment given or recommended for the claimed injury;
- (i) The physician's opinion, with medical reasons, as to causal relationship between the diagnosed condition(s) and the factors or conditions of the employment;
- (j) The extent of disability affecting the employee's ability to work due to the injury;
- (k) The prognosis for recovery; and
- (l) All other material findings.

The problem for injured letter carriers and their physicians is that, until now, existing OWCP forms have not actually adequately described the basic evidence required for OWCP to accept their case, particularly with regard to (i) above, the causal explanation. The level of detail OWCP requires for a causal explanation, especially in CA-2 occupational disease cases, goes far beyond what any other medical insurer requires. With the new CA-20, that situation should improve dramatically.

We anticipate that with most traumatic injury cases, a conscientiously completed CA-20 form should result in the initial acceptance of the claim. OWCP, however, may still require additional medical evidence in some occupational disease cases and in cases that involve previous injuries to the affected body part or preexisting degenerative conditions.

Copies of the new CA-20 can be downloaded from OWCP's website: dol.gov/sites/dolgov/files/owcp/regs/compliance/ca-20.pdf.

We strongly encourage local branches to print out copies of the new CA-20 to provide to their injured members.

Next month's column will continue the discussion of medical evidence and OWCP.

UNI Rising Together



Research Director
Holly Feldman-Wienczek

August was a month full of global solidarity for NALC. Representatives from UNI Global Union, the global federation of unions with which NALC is affiliated, participated in several important events that it organized.

UNI brings together service-sector workers from more than 150 countries to help them achieve better jobs and better lives. NALC belongs to UNI's Post & Logistics sector, along with many other unions that represent national postal systems

in their home countries, as well as some unions that represent workers employed by private delivery companies such as UPS, DHL and Amazon. NALC's affiliation with UNI demonstrates our commitment to standing in solidarity with our sister and brother workers, no matter which company they work for or in which country they reside. It also is a great source of information sharing, particularly among unions in our sector.

NALC hosted our sectoral sister unions for meetings of two Post & Logistics committees at our Headquarters building in Washington, DC, Aug. 23-24. On the first day, the World Post & Logistics Committee discussed privatization of the postal sector in the European Union, as well as UNI's working agreement with the Universal Postal Union, a specialized agency of the United Nations that coordinates postal policies among member nations, in addition to the worldwide postal system.

One of the most interesting sessions was about efforts to organize last-mile drivers at private companies such as Amazon in the United States, Canada and Italy; DHL in several African countries; and Jadlog in Brazil. National postal systems around the world are all seeing increased competition from new delivery companies.

On the second day, the Americas Post & Logistics Committee discussed issues concerning postal unions in North and South America. Topics included postal worker health and safety, the increase in gig work in the sector, and the challenge of automation. The meeting also included an information session about a pension crisis that Brazilian postal workers are facing due to the alleged financial malpractice of one of their pension managers, the American bank BNY Mellon.

Next, four NALC staffers traveled to Philadelphia to attend the UNI World Women's Congress Aug. 25-26. Throughout the conference we heard the powerful voices of women leaders in the global labor movement speak candidly about the importance of gender equality in the



From l: Holly Feldman-Wienczek, Chief of Staff Kori Blalock Keller, Special Assistant to the President Michelle McQuality and Assistant to the President for Administrative Affairs Tamara Twinn

workplace, the urgent need to combat violence against women, the specific health and safety needs of women at work, and the value of including young women's voices in the labor movement.

Finally, several NALC staffers, Secretary-Treasurer Nicole Rhine and President Brian L. Renfroe represented the union at the UNI Global Congress in Philadelphia Aug. 27-30. The global congress is held every four years and, much like the NALC convention, functions to set the agenda for the federation for the next several years through the passage of resolutions and strategic work plans. Union representatives from more than 400 unions in 109 countries joined together to pass resolutions asserting workers' rights to collective bargaining, healthy and safe workplaces, decent work in a global economy that is rapidly changing due to technology, and work that is not managed by algorithm or other digital interface, such as artificial intelligence. Delegates also affirmed the labor movement's commitment to achieving gender equality, building a sustainable future, fighting racism and other forms of discrimination, and holding corporations accountable for their actions.

The world congress also featured thoughtful and inspiring guest speakers who share UNI's moral commitment to defend workers and fight for a better world for all. One standout speaker was Maurice Mitchell, national director of the Working Families Party in the United States, who spoke earnestly about the power of solidarity, even when we do not—and in many cases, cannot—understand each other's unique experiences. It is not enough to superficially promise solidarity—it is a commitment that must be built and reinforced.

Brother Mitchell's keynote address spoke to the world congress theme, "Rising Together." Throughout the entire week-plus of UNI activities, in both Washington and Philadelphia, this theme resonated. Workers from national postal systems rise when last-mile delivery drivers from Amazon rise up for fair wages and working conditions. Women in the United States rise when women in Morocco rise up against workplace violence. As Mitchell said, "The bosses know that when the working class is in conflict with one another, they win. When workers see the victories of workers as our own, we win."

Our place in the labor movement



Chief of Staff
Kori Blalock Keller

Unions are having a moment. Having worked in the labor movement in Washington, DC, for more than 20 years, I feel the energy and momentum. In his President's Message, President Renfro mentioned examples of labor showing up for one another. The idea of "your fight is my fight" is the labor movement's guiding force.

When I began lobbying on Capitol Hill, in some rooms there was outright disdain for unions. There were misconceptions about whom we represent, how we work, who pays for it, what we do—or more accurately, misunderstanding of what we don't do. But, in every misconception was an opportunity to correct the record. Not everyone gets it, and we still find ourselves educating some on Capitol Hill and elsewhere. But every teaching opportunity opened a door. Eventually, the number of open doors allowed us to celebrate the enactment of the Postal Service Reform Act (PSRA) in 2022.

Now, more than a year later, we have a lot of open doors, new friends and allies. We find ourselves uniquely positioned to advance other priorities—which you can read about in News from Washington every month in this magazine. We also find ourselves in a pre-2024 election landscape, which affects how those doors may swing open and closed. We have built something powerful, and it's incumbent on us to keep those doors open to advance current and future priorities while continuing to build power for our members from the workroom floor to the bargaining table to the White House.

The question then becomes, how do we leverage what we have built to strengthen not only NALC but also other unions in their fights?

A poll released by the AFL-CIO last month found that 88 percent of Americans aged 30 and younger approved of unions, emphasizing the strength of the future of labor. Similarly, a majority believe unions are having a positive impact on workplace safety, better pay, benefits and the economy. And 75 percent support workers in the private sector going on strike. The public recognizes the value of worker protection through collective bargaining.

In August, the Department of Treasury's Office of Economic Policy released the report "Labor Unions and the Economy," which highlighted the benefits

unions have on the economy. The report was a result of the White House Task Force on Worker Organizing and Empowerment, which was convened with members of the labor movement following the election of President Joe Biden and which is chaired by Vice President Kamala Harris. The task force set out to advance worker-friendly priorities, such as the Richard Trumka Protecting the Right to Organize (PRO) Act to promote collective bargaining.

The Treasury report, which was the first of its kind from the agency, found that unions increase workers' wages by an average of 10 to 15 percent. By improving retirement plans, workplace grievance policies and predictable schedules, unions boost the financial stability of the middle class, and in turn the stability of the economy. Unions produce safer and more diverse workplaces while boosting working productivity. In addition, the report outlined both legislative and administrative actions to build the labor movement, such as passage of the PRO Act and corresponding Public Sector Freedom to Negotiate Act; increased funding for the National Labor Relations Board; promotion of prevailing wage required by the Inflation Reduction Act; the use of existing authority within agencies to increase awareness on collective bargaining; increased tracking of agency spending on union organizing by the Department of Labor's Office of Labor Management Standards (OLMS); the informal establishment of a service for newly organized workers and their employers; and the exploring of potential changes in the tax code to eliminate tax breaks for employers engaged in union-busting.

Worker protection is clearly a popular concept, and one that NALC succeeds at. Protection is the reason our union is organized at more than 94 percent. This is our union's power and our strength.

Protection at all levels is what we do.

We can't allow anyone to be left behind in our union or in the larger labor movement. It's why we engage with the Postal Service on many initiatives; why we show up in Bessemer, AL, for Amazon workers attempting to organize; why we join rallies and picket lines across the country; and why we stand in solidarity with all workers.

Even so, fighting for letter carriers' interests remains Priority No. 1. Every time I step into a room of stakeholders, whether it be business, labor or politicians, I am humbled by the respect that exists for our members and our leaders around the country. I'm grateful to serve this union while we navigate every challenge and every success vital to our mission.

‘You Are the Current Resident’ podcast



Assistant to the President for Administrative Affairs Ed Morgan

“Hello brothers, sisters and friends!” are usually the first words you will hear on the NALC’s revamped “You Are the Current Resident” podcast. The podcast is hosted by me (Assistant to the President for Administrative Affairs Ed Morgan) and President Brian L. Renfroe.

For those of you who have never listened to a podcast before, think of it as a talk show without the video. “You Are the Current Resident” takes on the hot topics, issues and

concerns that are on the minds of letter carriers. In recent episodes we have talked about contract negotiations, crime against letter carriers, heat illness prevention training, Medicare integration, USPS Sorting and Delivery Centers (S&DCs), the morning routine of dealing with management, and the route adjustment process.

To give you a behind-the-curtain peek into the process, President Renfroe and I decide on a topic for an upcoming show. I research the topic by reading everything we have put out on the issue. I then talk to our NALC Headquarters letter carrier staff who deal with that specific topic day in and day out. I then reach out to our network of rank-and-file members throughout the country and see what questions they have heard on the workroom floor about the issue we are going to discuss. After all that, I put my questions together in a way intended to educate and inform our members on that topic. We try our best to frame each issue so that our members—from the newest to the most experienced—come away with information they can use and share with other members.

We have an “Ask the Mailbag” segment each week where members can ask a question they think I missed, ask about a different topic, or give us ideas on what they want to hear about next. You can submit your question to the podcast by emailing it to social@nalc.org. Please be sure to provide your name and branch so we know where our members are listening from.

We will have special guests on from time to time so that we can go deeper into a topic than just my questions, as well as provide additional experiences and perspectives. So far, we’ve

had Chicago, IL Branch 11 President Elise Foster on to talk about criminal assaults on her members; Special Assistant to the President Doug Lape to discuss the relocation process with the S&DCs; and AFL-CIO President Liz Shuler to speak about the progress of the labor movement.

President Renfroe and I have worked together for more than eight years and have been friends for just as long. Our vision of the podcast is that the rank-and-file membership get the information they need right from the president’s mouth without it seeming like a lecture. We want you to feel like you are eavesdropping on two carriers at their cases talking about a subject, and one just happens to be the national president. You might from time to time hear about our favorite sports teams, what happened since the last podcast, and all the great eateries around the country, although the last part will mostly be from my end.

We need your help to get the most out of the podcast that we can. We need you to listen, like and subscribe wherever you listen to your favorite podcasts. If you’ve never listened to a podcast before, ask one of your tech-savvy co-workers to help you find it and give it a listen. I humbly ask that you share it with your friends on the workroom floor so they can better help themselves with the information and education provided. The podcast is released every Sunday morning, so you have plenty of time to listen before your favorite murder mystery, comedy or historical podcast comes out.

Our union is always stronger when more of us are involved and know about the hot topics of today. The podcast is another avenue to get information out to you as fast as possible in these ever-changing days. Since I started this article with the beginning line of the podcast, I will leave you with our closing line: “May your steward be at your side, and may the union have your back.”



Monthly CSRS annuity payments for letter carriers who retire on Dec. 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 Dec. 1, 2023. Estimates are computed by using the given high-3 aver-

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

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

	CC Grade 1 / High-3 Average ¹ : \$71,532			CC Grade 2 / High-3 Average ¹ : \$73,035		
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	\$2,161	\$194	\$1,967	\$2,206	\$198	\$2,008
21	2,280	206	2,075	2,328	210	2,118
22	2,399	217	2,182	2,450	222	2,227
23	2,519	229	2,289	2,571	235	2,337
24	2,638	241	2,396	2,693	247	2,446
25	2,757	253	2,504	2,815	259	2,556
26	2,876	265	2,611	2,937	271	2,665
27	2,995	277	2,718	3,058	283	2,775
28	3,115	289	2,826	3,180	296	2,885
29	3,234	301	2,933	3,302	308	2,994
30	3,353	313	3,040	3,423	320	3,104
31	3,472	325	3,148	3,545	332	3,213
32	3,592	337	3,255	3,667	344	3,323
33	3,711	349	3,362	3,789	356	3,432
34	3,830	360	3,469	3,910	369	3,542
35	3,949	372	3,577	4,032	381	3,651
36	4,068	384	3,684	4,154	393	3,761
37	4,188	396	3,791	4,276	405	3,871
38	4,307	408	3,899	4,397	417	3,980
39	4,426	420	4,006	4,519	429	4,090
40	4,545	432	4,113	4,641	442	4,199
41	4,665	444	4,221	4,762	454	4,309
41+11 months & over ⁵	4,769	454	4,314	4,869	464	4,405

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1. High-3 averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2020, and Nov. 30, 2023, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

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

Monthly FERS annuity payments for letter carriers who retire on Dec. 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 Dec. 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 : \$71,532			CC Grade 2 / High-3 Average ¹ : \$73,035		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,192	\$119	\$1,073	\$1,217	\$122	\$1,096
21	1,252	125	1,127	1,278	128	1,150
22	1,311	131	1,180	1,339	134	1,205
23	1,371	137	1,234	1,400	140	1,260
24	1,431	143	1,288	1,461	146	1,315
25	1,490	149	1,341	1,522	152	1,369
26	1,550	155	1,395	1,582	158	1,424
27	1,609	161	1,449	1,643	164	1,479
28	1,669	167	1,502	1,704	170	1,534
29	1,729	173	1,556	1,765	177	1,589
30	1,788	179	1,609	1,826	183	1,643
31	1,848	185	1,663	1,887	189	1,698
32	1,908	191	1,717	1,948	195	1,753
33	1,967	197	1,770	2,008	201	1,808
34	2,027	203	1,824	2,069	207	1,862
35	2,086	209	1,878	2,130	213	1,917
36	2,146	215	1,931	2,191	219	1,972
37	2,206	221	1,985	2,252	225	2,027
38	2,265	227	2,039	2,313	231	2,081
39	2,325	232	2,092	2,374	237	2,136
40	2,384	238	2,146	2,434	243	2,191
Each additional year ⁵	59.61	5.96	53.65	60.86	6.09	54.78

1. High-three averages for both grades (formerly levels) are for carriers who have worked full-time on a continuous basis between Dec. 1, 2020, and Nov. 30, 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.

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

Elmer A. Thomas	San Francisco, CA	Br. 214
Chester P. Gentet	Wichita, KS	Br. 201
Steven C. Rabatin	Detroit, MI	Br. 1
Nicholas J. Zezze	HudsonValleyMgd., NY	Br. 137
Steve Garasky	Youngstown, OH	Br. 385
Jesus Torres	El Paso, TX	Br. 505

70-year pins

John T. Swan	San Francisco, CA	Br. 214
Wing C. Woo	San Francisco, CA	Br. 214
Edmund B. Cruciano	Wilmington, DE	Br. 191
Thomas H. Gargrave	Aurora, IL	Br. 219
Eugene R. Alber	Ann Arbor, MI	Br. 434
Louis E. Pichette	Detroit, MI	Br. 1
George E. Ellison	HudsonValleyMgd., NY	Br. 137
Marvin W. Case	Youngstown, OH	Br. 385
Ronald L. Cross	Youngstown, OH	Br. 385
Charles B. Keen	Youngstown, OH	Br. 385

65-year pins

Phillip Sanchez Sr.	San Francisco, CA	Br. 214
Kenneth E. Tucker	San Francisco, CA	Br. 214
Tom Wong II	San Francisco, CA	Br. 214
Paul L. Mannello	CT Mgd.	Br. 20
Robert W. Root	Central FL	Br. 1091
John R. Lucas	Shawnee Mission, KS	Br. 5521
Edward R. Masiello	Boston, MA	Br. 34
Donald C. White	Ann Arbor, MI	Br. 434
Milton L. Powell	Detroit, MI	Br. 1
Alcee L. Reynolds	Detroit, MI	Br. 1
Hagg Hagopian	N. Oakland Co., MI	Br. 320
Rollin D. Norman	Duluth, MN	Br. 114
Charles Hauck	Hazelwood, MO	Br. 5847
Evan E. Behrendt	Columbus, OH	Br. 78
James H. Clifford	Columbus, OH	Br. 78
Thurman J. Krivda	Columbus, OH	Br. 78
Don M. Leonard	Columbus, OH	Br. 78
Eugene F. Smith	Columbus, OH	Br. 78
David H. Culp	Youngstown, OH	Br. 385
John P. Fabian	Youngstown, OH	Br. 385
John J. Ibotian	Youngstown, OH	Br. 385
Donald T. Kosec	Youngstown, OH	Br. 385
James Lucarell	Youngstown, OH	Br. 385
Donald P. McKenzie	Youngstown, OH	Br. 385
Kenneth G. McKenzie	Youngstown, OH	Br. 385
Paul D. Noftsinger	Youngstown, OH	Br. 385
Degno Valenti	York, PA	Br. 509
James E. Lowe	Petersburg, VA	Br. 326
Franklin A. Stewart	Petersburg, VA	Br. 326

60-year pins

John C. Furnaros	Stamford, CT	Br. 60
Gary F. Pregel	Aurora, IL	Br. 219
Richard L. Bern	Galesburg, IL	Br. 88
William A. Sprengell	Palatine, IL	Br. 4268

