

Volume 137/Number 5

May 2024

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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HEROES OF THE YEAR

—PAGES 8-23



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Service is what letter carriers do



**Brian L.
Renfroe**

When I think of a word that best describes what letter carriers and our union do, the word “service” always comes to mind. Every activity we engage in centers on service. We provide service to our customers daily. We also serve our communities in many other ways beyond delivering mail.

At the end of March, we were privileged to hold one of the most extraordinary events of every year—NALC’s annual Heroes of the Year awards luncheon. I have had the opportunity to take part in this special event and be around our recognized heroes for the past 14

years. Every year, I am blown away by the courageous and selfless acts that our heroes have performed.

One common thread among these heroes is that they each think what they did was no big deal. They express the idea that anyone would’ve done what they did. Nothing demonstrates the spirit of service of letter carriers more than their humility when talking about the incredible deeds they have done.

This year’s group of heroes was incredibly special. The acts for which each was recognized varied from actions that saved lives while on their route to special projects that helped their communities. Each of our heroes did a fantastic job sharing their stories during the luncheon. Their authenticity and spirit left a mark on all of those in attendance.

While we are always thrilled to honor our Heroes of the Year, they represent just a small portion of the heroic acts that letter carriers across the country perform daily. This magazine highlights those stories in each issue in the “Proud to Serve” section. We should all be proud of the ways our members look out for the communities where we serve.

Our union has a history of banding together to do things that benefit our communities in an organized way. Perhaps the best and most impactful example of these efforts is NALC’s annual Stamp Out Hunger Food Drive. The food drive is taking place around the time this magazine hits homes.

For decades, our one-day food drive has fed more people who suffer from hunger than any other effort of its kind. We are excited to continue the food drive in 2024 and continue to grow it in the future.

The COVID-19 pandemic took a toll on our food drive, as it did on most things in our lives. We were unable to hold the food drive in 2020 and 2021 for safety reasons. The food drive resumed in 2022 and 2023, but the amount of food we have collected has dropped from pre-pandemic levels. We have work to do to make the food drive as successful as possible, and thus maximize the impact on those in need.

We thank our national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers’ Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, Kellanova and CVS Health. We are especially grateful to our branches for their hard work promoting the food drive. To grow, we have to increase resources necessary to get the word out to our customers. I am happy to report that the labor community has stepped up their support for our efforts. Our brothers and sisters in other unions around the country are coming on board. Together we can and will make our food drive record-setting in the future.

I want to thank all of the letter carriers around the country for their hard work on the day of the food drive. Our jobs are already difficult, but they become particularly difficult on that day with the added burden of picking up food. But one thing is common at every office in the country on the second Saturday in May—the attitude of service. Our members put in the extra work, work together, and take immense pride in what we do to help the people we serve.

“I want to thank all of the letter carriers around the country for their hard work on the day of the food drive.”

On a personal note, I want to express my deepest appreciation to the thousands of NALC members who have offered support and encouragement during my recovery from alcoholism. I reached one year of sobriety on April 17. I have never been healthier, more energetic, and more optimistic about the future of our union. I am forever grateful to the members of our union for your love and support.

If you are reading this and you or someone you know is struggling, help is out there no matter who you are or what your responsibilities may be. Go get that help. If you do not know how to do that or where to go, reach out to me. If I can do it, you can, too.

Heroism of all types



**Philip
Dine**

NALC's Heroes of the Year ceremony never ceases to amaze. Each annual event is new and different, because the group of letter carriers being honored in any given year is, of course, unique. And the nature of the deeds that landed them there occupies its own distinctive place along the courageous-compassionate spectrum.

Moreover, their personalities and speaking styles are their own and the resulting blend of garrulous or guarded can never be predicted, even if the carriers invariably share a modesty reflected in the oft-repeated refrain that they're not a hero, they were just fortunate to be in the right place, anyone would have done the same thing.

In this magazine, you'll read all about the March 27 event in Washington, DC—including what the Heroes said, what they did that led to their being honored, who else spoke or attended, and what the atmosphere was like—in stories skillfully put together by Rick and Jenessa and Sarah.

You might read about a friend or a co-worker, perhaps a carrier a couple of towns down the road. Or maybe the nearest awardee is many hundreds of miles away and three states removed from yours.

Either way, I predict that there'll be a time or two where you'll pause and just shake your head.

What I found most noteworthy was the level of caring, of dedication, of persistence, of grit, displayed by these carriers as they did good for others or even for entire communities. Sure, there were acts of sheer courage in an emergency, which is a consistent—and extraordinary—hallmark of this event; there are grateful residents of Baton Rouge, LA, and Amarillo, TX, and elsewhere who can attest to the bravery exhibited by the letter carrier who delivers their mail, and whose quick thinking led to their being rescued in a moment of peril. This time around, such actions were complemented by stories of letter carriers' persistence and determination to make life better for others, actions that left me speechless. And moved.

And I wasn't alone.

Speaking prior to the event with a TV reporter from Florida about what her local Hero had had done and the impact of those actions, with the goal of spurring her to do a broadcast report, I noticed that she quickly fell oddly silent. I was initially taken aback, figuring that she was uninterested in the topic, or perhaps was being given a conflicting assignment in real time, until I realized what actually was going on:

She was, quite simply, processing the words and actions being communicated to her—and she, too, was moved. Understandably so.

The letter carrier in question had experienced difficult events in her own childhood, events that now played a role in prompting her to reach out to a struggling young boy in a way that immeasurably brightened the youngster's world. Already suffering from severe health issues and some family matters, he had a painfully simple request: to not be bullied. That was a request—and a challenge—that the letter carrier addressed, and then some.

The conversation with the reporter was, let's just say, one punctuated on both ends of the phone by several periods of silence.

So much for the stereotype of hard-boiled reporters.

A thousand-plus miles to the north, a letter carrier in our country's snowiest city, Buffalo, NY, exhibited alertness, decisiveness and just plain smarts in saving an elderly and disoriented woman from a raging fire that was melting the home's siding. With some neighbors content to merely film the event, the carrier, aware that in addition to everything else she had breathing problems, knew that her fate rested in his hands.

Told about the incident and the Hero's award, the local newspaper's Washington, DC-based reporter, who's covered the nation's capital since 1989 (and whom I've known for much of that time, first as a colleague and a competitor), jumped right on the story.

His enthusiasm rose as he was able to bring together the local Hero and the resident he had rescued for photos and interviews, as well as conversation between them.

Keep in mind, this is a grizzled reporter who's pretty much seen it all while covering national politics as well as a host of topics abroad, from Europe and Asia to the Middle East and Africa—yet he was as ebullient as I've seen him, as he pursued what he called this “really dramatic story.”

Why was he that much into it? Simple answer: “It's that good.”

I hope you enjoy the stories that follow in this magazine.

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Medicare Part B Special Enrollment Period for 65 and older runs through September

The Special Enrollment Period (SEP) has arrived and runs through Sept. 30. The SEP is a result of the Postal Service Reform Act that created the Postal Service Health Benefits (PSHB) Program within the existing Federal Employees Health Benefits Program. A major component of the Postal Service Reform Act was the integration of Medicare with the PSHB.

Retirees aged 65 or older who have not yet enrolled in Medicare Part B have a chance to enroll without being subject to the late enrollment penalty during this special one-time-only period. If they enroll, the Postal Service will pay for the rest of their lives any annual penalties on the premium for not having enrolled during their initial enrollment period. For those who did not enroll in Medicare Part B when

they were first eligible, this is a chance to opt in at a time when they might need it more, without having had to pay the premiums earlier when they did not need it, or a penalty for opting in late.

Eligible retirees should have received notice and enrollment instructions from the Postal Service. To read more about the PSHB Program, see the January issue of *The Postal Record*. **PR**

Food Drive Day is Saturday, May 11

The nation's largest single-day food drive is almost here. The Letter Carriers' Stamp Out Hunger® Food Drive is Saturday, May 11.

Letter carriers have teamed with postal employees and volunteers to collect a total of 1.9 billion pounds of food since the first national food drive in 1993. Donations are collected from postal patrons who leave a bag of non-perishable food next to their mailbox on the second Saturday in May.

One in 8 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The Stamp Out Hunger Food Drive helps to relieve shortages of food that food pantries experience in spring and summer, when holiday food donations are depleted and schools are closing for the summer.

"Letter carriers know the struggles that people in their communities face—they see it every day," NALC President Brian L. Renfroe said. "For more than three decades, we've helped to meet their needs each May, and it's time to pull off this annual miracle again."

The annual food drive wouldn't be possible without the support of our national partners: the U.S. Postal

Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, Kellanova and CVS Health. These partners help by paying for the specially marked postcards, donating thousands of pounds of food and thousands of dollars to food pantries, donating bags that letter carriers distribute to customers, gathering volunteers, or getting out the message about the food drive.

NALC's social media team and Communications Department at Headquarters and our national partners will continue spreading the word and raising awareness for the Stamp Out Hunger Food Drive. Remember to follow the food drive's official social media accounts on Facebook at facebook.com/StampOutHunger and on X (formerly known as Twitter) at [@StampOutHunger](https://twitter.com/StampOutHunger) to stay up to date and learn more about NALC's national partners. To find or send messages about the food drive on either platform, use #StampOutHunger.

Food Drive Day doesn't end until we weigh the donations to measure our success. Branches need to report the



pounds of food they collected via their Members Only portal by June 7.

Letter carriers who have questions about the food drive should contact their local branch coordinator. Regional and state food drive coordinators are available to assist; a contact list can be found on the Food Drive Tool Kit page at nalc.org/food, under the heading "Important information for coordinators." More information about the Stamp Out Hunger Food Drive can be found online at nalc.org/food. **PR**



News from Washington

As Las Vegas letter carriers rally, NALC calls on Congress to pass Protect Our Letter Carriers Act

“**N**early every single day, we hear about another letter carrier who is a victim of a violent crime, targeted armed robberies, violence, assault, shooting—and yes, even murder,” NALC President Brian L. Renfro told a rally of NALC members, supporters and members of the media in downtown Las Vegas on April 17. “I’m furious that our members, the very people who walk the streets and serve as the eyes and ears of communities, are the people being targeted for harm.”

“Here in Nevada and across the country, these crimes are physical and emotionally hurting letter carriers,” Las Vegas Branch 2502 President **Paul Peterman** said. “These crimes need to stop now, not only for our good, but for the good of every resident, business and neighborhood we serve.”

To illustrate that point, letter carrier **Roberta Dang** told the attendees that she was delivering mail last year when she was pushed down and knocked unconscious by an assailant. “My ankle [had] a completely torn tendon and my toe was smashed in, so it became a hammer toe,” she said. “When I woke up again, the woman was gone.” Dang said she’s still recovering from the attack.

Carrier **Mike Roksvold** said that he had a sawed-off rifle pointed to his head. “They were in an apartment complex doing smash-and-grab, stealing money from people’s cars and stuff, and were dumb enough not to show up with their own car,” he said. The thieves stole his postal vehicle but stalled it and fled on foot before being caught by police.

The rally, which received widespread coverage including from the local CBS, NBC, Fox and ABC TV affiliates plus the *Las Vegas Review-Journal* and *Las Vegas Sun*, served to raise awareness



President Renfro leads the rally in Las Vegas.

about crimes against letter carriers and the need to pass the Protect Our Letter Carriers Act (POLCA), H.R. 7629. More rallies were planned for late April in Port St. Lucie, FL, and Baltimore, MD.

“Today we are here to send a very clear message: Enough is enough is enough,” President Renfro said on the day the bill was announced.

“The next step is critical, and that next step is federal legislation that will deter these attacks from happening, prosecute every criminal who attacks one of our members, and protect letter carriers while doing their jobs,” Renfro said. “We are very grateful to two of our great friends in Congress, Congressman Brian Fitzpatrick (R-PA) and Congressman Greg Landsman (D-OH), for introducing legislation, the Protect Our Letter Carriers Act.”

This bipartisan legislation would provide \$7 billion in funding for the Postal Service to secure its infrastructure. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years 2025 to 2029. When key infrastructure is devalued and more secure, letter carriers will be safer on their routes.