Alphonse W. Albano Jr.	Western MA	Br. 46
Michael J. Haskell	Western MA	Br. 46
Lester W. Morowski	Detroit, MI	Br. 1
Jimmie C. Nelson	Detroit, MI	Br. 1
Roy H. Quinn	Detroit, MI	Br. 1
Allen G. Olson	Duluth, MN	Br. 114
Charles E. Mueller	Hazelwood, MO	Br. 5847
Elmer J. Rodell Jr.	Hazelwood, MO	Br. 5847
Alexander T. Kozak	Garden State Mgd., NJ	Br. 444
Michal A. Castaldo	Flushing, NY	Br. 294
Arthur G. Foley	Flushing, NY	Br. 294
Robert W. Harrigan	Flushing, NY	Br. 294
Martin M. Maffucci	Jamaica, NY	Br. 562
Clyde F. Anderson	Cincinnati, OH	Br. 43
Fred R. Hugenberg	Cincinnati, OH	Br. 43
William E. Ivory	Cincinnati, OH	Br. 43
Joseph A. McGowan	Cincinnati, OH	Br. 43
Donald F. Nagel	Cincinnati, OH	Br. 43
Harold H. Neff	Cincinnati, OH	Br. 43
Jerome S. Ober	Cincinnati, OH	Br. 43
George C. Schneider	Cincinnati, OH	Br. 43
Donald J. Strohofer	Cincinnati, OH	Br. 43
Edward L. Welch	Cincinnati, OH	Br. 43
Dennis Q. Pignatelli	Columbus, OH	Br. 78
Henry R. Willis	Columbus, OH	Br. 78
Lawrence E. Connelly Jr.	Youngstown, OH	Br. 385
James F. Connolly	Youngstown, OH	Br. 385
Richard J. Coughlin	Youngstown, OH	Br. 385
Thomas J. Diacin	Youngstown, OH	Br. 385
William T. Dolan Jr.	Youngstown, OH	Br. 385
George E. Fischer Jr.	Youngstown, OH	Br. 385
Paul M. Harsanye	Youngstown, OH	Br. 385
Robert J. Kosmo	Youngstown, OH	Br. 385
John Limbian	Youngstown, OH	Br. 385
James R. Lodwick	Youngstown, OH	Br. 385
Richard J. McGee	Youngstown, OH	Br. 385
Nick Parrotto	Youngstown, OH	Br. 385
Richard A. Silvers	Youngstown, OH	Br. 385
John E. Simon	Youngstown, OH	Br. 385
Marshall D. Sowders	Youngstown, OH	Br. 385

55-year pins

Bruce D. Boner	Palm Springs, CA	Br. 4149
Joseph R. Alva	San Francisco, CA	Br. 214
David D. Salsedo	San Francisco, CA	Br. 214
Geronimo P. Serafino Jr.	San Francisco, CA	Br. 214
Ron R. Shultz	San Francisco, CA	Br. 214
Dewey Smith IV	San Francisco, CA	Br. 214
Ralph Stewart	San Francisco, CA	Br. 214
Bok S. Yee	San Francisco, CA	Br. 214
James E. Sawyer Jr.	CT Mgd.	Br. 20
Frank J. Intrieri Jr.	Stamford, CT	Br. 60
James H. Merenski	Stamford, CT	Br. 60
Robert V. Baird	Saint Augustine, FL	Br. 689
George H. Baird Jr.	Saint Augustine, FL	Br. 689
Jeffrey C. Hoelzer	Saint Augustine, FL	Br. 689
Bernice Huber	Saint Augustine, FL	Br. 689
David J. Molnar	Saint Augustine, FL	Br. 689

Edward D. Burrell	Aurora, IL	Br. 219
David D. Cooper	Aurora, IL	Br. 219
Richard C. Darfler	Aurora, IL	Br. 219
Eugene A. Desrocher	Aurora, IL	Br. 219
John C. Edwards	Aurora, IL	Br. 219
Gerald P. Garncarz	Aurora, IL	Br. 219
Ruth A. Gillette	Aurora, IL	Br. 219
John R. Konczak	Aurora, IL	Br. 219
David R. Light	Aurora, IL	Br. 219
Donald R. Newman	Aurora, IL	Br. 219
Kenneth L. Petersen	Aurora, IL	Br. 219
Carl J. Sagmeister	Aurora, IL	Br. 219
Robert J. Schmitz	Aurora, IL	Br. 219
Roger L. Bates	Galesburg, IL	Br. 88
Donald P. Billiet	Galesburg, IL	Br. 88
Michael W. Conard	Galesburg, IL	Br. 88
Cleverette G. Conley	Galesburg, IL	Br. 88
Donald W. Derry	Galesburg, IL	Br. 88
Michael P. Hagerty	Galesburg, IL	Br. 88
Lyle V. Johnson	Galesburg, IL	Br. 88
Juan Medina	Galesburg, IL	Br. 88
John L. Altom	Palatine, IL	Br. 4268
Gerald R. Blain	Palatine, IL	Br. 4268
Louis R. Delonghi	Palatine, IL	Br. 4268
Kenneth F. Dams	Palatine, IL	Br. 4268
Gary M. Douglas	Palatine, IL	Br. 4268
Gwynne C. Johnson Mulvey	Palatine, IL	Br. 4268
Robert H. Roth	Palatine, IL	Br. 4268
Edward J. Wethington	Palatine, IL	Br. 4268
Gerald L. Billings	Shawnee Mission, KS	Br. 5521
Ronald J. Churchbaugh	Shawnee Mission, KS	Br. 5521
Ronald L. Collins	Shawnee Mission, KS	Br. 5521
Artis Cook	Shawnee Mission, KS	Br. 5521
Peter J. Cooke	Shawnee Mission, KS	Br. 5521
Larry L. Dell	Shawnee Mission, KS	Br. 5521
Roy E. Dodson	Shawnee Mission, KS	Br. 5521
Vickie L. Everhart	Shawnee Mission, KS	Br. 5521
Robert G. Ferguson	Shawnee Mission, KS	Br. 5521
John W. Filmer	Shawnee Mission, KS	Br. 5521
Charles M. Garrett	Shawnee Mission, KS	Br. 5521
James F. Gracy	Shawnee Mission, KS	Br. 5521
Dennis E. Haberstroh	Shawnee Mission, KS	Br. 5521
Larry L. Henderson	Shawnee Mission, KS	Br. 5521
Everett S. Higgins	Shawnee Mission, KS	Br. 5521
Robert L. Hill	Shawnee Mission, KS	Br. 5521
Wesley E. Jackson	Shawnee Mission, KS	Br. 5521
Salvador Jemente Jr.	Shawnee Mission, KS	Br. 5521
James G. Pfeifer	Shawnee Mission, KS	Br. 5521
Michael J. Ryan	Shawnee Mission, KS	Br. 5521
Robert E. Valverde Jr.	Shawnee Mission, KS	Br. 5521
Jerry S. Waters	Shawnee Mission, KS	Br. 5521
Terry L. Wright	Shawnee Mission, KS	Br. 5521
Mauric E. Wycoff	Shawnee Mission, KS	Br. 5521
John J. Cooke Jr.	Norwood, MA	Br. 742
Michael J. Haskell	Western MA	Br. 46
John V. Sessler	Western MA	Br. 46
Thomas L. Simonds	Western MA	Br. 46
David G. Stevens	Western MA	Br. 46
Rudie K. Voight	Western MA	Br. 46

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

Michael J. Carpentier	Ann Arbor, MI	Br. 434	Bruno J. Maccario	Brooklyn, NY	Br. 41	Emmitt Mccomas	Youngstown, OH	Br. 385
Frank W. Freimund	Ann Arbor, MI	Br. 434	Frank W. Mackey	Brooklyn, NY	Br. 41	Albert M. Moran	Youngstown, OH	Br. 385
Frank E. Harding	Ann Arbor, MI	Br. 434	Sam E. Armato	Flushing, NY	Br. 294	Arthur L. Munyon	Youngstown, OH	Br. 385
Donald F. Kruger	Ann Arbor, MI	Br. 434	Barry Bates	Flushing, NY	Br. 294	John Oleksa Jr.	Youngstown, OH	Br. 385
Steven J. Linton	Ann Arbor, MI	Br. 434	P. A. Benson	Flushing, NY	Br. 294	Robert W. Patterson	Youngstown, OH	Br. 385
Paul A. Peterson	Ann Arbor, MI	Br. 434	Joseph A. Caputo	Flushing, NY	Br. 294	William A. Petro	Youngstown, OH	Br. 385
Thomas J. Scibor	Ann Arbor, MI	Br. 434	Richard M. Chieffo	Flushing, NY	Br. 294	Michael J. Preston	Youngstown, OH	Br. 385
Larry K. Simmons	Ann Arbor, MI	Br. 434	Robert J. Coletti	Flushing, NY	Br. 294	Joseph R. Puskarich	Youngstown, OH	Br. 385
Adele Sowinski	Ann Arbor, MI	Br. 434	John J. Covino	Flushing, NY	Br. 294	Rosemary B. RomanWalker	Youngstown, OH	Br. 385
Larry Sparkling	Ann Arbor, MI	Br. 434	Charles A. Cucchiara	Flushing, NY	Br. 294	James C. Shaw	Youngstown, OH	Br. 385
Michael P. Mugan	Detroit, MI	Br. 1	Boyce J. Edwards	Flushing, NY	Br. 294	Gerald L. Straffon	Youngstown, OH	Br. 385
Edward V. Mutz	Detroit, MI	Br. 1	Alexander C. Esposito	Flushing, NY	Br. 294	Frank D. Thomas	Youngstown, OH	Br. 385
Lucille A. Najduk	Detroit, MI	Br. 1	Joseph G. Ferrante	Flushing, NY	Br. 294	Kenneth J. Tripodi	Youngstown, OH	Br. 385
Alfred W. Nason	Detroit, MI	Br. 1	Arthur G. Foley	Flushing, NY	Br. 294	John S. Vogrin	Youngstown, OH	Br. 385
Paul E. Niemi	Detroit, MI	Br. 1	Chester A. Glosky	Flushing, NY	Br. 294	Richard C. Wainwright	Youngstown, OH	Br. 385
John M. O'Neill	Detroit, MI	Br. 1	Stanley E. Gratkowski	Flushing, NY	Br. 294	Edward S. Warchol	Youngstown, OH	Br. 385
Ronald L. Paret	Detroit, MI	Br. 1	Robert I. Holland	Flushing, NY	Br. 294	Galen D. Williams	Youngstown, OH	Br. 385
Raymond H. Peck	Detroit, MI	Br. 1	Peter H. Ladislav Jr.	Flushing, NY	Br. 294	John H. Francis	Bend, OR	Br. 1937
Keith A. Perry	Detroit, MI	Br. 1	Robert W. Lent	Flushing, NY	Br. 294	Gould C. Jones	Bend, OR	Br. 1937
Kirt D. Perry	Detroit, MI	Br. 1	Edward G. Nolan	Flushing, NY	Br. 294	Robert D. Larson	Bend, OR	Br. 1937
Caphers B. Philson	Detroit, MI	Br. 1	H. A. Obrien	Flushing, NY	Br. 294	Robert S. Bizik	Philadelphia, PA	Br. 157
Frank C. Pitcher	Detroit, MI	Br. 1	Robert Oggins	Flushing, NY	Br. 294	Leroy A. Brown Jr.	Philadelphia, PA	Br. 157
Henry A. Plegge	Detroit, MI	Br. 1	Chris Pappas	Flushing, NY	Br. 294	Paul C. Busch	Philadelphia, PA	Br. 157
Sherrie R. Anthony	N. Oakland Co., MI	Br. 320	John F. Percoco	Flushing, NY	Br. 294	Eugene P. Daly	Philadelphia, PA	Br. 157
Karon S. Bedford	N. Oakland Co., MI	Br. 320	Joseph J. Vavrica	Flushing, NY	Br. 294	Albert H. Edinger Jr.	Philadelphia, PA	Br. 157
Richard G. Hickmott	N. Oakland Co., MI	Br. 320	James J. Sicolo	Hudson Valley Mgd., NY	Br. 137	John P. Fallon	Philadelphia, PA	Br. 157
John T. Ryan	N. Oakland Co., MI	Br. 320	Thomas P. Sofio	Long Island Mgd., NY	Br. 6000	Bruce A. Grambs	Philadelphia, PA	Br. 157
Debra L. Shall	N. Oakland Co., MI	Br. 320	Eddie C. Edwards	New York, NY	Br. 36	Harvey A. Headley	Philadelphia, PA	Br. 157
Jane M. Thompson	N. Oakland Co., MI	Br. 320	Antonio E. Ferguson	New York, NY	Br. 36	Joseph F. Kazmer	Philadelphia, PA	Br. 157
William C. Drake	Duluth, MN	Br. 114	Frederick S. Hartridge	New York, NY	Br. 36	James M. Kenny	Philadelphia, PA	Br. 157
John R. Freeman	Duluth, MN	Br. 114	Russell Wade	New York, NY	Br. 36	Francis J. McBride	Philadelphia, PA	Br. 157
Wayne B. Johnson	Duluth, MN	Br. 114	Kenneth H. Wattenberg	New York, NY	Br. 36	Anthony R. Napoli	Philadelphia, PA	Br. 157
William F. Oleary	Duluth, MN	Br. 114	Monte Weinstein	New York, NY	Br. 36	Carl R. Seuffert	Philadelphia, PA	Br. 157
Arden W. Stabs	Duluth, MN	Br. 114	Elmore Youngblood	New York, NY	Br. 36	D. E. Lefever	York, PA	Br. 509
Kenneth R. Trefethren	Duluth, MN	Br. 114	S. F. Aiello	Staten Island, NY	Br. 99	Dollee D. Ruth	York, PA	Br. 509
Frank G. Berkemeier	Hazelwood, MO	Br. 5847	Kenneth D. Bethea	Columbus, OH	Br. 78	Edward A. Schneider III	York, PA	Br. 509
Harry J. Borchardt	Hazelwood, MO	Br. 5847	Richard A. Callicoat	Columbus, OH	Br. 78	Ronald E. Strickhouser	York, PA	Br. 509
Kenneth M. Cordes	Hazelwood, MO	Br. 5847	Darold Cosby	Columbus, OH	Br. 78	Ramon G. Wolfe	York, PA	Br. 509
Robert A. Hieger	Hazelwood, MO	Br. 5847	David A. Wilson	Columbus, OH	Br. 78	Roger L. Zimmerman	York, PA	Br. 509
Roger N. Osborn	Hazelwood, MO	Br. 5847	Samuel M. Banozic	Youngstown, OH	Br. 385	G. E. Zurick	York, PA	Br. 509
Jerry D. Smotherman	Hazelwood, MO	Br. 5847	Anthony L. Baragona	Youngstown, OH	Br. 385	Luis Arrieta Jr.	El Paso, TX	Br. 505
Jesse F. Webb	Hazelwood, MO	Br. 5847	Rebecca L. Branch	Youngstown, OH	Br. 385	Francisco Bustillos	El Paso, TX	Br. 505
Norma J. Wibbenmeyer	Hazelwood, MO	Br. 5847	Peter P. Chizmar	Youngstown, OH	Br. 385	Oscar Cabral	El Paso, TX	Br. 505
Daniel T. Wilson	Hazelwood, MO	Br. 5847	James L. Colyar	Youngstown, OH	Br. 385	Oswald D. Callahan	El Paso, TX	Br. 505
Murlin D. Wilson	Hazelwood, MO	Br. 5847	William K. Cornelius	Youngstown, OH	Br. 385	Ricardo Caro	El Paso, TX	Br. 505
Russell S. Foster	Saint Joseph, MO	Br. 195	John P. Deley	Youngstown, OH	Br. 385	Gilbert Carreon	El Paso, TX	Br. 505
Samuel L. Ballinger	Garden State Mgd., NJ	Br. 444	Daniel Delich Jr.	Youngstown, OH	Br. 385	Dora E. Carrillo	El Paso, TX	Br. 505
Frank J. Battaglia	Garden State Mgd., NJ	Br. 444	David A. DePaul	Youngstown, OH	Br. 385	Manuel Castaneda	El Paso, TX	Br. 505
Michael S. Bellante	Garden State Mgd., NJ	Br. 444	John A. DePinto	Youngstown, OH	Br. 385	Jose A. Castillo	El Paso, TX	Br. 505
Francis T. Cebula	Garden State Mgd., NJ	Br. 444	Lynn O. DeSantis	Youngstown, OH	Br. 385	Emedes Contreras	El Paso, TX	Br. 505
Joseph Desarno	Garden State Mgd., NJ	Br. 444	Arden J. Dietrich	Youngstown, OH	Br. 385	Dimas C. Diaz	El Paso, TX	Br. 505
James W. Duerkes	Garden State Mgd., NJ	Br. 444	Jerome B. Durkin	Youngstown, OH	Br. 385	Luis A. Estrada	El Paso, TX	Br. 505
William J. Fagan	Garden State Mgd., NJ	Br. 444	Albert L. Emmert Jr.	Youngstown, OH	Br. 385	Jesus Fernandez Jr.	El Paso, TX	Br. 505
John Farruggio Jr.	Garden State Mgd., NJ	Br. 444	Michael J. Esposito	Youngstown, OH	Br. 385	Gabriel Fierro	El Paso, TX	Br. 505
Charles Heluk	Garden State Mgd., NJ	Br. 444	Thomas G. Fabian	Youngstown, OH	Br. 385	Rosario Fiore	El Paso, TX	Br. 505
Raymond Hempsted	Garden State Mgd., NJ	Br. 444	Paul V. Foote	Youngstown, OH	Br. 385	Jose G. Flores	El Paso, TX	Br. 505
Audrey E. Lakatos	Garden State Mgd., NJ	Br. 444	David A. Garlock	Youngstown, OH	Br. 385	Eduardo Gallegos	El Paso, TX	Br. 505
Pierre R. Laroche	Garden State Mgd., NJ	Br. 444	S. P. Gorol	Youngstown, OH	Br. 385	Eulalio B. Garcia	El Paso, TX	Br. 505
Steven R. Lusardi	Garden State Mgd., NJ	Br. 444	Lawrence A. Hall	Youngstown, OH	Br. 385	Mariano D. Garcia Jr.	El Paso, TX	Br. 505
Richard M. Lyon	Garden State Mgd., NJ	Br. 444	Gene K. Hamilton	Youngstown, OH	Br. 385	Ernesto Gerardo	El Paso, TX	Br. 505
William C. McChesney	Garden State Mgd., NJ	Br. 444	Joseph A. Hendricks	Youngstown, OH	Br. 385	Luis Gerardo	El Paso, TX	Br. 505
John J. Moscatello	Garden State Mgd., NJ	Br. 444	Jeral R. Johnson	Youngstown, OH	Br. 385	Raymundo Gomez	El Paso, TX	Br. 505
Edward J. Muller	Garden State Mgd., NJ	Br. 444	Sammy R. Justice	Youngstown, OH	Br. 385	Tomas Gonzales Jr.	El Paso, TX	Br. 505
Stanley R. Orlowski	Garden State Mgd., NJ	Br. 444	Gordon F. Keenan	Youngstown, OH	Br. 385	Ramon Gonzalez	El Paso, TX	Br. 505
Stanley J. Paczkowski	Garden State Mgd., NJ	Br. 444	Paul T. Kelbel	Youngstown, OH	Br. 385	Juan Guerrero	El Paso, TX	Br. 505
Arthur F. Ritchie	Garden State Mgd., NJ	Br. 444	Robert M. Klucher	Youngstown, OH	Br. 385	Martin Gutierrez	El Paso, TX	Br. 505
Patrick J. Rock Jr.	Garden State Mgd., NJ	Br. 444	Michael J. Kochak	Youngstown, OH	Br. 385	Ciro E. Hernandez	El Paso, TX	Br. 505
Kevin W. Singley	Garden State Mgd., NJ	Br. 444	Claude J. Koon	Youngstown, OH	Br. 385	Daniel Hernandez	El Paso, TX	Br. 505
James P. Toye	Garden State Mgd., NJ	Br. 444	Robert E. Kovach	Youngstown, OH	Br. 385	Manuel S. Hernandez	El Paso, TX	Br. 505
Thomas J. Vazquez	Garden State Mgd., NJ	Br. 444	William B. Kozak	Youngstown, OH	Br. 385	David Imai Sr.	El Paso, TX	Br. 505
Charles Burnett	NJ Mgd.	Br. 38	Joseph P. Kroynovich	Youngstown, OH	Br. 385	Robert J. Kaminski	El Paso, TX	Br. 505
Michael F. Krajnak Jr.	Brooklyn, NY	Br. 41	Fred J. Lariccia	Youngstown, OH	Br. 385	Francisco Licano Jr.	El Paso, TX	Br. 505
Leonard S. Lapetina	Brooklyn, NY	Br. 41	James E. Lawrence	Youngstown, OH	Br. 385	Andres Lucero Jr.	El Paso, TX	Br. 505
Herman Lawrence	Brooklyn, NY	Br. 41	John J. Luthern	Youngstown, OH	Br. 385	Severn M. Marquez	El Paso, TX	Br. 505
Frank P. Lettieri	Brooklyn, NY	Br. 41	John J. Maiorca	Youngstown, OH	Br. 385	Aldreni R. Martinez	El Paso, TX	Br. 505
Edward G. Levin	Brooklyn, NY	Br. 41	Lawnc N. Matricardi	Youngstown, OH	Br. 385	Charlie Martinez	El Paso, TX	Br. 505

Honor Roll

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

Everardo Martinez	El Paso, TX	Br. 505	W. D. Dalton	Lynchburg, VA	Br. 325	P. A. Benson	Flushing, NY	Br. 294
Trinidad Martinez	El Paso, TX	Br. 505	Charles A. Engelstad	Lynchburg, VA	Br. 325	Natty J. Biancovisio	Flushing, NY	Br. 294
Vidal Martinez	El Paso, TX	Br. 505	James E. Johnson Jr.	Lynchburg, VA	Br. 325	Steven L. Buder	Flushing, NY	Br. 294
Stephen McGrew	El Paso, TX	Br. 505	Carl L. McAlister Jr.	Lynchburg, VA	Br. 325	Joseph A. Caputo	Flushing, NY	Br. 294
Julian A. Mendoza	El Paso, TX	Br. 505	David K. Singleton	Lynchburg, VA	Br. 325	Richard M. Chieffo	Flushing, NY	Br. 294
Raul Mendoza	El Paso, TX	Br. 505	Kenneth R. Snider	Lynchburg, VA	Br. 325	Robert J. Coletti	Flushing, NY	Br. 294
George Meraz	El Paso, TX	Br. 505	L. A. Wooldridge	Lynchburg, VA	Br. 325	Charles A. Cucchiara	Flushing, NY	Br. 294
Carole E. Meyers	El Paso, TX	Br. 505	Melvin T. Hudson	Petersburg, VA	Br. 326	Boyce J. Edwards	Flushing, NY	Br. 294
Roberto Molina	El Paso, TX	Br. 505	Clinton McMillan Jr.	Petersburg, VA	Br. 326	Walter P. Epps	Flushing, NY	Br. 294
Ernesto J. Morales	El Paso, TX	Br. 505	E. R. Riley	Petersburg, VA	Br. 326	Alexander C. Esposito	Flushing, NY	Br. 294
G. B. Moreno	El Paso, TX	Br. 505	Robert D. Walker	Petersburg, VA	Br. 326	Michael Z. Gamy	Flushing, NY	Br. 294
Alfredo Murillo Jr.	El Paso, TX	Br. 505	Charles A. Winckler	Petersburg, VA	Br. 326	Chester A. Glosky	Flushing, NY	Br. 294
Robert J. Najera	El Paso, TX	Br. 505	Jerry G. Forza	Seattle, WA	Br. 79	Stanley E. Gratkowski	Flushing, NY	Br. 294
Alvaro F. Olivas	El Paso, TX	Br. 505				Robert I. Holland	Flushing, NY	Br. 294
Octaviano Ortiz	El Paso, TX	Br. 505				Peter H. Ladislaw Jr.	Flushing, NY	Br. 294
Guillermo I. Paredes	El Paso, TX	Br. 505				Robert W. Lent	Flushing, NY	Br. 294
Luis A. Pena	El Paso, TX	Br. 505				K. J. McDermott	Flushing, NY	Br. 294
Rogelo D. Pena	El Paso, TX	Br. 505				Marshall L. Murphy	Flushing, NY	Br. 294
Bonifc A. Portillo Jr.	El Paso, TX	Br. 505				H. A. O'Brien	Flushing, NY	Br. 294
Raul Ramirez	El Paso, TX	Br. 505				Robert Oggins	Flushing, NY	Br. 294
Leopoldo Ramos	El Paso, TX	Br. 505				Chris Pappas	Flushing, NY	Br. 294
Pablo Rivera Jr.	El Paso, TX	Br. 505				John F. Percoco	Flushing, NY	Br. 294
Alfredo Rodriguez	El Paso, TX	Br. 505				Joseph J. Vavrica	Flushing, NY	Br. 294
Abel Saenz	El Paso, TX	Br. 505				John C. Granwehr	Hudson Valley Mgd., NY	Br. 137
Arturo J. Salas	El Paso, TX	Br. 505				Barnet I. Pugach	Long Island Mgd., NY	Br. 6000
Fernando Salas	El Paso, TX	Br. 505				Phillip Arcuria	New York, NY	Br. 36
Roberto Serrano	El Paso, TX	Br. 505				Richard Baez	New York, NY	Br. 36
Rodolfo A. Sierra	El Paso, TX	Br. 505				Richard W. Baumayr	New York, NY	Br. 36
Sabino Sierra	El Paso, TX	Br. 505				Gerald Williams	New York, NY	Br. 36
Hugo Silex	El Paso, TX	Br. 505				William J. Lipp	Cincinnati, OH	Br. 43
Jesus P. Trujillo	El Paso, TX	Br. 505				Dandy Williams Jr.	Cincinnati, OH	Br. 43
Robert M. Urenda	El Paso, TX	Br. 505				Robert F. Brandon Jr.	Columbus, OH	Br. 78
Eloy M. Valdez	El Paso, TX	Br. 505				William A. Lockwood	Columbus, OH	Br. 78
Roberto Valdez	El Paso, TX	Br. 505				Thomas P. Mulcahy	Columbus, OH	Br. 78
Hector Valles	El Paso, TX	Br. 505				Edward B. Stewart	Columbus, OH	Br. 78
Enrique Vejil	El Paso, TX	Br. 505				Myron R. Williams	Columbus, OH	Br. 78
Arturo R. Veliz	El Paso, TX	Br. 505				James H. Williams Jr.	Columbus, OH	Br. 78
Ricardo J. Vidales	El Paso, TX	Br. 505				Eugene C. Kuhlmann	Tulsa, OK	Br. 1358
Victor M. Villalva	El Paso, TX	Br. 505				Lawrence R. Moyer	Reading, PA	Br. 258
Peter H. Wallace	El Paso, TX	Br. 505				Robert D. Walker	Petersburg, VA	Br. 326
Manuel Zubia	El Paso, TX	Br. 505				James Perkins	Richmond, VA	Br. 496
B. L. Angel	Lynchburg, VA	Br. 325				Thomas J. Poindexter Jr.	Richmond, VA	Br. 496
W. M. Bateman Jr.	Lynchburg, VA	Br. 325				Jerry G. Forza	Seattle, WA	Br. 79

50-year pins and gold cards

Gene N. Carrillo	Tucson, AZ	Br. 704
Jose B. Federico	Tucson, AZ	Br. 704
Donald K. Hicok	Tucson, AZ	Br. 704
John C. Hernandez	Palm Springs, CA	Br. 4149
Mark A. Robins	San Francisco, CA	Br. 214
Peter D. Caron	CT Mgd.	Br. 20
Bernard D. Mikletonas	CT Mgd.	Br. 20
Ronald E. Bogard	Central FL	Br. 1091
Ronald D. Eichelman	West Coast FL	Br. 1477
Eugene A. Desrocher	Aurora, IL	Br. 219
Robert J. Schmitz	Aurora, IL	Br. 219
Donald J. Vanriper	Aurora, IL	Br. 219
Annela S. Church Harris	Shawnee Mission, KS	Br. 5521
William J. Bevan	Western MA	Br. 46
Judith F. Hurd	Detroit, MI	Br. 1
Gary D. Nosis	Detroit, MI	Br. 1
Mark E. Piszczatowski	Detroit, MI	Br. 1
Charles E. Kuehl Jr.	Grand Rapids, MI	Br. 56
Charles E. Zobitz	Duluth, MN	Br. 114
David J. Duncan	Concord, NH	Br. 72
R. I. Lerman	Brooklyn, NY	Br. 41
Frank P. Lettieri	Brooklyn, NY	Br. 41
Edward G. Levin	Brooklyn, NY	Br. 41
Robert J. Lohse	Brooklyn, NY	Br. 41
Bruno J. Maccario	Brooklyn, NY	Br. 41
Frank W. Mackey	Brooklyn, NY	Br. 41
Sam E. Armato	Flushing, NY	Br. 294

State Summaries

California

So it was my turn to teach the City Carrier Assistant Academy class last week, and to my surprise, one of the new CCAs was a high school classmate of mine from four decades ago. I had a lot of fun reminiscing with him over our time together at Seaside High School and catching up. He is a military retiree and is looking at the Postal Service as a second career. As someone who's close to retirement eligibility myself (two years, eight months and 13 days—not that I'm counting), he gave me something to think about, that is to say, am I up to doing something else after retirement?

One thing I am grateful for is that our union lobbies to protect our retirement benefits. Are you aware that as you read this, there are many an elected official who would love to reduce or eliminate your pension? Did you catch what Nikki Haley said about 65 being too young to receive Social Security? If enough people like her get elected, you know what that would mean, right? It means that not only would you

not be able to retire at your so-called Minimum Retirement Age, which under the Federal Employees Retirement System is 57 if you were born after 1969 with 30 career years served, you might not be able to retire at all!

And that's the idea, right? All of us pay into our pensions and Social Security, so it's not something we are getting for free. But to hear some politicians tell it, our retirement benefits are considered "entitlements." I hate that word. Why? Because if you worked 30 years or more and reached your retirement age, then you should be able to retire with a comfortable standard of living for the rest of your life. Period!

Eric Ellis

Colorado

COSALC sent several representatives to the NALC Region 4 rap session last month. Thank you to the Region 4 NBA office and all of the trainers who put on another great training for the members in our region. There was a

great turnout from the many branches across the region. The eagerness to get new local leaders educated could be seen at the training, and the classes were very thorough.

The Colorado Stewards College is scheduled for Jan. 25-27, 2024, in the Denver area. Stay updated by checking the website at cosalc.org. You can also join us on our "Coffee with COSALC" Zoom calls every two weeks by emailing coffee@cosalc.org. Hope to see you on the call.

Richard Byrne

Florida

The FSALC held its 77th Biennial Convention and state training Aug. 24-26 at Naples Grande Beach Resort.

At each convention, we have a memorial service honoring those members who have passed since the previous convention. Special attention was given to recently deceased District 2 Chair Joanne Cannon, who was a strong union activist, having served as president of

Branch 1753 for many years prior to retiring. She served as a LCCL and NALC release staff in three national elections and also served with the FSALC's lobbying efforts to get vote-by-mail in Florida. She will be greatly missed.

The elected officers for 2023-2025 are President Al Friedman, Vice President O.D. Elliott, Secretary Cory Gibson, Treasurer Mike Clark, Director of Education John Mitchell, Director of Retiree Affairs Billie Nutter, District 1 Chair Dianne Isaac, District 2 Chair Gerald Lonergan, District 3 Chair Shane Ulbin, District 4 Chair Frank Marinacci and District 5 Chair Percy Smith Jr.

The delegates voted to have the 2025 state convention in Orlando at Double-Tree Universal Aug. 14-16.

Each year the FSALC awards four scholarships of \$2,000 each (two male and two female) under the Mary Lou Jackman/William Corbeau Scholarship Program. In addition, there are two alternates chosen for each category. The male winners are Deanthony Solomon and Daniel Otero (both Branch 1071). Alternates are Kyle Fillhart (Branch 1477) and Daniel Monte (Branch 1071). The female winners are Christina Vickers (Branch 1690) and Sobrina Gomez (Branch 1071). Alternates are Emily Simoldione (Branch 4716) and Jocelyn Stuart (Branch 2008).

Guest speakers were NALC Secretary-Treasurer Nicole Rhine, Region 9 NBA Eddie Davidson, NALC Legislative and Political Organizer Eileen Ford and Chair of the Florida Democratic Party Nikki Fried.

Friday afternoon and Saturday were devoted to steward and officer training by NBA Davidson and the RAAs. There was also a retirement class conducted by Regional Retirement Specialist Gerald Lonergan.

O.D. Elliott

Kentucky

If you are a Kentucky branch president and reading this in *The Postal Record*, the best labor magazine in America, thanks. Just reading the articles from our national officers inspire this scribe to advance NALC's legislative agenda. Your Kentucky State Association reminds you to give that legislative report at your monthly branch meeting. You should also talk about the importance of the Letter Carrier Political Fund (LCPF) to NALC's success. That would include administrative action taken by the Executive Branch, the White House, on the Segal Report. The bottom-line impact to USPS, after postal reorganization in 1970, \$80 billion was overpaid by USPS that was due by the federal government toward retirements.

Another impact through legislation would be the Federal Retirement Fairness Act. This would allow letter carriers who spent time as non-career employees, such as casuals, transitional employees or CCAs, to make catch-up contributions for time spent in these non-pension positions. This would cover well more than 60 percent of the present letter carriers!

Crimes against letter carriers such as as-



Florida letter carriers attend a celebration of life in August following the death of Florida AFL-CIO President Mike Williams.

saults, robberies and attempted murder while on the job is being addressed by our national officers. This includes getting federal prosecutors to take over cases that would require more punitive sentences, and not just probation by local prosecutors before local judges. All legislation is shaped by Congress—do support NALC and give to LCPF!

Bob McNulty

Michigan

Greetings from Michigan.

Well, Michigan will again be holding what looks like to be the most closely contested Senate race in the country.

On the Democratic side of the ballot, there are currently six candidates vying for the nomination with longtime MISALC friend Rep. Elissa Slotkin being the favorite. Actor Hill Harper has also entered the race to replace the retiring Debbie Stabenow.

The Republicans have six declared candidates and another six still considering entering the fray. While it's hard to point to a front-runner at this point, Mike Rogers, former congressman, would probably be the most likely nominee; however, former Congressman Peter Meijer has formed an exploratory committee. In a recent "hypothetical" poll, Meijer and Rogers came out on top, with Rogers receiving 12 percent and Meijer 9 percent, and the remainder of the pie being distributed amongst numerous potential candidates. While the primary would be likely difficult for Meijer, presumably he would have a better time in the general election.