Additionally, the legislation would increase prosecution rates for these crimes by requiring the attorney general to designate an assistant U.S. attorney in each judicial district to prioritize cases involving an assault or other crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these crimes.

The bill also would strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on federal law enforcement officers.

“I urge the House to pass this bill that would protect the nation’s letter carriers who dutifully deliver medications, checks, ballots, packages and other essential mail that all Americans depend on,” President Renfro said at the outdoor event on Capitol Hill, flanked by NALC officers and staffers, the two co-authors of the bill, a variety of other postal stakeholders and labor leaders, and news outlets.

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job, marking a

News from Washington (continued)

mass targeting of letter carriers that previously did not exist. Many of these attacks involve a gun or another weapon. Last year alone, the number of carriers injured in robberies doubled from the prior year.

Renfroe called on NALC members to urge their members of Congress to become co-sponsors of H.R. 7629. The goal is to surpass 290 co-sponsors to force the bill to be considered on the House floor. As of April 18, there were 46 co-sponsors.

President Renfroe said that passing H.R. 7629 is NALC's legislative priority. He encouraged letter carriers to contact their members of Congress, and to ask supporters within their communities to do the same. Go to nalc.org/action to learn more.

Senate committee holds hearing on Postal Service oversight

On April 16, the Senate Committee on Homeland Security and Governmental Affairs held a hearing on oversight of the Postal Service. The hearing focused on service issues, network modernization, implementation of the Postal Service's 10-year strategic Delivering for America (DFA) plan, USPS's finances and other topics.

Postmaster General Louis DeJoy, Chairman of the USPS Board of Governors Roman Martinez, Chairman of the Postal Regulatory Commission Michael Kubayanda and USPS Inspector General Tammy Hull testified at the hearing.

In his opening statement, Postmaster General DeJoy acknowledged the success of the Postal Service Reform Act of 2022 but emphasized that it was only the first step: "What we need now is for our stakeholders to support us in the implementation of key self-help



Roberta Dang tells attendees about her assault.

initiatives outlined in the Delivering for America plan that are critically necessary and that will ultimately enable our operational and financial success."

In his opening remarks, Chairman Martinez focused on the Postal Service's finances and referenced "uncontrollable factors" that negatively affect the agency's bottom line, such as the requirement for postal retirement funds to be invested in low-yield U.S. Treasury bonds, which produce minimal returns, and the Postal Service's disproportionate obligation to Civil Service Retirement System pension funds.

Chairman Kubayanda expressed concern with the Postal Service's performance in his opening statement and encouraged the agency's leaders to be "transparent with stakeholders."

In her opening statement, Inspector General Hull discussed ongoing audits of regional processing and distribution centers in Virginia, Georgia and Oregon, as well as service performance reviews in Missouri, Minnesota, North Dakota, California and Washington, DC.

Many of the questions posed by senators focused on the implementation of the plan and its effects on service. Sens. Maggie Hassan (D-NH), Jacky Rosen (D-NV), Jon Ossoff (D-GA), Laphonza Butler (D-CA), Josh Hawley (R-MO), Roger Marshall (R-KS) and Richard Blumenthal (D-CT) all referred to specific local issues related to service delays or problems with postal facilities.

DeJoy acknowledged issues in the plan's rollout, especially in Atlanta, GA, and Richmond, VA. "We apologize to the constituents that have received that service. But in the long term, if we don't make these changes, that will be every day everywhere around the nation," he said. While the postmaster general recognized the "significant obstacles" that lie ahead for the DFA plan, he also cited the "significant progress" that has been made.

Outside of service questions, Ranking Member Rand Paul (R-KY) criticized the Postal Service's labor practices. He called converting non-career



postal workers to career “nonsensical” since it makes their pay and benefits more expensive for the agency. DeJoy defended the decision, saying that it was the “right thing to do,” and that it improved employee retention.

In their questioning, Chairman Gary Peters (D-MI), Sen. James Lankford (R-OK) and Ranking Member Paul all stated that the Postal Service needed a new investment strategy for its retirement funds instead of keeping them in low-yield Treasury bonds. NALC has had productive conversations on Capitol Hill with lawmakers about an updated, responsible, more-profitable investment strategy for these funds.



Postmaster General DeJoy testifies.

Sen. Tom Carper (D-DE) brought up the Postal Service Health Benefits Program, which is set to launch this year under the Postal Service Reform Act. When asked if the Postal Service and the Office of Personnel Management were prepared to implement this program, DeJoy said it “is moving nicely along and we’ll be ready to implement.”

Sens. Butler and Rosen also brought up the upcoming election and the Postal Service’s immense responsibility to deliver tens of millions of ballots.

Postmaster General DeJoy ensured that the agency was prepared and committed to another successful election season. Inspector General Hull agreed that this is a top priority. She said that the OIG will release its election mail readiness audit in late summer and will visit delivery units and plants across the country to observe operations and flag problems in advance of November’s Election Day.

The hearing concluded with Chairman Peters saying he remains “laser-focused” on service. He emphasized the need for transparency and requested a list of locations the Postal Service plans to change with specific timelines for implementation, full-service data on every location implemented so far, and documentation for any cost projections from Postmaster General DeJoy by May 1. The two did not reach an agreement on that.

House committee holds second hearing on WEP and GPO repeal

On April 16, the House Ways and Means Subcommittee on Social Security held a hearing on the repeal of the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).

These two provisions are parts of Social Security law that unfairly reduce—or sometimes eliminate—the Social Security benefits of public employees, including letter carriers, who have earned pension benefits from public employee pension plans such as the Civil Service Retirement System. The Social Security Fairness Act (H.R. 82/S. 597), a priority bill for NALC, would repeal the WEP/GPO. The bill has 318 co-sponsors in the House and 53 in the Senate.

The hearing included testimony from four witnesses: Jason Fichtner,

chief economist, Bipartisan Policy Center; Rachel Greszler, visiting fellow in workforce, Economic Policy Innovation Center; Nancy Altman, president, Social Security Works; Charles Blahous, who is the J. Fish and Lillian F. Smith Chair, senior research strategist, Mercatus Center at George Mason University.

In his opening statement, Chairman Drew Ferguson (R-GA) acknowledged that the WEP and GPO “were intended to make Social Security more fair, but for millions of Americans, they have fallen far short.”

Ranking Member John Larson (D-CT) also expressed his support for repealing the WEP and GPO, calling the provisions “blatantly unfair,” and also emphasized his support for a broader legislative package to improve Social Security’s solvency.

At the hearing, witnesses offered several opinions on reforming or repealing WEP/GPO, as well as methods to improve Social Security’s solvency. While several approaches were mentioned, NALC fully supports H.R. 82/S.597, which repeals both WEP and GPO.

Many members referenced the unfair burden these provisions impose on public service workers and their spouses.

The hearing followed a field hearing in Baton Rouge, LA, in November. The Louisiana hearing featured witnesses affected by the WEP and GPO, including a police officer, a retired state employee, a firefighter and a teacher.

The next step is for the bill to be marked up by the House Committee on Ways and Means. NALC strongly urges the committee to mark up the bill and send it to the floor for a House vote. **PR**



HEROES OF THE YEAR



NALC
President
Brian L. Renfroe

“We at the National Association of Letter Carriers are very privileged to represent over 280,000 active and retired city letter carriers employed by the United States Postal Service,” NALC President Brian L. Renfroe said as he welcomed a large audience to the NALC Heroes of the Year Awards luncheon held in Washington, DC, on March 27. “Our members are public servants, and we devote our professional lives to being of service to our communities. Not only do we provide the essential service of delivering the mail, but we also often act as the eyes and ears of our communities.”

Renfroe emphasized that letter carriers do this because of the great pride they take in the work that they do. “More often than not,” he said, “our

impact goes beyond just simply what our core mission is—and that’s delivering mail to the American people. No one knows our communities and our neighborhoods like letter carriers. We deliver on our routes six, and even seven, days a week. We get to know our customers.”

Because letter carriers are out in the community, the NALC president pointed out, many times carriers are the first to realize that something is not right on their routes. “We’re also often the first to step up and provide some level of help or assistance,” he said. “Today, we’re here to honor some very special letter carriers that have been selected as NALC’s Heroes of the Year. Because around this country, every single day, letter carriers perform heroic acts.”

The annual ceremony highlighted the special acts of courage and compassion performed by NALC members to improve—or save—lives along their routes. Attendees included the union’s resident national officers, NALC Headquarters staff, U.S. Postal Service executives, members of the Postal Regulatory Commission, representatives from the USPS Board of Governors, journalists, and many others from the labor and postal community, including leaders from the American Postal Workers Union, the National Postal Mail Handlers Union, the National Rural Letter Carriers’ Association, the Transportation Trades Department of the AFL-CIO, and the National Association of Postal Supervisors.

Renfro invited Postmaster General Louis DeJoy to the podium, where DeJoy lauded letter carriers for their service as part of the Postal Service’s role in the nation’s critical infrastruc-

ture, especially during difficult times.

“Often, a letter carrier’s role may not end when the day is over or the job is done. It may transcend into their private lives,” DeJoy said. “Sometimes our carriers are called to go above and beyond the call of duty when something unpredictable happens. Sometimes it requires an incredible act of heroism when our carrier happens to be in a life-altering defining moment and follows his or her instinct to do the right thing above all else. That carrier, despite the personal risk involved, acts selflessly and helps others, making that carrier a hero.”

DeJoy noted that letter carriers play a significant part in the lives of the customers they serve, and he praised the Heroes of the Year for rising to the occasion and acting with courage, decisiveness and urgency. “You epitomize the ideal of a public servant, and your actions reflect the very best expectations of the Postal Service



Postmaster General Louis DeJoy

The Heroes of the Year event was held on March 27.





The NALC Heroes of the Year

and of the country,” the postmaster general said.

“I would like to recognize and congratulate the NALC Heroes of 2024,” he added. “I am proud to be your colleague. May we all live up to the example you set.”

Returning to the podium, President Renfroe explained that the ceremony would be presented in a different style this year, featuring an interview format to give attendees the opportunity to hear the stories directly from the honorees. “I think that it will really come across as impactful and display the passion that our people have—in particular, these heroes,” he said.

Renfroe thanked the panel of independent judges who selected the He-

roes from dozens of nominees, whose stories of heroism and community service were published over the course of 2023 in this magazine, as has been done since 1974. This year’s judges were Erkeisha Terry, director of labor engagement at United Way Worldwide; Brea Ellis, union service representative at Union Plus; and Joanne Johanson, program specialist at The Trust, powered by the National Football League Players Association.

He then individually invited each Hero to the stage and spoke with them before presenting each honoree with an award certificate and a lapel pin. The stories of the Heroes are found in the following pages of this issue of *The Postal Record*.

“There’s one thing that’s always constant with these heroes: They don’t think what they did was any big deal. I think that very much exemplifies the spirit that the city carriers that we are privileged to represent display day in, day out,” Renfroe said in concluding the event. “I think I can speak for everyone in the room in sharing the inspiration that we take from what we just heard from each of you heroes.”

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

NALC HEROES IN THE SPOTLIGHT

Following this year’s Heroes of the Year Awards ceremony, news coverage of the ceremony and honorees was extensive, with stories running in a number of print and online outlets across the country, including Federal News Network, the *Amarillo Globe-News*, *The Buffalo News*, the *Arizona Daily Star*, New York’s *The Post-Star*, the *St. Louis Post-Dispatch*, Yahoo!, USPS Link and 21st Century Postal Worker.

Broadcast outlets that reported on the event included Amarillo, TX’s ABC affiliate KVII-TV, CBS affiliate KFDA-TV, NBC affiliate KAMR-TV and Fox affiliate KCIT-TV, and Baton Rouge, LA’s ABC affiliate WBRZ-TV, as well as multiple national radio airings in outlets such as 24/7 News Source and American Urban Radio Networks and on state radio networks including Colorado Public, Florida News, Louisiana News, Michigan News, Oklahoma News, Texas State, and TownSquare Media (New Jersey) Florida.