On the LCPF front, state board officers John Dick and Ron Zalewski have begun the first phase of our 2023-2024 LCPF drive. If your branch wishes to do more with a LCPF event, please contact the state association. We love getting out and supporting the branches.

President Blessingame has contacted every Michigan branch to confirm your LCPF coordinator and solicit names for those interested in being letter carrier congressional liaisons. We will be recognizing the people who have stepped up to do this important work in our next state paper. We will also be revamping the state association website and Facebook page in the near future.

As we enter the end of 2023, please give the

2024 election cycle some thought and plan *now*—as they used to say in my office, "Let's get it yanked and cranked."

John Serwach

Tennessee

Hello, brothers and sisters of the satchel!

A steward is supposed to have an answer for everything. If not, they are supposed to get the answer to whoever is asking the question.

Most city carrier assistants (CCAs) are always seeking the answer as to what is the difference between Letter Carrier Political Fund (LCPF) and union dues. Are they the same? No. Without union dues, there would be no funds for training stewards, no lawyers to pursue arbitrations, and no one to turn to when they are disciplined. They would be at the mercy of management, who show no mercy whatsoever. This is what your union due are for!

The NALC must navigate the political process, and support candidates who will protect us and promote our issues. We have "friends in Congress" who support unions. Since it is illegal to rely on union dues for this purpose, the NALC relies on the LCPF to protect our jobs and benefits and carry on the fight for our future as family providers and the future of the USPS. LCPF helps elect any and all candidates, regardless of party affiliation, who support our issues.

What can I do as a carrier? Is it worth \$5 a pay period to safeguard your future jobs and benefits? Absolutely! There are several ways to contribute to LCPF—payroll deduction by using PostalEase, bank withdrawal or OPM retiree deductions.

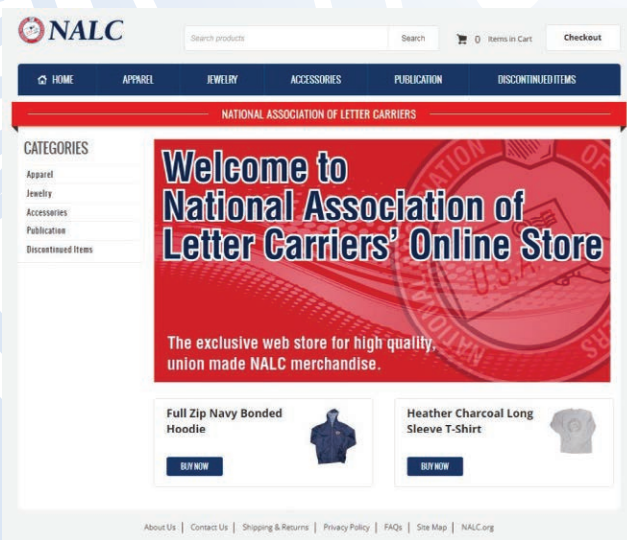
Just as a steward guides you on the workroom floor, the NALC must navigate the political process working with candidates who will protect us and promote our issues by educating members of Congress so that our message gets delivered in Washington. The LCPF efforts are reinforced by building and using political capital to elect and reelect those who stand by us.

Tony Rodriguez

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.

NALCSTORE.ORG



Placing an order online is very simple!

- Register by clicking on **Login/Register** on the top right corner. Fill in the necessary fields.
- Once you're registered, you can start adding items to your basket.
- When you're finished, click **Checkout** on the top right. Proceed by filling in the necessary fields. All orders ship via USPS.
- The store accepts Visa, MasterCard and American Express.
- Once you've completed your order, you will receive an order confirmation email.

Anchorage, Alaska

At our October branch meeting, nominations of officers and delegates to the national convention will take place. Members will receive their ballots in the mail. The completed ballot must be received by the branch no later than three days prior to the December branch meeting. The December meeting is scheduled for Thursday the 7th, thus your ballot must be in the hands of the election committee no later than Monday, Dec. 4. The election for delegates to the national convention will take place at the December meeting.

It's too bad we can't vote which Step B team gets our grievances. I was stunned when our Step B appeals were switched to the Northland Step B Team. I called the Minneapolis branch and asked for decisions from the Northland team. I wanted to see how they wrote their decisions. I was surprised that they only had three decisions so far that year. I verified I had the right branch, the Minneapolis branch with thousands of members. I had called the correct branch.

That's when I got nervous. I was told they tried to settle grievances before sending it to the B team. And when we began to receive the Northland B team decisions, I saw the philosophy from that area. Decision after decision merely warning management to stop violating the contract. Of course, the Alaska District was delighted to finally have a B team that didn't hold them accountable. That, in turn, created hundreds and then thousands of grievances from a branch with a little more than 300 members.

It's been more than 17 years since we got switched to the Northland team, and we've been trying to get back to our region ever since. Maybe one day we'll get to vote on the issue. And I can guarantee the percent of returned ballots will be through the roof!

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

As the temperatures go up, carriers have to be more cautious with how much water they drink in order to maintain that level of energy that we have to complete the day.

During the summertime, not only do we have to be cognizant of the sun and the temperature, we also have to be cautious of being in the sun with sunscreen, and we have to be aware of how much water we're drinking.

Back before we had vehicles—and yes, I am that old—especially on a residential route, we sometimes had to rely on the homeowners' generosity to maybe give us something to drink. Many times, I just looked for a hose on the side of the house and in one instance, they even left a drinking cup.

Now with vehicles, carriers just bring coolers filled with either water of Gatorade (or both) to help get through the day. It is also recommended that you wear lightweight clothing, use sunglasses and wear a hat.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

There was a discussion at the monthly branch meeting about the safety of the letter carrier and the recent uptick in robberies involving theft of the arrow key. Although the issue was not resolved, there were many thoughts offered on whether or not to carry your key when you know it's not needed, thieves being prosecuted on the federal level, and giving up the scanner so the GPS can be used to track the crook. It's too bad there is not a panic button on the device.

What a new world we live in. This used to be such a routine item that was rarely thought about unless you lost it. There is an ambitious project to digitize access to get away from using a key, according to a recent article in *The Postal Record*. I look forward to the Boston convention, where this issue will surely be discussed on a national level.

Speaking of the monthly magazine, I am always surprised to hear of carriers who never read it. Of course our local leaders depend on it to find out information on various topics, but there are so many more subject matters available for both active and retired carriers. I realize I'm "talking to the choir," because if it's not being read. So, I urge anyone who does peruse the monthly missive that they talk to their fellow casemates/retirees about it. And I think the social media section is one place to start.

If knowledge is being disseminated, it's important that all are accessing the same information. This is what will keep our union strong.

In unity—

Barb Larson, Branch 5996

Hartford, Connecticut

Knowing Curt Roessler for three-plus decades, I have never ceased to be amazed—and thankful—for all of his efforts to improve the quality of life both inside and outside of the workplace!

Curt, a 20-year steward in the Windsor Post Office, has aggressively policed our contract, and every Windsor NALC member has benefited from his efforts (while every supervisor and postmaster has complained about him!). I know of one supervisor who lived in Windsor and could have ridden his bicycle to work but wouldn't bid the job because he "didn't want to have to deal with Curt every day"! Managers attempted to discipline him and threaten his employment, to no avail. And, he doesn't hesitate to ask for help when grievances pile up.

Curt has been Branch 86's MBA/NSBA insurance director for 20 years, and he attends all meetings, state conventions, national conventions and regional trainings. He's also been our MDA coordinator for upwards of 20 years.

Outside of work, Curt has been an elected member of the West Hartford Democratic Town Committee for more than 15 years, and he peppers the local newspapers with letters to the editor about issues of the day. Many NALC members—this author included—are better because of all of Brother Roessler's efforts.

I recently had lunch with two retired Branch 86 stalwarts, Manchester's John O'Neill Jr. was a 30-year steward and occupied half of our

executive board positions. He prepared and presented more grievances at arbitration in New England except for one individual out of Boston. South Windsor's Irving Clark Jr. was our OWCP director, and he was tenacious when representing members both inside and outside of Branch 86. Both John and Irv were also integral parts of Branch 86's development and merger activity in the '80s and '90s, and they took no prisoners in any of their dealings with anyone.

Michael L. Willadsen, Branch 86

Paterson, New Jersey

Back to work, back to school, back to reality. By the time this article is comes to press, summer is nearing end here in New Jersey and most letter carriers are back from their vacations. It is amazing how quickly our summer goes by.

Is there any way someone can think of keeping our schools closed longer with extending our school days during the regular school year? Wishful thinking, some might say, but letter carriers may have trouble finding someone to pick up their children before the completion of their routes. This is why summers are valued as a family time, the bonding of families getting together.

Let us not forget that our monthly regular scheduled union meetings start in September. It is a great time for solidarity within our union ranks and discussing what takes place on the workroom floor. We look forward to seeing as many brothers and sisters as possible at our many union events and activities.

Joseph Murone, Branch 120

NALC Member App

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

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

Akron, Ohio

This is the official notice to all Branch 148 members that nominations for delegates to the NALC 73rd national convention Aug. 5-9, 2024, in Boston, MA, will be held at the regular branch meeting on Thursday, Oct. 12.

An election, if necessary, will be at the regular branch meeting on Nov. 9.

Gregory Falstick, Rec. Sec., Br. 148

Albert Lea, Minnesota

This is official notice to the members of Branch 718 that nominations for all branch officers—president, steward, secretary/treasurer—will be held at the next union meeting. The meeting will be held at 4 p.m. on Nov. 2 at the American Legion in Albert Lea. Members who wish to be nominated must be present at the meeting or signify in writing prior to the meeting their willingness to serve if elected. Those elected will serve a two-year term.

Kendall Christensen, Sec./Treas., Br. 718

Alton, Illinois

This is official notice to all members of Branch 309 that nominations for all branch officers, as well as convention delegates, will occur at the regular meetings at 7:30 p.m. on Oct. 26 and Nov. 16 at the Alton VFW Post 1308,

4445 Alby St., Alton.

The election will take place at the regular meeting at 7:30 p.m. on Dec. 14, also at 4445 Alby St., Alton.

Lawrence Welsh, Sec., Br. 309

Athens, Georgia

This is an official notice to all active and retired members of Branch 588 that nomination of officers for a term of two years will be held on Nov. 2 at the regular branch meeting at 575 Olympic Drive, Athens. Nominations of delegates to the 2024 state and national convention will also take place on Nov. 2 at the regular meeting.

Nominations are for the following officers: president, vice president, recording secretary, treasurer, health benefits representative, three trustees, sergeant-at-arms and Mutual Benefit Association representative. All nominees must certify by written request that they have not served in a supervisory position or made application thereof during the past two years, whether one day or fraction thereof, in order to be eligible. Only members in good standing will be allowed to participate in the nomination and voting process.

Secret ballots will be mailed to all members at their last known address. If you have moved within the past two years, please contact the branch and update your address ASAP.

Cynthia Smith, Sec./Treas., Br. 588

Augusta, Georgia

This is official notice to all members of Branch 263 that nominations for president, vice president/treasurer, secretary, health benefits representative, sergeant-at-arms, three trustees, two at-large executive board members and shop stewards will be accepted at the branch monthly meeting on Oct. 10. The meeting will be held at 7 p.m. at Communications Workers of America Local 3207, 3846 Leigh St., Augusta. Members who wish to be nominated for office should be present to indicate a willingness to serve or to provide written consent to the branch secretary prior to the nomination 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 be requested 14 days before the election. Requests for absentee ballot must be made in writing and mailed to the secretary. The postmark will be used to determine the time limit of 14 days. Only members within each zone will be permitted to vote for their stewards. Nominations for the 2024 state and national convention delegates will also take place at the Oct. 10 branch meeting.

Elections of branch officers, delegates to the national and state conventions, and shop stewards shall be at the November meeting.

Athena Franklin, Pres., Br. 263

Brooklyn, New York

This is an official notice to all Branch 41 members that, in accordance with the NALC Constitution and Branch 41 bylaws, nominations for delegates to the 2024 national convention will be held at the regular branch meeting on Nov. 14. The 73rd Biennial National Convention will be held in Boston, MA,

Aug. 5-9, 2024.

John A. Cruz, Pres., Br. 41

Burlington, North Carolina

This is official notice to inform all active and retired members of Branch 2262 that nominations for all officers and trustees as well as delegates to the 2024 national convention will be held at the regular stated monthly branch meeting on Nov. 21 at The Cutting Board.

Elections will be by secret ballot if needed at the regular stated monthly branch meeting on Dec. 19 at The Cutting Board, 2699 Ramada Road, Burlington.

Mark Bare, Pres., Br. 2262

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 general meetings for the delegates and alternates who 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 elections (if needed) will be held at the Maple Shade VFW Post 2445, 914 E. Main St., Maple Shade. The aforementioned general meetings 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 requirement, 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

Charleston, West Virginia

This is the official notice to the members of Branch 531 that nominations will be taking for the following positions: three-year trustee and delegates for the national convention. Nominations will be taken at the November meeting and elections will be at the following December meeting.

Nominees must either be present for nomination or have written to the local president that they wish to seek nomination. Nominations can be mailed to Local 531, P.O. Box 448, Charleston, WV 25122, and must be received no later than Nov. 1. Any member who wishes to seek nomination must be in good standing and meet all local and national requirements as set forth in the bylaws.

Rob Lloyd, Sec., Br. 531

Charlottesville, Virginia

This is official notice to the members of Branch 518 that nominations for branch president, vice president, recording secretary, treasurer, health benefits representative, mutual benefits representative, sergeant-at-arms and three trustees, as well as state and national convention delegates for the 2024-2026 term, will be put forth at 7 p.m. at the regular Nov. 16 meeting in Charlottesville at the union office.

Doris R. Overcash, Sec., Br. 518

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. 9 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 the 2024 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

Cleveland, Ohio

This is the official notice to all Branch 40 members that triennial nominations for the following Branch officers and seven AFL-CIO delegates will be held at the regular branch meeting, which starts at 7:30 p.m. on Jan. 12, 2024, at the Pipefitters Hall, located at 6305 Halle Drive, Valley View. All candidates must accept nominations in writing, and the branch recording secretary must receive those acknowledgements no later than 5 p.m. on Tuesday, Jan. 16, at NALC Branch 40, 1400 East Schaaf Road, Cleveland, OH 44131.

The offices are president, executive vice president, recording secretary, financial secretary-treasurer, health benefits director, MBA representative, three trustees and sergeant-at-arms. The term of the offices will be three years. Nominations for all station stewards shall be held the second Monday on Jan. 8 at each respective station. The term of the offices will be three years.

Elections will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home address (of record on file) of eligible members at least 20 days before Feb. 9. Please read instructions carefully to ensure a valid ballot. It is the responsibility of all members to keep their addresses current with Branch 40. If any members have recently moved, please notify the recording secretary of your

new and current address. These ballots may contain a write-in space for the selection of steward at units where more than one steward is nominated. Only active members may participate in the selection of a steward at their unit.

Any active or retired member who does not receive a ballot (or is requesting an absentee ballot) must themselves notify the election committee by Jan. 26 by immediately calling 216-273-7030.

Ballots must be mailed back to the election committee and received by 9 a.m. on Feb. 9. At this time, the election committee will collect the ballots, bring them to the designated location, and begin the tally. Election results will be read at this meeting.

Nestor J. Chaves, Rec. Sec., Br. 40

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 Tavern, 351 Pembroke St., Pembroke.

Brandon Palmer, Treas., Br. 72

Easton, Pennsylvania

This is an official notice that Branch 389 will hold its nominations for branch president, vice president, MBA/treasurer, health benefits representative, branch secretary, sergeant-at-arms, shop stewards and trustees at our regular branch meeting at 7 p.m. on Nov. 8 at Big Woody's, 1855 Sullivan Trail in Easton.

If needed, the election will be conducted by secret ballot on Wednesday, Dec. 13, at our regular branch meeting at 7 p.m.

Michael D. Hartranft, Sec., Br. 389

Emerald Coast, Florida

This is the official notice to all active and retired members of Branch 4559 that nominations for delegates to attend the national convention to be held in Boston, MA, will take place at the

regular branch meeting at 7:30 p.m. on Oct. 12, located at the American Legion 105 on Hollywood Boulevard in Fort Walton Beach. Elections of delegates will be held at 7:30 p.m. at the Dec. 14 regular branch meeting.

All nominees must be in good standing and have attended nine of 12 meetings from the previous years to be a paid delegate and have not attempted to serve or served in a supervisory position within the past two years. 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 prior to the Oct. 12 meeting.

Percy Smith Jr., Pres., Br. 4559

Erie, Pennsylvania

This is official notice to all members of Branch 284 that nominations for branch president, vice president, secretary, treasurer, health benefits rep, sergeant-at-arms and the three trustee positions will take place at 7:30 p.m. at the Nov. 14 meeting at Cornerstone Bar and Grill. Nominations for delegates to the 2024 national convention will also take place at the Nov. 14 meeting. Candidates must accept nominations at the time they are made or, if absent, in writing to the branch secretary by no later than 7:30 p.m. on Nov. 14.

Either election, if necessary, will be held at the regular Dec. 12 meeting.

Tim Huhta, Sec., Br. 284

Eureka, California

This is to serve as official notice to all members of Branch 348 that the nominations for one of the trustee positions, as well as delegates for the 2024 national convention, will be taking place at the regular branch meeting Nov. 8. The meeting will be held at 7 p.m. at the Labor Temple (840 E St., Eureka) and over Zoom. All nominees should be present or, if absent, should submit written acceptance of nomination. Nominations can be mailed to P.O. Box 3788, Eureka, CA 95502.