PARTNERSHIP AWARD

THE BETTER ANGELS OF OUR HUMAN NATURE NEW YORK, NY BRANCH 36

New York, NY Branch 36 carrier **Earnest Twomley's** chance encounter with a child on his route a decade ago led him to organize toy drives every Christmas for needy children.

Seeing a mother he knew from his route emerging from a taxi with her three children, he noticed that one of the children, a little girl, was in distress.

"She's screaming in the middle of the street," he recalled. "I went over there to see what the issue was because I have three kids myself."

He offered to help by delivering the little girl to her home.

"I said, 'Have you ever been delivered to your apartment by a mailman?' And she just looked at me and started laughing. So, I picked her up, carried her a couple of flights of stairs, put her on a couch, and that was it."

But then a neighbor who saw what he had done told him the significance of his kind act.

"One of the neighbors said, 'That was a real nice thing you did.' I said, 'What? Stop a little girl from crying?'" The neighbor told Twomley that the little girl had a brain tumor and had been returning from New York's Memorial Sloan Kettering Cancer Center after a round of treatment.

Wanting to do something more for the family, the next time he saw the mother while out on his route, he asked her for letters to Santa Claus from the children. He then asked some fellow carriers to help fulfill the wish list, and everyone pitched in.

"So, picture a grown man going into the American Girl doll store and picking out the stuff that she wanted!" Twomley said.



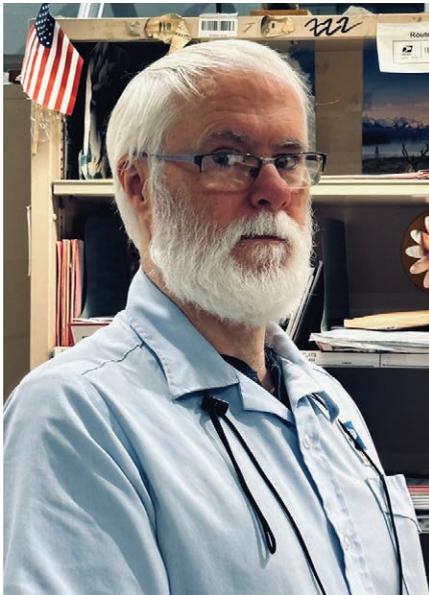
Twomley and several other carriers invited the family to get the presents under the Christmas tree in the lobby of his station in Manhattan. Somehow a local TV news station heard about it, and when the story aired an idea was born.

"The newscaster called us 'the Better Angels.'" That inspired Twomley and fellow Branch 36 members **David Correa** and **Heriberto Rodriguez**, along with postal employee Don Daggett, to form a nonprofit group called the Better Angels of Our Human Nature to bring the spirit of that first generous toy drive to many more children.

Postal employees at several stations in New York donate toys each year for the effort, each filling up a postal container with toys.

Of course, Christmas wouldn't be Christmas without Santa Claus. A few years ago, after spotting fellow Branch 36 carrier **Daniel Weber** growing a beard, Twomley hatched a plan, asking Weber to let it grow out until Christmas. "So he's our official Santa Claus" each year, Twomley said.

Heriberto Rodriguez (l), David Correa (c) and Earnest Twomley explain how the carriers started their efforts to give back to the New York community.



Daniel Weber

The group's outreach has expanded far beyond that first family by serving children with disabilities in schools and underprivileged children in women's shelters. Last Christmas, the Better Angels provided gifts for 290 children at the New Hope Transitional Housing family shelter in the Bronx and for 153 kids at PS 186X Walter Damrosch School, a Bronx special education school.

This year they are busy collecting even more toys for PS 186X. "We have 800 kids with disabilities in the school where we're going to fill the gymnasium up with toys and everything else for them," he said. "What we usually do is get the toys and put them in a room. The kids come in; they pick whatever they want."

The Better Angels piggyback on the postal network to retrieve toys from donation boxes in several New York stations.

Twomley said the satisfaction of seeing the joy his work brings children is its own reward. He still remembers a mother who called and pleaded with him to keep a toy giveaway at a shelter open late one day, because she was late bringing her daughter.

"She comes running in, and she's out of breath," he said. The woman was parked in the street because she couldn't find parking, so someone went to watch her car and others brought her daughter, Mia, who used a wheelchair, inside.

"Her face lit up because we left all the toys that we were going to leave for them anyway in that room. And I said, 'Mia, just pick anything that you want. It's yours,' " he said.

"Her mother started crying, and for everybody in that room, there was not a dry eye in the place. And she picked up her toys, and we made her day. And for that moment, that moment is exactly why we do that."

In selecting the foursome for NALC's Partnership Award, the judges said they were impressed at how the carriers took advantage of the postal network and their ambition to do more. "They keep growing," they said. "The sky is the limit for them. It grew because it inspired the other people within the branch, like the people who were doing relays. They were just probably trying to figure out, 'How can we help?' And now they are helping."

And the girl who was "delivered"? "That was a core memory," the judges said. "You know she's going to remember that forever." **PR**



HONORABLE MENTION

TIMMYE CROWLEY BILLINGS, MT BRANCH 815

After 21 years on the job, Timmye Crowley knows her customers well. Out on her route on a non-scheduled day on a cold, icy evening in Billings, MT, in November 2022, Crowley got out of her vehicle on her mounted route to bring an elderly customer's mail to his door so he wouldn't have to come to his box in the bad weather.

"When I walked up to the door, it was late, dark, and I could see him inside sleeping, and I could hear all of his smoke detectors going off," the Billings Branch 815 member said. She knew he was hard of hearing and the smoke alarm wasn't waking him.

"His house was full of smoke, and he was leaned [back] in his chair, sleeping," she added.

In bestowing one of NALC's Honorable Mention honors on Crowley, judges noted how compelling the story was. "She was so aware of her customers on her route," they said. "She [didn't] say, 'Oh, that person will hear it'—no, because she remembered this person's hard of hearing."

"I started pounding on the door, kicking it and ringing the doorbell," Crowley said. The man finally woke up and came to the door, still unaware of the fire: "He had no idea what was going on."

The carrier called 911 and brought the man to safety. "I got him outside, away from the smoke," she added.

At the door, she noticed the fire was simply a plug-in cooking appliance with burning food inside, so she went inside and unplugged it. The man had been asleep for about 20 minutes and had left his dinner cooking.

After the fire department arrived to take over the situation, Crowley returned to her route and followed up with the man's family the next day to check on him.



Timmye Crowley receives her certificate from President Renfro.

"Timmye's part of this community," judges said during deliberations. "She's basically their neighbor at this point."

Sen. Steve Daines of Montana later honored Crowley for her actions by placing a tribute to her in the Congressional Record, stating, in part: "Thanks to Timmye's efforts, a potentially fatal outcome was avoided. It is my distinct honor to recognize Timmye Crowley for her passion and willingness to go the extra mile serving the Billings community. Keep up the great work, Timmye. You make Montana proud!"

Despite the effusive praise, the carrier downplayed her actions. "I didn't feel like a hero," Crowley said. "I feel like I was just doing my job." **PR**

HONORABLE MENTION

BRITTANY GILES

WEST PALM BEACH, FL BRANCH 1690



Brittany Giles receives her award from President Renfro.

Brittany Giles was leaving work one day in December 2022 when she saw her manager doing something different. “My boss was making these super cute envelopes and stuffing them with a bunch of stuff,” the Port St. Lucie, FL, letter carrier said. They were responses from kids’ letters to Santa. “There were really cute letters she typed up, acknowledging that these kids wrote to Santa, and she put in colored pencils, crayons, coloring books, candy canes, whatever.”

Giles, a six-year letter carrier with West Palm Beach Branch 1690, immediately asked her manager if there were more. “I saw the bag and I started reading them, and a lot of them broke my heart. There were a lot of super-sad letters,” she said. But one stood out.

Camron King, then 10 years old, asked Santa for some toys and to have his family “come together and to have fun and to not get bullied.”

Giles knew she had to get involved. “As a childhood cancer survivor, granting a child’s wish is dear to my heart and comes naturally,” Giles said.

“When I read that, you know, I’m a mom. I have two little kids. I’m super big on family. I have always taught my children to be as nice as possible to everyone, especially the struggling children at school that are being picked on. Those are the ones that you want to go make friends with, right?” she said. “This was [more than] a year ago now, and I can still tell you exactly what the letter said because it stuck with me so much, because his letter was about how he wanted his family. He didn’t want to be bullied. I mean, it broke my heart.”

Giles left her post office that evening and went to the return address on the Santa letter—the residence of Camron’s grandparents, who looked at this letter carrier like she was strange. After explaining that she had received Camron’s letter and wanted to know what toys he would like (he hadn’t included anything specific in his letter), the grandfather began crying.

“You have no idea how much this means to me,” he told her. He also called Camron’s mother, Amy, who brought the boy to meet Giles.

“He normally goes to Grandma and Grandpa’s house after school, and then he had his cousin help him write the letter,” Amy King told WPTV, the West Palm Beach NBC affiliate. Camron was born without his left hand and has a muscle nerve disorder, Charcot-Marie-Tooth disease, which “affects his nerves and muscles in his legs and



arms, so as he gets older it kind of deteriorates.”

“They said he wouldn’t be able to walk, but he’s walking, running, playing soccer. I’m very proud of him. I always say, he’s my little miracle baby,” King added.

When Giles—a cancer survivor who was told (incorrectly) that she would never have children—met Camron, she told him, “I work for Santa and I read your letter, but you didn’t say what type of toys you want. So, he sent me down here to get a list and bring it back to him.”

The boy’s face lit up and he gave her a list of gifts for him and his family. Giles wrote down his ideas, but she left with a few more that hadn’t made it onto the list.

She reached out to St. Lucie County Sheriff’s Office Deputies Ethan Kirk and Rebecca Ireland. They all pooled their own money to buy the gifts on the list. And Deputy Kirk told WPTV that he had “asked [Camron] if there’s anything I can do for him, whether it’s go to his school, talk with his school resource deputy and just try to figure out a plan and try to get this stopped.” The police ultimately held an anti-bullying assembly at Camron’s school and spoke to every kid there.

After local news covered the story, it began to take on a life of its own. The national organization Bikers Against Bullying contacted Giles and wanted to do something. They rented out a Chuck E. Cheese restaurant and arcade and hosted a party for Camron and his family. Just as he had asked in his letter, he got to come together with his family and have some fun.

“It was a great thing to see how many people truly cared and wanted to get involved and be a part of this,” Giles said.



Camron’s party put on by Bikers Against Bullying

She encourages everyone to help in their community. “I’m sure every community or city has a mayor, and if you don’t have anything that your office is a part of, you can always go through that way and try and get involved with your city. But, especially after COVID, things are rough for a lot of people right now,” she said.

As for Camron, the carrier is still a part of his life, seeing him and his family regularly. “This is my extended family at this point,” she said. “Community is everything. Family is everything. And it doesn’t have to be by blood.”

“Camron is not going to live a long life,” Giles said. “As he gets older, his body will start shutting down. He does not retain information. He does not remember a lot of things. But the fact that I could give that kid a merry Christmas,

even if it only lasted in his mind for a few moments, it was worth it.”

In selecting Giles as one of NALC’s honorees, the judges noted how she went above and beyond. One judge said of Giles, “I had to take a pause” while reading because it was so emotional, adding, “Because he is not going to remember that she did this for him. So, she didn’t do it to get his admiration or anything.”

In accepting her award, the carrier said that a little compassion goes a long way. “My fortunate background has taught me values such as empathy, which has guided many decisions throughout adulthood, including how to best serve others,” Giles said. “We all have opportunities, and we can all make a difference. Camron is the hero, and I am fortunate enough to be his friend.” **PR**

THE VIGILANT AWARD

TOMMY HOWE
FALL RIVER, MA BRANCH 51



Tommy Howe receives his certificate from President Renfroe.

“I knew something was wrong,” said Fall River, MA Branch 51 member **Tommy Howe** when he saw a man sitting by the road with a push lawnmower resting on his legs.

The carrier was nearing the end of his route in Taunton on a hot day in July 2023 and initially thought the man was feeling the effects of the heat. It looked serious enough that Howe stopped to help the man.

“I rushed over to him,” Howe said. “I tried to get him to stand up, and within, I would say, 30 seconds, he went unconscious. His lips were blue, so I knew he wasn’t getting oxygen, and I knew it was serious.”

Howe, a carrier since 2007, didn’t see anyone else around but he knew that the man needed help. He decided to lay the man down, then quickly ran to his truck to grab his phone.

As he did so, he spotted a pair of roofers working on a house nearby and

yelled to them to assist. He took the lead and called 911. “I had one kid go up the street and wait for the ambulance, and the other one I grabbed and said, ‘You’re coming with me,’ ” he said, giving him his water jug to offer to the stricken man.

Because the man’s lips were blue, “I know it was a matter of minutes” before he could die, Howe said. “We basically kept him alive until the ambulance got there.”

Responding EMTs thought that the man might have had a heart attack, so they got loaded him into the ambulance. But it was a different story.

“One of the guys opened up his mouth and saw that his tongue was exploded,” Howe said. “So, I knew right away that he had allergic reaction to something. And they stuck him with an epi [pen]. And he came to.” The man ended up having had a severe allergic reaction to insect stings.

A couple of weeks later, Howe spoke to the grateful man, named Robert. “He said he doesn’t remember anything for four hours after that, so he was in bad shape,” he said. “But I thank God that he was [later] walking around. If I wasn’t there, within minutes, I don’t think he would be around. I’m glad somebody was there. It just happened to be me.”

In naming Howe one of NALC’s Vigilant Heroes, judges praised his leadership. “It’s literally a class on bystander intervention,” they said. “He jumped into action, delegating to all the people around him. He used the resources he had. He was just knowledgeable and in control of the whole situation.”

Howe’s customers presented him with two cards, and the city of Taunton gave him a certificate of appreciation. While the carrier said he’s honored to be recognized, he doesn’t think of himself as a hero. “I just happened to be at the right place at the right time,” Howe said. “I reacted.” **PR**

THE VIGILANT AWARD

KYLE MAILMAN WICHITA, KS BRANCH 201

Kyle Mailman had just started a new route along the Arkansas River in the northwest part of Wichita, KS, in April 2023. “I had one house with a recessed entryway, a mail slot on the door, and I got everything ready,” the Branch 201 member said, adding that as he got to the base step, he could smell the unmistakable odor of natural gas. He had heard recent reports of some gas leaks and was concerned.

“I go up to the door, and I hit the floor,” the two-year carrier said. “I started to choke a little bit with how concentrated it was there in the entryway. My first thought was, if it’s coming from inside the house, this is really, really bad. They might already be unconscious or dead inside.”

He knocked on the door rather feverishly, and thankfully a resident named Mary was conscious and answered. The carrier began talking with her. “I’d had natural gas poisoning 20 years prior, so I knew a little bit about it,” Mailman said. “We started going over the symptoms of it. She was irritable, she was fatigued, she was having trouble comprehending very basic things that normally she could.”

Concerned, the carrier told her, “Get out of the house, get everybody out now. Just leave the front door open, get the gas company over here. They’re going to care more about you reporting a leak than me.”

Satisfied that the situation was taken care of for the moment, Mailman continued delivering mail while waiting for the gas company to investigate.

Gas company representatives sniffed the property with their gas-detecting device. A significant leak was found outside the door, and upon further inspection, they learned that a gas valve for a fireplace was leaking heavily into the house. “That explained the symptoms,” Mailman said, adding that everyone turned out to be OK.

As it turned out, construction of a new bridge about an eighth of a mile away and spanning the Arkansas River, had caused gophers along the riverbank to move into residential areas due to the impact of driving the support pylons into the ground. The gophers dug long tunnels underground, and when they encountered gas lines, they often chewed through them, causing dangerous leaks, Mailman said, adding, “The gophers had chewed through the gas line right out front of her house.”

For going above and beyond, the judges named Mailman one of NALC’s Vigilant Heroes. “He was aware of the neighborhood issues and then took action when he was presented with a problem,” they said.

“To me, it’s not really a big deal,” Mailman said about his actions. “I hope everyone out there would be looking after each other.” **PR**

Kyle Mailman receives his award from President Renfro.



HUMANITARIAN

HARRY BITTNER
CAMDEN, NJ MERGED BRANCH 540



Harry Bittner receives his certificate from President Renfroe.

and walked around with a bucket to collect money from concertgoers.

Within a week or so, the band and Santa visited the houses of the selected families and dispersed gift cards and presents.

“It became much more tailored to the families that we were helping. It kind of grew into this thing where we’d be able to get information on the families, like how many kids, what are their ages, what are their sizes,” he said, adding that the bandmates’ spouses shop for the kids’ clothes and toys, and then they’d all wrap the items. “It was a huge success,” Bittner said of the 2020 endeavor—so much so “that we had every intention of doing it every year.”

They had just set out preparing for the 2021 show that October when Bittner went in for routine blood work. “Next thing you know, I’m casing mail in the morning. I get a phone call from the nurse, and she says, ‘Your liver enzymes are through the roof, and we’ve got to figure out why,’ ” the 29-year letter carrier said. “And that just kind of set off this chain of events where I had to get all these different tests.

“It was an ultrasound and then an MRI, and I find out I have this tumor,” he continued, adding that after undergoing a colonoscopy he was diagnosed with Stage IV colorectal cancer. “I’m reading, and I’m thinking, ‘Oh my God, how did I go from perfectly healthy a month ago to, man, I might have three or five years?’ You know, that starts all setting in.”

“Around the same time, we’re doing Year 2 of the Christmas gig. And it’s just under this shroud of uncertainty and fear and what’s going to happen next. I know that chemo is coming, and I just kept thinking, ‘Boy, I hope it

Harry Bittner picked up a bass guitar when he was 15 and has loved playing ever since.

Fast-forward to 2019, when the Camden, NJ Merged Branch 540 member joined a five-member cover band called uNGLuED.

As COVID-19 was spreading and venues were shutting down, the band decided to do a traveling Christmas show by driving around a truck with 20-foot utility trailer to a few locations, and the band would then play Christmas carols on the back to spread some cheer.

“There was a bit of a fear that maybe we were inviting trouble on ourselves, asking people to gather to come see us, even though it was outside,” Bittner said, adding that he asked his bandmates, “‘Why don’t we make this a fundraising thing, too?’ Nobody’s going to give us grief over that.”

The carrier was put in touch with a retired prosecutor who works with a

charity in South Jersey and helped find families for the band to assist with the money collected.

“And boy, did she ever,” Bittner said. “I mean, you hear these nightmare, horrible stories about everything from people that had lost their jobs and just were hurting for money with little kids to a woman that was a victim of domestic violence and kind of out on her own.”

The first year they played four stops. “We would tow this huge trailer decked out in lights and with a tree on it to a couple of different neighborhoods where we knew it wouldn’t be an issue,” Bittner said, including at a school parking lot and at a Veterans of Foreign Wars building. Bittner’s friend, Joe Popow, whom he called “the most authentic Santa you’ve ever seen in your life” accompanied them. He also recruited his younger of two daughters, Alyssa, who dressed as an elf and handed out candy canes to children

doesn't start until after the Christmas gig,' he added. "I didn't want to let my bandmates down. I didn't want to let the people down that were going to be on the receiving end of these gifts."

Fortunately, he was able to fully participate in the annual festivities. "It was even a bigger success than the first year. More people turned out, more money was raised, more families were helped," Bittner said.

They continued to collect cash, sometimes gift cards, and also PayPal donations at each stop. After receiving help from the retired prosecutor the first year with selecting families, the band was able to start finding them on their own through word of mouth.

One of his favorite memories from the endeavor was when the band was playing a gig and a man approached them and said they had helped him and his family the first year, when they were in a tough spot. He had then gotten a new job and was doing better, so he wanted to offer a donation for another family in need.

"That was really cool, because that was like, we've made a difference in these people's lives, and now they're appreciative, and they're here to support us as a band—but more importantly, they're here to pay it forward and give it to somebody else who's now down on their luck."

Bittner began cancer treatment in January 2022, including chemotherapy, radiation and a surgery during which surgeons removed 60 percent of his liver and a section of his colon. In addition, "I had my gallbladder removed, hernia repaired, and I ended up with an ileostomy bag for nine weeks," he said.

After a scan in December 2022, "they found a tiny little piece of cancer in



my common bile duct," he continued. "And there again, the first thing I'm thinking is, 'I don't know when surgery is going to be, but I hope I can get this Christmas gig in,' and I find out the surgery is going to be February. We did Christmas show No. 3, and again—bigger, better, more money, more families."

On more than one occasion, they've helped somebody who's fighting cancer and having a hard time providing for their kids, Bittner said, adding, "I'm in that unique situation where when we go out to these people and we give them gifts for their kids, I can also give these people a hug and say, 'Keep fighting. You're going to beat it. I beat it. You'll beat it.'"

The carrier and his bandmates performed their fourth annual charity show on Dec. 9, 2023, and helped multiple families, including one who lost everything in a house fire, even their dogs. He estimates that they've raised \$15,000 to \$20,000 since they began. "It's pretty humbling and it's very rewarding to help these people and give them a better Christmas and stuff," he said.

Bittner said of their fundraising, "You just do it because it's the right thing to do. While it's been a rough two years for my family, there's people out there that have it worse."

On a personal note, "things are looking up. There's no sign of cancer right now," Bittner said. "Being able to do all this stuff with the band really helped me. Every minute I learned a

song or played a song or played a show or whatever was a minute that I wasn't thinking about cancer. That was a real gift to me."

The judges were impressed by Bittner's efforts, naming him NALC's Humanitarian of the Year. "He was in need—he could have tapped out and nobody would have blamed him," they said. "He helped in such a creative way, using the skills that he has, the connections he has as a band. He was able to just bring community together to get this done."

Bittner emphasized that he didn't act alone. "I want to acknowledge my bandmates, too," he said, giving a shout-out to vocalist Wally Pratz, guitarists Bob Walker and Jim Incollingo, and drummer Ryan Cathrall. "The five of us together did this. You don't have to ask these guys twice."

His eldest daughter, Haley, whose wedding Bittner presided over in 2021, gave birth to a baby girl in January, and the carrier and his wife, Joan, are enjoying being grandparents. Indeed, he's thought of his legacy: "I want my kids, and my grandkids eventually, to have something to remember."

And, Bittner adds, "I want people to go, 'Hey, you know what? This dude, he wasn't feeling great and he looked like hell, but he bundled up and put hand warmers in his pocket and jumped on a trailer to play Christmas carols to help out other people that weren't doing so good,'" he added. "That's what it's about for me. That's why I do it." PR

EASTERN REGION HERO

TIM MARTIN
BUFFALO-WESTERN NY BRANCH 3



Tim Martin receives his award from President Renfro and shows off his cape (below).



Turning a corner while delivering packages on New Year's Eve in 2023, Buffalo-Western New York Branch 3 member **Tim Martin** saw a car on fire in front of a mobile home. Some neighbors were trying to put out the fire by throwing snow on it, but Martin noticed that the technique was not working. Other neighbors were filming the fire with their phones.

But then he realized that the fire was spreading. "Within a minute or two," the carrier said, the blaze "went from engulfed to raging. It started melting the siding of the trailer and starting the trailer on fire."

Knowing that an elderly resident with breathing problems lived there, Martin asked the neighbors if they had called 911 and if the woman was home. They said yes to both—but kept filming.

Martin knew he had to act fast. The fire was blocking the front door, so he rushed to the back of the trailer. He

pushed the back door open, but it was held shut with bungee cord due to some recent windstorms. "Luckily, I'm skinny enough to squeeze through," Martin said. He found the home filling with smoke and the woman, who was disoriented, looking frantically for her shoes.

"Let's get you outside," he told her as he helped her leave the house with her purse and dog. He stuck with her despite her needing to move slowly due to breathing problems caused by COPD. "I pushed her, helped her, nudged her down to the back door and down the steps," Martin said.