The elections will be held at 7 p.m. at the regular Dec. 13 meeting. There will be a future mailing with more information as we get closer to elections.

Danielle Sproul, Sec., Br. 348

Florence, Alabama

This is an official notice to the membership of Branch 892 that nominations for delegates to the 73rd Biennial National Convention in Boston, MA, Aug. 5-9, 2024, will be taken at the regular meeting at 7 p.m. on Nov. 2. We will have the final vote at the union meeting at 7 p.m. on Dec. 7.

Lisa Jones, Sec., Br. 892

Forest Park, Georgia

This is an official notice to all members of Branch 4568 that nominations for all branch officers—president, vice president, secretary-treasurer, sergeant-at-arms and three trustees—as well as delegates and alternates to the 2024 state and national conventions will take place at the regular monthly meeting at 5:30 p.m. on Nov. 9 at the Forest Park Post Office.

Bernice Grooms, Sec.-Treas., Br. 4568

Fort Wayne, Indiana

This is the official notice to all members of Summit City Branch 116 that nominations will be held at the regular branch meeting on Oct. 12 for the following two-year positions: president, vice president, recording secretary, financial secretary, treasurer, three trustees, health benefits representative, *The Summit City Mailbag* editor, mutual benefits representative, sergeant-at-arms, data entry person, director of retirees, and stewards for each of the Fort Wayne units as well as Angola, Auburn, Bluffton, Decatur, Garrett, Huntington, New Haven and Warsaw. Also, nominations will be held for delegates to the 2024 Indiana state convention and the 2024 national convention.

Candidates must be present at the Oct. 12 branch meeting or have submitted prior to the nomination a letter to the secretary stating acceptance of the nomination. Candidates must signify that they have not served in a supervisory position for 24 months prior to the nomination. Voting will be by mail-in ballot. The ballots will be counted by the nominations/election committee in December.

Elizabeth Wappes, Fin. Sec., Br. 116

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 of 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

Great Falls, Montana

This is the official notification to all

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., October's deadline is for the November 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

active and retired Branch 650 members that nominations for the 2024 Branch 650 officers will be held during the regularly scheduled November meeting, with to be held during the regularly scheduled December meeting. The officer positions are as follows: president, vice president, secretary, treasurer, sergeant-at-arms, health benefits rep, director of retirees and three-year trustee.

Nickolas Liston, Sec., Br. 650

Greeley, Colorado

Nominations for delegates will be held at the regular branch meetings on Thursday, Oct. 5, and Nov. 2. The meetings begin at 6:30 p.m. Location is the NALC Dwight Palser Branch 324 office, 2525 16th St., Suite F, Greeley. Any member in good standing may run for any office. If a member wishes to be a candidate but cannot attend the meeting, they must signify their willingness to run in writing. The elective offices to be filled are delegates to the state convention and national convention: eight elective delegates to the state convention (one-year term of office, Jan. 1-Dec. 31, 2024) and eight elective delegates to the national convention (one-year term of office, Jan. 1-Dec. 31, 2024). Please note that according to the bylaws of the branch, the president is a delegate to conventions by virtue of the office.

Elections will be conducted by secret ballot at the regular branch meeting on Thursday, Dec. 7. Any member who, for any reason, will be unable to vote in person on Dec. 7 may obtain an absentee ballot by writing to: Election Committee, Branch 324, P.O. Box 324, Greeley, CO 80632. Requests for absentee ballots must be received by the election committee no later than one day prior to the Dec. 7 meeting. All absentee ballots must be mailed to the election committee at: P.O. Box 324, Greeley, CO 80632. Each member's ballot is to be mailed in separately or it will be invalid. All ballots must be received at P.O. Box 324, Greeley, CO 80632 no later than one day prior to the Dec. 7 meeting in order to be counted.

Richard Byrne, Pres., Br. 324

Hagerstown, Maryland

To all members of Branch 443: This shall serve as official notice that nominations for the following offices will be taken at the regularly scheduled monthly meeting on Wednesday, Nov. 14: president, vice president, secretary, treasurer, two shop stewards (21740), one shop steward (21742), sergeant-at-arms and three convention delegates. The president, vice president and treasurer are automatic delegates by virtue of their respective positions, as per the bylaws of this branch. Each office shall serve a term of two years. All members in good standing, active or retired, are eligible to run for office.

Julie W. Mitchell, Sec., Br. 443

Hazelwood, Missouri

This is official notice to members of Branch 5847 that nominations will be taken for the offices of president, secretary, OWCP rep, health benefit rep, shop stewards, alternate shop stewards and one trustee. Nominations will be at the regular meeting at 6 p.m. on Thursday, Nov. 2, at Bridgeton Community Center, 4201 Fee Fee Road, Bridgeton. Candidates must accept nomina-

tions at the time made, or signify in writing and submit it to a branch officer prior to the meeting.

Elections for these offices will take place at the Dec. 7 meeting, if needed.

Donna Stenshoel, Sec., Br. 5847

Huntington, West Virginia

This is an official notice to all active and retired members of Branch 359. Nominations for all officer positions will be held at our November meeting on Nov. 14 at the IBEW Local #317 union office, located at 1848 Madison Ave., Huntington.

Elections will be held at our December meeting at the same place.

Roberta Duffey, Sec., Br. 359

Johnstown, Pennsylvania

This is official notice to all members of Branch 451 that nominations for branch officers will take place on Oct. 18 at the monthly branch meeting held at the Woodvale Olympic Club, 401 Woodvale Ave., Johnstown. Ballots will be mailed to all members in good standing, with the ballots being counted at the regular November meeting.

John R. Slaventa, Sec., Br. 451

Lansdowne, Pennsylvania

This is official notification to all members of Branch 1929 that nominations for all officers will be held at our regular meeting in November. Election for these officers will be held at the December regular meeting. All elected officers will resume a two-year term in January of the new year.

William O'Doherty, Pres., Br. 1929

Lehigh Valley, Pennsylvania

This serves as official notice to all members of Branch 274. Nominations for the national convention, to be held in Boston Aug. 5-9, 2024, and the Region 12 rap session, to be held in Atlantic City March 10-13, 2024, will take place at the November branch meeting at 8 p.m. on Nov. 14 at the West Coplay Mannerchor. Elections, if necessary, will be held at the December branch meeting.

Nominations are open to any member in good standing except those who are serving in a supervisor position or those that have applied or served in a supervisory capacity in the previous two years. Nominations will be accepted verbally from the floor or submitted in writing to the nomination committee: Glenn Recker, Gerry Schlimme and Eric Godley.

Tom Cser, Pres., Br. 274

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for all branch officers and delegates to the 2024 national convention will be held at the regular meeting in November.

The election will be conducted by secret mail ballot, with ballots to be in before and results announced at the regular meeting in December.

Todd J. Friemuth, Sec., Br. 105

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. 1, 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.

Nominations for delegates to the 2024 state convention as well as the national convention held in Boston, MA, will also be held at the November branch meeting and elections will take place at the December general meeting.

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

Mishawaka, Indiana

This is an official notice to all active and retired members of Branch 820 that nomination of officers for a term of two years will be held on Nov. 14 at the regular branch meeting, or nominations must be submitted in writing, dated, signed and received by the recording secretary prior to nominations at the Nov. 14 branch meeting. The address to mail nominations request is: Branch 820, P.O. Box 984, Mishawaka, IN 46546.

Nominations are for the following officers: president, vice president, recording secretary, treasurer, financial secretary, health benefit representative, three trustees, and sergeant-at-arms.

Members who wish to be nominated for office must be present at the meeting when nominated or signify in writing prior to the meeting their willingness to serve if elected. Nominations will be held at 125 S. Hill St., Mishawaka.

Election will be conducted by secret ballot, which will be mailed out after the Nov. 14 meeting and are to be returned by Dec. 11. The results will be announced at the Dec. 12 meeting. Officers will be sworn in at the regular January meeting.

Dave Rancourt, Pres., Br. 820

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

Murray, Kentucky

This is the official notice to all members of Branch 2156. We will have nominations for the following officer positions: president, executive vice president, vice president, secretary, treasurer, sergeant-at-arms, MBA representative/health benefits representative, OWCP/retirement representative and a board of trustees. Election nominations will be held at the Oct. 5 meeting at 5:15 p.m.

Elections will be held at the Nov. 2 meeting at 5:15 p.m. by secret ballot.

Julie Zacharko, Sec., Br. 2156

Natchez, Mississippi

This is an official notice to all members of Branch 476 that nominations for all officers and trustees will be held at the October meeting. Those wishing to become nominees must be in attendance at that meeting, unless you send a signed affidavit to the meeting indicating your willingness to accept the nomination, if offered.

The election will be held at the regular November meeting. Installation of officers will be held in December.

Frank A. Patti, Sec., Br. 476

New Haven, Connecticut

This is an official notice to all members of Branch 19 that nominations for delegates to the 2024 NALC national convention Aug. 5-9, 2024, in Boston, MA, shall be made from the floor or in writing at the November monthly branch meeting on Wednesday, Nov. 15, at the American Legion at 3005 Dixwell Ave., Hamden. Candidates must accept the nomination at the time or, if absent, in writing to the recording secretary, MaryAnn DeRevere. The statement must be in the hands of the recording secretary by 8 p.m. on the night of the nominations.

If more delegates are nominated than what is allotted, an election shall be held by secret ballot. This election shall be held at the same time and manner as stated in the Branch 19 bylaws, Article 5, Sec. 5 E2. To be a paid delegate to the national convention, a member must have attended 14 of the past 20 meetings prior to Jan. 1 of the convention year, per Article IV, Sec. 9 of the bylaws.

This is also an official notice to all members of Branch 19 that nominations of officers will also be made at the November monthly meeting for a three-year term.

MaryAnn DeRevere, Rec. Sec., Br. 19

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

Northeastern New York

This is an official notice for all members of Branch 358 that nominations for delegates to the 2024 national convention will take place at the regular branch meeting at 7:30 p.m. on Nov. 9 at the Branch 358 office at 710 Union St. in Schenectady and online via Zoom.

Elections, if needed, will be held on Dec. 14.

William Ganey Jr., Sec., Br. 358

Pasco, Washington

This is an official notice to all members of Branch 1528 that nomination and election for the positions for delegate to the 2024 WSALC convention May 16-19 in Seattle and to the 2024 NALC Biennial Convention Aug. 5-9 in Boston, MA, will be held at 7 p.m. at 3500 W. Court St., Room 115, at the regular branch meeting Nov. 9, followed by the elections for those delegate positions at the regular branch meeting on Dec. 14.

Robert Scherr, HBR, Br. 1528

Pullman, Washington

Let it be known that nominations for all offices for Branch 1296 will be held at the regularly scheduled meeting on Nov. 16, with the election occurring at the regularly scheduled meeting on Dec. 21. Both will be held at 5:30 p.m. at 1020 S. Grand Ave. Absentee nominations are due by Nov. 18. Absentee ballots are available on request. Contact the Region 2 NBA's office if you need to reach out to Branch 1296 with questions.

Greg Donaldson, Pres., Br. 1296

Richardson, Texas

Nominations for the election of officers of Branch 4784 will be held at the regular branch meeting at 5:30 p.m. on Nov. 9 in the meeting room at 1702 N. Collins Blvd., Richardson. Candidates must accept nominations at the time made or in writing within three days if absent. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, vice president, secretary/treasurer, health benefits representative, sergeant-at-arms and three trustees. The terms of office will be two years, beginning Jan. 1, 2024.

The election will be conducted by secret ballot at the regular branch meeting at 5:30 p.m. on Dec. 14 at the meeting room, 1702 N. Collins Blvd., Richardson. Any member who, for any reason, will be unable to vote at the Dec. 14 election may obtain absentee ballots by writing to the Election Committee, Branch 4784, P.O. Box 830314, Richardson, TX 75083-0314. Requests for absentee ballots must be received by the election committee no later than Nov. 13. Returned ballots must be received by Election Day, Dec. 14. Write-in votes are not permitted. Any altered ballots will be invalidated.

Freddie Jackson, Pres., Br. 4784

Richland, Washington

This is an official notice to all active and retired members of Branch 3877 of nominations and election of all branch officers and delegates to state and national conventions. Nominations will be at the regular branch meeting on Nov. 7 and elections on Dec. 5 at the regular branch meeting.

Brian LaBree, V.P., Br. 3877

San Francisco, California

This is an official notice to all Branch 214 members that nominations for the delegates to the 2024 national convention in Boston, MA, Aug. 5-9 will be made at the Nov. 1 regular branch meeting. This meeting will be held at 7 p.m. at the ILWU Hall, 400 N. Point St., San Francisco. Nominations are due in official form, or in writing, to the secretary-treasurer prior to the close of the Nov. 1 branch meeting.

Candidates must accept nominations at the time they are nominated or, if absent, they must submit their acceptance of nomination in writing to the secretary-treasurer prior to their nomination. You may also self-nominate in person or via Zoom.

Elections will be held at the regular branch meeting at 7 p.m. on Dec. 6. This meeting will also be held at the ILWU Hall, 400 N. Point St., San Francisco.

Members are to contact the secretary-treasurer to register their email addresses to gain access with video presence.

Ophelia Sosa, Sec.-Treas., Br. 214

San Mateo, California

This is official notice to all active and retired members of Branch 1280 that nominations of all officers shall take place at the Branch 1280 monthly meeting at 6:30 p.m. on Nov. 9. The address of the meeting place is 1523 Rollins Road, Burlingame.

Election will be held at 6:30 p.m. on Dec. 14 at the Branch 1280 monthly meeting at the same location.

The following offices will be up for election: president, executive vice president, 1st vice president, 2nd vice president, recording secretary, financial secretary-treasurer, sergeant at arms, MBA/NSBA health benefits representative and a board of trustees composed of three members.

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

Analisa Skog, Sec., Br. 1280

Santa Barbara, California

This is an official notification to inform members of Branch 290 that nominations for: president, vice president, secretary/treasurer, sergeant-at-arms, health benefit representative and three board trustees will be held at 6:30 p.m. on Oct. 26 during the monthly union meeting. To be eligible, a member must be present to accept the nomination or, if absent, must signify in writing prior to the meeting to branch secretary their willingness to serve. An election committee will also be appointed at the Nov. 30 meeting.

Elections for the above offices will be held during the regular Nov. 30 monthly meeting at 6:30 p.m. Voting will take place from 6:30 p.m. until 7:30 p.m. The election shall be by secret ballot and all elected offices are for a three-year term beginning Jan. 1, 2024.

Rachel Schmidt, Sec., Br. 290

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, MBA representative, sergeant-at-arms and three 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

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

Southwest Missouri

This is a notice to all members of Branch 366. Nominations for delegates to the national convention will be held at the November branch meeting, and if there is a need for a vote, then it will take place at the December branch meeting. Every member may be considered, but only those with the 10 qualifying meetings in the 2022-2023 years will be reimbursed.

There will also be nominations for a trustee to replace the one-year trustee and will then serve the three-year term with all other trustees moving to one less year.

Jeremy Carrier, Sec., Br. 366

Springfield, Missouri

This is an official notice to all mem-

bers of Branch 203 that nominations for branch president, vice president, recording secretary, financial secretary-treasurer, health benefits representative, sergeant-at-arms and retirees officer, as well as state and national convention delegates for the 2024-2026 term, will be taken at the regular branch membership meeting on Oct. 5.

The branch meeting will be held at Better Homes and Gardens Real Estate office, located at 248 East Primrose St., Springfield.

Paula Neill, Rec. Sec., Br. 203

Tampa, Florida

This notice shall serve as notification to all members of Branch 599, both active and retired, of nominations for delegates for the 2024 national convention to be held in Boston, MA. The nominations will be accepted at the branch meeting beginning at 7:30 p.m. on Oct. 5 at the branch offices at 315 W. Busch Blvd., Suite C, through the end of the meeting. A second day of nominations will take place on Nov. 2 at the branch meeting. At the conclusion of the meeting, nominations will be closed and an election for convention delegates, if needed, will be held at the December meeting at 7:30 p.m. on Dec. 7.

Brian Obst, Pres., Br. 599

Texarkana, Texas

This is official notice to all members of Branch 569 that nominations for treasurer and first vice president will take place at the regular scheduled branch meeting on Tuesday, Oct. 17, at 1 Letter Carrier Drive, Texarkana. Candidates must be present at the meeting when nominated or signify in writing their willingness to serve if elected. Terms will be two years. Secret ballots will be mailed to members after our October meeting.

Election results will be released during the Nov. 21 meeting, which will begin at 7:30 p.m.

Latonia Nailon, Treas., Br. 569

Utica, New York

This is an official notice to all members of Branch 375 that all nominations for the election of officers will take place at the regular meeting on Oct. 12. The following offices will be open for a two-year-term: president, vice president, treasurer, secretary, sergeant-at-arms/financial secretary, health benefit coordinator and five trustees.

Elections will be held at the regular meeting on Nov. 9. If you wish to be nominated, you must be in attendance at the October meeting or have a letter of intent on file prior to the meeting. Absentee ballots may be requested through the elections committee, P.O. Box 4566, Utica, NY 13504. If there are questions, you can leave a message at 315-793-8937. Absentee ballots must be received before the start of the Nov. 9 meeting.

All members are requested to keep their mailing addresses up to date. If you have moved, please notify the branch of your new address.