First responders had arrived, and Martin helped the woman find an EMT who could give her oxygen. To avoid blocking the fire vehicles that were arriving at the scene, he left in his truck to continue his route, but not before other residents had caught wind of his actions and called the post office to notify them of Martin's good deeds.

The carrier returned a few days later and learned that the woman was all right and had been able to move back into the home.

In recognition of his heroic actions, his supervisor coined a slogan for Martin: "I deliver bills and save lives," and even made him a superhero cape. It was all in fun, but Martin said he doesn't feel like a hero.

"I just think I'm just a regular guy," he said. "I was just happy that I could help."

The judges were impressed by Martin's quick action and determination despite the many obstacles, and they selected him as NALC's Eastern Region Hero. "It's so brave for someone to see a fire and go *into* it," they said. "He didn't let any of the barriers stop him. He pried the door open, he squeezed through the bungee cord, pushed his way in—that's not something everybody would do." **PR**

CENTRAL REGION HERO

DOMINIC JACK

BATON ROUGE, LA BRANCH 129

“Right after I delivered the mail, I heard a ‘pop,’ ” Dominic Jack said as he performed a loop on his route in White Castle, LA, one day in January 2023. “I thought it was a transformer going up.” Checking the back of a house where he heard the sound, he saw smoke and suspected there was a fire since they don’t have a chimney.

The two-year carrier, a member of Baton Rouge Branch 129, knew there were children living in the house, so he called 911 as he rushed to help.

“I could hear somebody screaming,” he said.

He saw a toddler in the back yard, afraid to move. He coaxed the boy to come to him to reach safety. Jack then encountered a teenage girl at the front and convinced her not to go back inside to retrieve her phone. After rescuing two more children, a neighbor told him their grandmother was in the house. He went through the back door of the burning house and found her near the door, crawling to safety. Jack picked her up and took her to the front of the house with the children.

When he was sure all four children and the grandmother were safe, Jack went to the next-door neighbor’s home to warn them because he knew there were elderly people living there, and then alerted the neighbors on the other side. The house on fire was completely engulfed by the flames, but the others were not harmed—but more importantly, nobody was killed or injured.

“Due to the quick thinking of this carrier we, and several of our neighbors, were able to get out of our houses safely and before the firefighters had

arrived on the scene,” one elderly neighbor wrote to the post office. “Carrier Dominic is definitely an asset to the Postal Service and the community!”

“Even after he saved those people, he was still looking out for anyone around just to make sure everyone was safe,” the judges observed before naming Jack NALC’s Central Region Hero. “He used all his skills—first to coax a small child, another to convince a teen to leave her phone, and then to go in the house and carry out the grandmother.”

“It was just an instant reaction,” a modest Jack said of his heroic efforts. “I just did what I would do any day.” **PR**

Dominic Jack receives his certificate from President Renfro.



WESTERN REGION HERO

RANDY FIELDS
BOULDER, CO BRANCH 642



Randy Fields receives his award from President Renfroe for his actions when a car crashed into his post office (below).



“It was a normal, cozy, easy-going Monday morning. No chaos whatsoever,” Randy Fields said of being in the Valmont Post Office in Boulder, CO, on a July 2023 morning just before disaster struck.

“I heard a big crash and saw glass exploding into the post office,” he said. A car had crashed into the building. He ran toward it and watched as the driver tried to back out, then move forward, then back out again. As other co-workers tried to stop the woman from moving the car, Fields heard someone moaning in pain.

“I turned the corner and saw a man on all fours,” the Boulder Branch 642 member said. “Blood was pulsating from a wound on his left arm.” The car had struck him and pinned him to a counter. The man, he later learned, was a postal customer named William Coffin.

Fields, who has carried the mail since 2005, took off his belt and used it as a tourniquet, with the help of another postal customer. After multiple attempts and readjustments, they managed to stop the bleeding, but Coffin had lost a large

amount of blood already and was slipping in and out of consciousness, so they talked to him to try to keep him awake.

“I was scared he was going to die,” Fields said. “[We] sat there and wrenched on his arm, just waiting for the police, the paramedics and the fire department to show up, which seemed like an eternity.”

The man was seriously injured and when EMTs arrived, they took him to the hospital. Fields and his co-workers managed to go out on their routes that day.

Coffin survived and eventually returned home. “Mr. Coffin sustained a whole list of injuries,” Field added, including “a lacerated artery in his left arm, 16 broken ribs, fractured tibia separated from his knee, both ACLs and MCLs torn in both knees, a shattered pelvis, collapsed lung and dislocated shoulder.”

Though Coffin will have to undergo more surgeries and rehabilitation, “in two years, he’s going to make a full recovery,” Fields added.

Because of the carrier’s heroism, judges had an easy time naming Fields NALC’s Western Region Hero. “Without his help, [Coffin] would *not* have survived,” they said of the situation.

Despite multiple accolades, the carrier is reluctant to be called a hero. “I initially just thought it was something that everyone would do for another human being,” he said.

To thank Fields for helping to save his life, Coffin had him over for dinner. “The emotions were incredible,” Fields said, “as we relived every moment for a solid two hours. We shared memories of everything that happened that day, from him telling me that he could feel every single bone in his body just crush one at a time, to sitting on the ground on all fours thinking about giving up.”

But, Fields said, no one gave up that day: “He didn’t, I didn’t, we didn’t.” **PR**

NATIONAL HERO

PHILIP MOON

AMARILLO, TX BRANCH 1037

A commotion caught the attention of 37-year carrier **Philip Moon** while he was in the mail truck on his route one day in October 2023. The carrier, who's had the same route for 27 years, saw a customer he knew with her two small dogs being attacked by a larger dog.

"I jumped out of my truck and went to help," said the Amarillo, TX Branch 1037 member, "and I was able to get the dog off of her by beating on it with my hand on its head." One of her dogs ran away and the dog chased it, giving Moon a chance to help.

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

The attacking dog forced its way into the partly closed door of the truck. "Then the dog came back and bit down on her other leg," he said. Moon and the wounded woman fought off the dog as best they could.

The woman's husband heard the struggle and came to help. "Then the dog went after me," biting his shoe and slightly injuring his ankle, Moon said. "All this time, I'm talking to the 911 operator."

Moon and the husband finally got the dog to stop attacking. "Between the two of us, we were able to beat him off a second time by kicking him and hitting him on the head," he said. First responders arrived and animal control officers caught the attacking dog while EMTs tended to the victim.

That night, he visited the woman in the hospital, where he was told that she had passed out twice from loss of blood. "You saved her twice," police

responders told Moon—once from the dog and again from bleeding to death.

Moon doesn't consider his actions particularly heroic. "I'll be honest with you—I was scared to death," he said. "I was just running on adrenaline."

In naming Moon NALC's National Hero of the Year, the judges said they were impressed that the carrier had kept his cool while talking to 911 dispatchers, struggling with the dog and helping a severely bleeding woman all at the same time. "He was multitasking," they said. "There was so much going on."

Moon insists his heroics were simply a result of good timing. "Knowing the people I work with, anybody would have done what I did," he added. "I know I'm receiving this award for being a hero. I don't consider myself a hero. I'm just very grateful and honored and thankful that I was in a place where I could be of some assistance to somebody in need." **PR**

Philip Moon receives his certificate from President Renfroe.



Carriers and the mail make news online

Mail-centered stories frequently appear on social media and online news sites. The following are a few that have come to NALC's attention recently. If you find a story you'd like us to consider featuring, send it to postalrecord@nalc.org.

Carrier inducted into Nevada Boxing Hall of Fame

Ishe "Stitch" Smith, a letter carrier in Las Vegas, NV, will be inducted into the Nevada Boxing Hall of Fame in August. After 19 years as a professional boxer, Smith retired in 2019 and became a letter carrier.

The Branch 2502 carrier will be added to the names of well-known boxers inducted into the Nevada hall of fame, including Mike Tyson, Evander Holyfield, Oscar De La Hoya, Julio Cesar Chavez and others, according to Boxing Scene.

Smith competed from 2000 to 2019 and had a record of 29-11 (12 KOs). He was the first boxer from Las Vegas to become a professional world champion. He was even featured in the first season of "The Contender," a reality TV series about boxers who engage in an elimination-style competition against each other.

Smith said that being inducted into the hall of fame is "right up there" with his many accomplishments, including being the first person from his hometown in Las Vegas to be a finalist in the U.S. National Championships, the births of his three children and overcoming his depression and suicidal thoughts after the murder of his ex-wife in 2017.

Smith said he enjoys being a letter carrier. "It's great; I love it," he said. "I love the camaraderie amongst us carriers. I have a lot of respect for carriers."

During his time as a letter carrier, Smith has been the union steward for a term and the safety officer for a year. "It was a privilege," he said.

"I'm fully invested into [letter carrying]," said Smith. "I treat carrying mail like I did my professional boxing career."

USPS celebrates Underground Railroad heroes, springtime and manatees with new stamps

In early March, USPS released 10 new stamps celebrating 10 important people who were essential to bringing enslaved individuals to freedom via the Underground Railroad. They provided safety by means of secret routes and safehouses.

By the early 1800s, the Underground Railroad emerged to help enslaved people make the challenging and dangerous effort to escape slavery. Over time, it became more systematically organized so that these freedom seekers would have a better chance at escaping. Both "underground" and "railroad" were used metaphorically, and the movement used railway terminology such as "stationmaster," "conductor" and "passenger."

The stamps feature each person's sepia-toned portrait along with the words, "Black/white cooperation trust/danger flight/faith courage/risk defiance/hope Underground Railroad/USA." Those on the stamps are Harriet Tubman, Thomas Garrett, William Still, Harriet Jacobs, Jermain Loguen, Catherine Coffin, Lewis Hayden, Frederick Douglass, William Lambert and Laura Haviland, according to a USPS press release.

As spring is upon us and summer is coming soon, in mid-March the U.S. Postal Service also issued the Garden Delights stamps—three stamps that bring attention to the essential role that



Ishe "Stitch" Smith



hummingbirds play in pollination. The hummingbirds depicted in the stamps hover near sunflowers, cigar flowers, spotted touch-me-nots and zinnias.

Hummingbirds are most active in the spring and summer months and pollinate more than 7,000 flowering plants. They are found only in the Americas, and there are 16 species native to the United States.

Additionally, USPS recently issued a stamp celebrating Manatee Appreciation Day, celebrated on March 27.

Considered one of Florida's keystone species, the West Indian manatee plays an important role in preserving a healthy ecosystem. Manatees are like gardeners of the sea—their main food source is sea grass. So, eating the sea grass allows for more biodiversity and prevents sea grass from overgrowing.

Unfortunately, manatees are endangered despite their lack of natural predators. Manatees dwell in shallow water, which is often affected by environmental factors such as fertilizer, sewage and manure runoff. Boats also pose a threat, as they can have lethal accidents with manatees as they take off from the shore, according to Ocean Today.

The stamp aims to raise awareness about the endangerment of manatees and their habitats, from as far west as Texas to as far north as Massachusetts.

Antarctic 'penguin post office' is looking for new hires

If spending your days in Antarctica counting penguins, sorting mail, selling postage and manning a gift shop with the stench of penguin poo wafting through the air sounds like a good time, the U.K. Antarctic Heritage Trust has three positions open for hire, although being a U.K. resident is required.

The position is highly coveted—last season there were 6,000-plus applicants

for only three positions, which is a 0.05 percent acceptance rate, making it 60 times more difficult to be hired than to be accepted by Harvard University.

The lucky three selected will train from August to September, then will be shipped off to Port Lockroy, a historic British base on Goudier Island, from November to March 2025. Their main responsibilities coincide with the needs of the 18,000 passengers who arrive by cruise ship and want to send postcards and buy gifts from the shop during the five months they are stationed there. However, one fun responsibility is counting the colony of gentoo penguins living in Port Lockroy.