Roderick Kallen, Sec., Br. 375

Washington, DC

This is official notice, pursuant to Article 5 of the Branch 142 bylaws of the nomination and election of delegates and alternate delegates to the 2023 MD/DC state convention. Nominations for all

Election Notices

delegates will be made at the regular branch meeting on Oct. 4. The election of delegates and alternate delegates will take place at the regular branch meeting on Nov. 1. Capitol Branch 142 union meetings begin at 7:30 p.m. at 6310 Chillum Place NW, Washington, DC.

In the event of the COVID-19 pandemic and the social-gathering guidelines from the CDC changing, and being unable to have a regular branch meeting on Oct. 4, the membership will be notified by mail in reference to nominations and election for all delegates. If you have any questions about the nominations for the 2024 MD/DC state convention, please contact the union hall at 202-291-4930.

All members in good standing as defined in the *NALC Constitution* must be present or he/she have a member in good standing place their name in nomination. All members in good standing must signify their acceptance of nomination in writing to the recording secretary no later than 72 hours after the Oct. 4 nominating meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions.

The nominee's written acceptance must also include that he/she has not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the postal career service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting.

Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure

that his/her faxed written acceptance has been received timely.

Dennis Wright, Rec. Sec., Br. 142

Wausau, Wisconsin

This is an official notice to all Branch 215 members that nominations for 2024 branch offices will be made at the Nov. 14 branch meeting. Nominations will be for the offices of president, vice president, secretary, treasurer and one trustee position.

Election results will be announced, if necessary, at the Dec. 12 branch meeting.

Carissa Blasel, Sec., Br. 215

Williamsport, Pennsylvania

This is an official notice to all members of Branch 50 that nominations for branch officers will be held at the VFW in Dubois-town at the regular monthly meeting at 6 p.m. on Thursday, Nov. 2. Nominations will take place for president, vice president, secretary-treasurer and trustee.

Elections, if necessary, will take place at the VFW in Duboisstown at 6 p.m. on Thursday, Dec. 7.

Christy Fishel, Sec.-Treas., Br. 50

Yonkers, New York

This is the official notice of nomination and election of officers of Branch 387.

Nominations will be held on Oct. 11 at VFW Post 375, 10 Huber Place. Nominations will be accepted for the following branch offices: president,

vice president, secretary, treasurer, sergeant-at-arms, health benefits officer, director of retirees and three trustees. Nominations will also be held for three delegates. Candidates must accept nominations at the time they're made or, if absent, in writing. All positions are for a term of two years. Candidates may only accept nomination for one office. Candidates elected as president and vice president are automatic delegates to the national and state conventions.

The election will be conducted by secret mail ballot. Ballots will be mailed out right after the November general meeting and will be due back no later than Jan. 4, 2024.

Anthony M. Giobbe, Sec., Br. 387

York, Pennsylvania

This is official notice to all Branch 509 members of nominations and elections for delegates to the state and national conventions as well as nominations and elections for the following branch positions: branch president, vice president, secretary, treasurer, shop steward (East, West and Downtown Zones), health benefits officer, editor, two trustee positions and sergeant-at-arms.

For branch nominations and elections to office, all members in good standing as defined in the *NALC Constitution* must either be present to accept their nomination submitted by another member in good standing or signify in writing to the branch secretary, or chairperson of the election committee, their willingness to serve if elected at

least 30 days prior to the election.

Nominations will be held at the regular branch meeting on the second Wednesday of November. If two or more nominations occur for any one position, an election will take place by secret ballot at the regular branch meeting on the second Wednesday of December, presided over by the chairperson of the election committee appointed by the president and two other members appointed by the chairperson.

Any member unable to attend the December meeting shall be entitled to receive an absentee ballot upon written request to the election committee. The request must be received at the designated post office box by the third Wednesday following nominations. The absentee ballots will be opened and counted at the close of the elections at the branch meetings.

For state and national convention delegates, the top two elected delegates will be paid delegates to the convention, in addition to the president and vice president in accordance with these bylaws.

The terms for branch officers will be from Jan. 1, 2024, to Dec. 31, 2025.

Kayla Quinlan, Pres., Br. 509

Youngstown, Ohio

Branch 385 will be holding nominations at the regular November branch meeting for delegates to the 2024 national convention. Any elections necessary will then be held at the regular December branch meeting.

Kevin Bryant, Sec., Br. 385

In Memoriam

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

Morris R. Delgado Br. 576 Phoenix, AZ
 William P. Hurley Br. 576 Phoenix, AZ
 James K. Gambill Br. 1131 Jonesboro, AR
 Michael Thomas Br. 231 Central CA
 John R. Gispanski Br. 1100 Garden Grove, CA
 Beverly A. Given Br. 1100 Garden Grove, CA
 Robin W. High Br. 1100 Garden Grove, CA
 Carlos D. Ignacio Br. 1100 Garden Grove, CA
 Willie E. Martinez Br. 1100 Garden Grove, CA
 Robert A. Peace Br. 1100 Garden Grove, CA
 Lateceshia C. Rhymes Br. 1100 Garden Grove, CA
 John K. Roark Br. 1100 Garden Grove, CA
 Bobby L. Russ Br. 1100 Garden Grove, CA
 Wayne I. Sherrill Br. 1100 Garden Grove, CA
 Eltor J. Trunzo Br. 1100 Garden Grove, CA
 Elmer G. Wald Br. 1100 Garden Grove, CA
 William L. Wegner Br. 1100 Garden Grove, CA
 James E. Johnson Br. 1111 Greater E. Bay, CA
 Derek Thompson Br. 24 Los Angeles, CA
 Patricia Perez Br. 1439 Ontario, CA
 Walter T. Washington Br. 2200 Pasadena, CA
 Frederick G. Ricketts Br. 133 Sacramento, CA
 Paul C. Basiliere Br. 70 San Diego, CA
 Anne M. Newberry Br. 32 Bridgeport, CT
 Peter A. Corvi Br. 19 New Haven, CT
 Lloyd Seals Br. 19 New Haven, CT
 Beverly A. Thompson Br. 142 Washington, DC
 Thomas L. Crompton Br. 1091 Central FL
 Lonnie E. Jordan Br. 53 North FL
 Thomas D. Huffman Br. 2689 Spacecoast FL
 Regis J. Bogolin Br. 4568 Forest Park, GA
 Brian K. James Br. 11 Chicago, IL
 Joseph A. Pariseau Br. 319 E. St. Louis, IL
 Thomas J. Conner Br. 305 Joliet, IL

Marvin L. Moore Br. 384 Mattoon, IL
 Christopher Pienta Br. 4739 Wheeling, IL
 Keith R. Carmack Br. 39 Indianapolis, IN
 Ralph G. Francis Jr. Br. 39 Indianapolis, IN
 Toni G. Gray Br. 39 Indianapolis, IN
 Jerry P. McAndrews Br. 39 Indianapolis, IN
 Joseph J. Polovich Br. 39 Indianapolis, IN
 John Rauh Br. 352 Central IA Mgd.
 John D. Hawkins Br. 506 Davenport, IA
 Edward J. Dever Br. 34 Boston, MA
 Edmund S. Scott Br. 25 MA Northeast Mgd.
 Louis J. Gardella Br. 286 Pittsfield, MA
 Bernard P. LaPlante Br. 286 Pittsfield, MA
 Barry L. Barker Br. 256 Mid-MI
 Larry R. Mowinski Jr. Br. 256 Mid-MI
 Robert C. Gignac Br. 3126 Royal Oak, MI
 Nick C. Boosalis Br. 9 Minneapolis, MN
 David P. Leba Br. 9 Minneapolis, MN
 Kenneth L. Sykora Br. 9 Minneapolis, MN
 Darin J. Nelson Br. 1051 Moorhead, MN
 Maurice S. Helmka Jr. Br. 763 Columbia, MO
 Francis A. Talbot Br. 195 St. Joseph, MO
 Kevin G. Hevelone Br. 8 Lincoln, NE
 Arvid G. Langfeldt Jr. Br. 5 Omaha, NE
 Thomas L. Theiler Br. 5 Omaha, NE
 Peter G. Burgess Br. 72 Concord, NH
 Matthew Stone Br. 425 Bergen Co. Mgd., NJ
 Thomas K. O'Neill Jr. Br. 38 NJ Mgd.
 H. J. Smith III Br. 38 NJ Mgd.
 Thomas Perconte Br. 1492 Westfield, NJ
 Henry R. Ortiz Br. 504 Albuquerque, NM
 Jose E. Romero Br. 504 Albuquerque, NM
 Ronald Nussbaum Br. 41 Brooklyn, NY
 Henry B. Block Br. 3 Buffalo-Western NY

Vincent J. Bianco Br. 6000 Long Island Mgd., NY
 Jeremy K. Showman Br. 6000 Long Island Mgd., NY
 Rupert A. Bristol Br. 36 New York, NY
 Joseph P. Kohn Br. 36 New York, NY
 Ronald P. Odasz Br. 358 Northeastern NY
 James B. Lennox Br. 693 Westchester Mgd., NY
 Mauro L. Arzuza Br. 545 Charlotte, NC
 Larry G. Brown Br. 936 High Point, NC
 Eugene G. Cooper Br. 238 Canton, OH
 Richard L. Killian Br. 238 Canton, OH
 Marlin L. Scott Br. 238 Canton, OH
 Thomas R. Lambdin Br. 182 Dayton, Ohio
 James A. Bruehl Br. 1491 Norman, OK
 John H. Minter Br. 458 Oklahoma City, OK
 C. W. Berry Br. 389 Easton, PA
 William J. Hutnik Br. 389 Easton, PA
 Sherwood L. Kneebone Br. 389 Easton, PA
 William J. Reilly Br. 389 Easton, PA
 Nicodemo A. Romeo Br. 389 Easton, PA
 Chester D. Eklund Br. 181 Austin, TX
 Robert C. Hibbard Br. 1227 Wichita Falls, TX
 Bobbie N. Hise Br. 1227 Wichita Falls, TX
 Richard G. Luna Br. 1227 Wichita Falls, TX
 Douglas J. Fellows Br. 567 Alexandria, VA
 Nyreiss S. Boone Br. 609 Newport News, VA
 James C. Sherfey Br. 3520 Northern VA
 Vincent A. Fields Br. 125 Fond Du Lac, WI
 David D. Nett Br. 125 Fond Du Lac, WI
 Donald R. Wurtz Br. 125 Fond Du Lac, WI
 Randy L. Pieper Br. 507 Madison, WI
 Roy J. Repinski Br. 2 Milwaukee, WI
 James L. Smith Br. 2 Milwaukee, WI
 Rhonda R. Barts Br. 102 Sheboygan, WI

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)

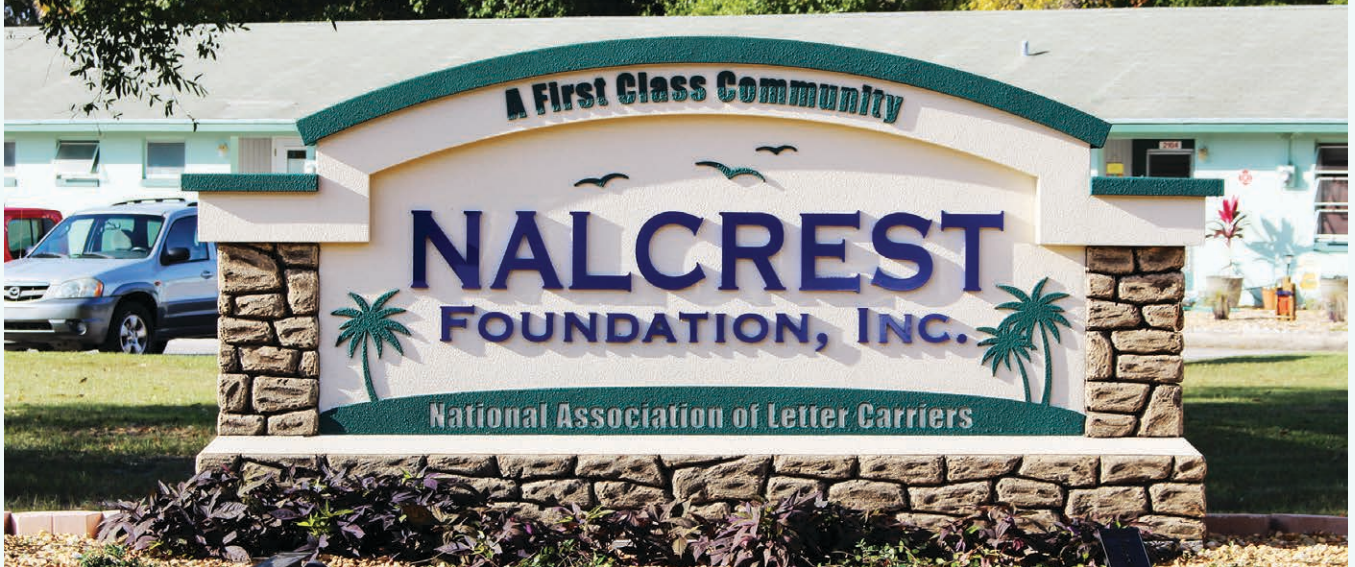
Printed name of branch officer

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.



From the Trustees

The old saying we “dodged a bullet” was true when Hurricane Idalia moved away from the southwest coast of Florida and landed on the Big Bend of the Florida Panhandle. Last year Nalcrest was not so lucky when hurricanes Ian and Nicole came roaring over Nalcrest. As the Jimmy Buffet song goes, we’re “trying to reason with hurricane season.” (Rest in paradise.)

Our annual Labor Day celebration happened on Sept. 4, as scheduled. It was moved inside the William Doherty Auditorium because of the heat and in precaution of possible Florida afternoon rain. Music was good and some folks took advantage of dancing, singing and, of course, eating the delicious picnic food. Thanks to the Nalcrest softball club for showing off its barbecuing skills and to the other volunteers and staff, coordinated by Nalcrest Property Manager Lisa Senecal.

Last month’s article reminded all that Nalcrest will be turning 60 and that a planned celebration will occur Feb. 1-2, 2024. All details and an agenda of events will be forthcoming. A commemorative 60th booklet is being

planned. Rates to place ads in the booklet will be available by contacting the Nalcrest office. Individuals, groups, branches, state associations and regional NBA offices are all welcome to place well wishes in the publication. This is a biggie—60 years of the NALC taking care of NALC retirees.

Remember, sisters and brothers: There are more than 340 members on the waiting list, so if Nalcrest is on your radar to make it your home, you can get on the list when you are active. However, you *must* be retired and an NALC member in good standing when your name is reached, or you go to the bottom of the waiting list. Retirement takes planning, and the union offers protection and benefits—take advantage of it!

Matty Rose

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz



For information on how to contribute to the Letter Carrier Political Fund,

go to:

nalc.org/pac



Left and above: Nalcrest residents enjoy the annual Labor Day celebration on Sept. 4 in the William Doherty Auditorium complete with picnic food prepared by the softball team, music, singing and dancing.

Union Member Rights and Officer Responsibilities under the **LMRDA**

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS)

enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. Below is a summary of the LMRDA:

Union Member Rights

Bill of Rights—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

Reports—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline—A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's reasonable request to distribute campaign material at the candidate's expense.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.

Restrictions on Holding Office—A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans—A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave. NW, Room N-5616, Washington, DC 20210, or by visiting www.dol.gov.

Branch Items

Albany, New York

If you don't know your rights, then you don't have any! Recently, management has been trying to make you think there are new rules you must follow. You must get out of the office in the morning in 60 minutes; you only have five minutes in the office in the afternoon. These are both categorically false statements—your office time is calculated by the volume of mail you have plus the time you're allotted for things such as a vehicle check and signing for your keys. It's all spelled out in the *M-41 Handbook* for you, just like the afternoon office time. There is no time limit such as five minutes to complete your afternoon duties; they take what they take.

Management will do and say whatever they think will save them minutes. Remember, there are roughly 200,000 city letter carriers across the nation—if they can get them all to cut five minutes out of their day, that's a savings of roughly \$650,000. That's the salary of a new vice president job they can create to monitor every second of stationary time.

Where can you learn about your rights? Start by visiting nalc.org; there is more information on that website than you could read in a year. Start by going to the Members Only portal and requesting your paper copy of the *Letter Carrier Resource Guide*, and then contact your shop steward to find out when the next branch meeting is.

Remember: Knowledge is power, so gain as much as you can.

Norris Beswick, Branch 29

Baton Rouge, Louisiana

This summer has been one for the record books. I've been carrying mail nearly 39 years, and this has been the hottest summer of my career by far. I'm grateful that we made it through without any serious heat injuries or fatalities locally. Our local management had a mixed response to the extreme heat. Some stations provided bottled water daily, or Gatorade packets, cooling towels, etc., while some stations moved their starting time to as late as 9 a.m., which was a dumb idea. We had grievances filed and OSHA was contacted; there were even private advocates, who took our cause to the public to get us some relief.

On Sept. 27, we had nominations for all officers and 15 delegates to the next national and state conventions. If you're interested in serving, come to meetings. We're looking for committed people to help this union continue to represent all our members and National's agenda.

Route inspections are starting up again this month. Southeast Station is on deck to be inspected later this month. Please be consistent with what you do daily to avoid any wide swings in performance. The scanner has been tracking you, but during the live week, be a professional. Take your 10-minute office break and your 30-minute lunch, as well as your 10-minute p.m. street break. That's 50 minutes that you can't afford to lose on your route. Our contract states a fair day's work for a fair day's pay, not a 10-hour day done in eight hours. And

if you're the regular on the route, come to work that week.

I want to thank all those who came to the MDA White Party. We had a good time for a great cause.