Hopefully the individuals chosen like their co-workers, because they are mostly cut off from internet and phone service and the three share a bunk room for their entire their stay. Moreover, the application indicates that the terrain does not allow for runs or walks around the island, adding to their time spent together, according to the *Smithsonian Magazine*.

The Port Lockroy post office on Goudier Island, Antarctica



Online news (continued)

Adding to the penguin stench, employees might also stink without running water, as they take showers only when welcoming cruise ships invite them aboard.

Rare Z-grill stamp expected to sell for up to \$6 million

Although the rare stamp's original value in 1868 was 1 cent, it is now expected to rake in somewhere between \$4 million and \$5 million at an auction set to take place on June 14 in New York, NY.

There are only two known Z-grill stamps in existence, and one is held by the New York Public Library, so this is believed to be the sole one accessible to private collectors. Along with its rarity, the stamp's value comes in part from the waffle pattern embossed in the stamp—the Z grill. The embossing was added to the stamps after the Civil War to stop people from cleaning and reusing the stamps. It made the post marking ink seep through the stamp, causing it to be impossible to clean; thus barely any survived. The Z-grill is otherwise unremarkable; it merely depicts Benjamin Franklin in blue ink.

"It's considered the trophy of collecting United States stamps," Charles Shreve, the stamp collection manager for the current owner of the Z-grill, William Gross, told CNN.

The Z-grill was originally produced in 1868. Then, in 1916, this specific stamp was discovered, and it reemerged in 1957. Its first sale was in 1975 when it sold for \$42,500. Then, two years later it sold for more than double, at \$90,000. It was resold several times until 2005, when the stamp was traded for a block of Inverted Jennies valued at \$3 million. According to CNN, the Z-grill stamp is expected to be the most expensive stamp ever sold in the United States.

"The person who buys it will have something no one else can," Gross told *The New York Times*.

Illinois family finally receives letter sent 80 years ago

More than 80 years ago, a letter was addressed to a family in Illinois, and in early January it finally arrived.

The letter was found by the DeKalb Post Office in Illinois in January. The address did not have a house number, only a street name, which the post office says is probably why it was initially lost, according to *USA Today*. The Postal Service told *USA Today* that, in most cases, "lost mail" is found and sold at flea markets, antique shops and online, and later given to USPS to be re-entered into the system.

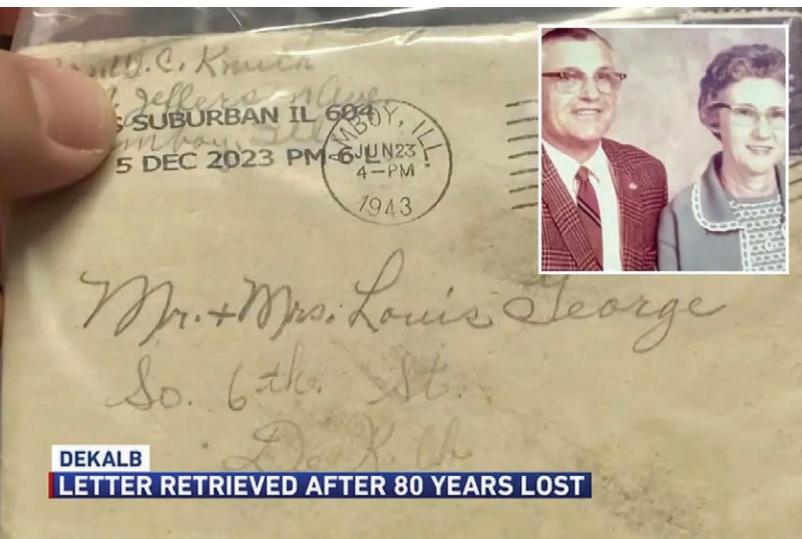
The letter was addressed to Louis and Lavena George in June 1943 and expressed condolences to the couple, who had recently lost their daughter, Evelyn, to cystic fibrosis. Although the couple have both since died, it was delivered to Grace Salazar, one of the Georges' living daughters.

Their daughter Jeanette also read the letter and said, "It just sort of put me in touch with my parents' grief and the losses my family went through before I was even born."



Z-grill stamp

The letter addressed to Louis and Laverna George (who are pictured, inset)



DEKALB
LETTER RETRIEVED AFTER 80 YEARS LOST

Convention news and deadlines

Several deadlines for the 73rd Biennial National Convention Aug. 5-9 in Boston are drawing near.

Delegate eligibility lists for the convention have been mailed to every branch. The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 5 for branch representatives to be registered as convention delegates.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by June 5 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July's *Postal Record* for members to review.

Resolutions to be considered by delegates also must be received by the June 5 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 5 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 5 as well.

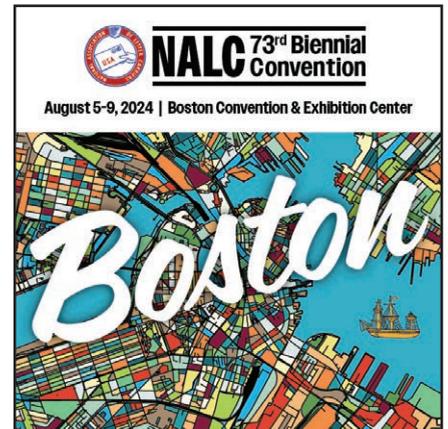
Airfare discount

Delta Air Lines is offering special discounts for NALC members traveling to Boston for the convention. To see if the discounts apply to you, call Delta Meeting Network at 800-328-1111 and refer to meeting event code NY38N. You also can insert the meeting event code on Delta's website to search for a flight.

Wheelchairs and scooter rentals

Electric mobility scooters and wheelchairs are available for rent from Scootaround. For reservations or for more information, call 888-441-7575 or go to scootaround.com/en/nalc-73rd-biennial-national-convention.

Go to nalc.org/convention for more convention news. **PR**



Regions 14 and 15 RGA appointed

NALC President Brian L. Renfroe appointed **Anthony Bossi** as a regional grievance assistant (RGA) for Region 14 (central and eastern Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont) and Region 15 (western Connecticut, northern New Jersey, New York and the territories of Puerto Rico and the Virgin Islands).

Bossi began his postal career in 2006 as a part-time flexible in Cambridge, MA, and later transferred to Lowell,

MA. He has served as a steward, assistant secretary, secretary and vice president for his branch, Massachusetts Northeast Merged Branch 25. He completed Step B training in 2017 and graduated from Formal A and Beyond training in 2018. After completing arbitration advocate training in 2019, Bossi became a local business agent/national assigned assistant for Region 14, a position he held until he became RGA in April. Bossi is a 2023 graduate of the Leadership Academy. **PR**



Anthony Bossi



Making deposits for military service

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

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

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

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

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

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

Service). The amount of the deposit is 7 percent of basic military pay under CSRS, or 3 percent of basic military pay under FERS. Interest will begin to accrue two years after beginning career employment at the Postal Service, and is compounded annually. However, if the deposit is completed prior to the third year, there is no interest charged.

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

OPM regulates federal employers, including the Postal Service, when it comes to retirement matters. OPM provides the following guidance in a Benefits Administration Letter (BAL 17-101) dated Jan. 27, 2017:

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

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

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

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

Veterans can access the above-quoted OPM Benefits Administration Letter at opm.gov.

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

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

Veterans project for Boston national convention

With 19,800 members and counting, NALC's Veterans Group could do wonders in the community and with local veteran programs.

Veterans and other members of the branches can collaborate on a project to help homeless veterans in their local areas. This could include cleaning veterans' gravesites or visiting veterans in assisted-living homes who have no family. You can also volunteer at a VA hospital or form your own local veterans group and have a monthly meeting to talk about your service days. These are only a few ideas.

The U.S. Department of Veterans Affairs has shown a substantial decrease in homelessness among veterans. While this reduction is encouraging, the needs of veterans struggling with homelessness, unemployment and other barriers to reintegration still exist. Of the veterans living in America today, more than 35,000 veterans are homeless, and more than 15,000 experience unsheltered homelessness. Although they represent a relatively small percentage of the general population, veterans make up nearly 20 percent of the homeless population.

Massachusetts homes more than 277,000 veterans. And of them, 4.7 percent are unemployed, 6.1 percent live in poverty, and at least 1,200 are homeless. Most of the homeless veterans are men, but some are female with families. However, there are several veterans who may not be homeless, but they are at risk of becoming homeless.

The New England Center and Home for Veterans (NECHV) is a nonprofit organization and a national leader in housing and serving veterans who are at-risk of homelessness. NECHV is in downtown Boston and offers services throughout the region. NECHV supports veterans with innovative services that enable success, meaning-

ful employment, and dignified independent living.

The mission of the NECHV is to equip veterans who are facing or at risk of homelessness with the tools for economic self-sufficiency and to provide them with a path to achieve successful and dignified independent living. The NECHV is a service and care provider for former military service men and women. It offers a broad array of programs and services that enable success, reintegration, meaningful employment and independent living.

NECHV welcomes any person who has served this country in uniform. It provides an accommodating and supportive community that interrupts the downward cycle of hopelessness often accompanying being without a home. The Center seeks to mitigate and eliminate the disruption and disability that homelessness creates. It provides a home, meals, a connection to the community, resources, a sense of identity, and a path to a better future. See nechv.org for more details.

They are "veterans helping veterans." Thank you for your service today, tomorrow and forever!

The NALC Veterans Group will host a booth at the Boston national convention Aug. 5-9. Starting May 1, the following link will be active to donate: p2p.onecause.com/nechvlettercarriers.

Your monetary donations will provide vital support to veterans.

Contact Assistant to the President for Community Services Christina Vela Davidson at 202-662-2489 or cdavidson@nalc.org with any questions.



Join the NALC Veterans Group

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

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

If you are interested in joining the group, complete the sign-up card at nalc.org/veterans.

Tackling his catch



Josh Fortin with a brown trout he recently caught

Josh Fortin has been making his own lures for 30 years and fishing since before he can remember.

“My parents have pictures of me,” he said. “We’re going fishing and I’m in diapers.”

His whole family consists of fly fishers (fishing using a rod and bait), so it is only natural that Fortin would become one, too. Fortin lives in Lock Haven, PA, and is lucky enough to be near many creeks, dams, streams and lakes that make for great places to try to catch fish. While he likes to go with family and friends, his favorite fishing companion is his pug-chihuahua mix, Loki, who loves watching Fortin catch fish.

While many fishers buy ready-to-use bait, some take up the art of making their own lures, referred to as tying flies. Homemade bait is typically made of such materials as hair, fur and feathers, and attached to a hook. These materials are used to trick fish, such as trout, into thinking they are food, typically flies, other insects, and their larvae.

The seven-year carrier attributes much of his general fishing and tackle knowledge to John Fabe, a family friend and fellow postal worker. “He’s a legend from the Muncie Post Office,” the Williamsport Branch 50 member, said. “He’s the one that really taught me how to tie flies, tie leaders, assemble all the layers.”

One particularly notable lesson that Fabe gave involved how to hand tie leaders. A fishing leader is a short strand that goes between the main line of the fishing reel and the hook or lure itself. A leader is used in bait fishing to make it difficult for fish to bite through. Fortin explained that to make the line sink to the bottom for trout, he starts with a very heavy, thick line at the bottom then ties lighter and lighter line until “you can barely see it; it’s like a hair, basically.”

Although Fabe gave him the basic knowledge that he needed to start hand-making bait, Fortin said that he learned a lot just by seeing what works and what doesn’t for each type of fish.

“There’s really no true better way of tying a fly,” Fortin said of his handmade approach. “There’s thousands of different types of flies and dozens of ways to tie each one, and it basically all [depends] on the water temperature, the water clarity, the moon phase, how warm it is outside, the time of the year, and anything that’ll make that fish

want a certain fly or a certain color or a certain size.”

So, for Fortin, it’s more about knowing what flies coincide with which conditions than about specific techniques on how to tie flies that make successful handmade tackle.

Understanding conditions is especially important when dealing with trout, which Fortin calls “the snobs.” Trout like to go with the safe option. One of the things they eat when they are hatching are caterpillars in their cocoons, and if they see anything that doesn’t look right, they won’t touch it.