Troy Scott, Branch 129

Camden, New Jersey Merged

Branch 540 held its "not so annual" day at the ballpark. We had a group of tickets to a Phillies game, and we had a little pregame tailgate. Thank you to Anthony Guddo for organizing the event. It was a beautiful day for a game and the first time our branch held a day at the ballpark since before the pandemic. We had burgers, dogs, and even a game of touch football. Best of all, no one got hurt! The bottom line in the final report was that everyone had a lot of fun and they want to do it again. We will go back to calling it our "annual" day at the ballpark.

Next up on our branch's calendar of events is our second annual "Music for MDA" event. This event, along with our annual bowlathon, helped our branch in becoming New Jersey's second-highest contributor to MDA last year (according to *The Postal Record*). This year, we're hoping to do better. Watch out, Branch



With the help of Region 8 RAA Monica Walker and Louisiana State President Troy Scott, Baton Rouge, LA Br. 129 hold a white party as an MDA fundraiser.

38 Merged—we've got our eyes on you.

By the time this article goes to print, New Jersey will already have held our state convention, which will be followed by the Committee of Presidents meeting in October. Then we will be getting ready to send a few of our officers to the national rap session in November. There's been a lot going on in our union, and the timing of this rap session couldn't have come at a better time.

I know many of our members are curious about the status of our contract. I'm asked about it almost every day. I try not to get worked up about what may or may not be. There's a bunch of real-time issues to deal with on the work floor to keep me busy.

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 first and foremost would like to wish everyone a happy Halloween. We would also like to thank all of our branch members who were able to attend the Region 9 rap session in Orlando, FL, early this month. We appreciate each and every single one of you for

dedicating your time to educating yourselves to better this branch and our members. We look forward to each one of you sharing the valuable knowledge that you gained through this training to make us a better and stronger branch.

The union leadership would like to let all of our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out.

Justin Fraley, Branch 545

East Lansing, Michigan

The first few days of school in our Northern city were half days because of excess heat in the 90s. This was a first for us, to cancel school because of being too hot. The idea is slowly percolating in our country that climate change is real and that we have to make adjustments to the way we live and work to deal with those changes.

UPS and other delivery companies who have seen their drivers dying of heat stroke are now actively talking about what those changes might be. It is time for the Postal Service to get serious about similar discussions. The problem is that certain elements of our society are hardwired to resist change, no matter how commonsense it may be. And they are especially resistant to anything that benefits workers in general or unions in particular. They let political dogma outweigh common sense.

Does this mean progress can proceed only piecemeal in certain blue states? Or is there hope for countrywide safety standards from OSHA or EPA, for instance? I suspect any wholesale change to protect workers from heat or inclement weather due to climate change is out of reach for now until a more favorable political climate change occurs.

The anti-worker party will continue to deny global warming long past the point it is obvious to all, simply because if you admit it's real, you must do something about it to protect workers. Perhaps in those anti-worker states the best thing is to hope you can get some language to protect you inserted into your local agreement.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

Locally, management is cracking down on attendance and tardiness. Just as a reminder, please remember that sick leave is for when you are sick, or for when a family member is sick and under dependant care. Repeated tardiness is difficult to overcome when you get disciplined. Please use your sick leave only as needed.

Carriers are reminded that when you (not management) determine that you need overtime, you must fill out Form 3996. Turn it in and

request a copy and keep it. If it is denied, then request Form 1571 to curtail, turn it in, request a copy and keep it. If management tells you not to curtail and deliver all without overtime, then request a steward. If management does not give you a copy, ask to see a steward. Always remember to follow instructions first and grieve later, unless the instruction puts your safety in jeopardy. If you are told that you used unauthorized OT, then ask for a steward.

Management has a habit of placing carriers on an unauthorized overtime sheet and not telling you. Then they try to discipline you for it. If that happens, be sure to see your steward.

The NALC has published a guide for CCAs; it is a good idea to read it to know your rights. You can also go to the NALC web page for questions and answers. Understanding your rights makes your job a whole lot easier.

Congratulations to the Florida State Association of Letter Carriers on the very successful convention and the reelection of its state officers. Once again, the state has shown its full confidence in the working of your association.

I want to extend a hearty congratulation to Gina Shirah on her retirement and new journey in life.

Percy Smith Jr., Branch 4559

Fresno, California

When I first started as a letter carrier many years ago, managers could be understanding and friendly. Except one. I never worked for him, but heard plenty about him. He was finally moved away from the workroom floor. Now in Fresno there are half the stations as back then, but each remaining station has two to three abusive supervisors. They have grown like cancer cells. They seem to enjoy handing out threats, harassment and removals for petty reasons. They seem to have no limit, going as far as submitting resignation forms for letter carriers who have not resigned. You can imagine the problems that causes.

Supervisors showing up to work intoxicated are simply sent home for the day. Screaming and yelling in front of a LLV while the letter carrier is attempting to drive to their first delivery has gone unpunished, to my knowledge. One supervisor was even given the nickname "Dragon Lady." She does not know about it.

My point is that abuse has gotten more widespread, and postal management has gotten more dishonest, vengeful, hostile, and even stupid as years have gone by. This is no time to be divided at work. Even station snitches get picked on from time to time. They cannot believe it. After all the snitching they do? Our members must be united. Management loves when we are not.

All of you are the union. So quit complaining and help yourselves out by being united as one. We all benefit from it.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

To my brothers and sisters—

No matter your profession, training is the key to having an efficient and successful

career. With management trying to cut costs and bear the fruits of our labor, management is cutting hours in the letter carrier craft. Cutting hours in the letter carrier craft harms our brothers and sisters by not allotting the proper time to give the proper training to our future brothers and sisters.

Without being equipped with the proper training, it does more than cut hours. It hurts our reputation, our community and making our customers not want to continue to use our postal service for their mail and parcels, which then affects our future retirement. Limiting the proper training harms our brothers and sisters by potentially resulting in a safety issue.

We all deserve to go home to the ones we love after a hard day's work. No one should have to suffer due to the lack of training and/or time restraints to properly execute our duties. Cutting corners can result in less street time, which then can potentially abolish a route. We want to create opportunity, not take it away.

In solidarity—

Anthony Kennedy, Branch 630

Hagerstown, Maryland

Last month I wrote that we would hopefully have more clarity on the status of the route adjustments for downtown, but unfortunately at the time of this writing, there has still not been an update regarding what the routes will consist of. At risk of sounding like a broken record, hopefully by the time this is released the process will be coming close to a conclusion.

After the inspection process is complete, all routes will be adjusted to eight hours. For some carriers, this means that they will have a fully evaluated route for the first time. This means that a 3996 may need to be used more regularly. The proper time to do this, according to the *M-41*, is "immediately following the final receipt of mail." At this time, management will give you instructions as to what you are to do with the overtime you requested.

Regardless of management's instructions, it is vital to follow what they say. While you may disagree with their decision, there is no point in arguing with them at this time. Furthermore, when completing your 3996, the reasons for overtime requested must be more specific than just "heavy mail." Ensure that you fill out the request for overtime based on the day's assignment. Ultimately, remember that we are the experts here and that this is our opinion regarding the estimated amount of overtime necessary to complete our assignment.

Lastly, next month we will be having branch elections for all positions in the union. I urge anybody who is interested in running for a position to attend the union meetings on the second Wednesday of every month and make it known that they have an interest. The more members who are actively involved, the stronger we all become.

In solidarity—

Jeremy Kessel, Branch 443

Hopkins, Minnesota

What do retired Branch 4319 President Jim Raymond and stepping in a pile your dog left in the yard have in common? No matter how hard you try to get rid of them, neither one is ever really gone.

According to the item Mr. Raymond submitted to the Retiree Reports in the September *Postal Record*, Branch 4319 was successful at an arbitration hearing on a grievance regarding management removing a couch from the break room. Mr. Raymond also called the Minneapolis Step B Team useless and said, "So for all the branches that have their grievances sent to the Minneapolis Step B Team, we feel your pain with their weak-a** remedies."

Perhaps a little context on Mr. Raymond is in order. Following his retirement as President of Branch 4319, the number of grievances appealed to Step B dropped dramatically. The representatives for the union and management suddenly found themselves able to resolve grievances at the local level.

Mr. Raymond, meanwhile, still finds time in retirement to spew his tales of being mistreated by the Step B team. I'm personally at a loss to find a connection between his recycled rants and the Retiree Reports in which he makes them.

I suggest channeling all that bitterness into something more productive, Jim. Here are some ideas off the top of my head. Maybe hang out at a local coffee shop and complain about the weather or all the annoying children playing outside on a nice summer day. Or post something on social media about how much harder things were when you were young and walked to school uphill both ways.

Until the next time I step in something left behind by Mr. Raymond, have a lovely day.

Warren Wehmas, Branch 2942

Jackson, Michigan

Jackson is in the process of being the protégée hub, aka place of distribution for our district and beyond! It has been interesting how crowded the "hub" has become. We are a big postal distributor with 100-plus carriers, and adding another 50 workers (estimate) with all their equipment and our football field-sized building becomes tight quarters.

The building will be top-notch when complete. It already looks 100 percent better, and in a few weeks when complete, it will look even better! Can't wait until all the bigwigs show up to see the future distribution centers.

It has been challenging, but our carriers have accepted the challenge and continue to work around all the construction zones. They have done an excellent job, even though we continue to get hounded for stationary time and office time; our union has stepped up! We are like ducks and continue to work and let the water slip right off our backs!

Way to go, Jackson!

Mark Raczkowski, Branch 232

Branch Items

Knoxville, Tennessee

Howdy, sisters and brothers! As we know, carriers are undergoing route evaluations using revised procedures involving scanner times/events. Regardless of the system, the paperwork hasn't changed. So here is some retiree advice from past management discussions on how to request overtime assistance.

First, request and fill out a 3996. You cannot be denied this form (*M-39 Handbook*, Section 122.33). Do not argue, but speak with your steward, who will investigate your situation. When filling out the form, make sure you write down where and at what time you plan to take your lunch. You can avoid any misunderstandings about where you were and what you were doing later. Be specific about why you are requesting overtime.

If you are told to curtail your mail, ask for Form 1571, aka "cut slip" (*M-39 Handbook*, Section 111.2 (i)(j)). Breathe deeply and do not lose your cool. Beat them at their own game. There is no sense in having a heated discussion, and it will not help your cause. Do not make decisions—that is what the 204-b/supervisor gets paid to do. If you are on the street and can't make it back in time, call back as soon as you can, which will give the supervisor extra time to get someone out to help you.

If you follow these procedures, you will make it much more difficult for management to discipline you, and much easier for us to defend you should you be disciplined. These two forms are critical when you are having a route evaluation. This paper trail will ensure the accuracy of your route evaluation data and ensure the accuracy of your route data and keep the wolves away. Information is Job 1!

Tony Rodriguez, Branch 419

Norristown, Pennsylvania

Greetings to my fellow carriers. We work in a new world of management today. Never knew I had been working in the good ole days till now.

Back in the day, we enjoyed going to work (for the most part). We didn't have micromanaging like we do now. Every second is trying to be accounted for with these new scanners. Remember, just because the scanner says it's not moving does not mean you are not working. (If you had one for managers who sit in front of a computer and never move, does that mean they are not working?)

I myself carry the scanner everywhere I go, when in the office, on the street when I walk up to the door to deliver a package, even when I take a comfort break. Guys like to name their guitars, cars, favorite golf club and a lot of other things. I named my scanner—I call her Shadow, 'cause she goes where I go! Now sometimes she hides from me, in trays, behind packages, in tubs, under mail—she likes to play games with my head. But we are like peanut butter and jelly; we just like to hang out together.

Unfortunately, some new carriers have never been through and inspections and don't understand that you should be keeping a steady

but not crazy pace. They brag about getting done two hours early on the route, then when it comes time for TIAREAP, they're gonna give you two more hours of territory on your route to make it eight. Then the route will be longer, and you won't be able to keep up the pace you were doin' and then you will start complaining that the route is hard and you can't get it done.



Portland, OR Br. 82 honors 80-year member Paul Swenson, age 102, with a plaque. Pictured with Swenson are (standing, l to r) Branch Director of Retirees Sam Smith, NALC President Brian L. Renfroe and Branch 82 President David Norton.

Come to a meeting and we will teach how to be professional!

Joel Stimmler, Branch 542

Northeastern New York

Branch 358 celebrated the retirement of President Emeritus Bill Cook and other retired officers. The event was well attended by letter carriers, labor leaders and elected officials.

Paul Tonko, congressman from New York's 20th Congressional District, spoke about the special relationship he has with letter carriers. He commended Bill Cook on his leadership to Branch 358 and the commitment he made to letter carriers. Rep. Tonko is a champion of letter carrier causes and supportive of our issues.

Ken Nolin was honored as president emeritus of the former Branch 416. Ken merged the branch with Branch 358 in 1985 to give his members more representation. Ken held many positions in our branch, including vice president.

Bill Cook was president of Branch 358 for more than 28 years. Under his leadership, our branch has achieved national recognition in many areas, including community services and legislation. He thanked all active and former officers in attendance for all their efforts. He reiterated that their support was crucial to the success of the branch.

The ceremony was well attended and included numerous branch presidents, as well as NALC Director of Retired Members Dan Toth and Region 11 NBA Mark Camilli. Dan and Mark thanked Bill Cook for his friendship and remarked on how crucial he was to their success.

Finally, I would like to thank all of the officers who helped to make this event a success. Branch 358 would like to wish Bill a happy and healthy retirement!

Frank P. Maresca, Branch 358

North Florida

Branch 53 has resolved some of the heat training-related grievances at Formal Step A. Our steward got things such as the supervisor making an apology, giving the training and properly documenting it. Management had to post a notice acknowledging the falsification of training and that management understands the importance of safety for their employees.

Here is the best part: During the months of May, June, July and August, management will send out daily messages via the scanners reminding employees to drink plenty of fluids and must explicitly state extra breaks are permitted to be taken to recover from heat.

There are many more heat-related cases out there, but regardless of that, heat is not anything to be ignored. Thanks go out to the stewards who are looking out for the carriers' safety and well-being, even if management doesn't.

Our thoughts go out to the friends and family of Florida State Association of Letter Carriers District 2 Chair and LCCJ Joanne Cannon, who recently passed away. Joanne worked tirelessly with legislation at both the state and national level, as well as her work for the education and betterment of the letter carriers. Rest in peace, sister; you will be missed.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

Open Season is almost upon us, starting Nov. 13 and running until Dec. 11, which allows members to switch plans if they so desire. The NALC Health Benefit Plan is still highly rated and recommended by those of us who are enrolled in the NALC Plan. Premiums are high, but that is true across the board for all the high option plans, and the NALC Health Benefit Plan can be stacked against all of the high option plans and come out the better for it.

Our plan is serviced by Cigna/Caremark/ CVS, and for those who opted into the Aetna Medicare Advantage Plan, a huge savings overall. School is still out on that, but from a personal perspective, it has been a plus. There are changes coming to all federal health plans starting in January 2025. We still don't know all of the particulars but are being told that whatever plan we have now we will be able to keep if we so desire. I highly recommend the NALC Health Benefit Plan. I have had our plan for more than 50 years, and it has served my family and me well. I see no reason to change.

We should know shortly what changes in plans are coming for next year and the cost of our premiums. I know that our officers are working hard to do everything they can to improve our plan, so I will be sticking with the NALC Health Benefit Plan. All I ask of our members who don't have our plan is to check us out and compare what you have with what we offer. Our Plan is 100 percent union, and that in and of itself says a lot.

Bob Bearden, Branch 458

Portland, Oregon

Thank you to President Brian Renfroe for attending our retirees banquet, the first in

three years. We were pleased to have his support in presenting awards for 50-, 55-, 60-, 70-, and even an 80-year member award to Paul Swenson, age 102.

Former Executive Vice President Jimmy Williams received his 50-year pin. President Renfro thanked Williams for his dedicated service to this union, which includes being the driving force behind the creation of the NALC Leadership Academy.

Thank you to Branch 82 President David Norton and Director of Retirees Sam Smith for hosting a successful banquet. It's so important that we as a union honor the people who have come before us. They play an essential role within the union and remind us all of what's possible for ourselves one day.

Suzanne Miller, Branch 82

Racine, Wisconsin

This past August saw a well-attended and successful Branch 436 picnic. Thanks to Vice President Josh Driver for the time, energy and planning involved to pull it off. Not an easy task; thanks, Josh!

I filled out a 3971 (request for leave) using a piece of carbon paper. Our younger supervisor says nobody uses carbon paper anymore. Whaaat? I remember changing typewriter ribbon. How many of us started at the P.O. prior to the WWW and the dot coms (circa 1991)? Whatever did we do for information? Oh, that's right, that big building down the street with all those books in it. Of course, that would make some of us a product of the '80s. VHS tapes, MTV and "Straight Outta Compton" was all the rage while doves cried. Who got that besides Tavis, who only watched Prince's Purple Rain "When Doves Cry" like a hundred times? A rotary phone would only be "updated" with a long cord that could reach from the kitchen to the living room. The cord wouldn't even be the same color as the phone. Privacy? Shut the door on the cord, tell everyone you'll be out in a second. "Ghostbusters," "Raiders of the Lost Ark" and "Caddyshack" were staples.

We are now in October. Time to file our vacation memories and get our mindset for what's right around the corner. Here in the Midwest, that means taking stock of our winter gear. Christmas—yes, I said Christmas—will be here before you can say "stationary time."

Congratulations to our two new Last Punch Bunchers, Tavis Weaver and Andrea Zanella. We all worked together for a long time. Relax and enjoy your retirements!

Chris Paige, Branch 436

Rockville, Maryland

COVID really knocked me out for the entire month of August. I did not feel well enough to even write a scribe article for the September *Postal Record*. I am so glad that I got my COVID-19 shots and was boosted. Otherwise, the outcome probably would not have been good. I want to thank everyone for all the well wishes. That really does help, and I am very appreciative of all thoughts and prayers.

Frederick carrier Troy Harris saved a customer's life while delivering his assignment (see photo below). Our NBA, Vada Preston, presented the plaque and a letter from our national union president, Brian Renfro. Troy Harris is the kind of human being who makes us all proud to be letter carriers!

We have won about \$20,000 in pre-arbs recently. I want to thank RAA Tonya Detrick for more than \$5,000 in Article 8.5G (overtime rules) wins in our Frederick and Germantown offices. I also want to thank Hugh McElroy, Cindy Connors and our vice president, Chuck



Rockville, MD Br. 3825 member Troy Harris is recognized for his heroic actions after he revived a customer who was suffering a medical emergency. Pictured (l to r) are Region 13 RAA Hugh McElroy, Region 13 NBA Vada Preston, Harris, Laura Hennessey, Viktor Fraker and Branch Vice President Chuck Clark.

Clark, for some very impressive pre-arb victories amounting to about \$15,000! Some of these were maximum-hour violations, inequitable distribution of overtime, and other issues.

I also want to recognize Steve Klein and Chuck Clark for escalating remedies for the non-ODL concerning Article 8.5G violations in our Gaithersburg office. The non-ODLs received an additional 275 percent and the ODLs received overtime or penalty pay as applicable. This meant the non-ODLs were paid quadruple time and a quarter for each hour improperly worked. This amounts to \$127.50 per hour for the non-ODLs and \$45 to \$60 per hour for the ODLs based on \$30 per hour. We will force management to comply with our contract! Nice work, Steve and Chuck!

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

As the chairman of the retirees from Branch 343, it's not uncommon for me to attend the funeral of a retired letter carrier. As part of my duties, I always offer my services to the widow or a family member to help them navigate their way through the process of notifying OPM regarding the deceased annuity and any life insurance benefits the family member is entitled to.

This past week I received a phone call from the president of our local inviting me to attend

the funeral of an active letter who took his own life while on the clock.

There was no obituary for this young man in the local newspaper. Arrangements were passed by word of mouth. The service was conducted at the cemetery for immediate family and friends. In attendance were about 40 letter carriers from this young man's station, all in uniform. His young widow took the time to greet everyone.

This young man's widow, sister and mother-in-law spoke about the love and the loss they all felt at his passing. They spoke about his pride in being a union member, his dedication to being a good public servant and the joy that serving his patrons meant to him. They spoke about his devotion to his wife, his love of music of all kinds, and what a terrific sense of humor he had and what a beloved family member he was. His mother-in-law said that he gave everything to his job, but that with all the long hours of overtime and working his days off, he finally broke.

This young man's widow requested that no supervisor from his station attend the funeral. One can only conclude that the supervisors' actions contributed to his decision. How callous has management become?

Tom Schulte, Branch 343

St. Paul, Minnesota

Numbers, numbers, numbers. They're management's favorite thing to talk about. Whether they're talking about your volume numbers in the morning, your undertime numbers on the street (and let's be honest—they always say you have undertime, regardless of their perfect numbers), or your efficiency numbers when you get back. Their world is ruled by numbers, but there's one number we don't hear about, and that number is 1,024.

See, 1,024 is the most recent count of grievances at the Formal A step here at Branch 28 as of this writing. Last year we had a few hundred throughout the whole year. This is not counting the hundreds of grievances settled at the station level. What does that 1,024 number mean, though? To me, it's 1,024 missed recitals, it's 1,024 canceled nights out with friends, it's 1,024 family dinners without the whole family. Most importantly, it's 1,024 of management's failures. Failures to hire new people, failures to retain their people, failures to treat people like people. It's 1,024 times where management chose to do the wrong thing.

It's thanks to our fantastic Formal A team that we're able to deal with the massive influx of grievances. The legwork they put in to get our settlements is herculean, and the work they do to build the best cases possible when we appeal to Step B is equally impressive. We recently received a settlement on the removal of personal items from our cases. We won thanks to everyone who submitted statements about this asinine rule change, because of the stewards who filed station level grievances, the Formal A reps who put the case files together, and finally, the Step B team members

Branch Items

who got us the settlement we deserved. It's a marathon that starts with every one of us.

Solidarity forever—

Kaylee Valerius, Branch 28

San Antonio, Texas

During this historic heat wave, management stopped providing bottled water to carriers to take to the street, despite OSHA guidelines stating that water should be provided in the workplace. Workplace is defined as a location where someone works for their employer. Clearly a carrier's workplace is on the street.

Reps. Greg Casar, Joaquin Castro, Henry Cuellar and Tony Gonzales sent a letter to Postmaster General DeJoy and San Antonio Postmaster Robert Carr voicing their concerns on our behalf. Branch officers' interviews aired on three television stations, and Reps. Cuellar and Castro and staff for Reps. Casar and Gonzales spoke at our branch meeting. The branch's organized rally at the main post office was televised, and San Antonio Mayor Ron Nirenberg attended and spoke at it, along with supporters from APWU, the San Antonio AFL-CIO and many other unions.

The Post Office's response slandered the branch, stating, "The positions being presented by the leadership of the NALC local Branch 421 in San Antonio, TX, are inaccurate and largely absent of anything based in reality." Its response continued with double-speak and to provide its "facts." I stand behind our facts, and we continue to fight and bring it to the attention of our elected officials.

The San Antonio Labor Day breakfast on Sept. 4 was attended by more than 500 union brothers and sisters. Reps. Cuellar and Casar spoke at the breakfast, and both stated they are still addressing the issue with the Postal Service.

At the breakfast's "Labor Honors our Own" presentation, Alamo Branch 421 honored Dan Torres. Dan exemplifies what true unionism is, and for 41 years he has been an active and a vital part of our branch. Thank you, Dan.

Louise Jordan, Branch 421

Seattle, Washington

Stationary event: "Well, Nokes—I see you had a stationary event that lasted over 20 minutes. What's your excuse?" Well, it was 106 degrees. I forgot to hydrate. I passed out. "It took you 20 minutes to revive from a minor hydration mishap?" Well, I hit my head on a rock and knocked myself out for probably 15 minutes, a sum total of 20. "Well, we're going to have to give you Letters of Warning: 1) for an unauthorized stationary event, 2) for an unsafe work practice, 3) failure to report an on the job injury, and 4) unauthorized overtime, as you were 20 minutes late returning to the office. Is there anything else you'd like to say?" Cripes—no! I think I've said enough. And that's why you don't say anything to management other than your name, rank and serial number.

Now, that didn't really happen, but unfortunately given today's technology, it could. Thanks, of course, to those all-knowing Snitch-

o-Matic scanners. They see you when you're walking, they know when you take breaks, they know if you've been bad or good. They're like the ultimate Bad Santa, those omnipresent MDDs (Mobile Delivery Devices), which all letter carriers are required to harness up to. You can be held accountable for anything that veers off a linear line. "Nokes, another 30-minute stationary event." Yeah, I was being robbed. "Hmmm...Letter of Warning for failure to secure government property. Did you re-



Grand Rapids, MI Br. 56 honors Charles Keuhl Jr. with a 50-year gold card at the branch's retirement dinner. Pictured (l to r) are Branch Vice President Dennis Ryder, Region 6 NBA David Mudd, Keuhl, Branch President Darrell Helsley and NALC Director of Retirees Dan Toth.

sist?" Yes? "LOW for endangering government property." They can string you up for just about anything.

Management's magic Snitch-o-Matic scanners can do everything. No need for street observations, no need to walk with a carrier—just plug in the Snitch-O-Matic and problem solved, or better said, let the discipline begin! "We've got the evidence right here that says you zipped when you should have zagged. LOW for time wasting practices." Right?

Don Nokes, Branch 79

Southeast Pennsylvania Merged

This time of the year is a time for solace. After a long summer, we have a break in the weather and a respite before we endure the holiday season.

The problem is that we are stuck with a level of management ineptitude we have not seen before in our district. The postmasters and POOMs are running scared of their bosses, and you know what that means. The sh%* rolls downhill.

Management has also invested in the most people in labor tasked with everything, including writing letters of discipline. This is unheard of! But this is Postal Service ineptitude.

Years ago, many decisions of the postmasters were taken away. Postmasters used to have so much autonomy. They would hire carriers and do what most *still* think they can do. But that day is long gone.

But if you think about it, the inept supervisors eventually became postmasters. And now

the new supervisors? It's so hard to find good help.

The best thing we can do is to endure and fight like hell for our rights. Even though the Dispute Resolution Process is clogged up (which has created a huge delay in a process built on speed), we still must file grievances where appropriate and not give them something to easily get rid of us.

If you continuously ring up unscheduled absences, you will eventually be fired. But because you have such an impactful union, you get chance after chance.

One of the ways carriers are losing their jobs is due to not responding to official USPS correspondence. If a carrier is missing for a period, they are sent a letter requesting that they contact the USPS to let them know why they are not coming to work. It's so bad; people will be AWOL for months.

#AlwaysApplyForFMLAProtection
#Don'tLetThemDivideUs

Eric Jackson, Branch 725

Staunton, Virginia

Blah, blah, blah... Is that what you hear in your head when someone says, "This is the most important election ever"? I get it. With Virginia's love of yearly elections, could I blame you? We were reminded at the Virginia AFL-CIO convention that, as a letter carrier, it is crucial to exercise your right to vote, and vote for union-endorsed candidates. This year, the entire Virginia State House and State Senate is on the ballot.

When we vote, we can choose between representatives who support obstacles to joining a union, or those who support the universal right to collective bargaining for all workers. Between those who support equal pay for equal work, or those who would seek to undermine and reduce minimum wage and discrimination laws. Between those who would reduce access to the ballot box, or those who know that professional letter carriers deliver safe and secure elections year after year.

If union-recommended candidates hold the majority in the Virginia Senate, state Sen. Maimee Locke will remain the chair of the Rules Committee. That chair appoints the chairs of the other committees, key positions in the fight to help working families. She said to us: "I will be looking for people who know what your needs are."

It's been blazing hot this summer, putting your lives and health in jeopardy. Your representatives have the right to pass legislation to protect workers subject to extreme weather. I'm confident that our branch is doing everything it can to protect carriers from management's disregard for your safety. Wouldn't it be nice if your representatives had your back, too?

Want to learn more? Go to vote.va-aflcio.org. Remember: Early voting in person and by mail began Sept. 22 in Virginia.

Let's make our voices heard. Solidarity!

Cindy Connors, Branch 513

Toledo, Ohio

Downtown Toledo was filled with union members and spectators for the annual Labor Day parade. Women in the workforce were the honorees. Branch 100 was well represented in the parade.

Following the parade, members and their families went to Oak Shade Grove for food and fun. Pulled pork, ribs, chicken, burgers and hot dogs were provided. Members were asked to bring a salad, side dish or dessert. Games, children's activities, a bounce house, corn-hole, Kubb and volleyball were available for all. An attendance drawing, MDA raffle and prizes were also available. Everyone seemed to enjoy the event, despite the heat. A big thank-you to all the volunteers who prepared the food, served it, or worked in any other capacity. Great job, everyone!

Our grievance total passed 1,200 at the end of August. We are starting to experience a backlog as the number increases. A popular topic currently involves attendance. If you took the job, you are expected to actually be there. Arbitrations are averaging one or two per week.

We have been sponsoring teams of members at various golf outings hosted by branches around the state. At one, hosted by Columbus Branch 78, held at Pickaway Country Club, on Hole No. 7, one of our officers, Jeff Fauver, had a hole in one. Who says you've got to be a pro golfer to get a hole in one? He's like the fifth or sixth guy that I've golfed with to have a hole in one. My turn must be coming.

Now that Labor Day has passed, our special events committee can set its sights on upcoming events. We will be having a gold card dinner in the fall, and our annual Christmas party will be in early December. Time flies!

Ray Bricker, Branch 100

Tri-Valley, California

Once again, the NALC and the USPS are in the midst of contract negotiations, and many union members have opinions on the needs of letter carriers for this round of collective bargaining. It's not necessary to mention the obvious needs of letter carriers in this article. Rather, I will briefly discuss the current and frequent topic that I've encountered during my station visits. Subject: UPS settled contract to pay drivers \$49 per hour.

I'm frequently asked: "Is our union going to get us paid \$49 per hour like the UPS drivers?" My response: I hope not, we deserve more; especially if the Postal Service is not going to improve the retention rate of career and CCA letter carriers, continue to understaff installations, require the employees to work unwanted overtime/non-scheduled days and, most important, fail to protect the safety of its employees.

Letter carriers should make more than \$50 per hour. If you disagree with me, I respect your decision to do so. And, if I disagree with you, I expect the same in return. Why? Because it doesn't make any sense not to. As a minor, I had disagreements with my parents and siblings. However, they were not quarrels but de-

bated conversations. Each person expressed his/her opinion and supported them with facts. If the others were not convinced, it was OK to agree to disagree.

So, what does this mean? I believe information and valued opinions that we have stored will help in making good-judgment decisions. It's important that we do not make decisions or comments without knowing and examining the facts of situations.

Congratulations to the Teamsters for a successful negotiation. However, I'm only going to expect that letter carriers receive a contract based on my opinions and above-mentioned facts.

James C. Perryman Jr., Branch 2902

Western Wayne County, Michigan

Far too many letter carriers allow disrespectful behavior by some in postal management to get into their heads. The question is simply, Why? We have no control over the behavior of others, but we always have complete control over our own responses to the behavior of others.

Letter carriers know far more about the realities of their daily work than their supervisors ever will. In the established hierarchy of workplace structure, postal management does have the authority to issue instructions and make decisions, no matter how misguided or even delusional these might be. However, the mere authority to direct others should never result in unnecessary emotional responses on the part of those being directed.

If you are being badgered about your office or your delivery times or subjected to some inane nonsense about an alleged "stationary event," always keep your cool and, most of all, keep your perspective. If management continues with questioning or obnoxious behavior, remember the seven magic words: "I would like to see my steward." Always remember that you are an employee of the Postal Service and without your work, there is no Postal Service! Nothing in life matters less than the meaningless opinions of postal management.

Letter carriers should work only for a paycheck, not for anyone in postal management. Your job is not your life. It is only a means to a much more important end. So, take a deep breath, or several, and go to work each day

calm, cool, and focused only on what matters. Despite decades of mismanagement, the United States Postal Service is still the world's best delivery service, but that is only because of your work. You don't need to be loud, but you should always be proud!

Joe Golonka, Branch 2184

Wichita, Kansas

I just happened to flip through a book of our old local newsletters. This article caught my eye from October 1994 and definitely is still relevant today.

"As a local union we are once again in that year end cycle where we begin to plan our events and expenditures for the upcoming year. Two opposing forces continually pull on our local agenda: apathy and consistency. An overwhelming number of our members take no roll in planning or participating in union events. Many good union members are content with paying their dues and appreciate or accept what the local branch is doing for them and with their dues money. Some members just choose not to participate as it's not a priority for them.

This approach is offset with the same group of familiar faces who are always present. Typically the officers and stewards of the branch along with a group of active and retired members make up a majority of meeting attendance. They provide the guidance for our local union as well as participate in the events. Unchecked this group, of which I am a member, can get in a 'rut.' We can become comfortable doing the same things the same way. As the branch president I am concerned that the consistency of our local union needs to continually change but new faces and new ideas are hard to find.

I believe we have many members out there who could contribute to our local, but for one reason or another choose not to. Let me say to those NALC members that your attendance, participation and input at all branch events are welcome." —Jim Travis

Dustin Saville, Branch 201

COLA: Cost-of-living adjustment

- The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **3.6 percent** following the release of the August 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 **3.3 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.

Auxiliary Update



Cynthia Martinez
President

National Auxiliary Board

News and updates from the officers



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Hello, sisters and brothers. Happy fall! It is a great time to start getting ready for the holidays. We can send Halloween and Veterans Day cards and on to Thanksgiving. Helping support our letter carriers by using the U.S. Mail spreads cheer and supports jobs. It is a win for all of us. I love this time of year.

Our state auxiliary recently had a luncheon meeting. There were nine members and four potential new members attending. Lots of good ideas were expressed.

I wanted to backtrack a bit and talk about the Arizona state convention. Our meetings were held above Flagstaff surrounded by mountains. It was cool and beautiful. There was a very good turnout. The Auxiliary had a full row of members attending. We are so fortunate to have the support of our state and new president, Tim Fisher.

Rep. Tom O'Halleran spoke at our convention. Arizona will again play a critical role in the next election. Our letter carriers and Auxiliary members are gearing up to support candidates who support letter carriers, their families and issues that affect their lives. Working families are the backbone of our country!

In solidarity—

Cynthia A. Martinez

Arizona state convention



Birthday wishes



Baltimore, MD Branch 176 celebrates the 102nd birthday of former Aux. #47 President Mamie Foster in August.



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Clockwise from above left: Arizona State President Tim Fisher (c) and his wife with Auxiliary President Cynthia Martinez (r); Martinez and Aux. #377 members Jana Maron and Rosemary White; Cynthia Hartshorn, Ann Lowaski, Martinez, and Demetrius and Tim Stotts; Martinez and Rep. Tom O'Halleran; and the Fishers (back) with Matty Lablunce, Lowaski and Mary Halprin from Arizona Merged Branch 1902.

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 Renfro 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.



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 Apple Podcasts



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 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
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Foundation**