“When the fish sees thousands of the same exact fly drifting by them, and then they see one that looks totally different, they know, OK, that one ain’t no good,” Fortin said. “I’m eating all of these ones. You’re different. You’re poisonous. You ain’t no good.”

For example, Fortin developed a fly that would mimic the caddis larvae that trout eat when they are hatching. He used part of a metal coffee straw, dubbing and dubbing wires—a mix of natural and synthetic hairs used to make fishing tackle—to mimic the cocoon. Trout eat the whole cocoon, “grub and all,” he said, whenever the water is above 50 degrees and it is hatching season, so from that fact his idea was “hatched.”

“A lot of guys will catch these and break them open and pull the grub out and put that on the hook and use that,” Fortin said. However, Fortin’s design is durable enough to be used multiple times and doesn’t disturb the live cocoons.

“You’ve just got to learn to match the hatch,” Fortin said, which he always

Fortin made some of his lures into a clock.



tries to do with his trout flies.

Although live flies in the wild don’t typically have fur, Fortin’s do. He explained how he made a blue dun fly, which is commonly used to catch trout. He ties the tail on, which is made of dyed calf tail hair, and then ties the wings on. There are several other flies that he makes that use some type of synthetic or animal fur as well. With this technique, he is able to closely match the look of a live fly.

There is no schedule to memorize or website that he checks to find out when certain flies or insects will hatch—he simply brings about a half-dozen flies with him to the water based on the conditions that he is able to check beforehand. When he gets there, he finds out which flies or insects are hatching that day.

As for bass, one of the most common types of fish in the Lock Haven area, they aren’t as snobby as the trout, and that isn’t necessarily a bad thing, Fortin said. He doesn’t need to “match the hatch,” as he does with trout, which allows Fortin to be a bit more creative with his tackle. Bass aren’t very picky and will be interested in anything that might be food. “Bass can be trash-can eaters,” Fortin said. To lure bass, he creates swim baits, which come as 3- to 4-inch unpainted plastic fish.



Fortin is a member of Williamsport, PA Branch 50.



The king salmon he caught in Pulaski, NY

The 27-pound, 52-inch muskie Fortin caught while on a fishing trip with his family in Canada



He spruces them up by using colorful neon oil-based paint to hydro dip them in swirls of colors, some of which are shiny and metallic. These colors are obviously not found in the wild, but that doesn't matter to bass.

He also makes wooden flies for bass because bass are interested in things bobbing at the surface—they think it might be an injured fish. Because wood floats, it is the perfect material for bass. The muskellunge fish, nicknamed “muskie,” also are often interested in wooden flies, because “muskie love to eat, just plain and simple,” Fortin said, so they will be interested in just about anything.

Some of the other fish native to his area in Pennsylvania are walleye, crappie and perch. He can't tie flies for every type of fish, so for walleye and perch, as they are bottom feeders, he uses spinner rigs with rubber worms and a bullet as a weight to ensure that they sink to the bottom. Metal spinner rigs spin in the water

to create noises that get the attention of fish and that mimic the noise an injured fish or fly would create in the water. They can be used for many types of fish, including walleye, perch and bass. Crappie are small fish, so for them he would use a small jig, like a bucktail jig, which is a fly tied with deer tail fur and other materials.

Although Fortin goes fishing more regularly at local bodies of water, he also has traveled across the United States and even ventured to Canada. He has traveled the East Coast on fishing trips to Florida, North Carolina, Maryland, New Jersey and New York.

One of his most notable trips was to the Thousand Islands in Ontario, Canada. About 15 members of his family and friends went on the excursion, including his dad, grandfather, uncles and their friends. During the trip, Fortin cast out his line just to “see how it looked in the water” with a bucktail jig that he had just made on the boat. His hands were still tacky from the fly glue when he caught a 27-pound, 52-inch muskie only moments after his line had been cast.

Fortin simply enjoys making tackle and hasn't considered creating a handmade tackle business. He is happy to give fellow fishers tackle because it gives him a sense of pride when they catch fish with it. He said that giving friends, family and other fishermen he encounters handmade tackle “makes me feel like it did something good.”

“One thing that I'll never forget is my grandfather,” Fortin said. “Several years back, I tied a fly for him. He took it on a fishing trip and caught the biggest trout of his life. He shook my hand. ‘Thanks a lot, Josh. I just caught the biggest trout ever. Thanks to you.’ ” **PR**

CCA temporary assignments to other post offices

City carrier assistants (CCAs) are hired to work at specific postal installations. However, there are some instances when CCAs might be temporarily required to work in another installation. These assignments, which typically (though not everywhere) are infrequent, might be necessary when management needs to complete city delivery work in another installation and there are insufficient city carriers available to do the work. When this happens, there are rules the Postal Service must follow. If you are new to the Postal Service, you might not be aware of these rules, so this article will explain the understanding between NALC and USPS and the provisions that apply to these situations.

The Postal Service and the NALC have agreed to certain restrictions for these temporary assignments in the Memorandum of Understanding (MOU) Re: City Carrier Assistants – Temporary Assignments to Other Post Offices. This MOU can be found on pages 7-5, 8-16 and 12-17 of the *USPS-NALC Joint Contract Administration Manual (JCAM)*. The *JCAM* is jointly prepared by the NALC and the Postal Service, and provides explanations of how the National Agreement, our contract with USPS, should be applied. To quickly access the *JCAM*, visit the NALC website, nalc.org, and select the “JCAM” Quicklink in the center of the home page.

In the MOU, the parties agree that CCAs will normally work in their employing post office but may be assigned to work in another postal installation in the local travel area within the same USPS district on an occasional basis. The assignment

may be for a partial day or several consecutive days, depending on local circumstances. *Handbook F-15, Travel and Relocation* is a USPS document that provides policy for all employees who travel while conducting official business. It serves as a rulebook of what is allowed while traveling and provides necessary procedures when doing so. The local travel area, as defined in *Handbook F-15, Section 7-1*, is travel to a location within a 50-mile radius of the permanent duty station. Additionally, to be considered local travel, these assignments cannot include an overnight stay. Keep in mind, Sunday CCA work assignments are not subject to the occasional basis limitation.

Another point of the MOU is that these temporary assignments must be consistent with the National Agreement. Management cannot make temporary assignments that would violate other provisions of the contract.

Additionally, the MOU requires management to schedule CCAs to work in other postal installations in advance of the reporting date, whenever practicable. Management should give as much advance notice as possible to the CCAs being temporarily assigned to work in another installation.

Another condition of the MOU is that management will, to the extent practicable, use volunteer CCAs from the delivery unit that is providing the assistance to the other installation, as long as the volunteers will be in a similar pay status (e.g., straight-time rate, regular overtime rate or penalty overtime rate). Management should solicit volunteers to work on these assignments before mandating a CCA

to work in another installation. If sufficient volunteers are not found, CCAs from the delivery unit that is providing the assistance are temporarily assigned to the other installation in reverse relative standing order when practicable, as long as the junior CCAs are in a similar pay status.

The MOU also states that CCAs who are required or volunteer to work outside of their employing office could be entitled to receive payment for mileage when using their personal vehicle to travel to the temporary installation. To be entitled to mileage, the distance from your home to the temporary office must be greater than the distance you normally drive to work. In this case, you would be paid the difference in the mileage both to and from work. If you report to your permanent office and are sent to work in another office, you should travel on the clock and be paid mileage to the temporary office and back to your permanent office. This is true even if the temporary office is closer to your home. Any out-of-pocket expenses not normally incurred such as tolls, parking, etc., can also be claimed.

Remember, this MOU is for temporary assignments outside of the installation only. To review the *JCAM*, the MOU, or *Handbook F-15*, visit the “Workplace Issues/Resources” tab on nalc.org. If you are a CCA who has been temporarily assigned to another installation in violation of these rules, be sure to contact your shop steward or branch officer to investigate the situation and, if necessary, to file a grievance on your behalf. **PR**

An update to cases pending at the Interpretive step



**Paul
Barner**

In my January *Postal Record* article, I provided an update on the five disputes pending at that time at the Interpretive level of the grievance procedure. As a recap, those cases are listed below with a brief synopsis of the core issue advanced as the interpretive dispute:

- **Q11N-4Q-J-16655901:** This case arose when collection boxes were converted from city delivery to rural delivery. The Postal Service framed the interpretive issue as whether a jurisdictional dispute initiated by NALC that concerns work assigned or being assigned to rural letter carriers may be appealed to arbitration pursuant to Article 15.4 of the USPS/NALC collective-bargaining agreement.
- **Qo6N-4Q-C-12180373:** This interpretive dispute arose from a disagreement over when the Oct. 22, 2008, MOU Re: Assignment of City Delivery expired. The Postal Service took the position that this MOU expired at midnight on Nov. 20, 2011. NALC believes that the Assignment of City Delivery MOU did not expire until the interest arbitration decision “Das Award” was issued on Jan. 10, 2013.
- **Qo6N-4Q-C-09038600:** This interpretive dispute arose from issues related to implementation of, and compliance with, the Memorandum of Understanding (MOU) Re: Article 32 Committee and the MOU Re: Subcontracting. These MOUs were implemented on Sept. 11, 2007, and placed additional prohibitions on contracting out city letter carrier work.
- **Qo6N-4Q-C-11377406:** This case was a product of a test conducted by USPS, referred to as the Caser/Streeter program. The test involved restructured city letter carrier assignments—separating a delivery unit’s office casing and associated duties from street duties for a six-month period in about 60 sites around the country. The interpretive issue concerning the program is whether the Postal Service may suspend compliance with the National Agreement under the guise of conducting a test. This test was similar, but not identical, to the recent consolidated casing test.
- **6X19-N-6X-C-23276415:** This case concerns the failure of the Postal Service to adequately protect access to employees’ electronic payroll information. As a result, many employees enrolled in direct deposit via PostALEASE fell victim to a criminal attack on LiteBlue, which resulted in the wages of city letter carriers and those of other postal employees being diverted and stolen.

Prior to the attack, the Postal Service had failed to employ basic security protocols to prevent unauthorized access of employee accounts. In particular, the Postal Service had failed to implement multifactor authentication (MFA), among other available security measures for employees wishing to log into the LiteBlue website. MFA is required by the *Handbook AS-805, Information Security*, which was updated in June 2021.

As an update, NALC recently reached agreement with the Postal Service on settlement of two of those interpretive issues, Qo6N-4Q-C-11377406 (M-02000) and Qo6N-4Q-C-12180373 (M-02001). Each of these agreements may be found on the NALC website at nalc.org/mrs by the corresponding “M-number.” Below are the provisions of each of the settlements.

For the dispute regarding Caser/Streeter, M-02000 in NALC’s Materials Reference System, the parties agreed the test has concluded and that the data collection and testing did not involve or result in any changes to current work measurement systems, work or time standards. The test also did not result in any permanent changes to the current route structure or route evaluation and/or adjustment process in the city letter carrier craft. As a result, it was agreed to close this case without prejudice to the position of either party in this or any other matter. Additionally, any remaining issues will be subsequently resolved in accordance with the collective-bargaining agreement.

For the grievance regarding the expiration date of the Oct. 22, 2008, MOU Re: Assignment of City Delivery (M-02001), the parties agreed the expiration of the MOU coincides with Arbitrator Das’s interest arbitration award dated Jan. 10, 2013. It was agreed that any new delivery growth that was improperly assigned during the time frame in question, Nov. 20, 2011, through Jan. 10, 2013, will be properly reassigned.

All cases being held pending resolution of these national-level disputes will be reviewed for application of these settlements.

In addition, I wrote in the March edition of *The Postal Record* about the recent national arbitration hearing addressing case #6X19-N-6X-C-23276415 involving the criminal attack on LiteBlue as discussed above. The briefs were due to be delivered to Arbitrator Nolan in mid-April with his written decision issued following his receipt of the briefs. Since this is a national-level case, the decision of Arbitrator Nolan will be final and binding on this case and on any cases filed over the same issue that have not been resolved at a lower step of the grievance procedure. When the arbitrator’s decision is received by NALC, the membership will be updated on the NALC website.

As always, NALC will provide updates on any future developments regarding these cases, as well as any additional interpretive disputes that may arise.

The mission is...



**James D.
Henry**

John Quincy Adams once said, “Find a mission that you can give yourself over to and then spend your days moving that mission forward. Man is made so that when anything fires his soul, the impossibilities vanish. The influence of each human being on others in this life is a kind of immortality.”

Once I became a union activist, I found that mission which I could give myself over to, and I’ve spent my days since moving that mission forward. That mission is multifaceted. Chief among the facets are the preservation and advancement of letter carriers’ contractual rights, dignity and respect in the workplace, and the rightful entitlement to committed representation. These are principles that, at minimum, I believe should be inherent and in practice. As NALC’s national vice president, I find it not only my responsibility but my duty to ensure that the aforementioned is provided to the membership.

In accomplishing the mission, it is necessary to identify areas of concern that plague letter carriers’ quality of work life, and that have become an impediment to contract enforcement. All too often, management insists on placing greed before the needs of the letter carriers. In other words, their desire to achieve financial gain often supersedes their obligation to adhere to the collective-bargaining agreement.

The contractual violations occur so frequently and consistently that there would appear to be no respect by management for the contract. In particular, the violation of exceeding the maximum work hours limits of 12/60 has reached epidemic proportion nationwide. Despite the innumerable grievances filed and the multitude of arbitration awards, Step B decisions and local settlements in the union’s favor, management routinely resists complying with Article 8.5.G of the CBA. However, the good news is that the more management resists, the more the union will persist, and insist, on contract compliance to ensure that letter carriers are not deprived of their rights. The goal of my office is to work closely with the national business agent offices and collaborate on methods to sufficiently address the matter. Just know that we see and hear your concerns.

Another important part of contractual compliance is management honoring and adhering to grievance settlements, i.e., Informal A, Formal A, Step B decisions or arbitration awards. Article 15.3.A of the collective-bargaining agreement requires “good-faith observance.” What was once a common practice and expectation to honor agreements between labor and management has become an unreliable occurrence. All too often, if an agreement calls for payment over the supervisor’s/manager’s personal limit, payment is severely delayed or not paid at all. If the agreement calls for an instructional resolution of “cease and desist,” management routinely makes a willful decision to continue the violations. If the settlement calls for a disciplinary action to be rescinded and the carrier made whole, it is not uncommon for the required action to be unduly delayed.

I work closely with the NBAs to identify and expose those who deliberately fail to comply with grievance settlements/decisions, and then hold them accountable. One effective way is to what I call “drag the net.” That is to consistently hold upper management responsible for holding their subordinates accountable through interventions and labor-management meetings in addition to the grievance procedure.

There is an old adage, “happy wife, happy life.” That statement reflects the truth of how one interacts with their principal partner makes a difference in the quality of your life. Similarly, the principal partners of USPS management are the letter carriers. It is a daily occurrence to have some disagreement with management, from your 3996 workload estimate to simply needing time off for rest, relaxation and recreation due to the inordinate amount of work hours most are experiencing these days due to staffing issues. This often results in low morale and needless confrontation on the workroom floor. It also causes some supervisors/managers to employ the “ends justify the means” approach, resulting in lack of dignity and respect toward the carriers in an attempt to meet their time and budget constraints. No letter carrier is deserving of being treated with hostility, or being harassed or disrespected. I’m a firm believer that, as representatives, we unequivocally demonstrate to our craft that we will not stand idly by when the aforementioned is observed. Moreover, we must affirm to management that our resolve is firm, and that we will enforce the Joint Statement and Violence and Behavior, whereas it states, “Those whose pattern of conduct continues will be removed from their positions.”

The mission is representation of letter carriers’ interest. That is at the heart of what we do as a union. Goals are merely steps to its achievement.

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The Reciprocal Agreement/ obtaining a branch checking account



**Nicole
Rhine**

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

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

The Reciprocal Agreement is important, as it provides a process that, if acted upon immediately, reduces the number of unintended dues withholding to two unions. For example, if a clerk

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

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

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

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

One other important point: Not every letter carrier moving into another postal craft should terminate their NALC membership. If a NALC member changes crafts

but still wishes to retain enrollment in the NALC Health Benefit Plan, they must continue membership in the NALC. For more information, please see the Reciprocal Agreement handbook, which was mailed to every branch. The handbook also can be found on the NALC website from the secretary-treasurer's page. Click on the link to "NALC membership and dues."

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

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

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

We deliver



**Mack I.
Julion**

Our annual food drive has become a rite of passage every spring for city letter carriers. For more than 30 years now, our national union has spearheaded the largest one-day food drive in the world. In that time, we have collected more than 1.9 billion pounds of food. Obviously, that amount of food feeds many families who need a little help for one reason or another.

The fact that our drive occurs in the spring is the optimal time for food pantries. Generally, they take in a lot of donations toward the end of the calendar year, when people are in a more charitable mood. By springtime, most

of the pantries' supplies start to get a little low, so the boost they receive from us is very timely.

As we head into summer, most schools are about to let out for summer break. This will leave many of the kids who benefit from the schools' breakfast and lunch programs lacking if they are in food-insecure homes. According to Feeding America, more than 44 million Americans, including 13 million children, face "food insecurity" annually. The term "food insecurity" is used by the U.S. Department of Agriculture for those who don't have enough to eat and don't know where their next meal is coming from.

For letter carriers to be part of the solution to this problem should be something that we take great pride in. Literally giving back to the communities that we serve by connecting those who are willing to give with those who are in need. Now, having stated that, I am aware that all do not share these sentiments.

When I was in the Leadership Academy back in 2006, my local branch was not a participant in the national food drive. So, when others shared their experience about the national drive, I was intrigued. The fact that customers were so willing to give was astounding to me.

In my branch, we had our own food drive, but it was not on the same level as the national drive despite having preceded it by 10 years. In my local, the carriers in each of our offices/units would take up a collection and we would then purchase nonperishable items and deliver them to three pantries in Chicago. With 60-plus of-

fices in the greater Chicago area, we did pretty well, and our members were proud of our efforts. I mentioned to those in my class that the members in my branch would love to be able to gather more food from our customers and give it to more pantries.

I was cautioned by a few in my group that not everyone was as excited or willing to participate. I was told, "Some carriers won't even come in on Food Drive Day." I was shocked. Why would someone not be willing to help others when it doesn't cost you anything, and you're getting paid to do it? That's like a double win to me.

I accused those who didn't participate of being non-members, but I was told that some are NALC members. These members maintain that it's not their job and they don't want to do it. I didn't believe it until I became local president and we began participating in the national food drive. We still took up a collection during the week while soliciting from our customers, and on the day of the drive we would collect what was given.

One year we collected nearly a million pounds, and our members were elated! They were in awe of all the food that we collected; it was so ironic that we collected more from the communities that had the least. People closest to the need tend to give more. I guess they know that "but for the grace of God, it could be them."

Now, not every carrier was as willing to participate. Some wouldn't even deliver the cards and others said that collecting food was not their job. I was so frustrated with that attitude one year that I told the members at our general meeting there must be a "special place in hell for those who were unwilling to participate!" In hindsight, I know that may have been a bit harsh, but I read somewhere that for "those who are given much, much is required."

As letter carriers we are very blessed, and as such we should be willing to be a blessing to others. To me, it just seems so natural that we would have the most successful food drive in the world. Every day across this country, we deliver letters and packages to our customers, and on the second Saturday in May, we deliver hope to those in need. It's just what we do; it's in our DNA. We deliver!

COTS vehicle: Rivian Delivery 500



Christopher Jackson

As time nears for the Postal Service to replace older model delivery vehicles, more action will be needed to prepare for the transition. This month, I will share information on another commercial off-the-shelf (COTS) vehicle being considered for the delivery fleet.

In February, USPS sent notification of its intent to do a pilot test of the Rivian Delivery 500 vehicle. The Rivian Delivery 500 is a battery-electric COTS vehicle with almost 500 cubic feet of cargo space. Testing of the vehicle was to be conducted March 25-April 26 at the Vienna Post Office in

Vienna, VA, and driver training began March 18. Four carriers received training from a Driver Safety Instructor (DSI) and were to test and drive the vehicle on their assignments on a rotating basis. My staff visited the Vienna Post Office to observe the driver training and testing of the vehicle. The Rivian Delivery 500 is a left-hand drive vehicle that, at 9 feet, 7 inches tall, is larger than a Promaster but smaller than the 2-ton postal truck. It is a front-wheel drive model that uses regenerative braking to extend its range and is expected to reach 140 miles on a full charge. The vehicle requires a key fob to unlock and operate. When the key fob is within a range of about 10 feet, the doors unlock automatically to allow a carrier access

and when the key fob is outside of the 10-foot range, the doors lock automatically.

There are two monitors located in the dashboard. One monitor is just above the steering wheel and displays a map of the delivery area, the vehicle's current battery charge, radio station and gear shift. This monitor also displays notifications related to seat belt use, headlights, windshield wipers and open doors. The windshield wipers are activated by sensors but also can be controlled manually. The second monitor is in the middle of the dashboard and contains touch screen controls for many of the vehicle's features, including air conditioning, heat, defroster and fans located in the cabin and cargo area. Other

touch screen controls included are for navigation tools, power side mirrors, the radio, cabin and cargo lights, and Bluetooth accessibility. The Rivian Delivery 500 is also equipped with a 360-degree camera view of the vehicle, which is shown to the driver on this second monitor.

The cabin area contains a sliding bulkhead door that separates it from the cargo area like other models in the USPS delivery fleet. This door opens automatically when the gear shift is placed in park, and the door closes automatically when the gear shift is placed in drive. The sliding door also can be opened and closed manually using a touch-screen control on the dashboard monitor. The vehicle's cargo area can accommodate taller carriers with a measurement of 7 feet from the floor to the ceiling. The area contains two levels of shelving with three shelves along each side of both levels for a total of 12 shelves available for use. The final sets of shelving in the rear of the cargo area are adjustable to accommodate larger packages. The rear door opens manually from the inside or by pushing a button on the outer rear of the vehicle.

When speaking to carriers involved with the pilot, my staff found that many of them had favorable opinions regarding some of the vehicle's modern features, such as the rain-sensing windshield wipers, the 360-degree camera view, and the automatic sliding cargo door. Each carrier noted that they had to adjust to the regenerative braking system when driving. The carriers also believed the cargo shelves needed borders and dividers to help better secure the mail.

One of the more concerning things about the Rivian Delivery 500 is that there is neither a traditional ignition nor push button used to turn the vehicle on or off. Once the key is in range and the carrier is seated, shifting the gear is all that's needed to begin driving. The vehicle automatically turns off when the carrier places the vehicle in park and steps out of range. The Rivian Delivery 500 may look familiar because a version of this model is currently in use by Amazon delivery drivers.



I want to thank the city carriers in the Vienna Post Office for their hospitality and helpful feedback and experiences on the Rivian Delivery 500. As always, my staff and I will continue to monitor this initiative and provide updates to the membership. Be sure to read my article each month and visit nalc.org for the latest information.

Harassment from management should be grieved despite hotline



Manuel L. Peralta Jr.

In a recent article from Link, the USPS announced the following:

The Postal Service has established a toll free phone number for employees and managers seeking guidance on what actions to take in the event of an incident of alleged harassment.

The number is 877-521-4272. Harassment is unwelcome behavior that an individual finds offensive and harmful, and that a reasonable person would consider intimidating, hostile or abusive. Such behavior is prohibited by the Postal Service and may also violate federal antidiscrimination laws. Workplace harassment may include offensive or derogatory comments, names or slurs; engaging in negative stereo-

typing; circulating or displaying inappropriate graphic materials; and engaging in physical or verbal threats, intimidation or humiliating actions. The offensive behavior could be a one time occurrence or may occur over a period of time. Although not every instance of inappropriate behavior may fit the legal definition of harassment, such behavior in the workplace undermines morale and may violate the Postal Service's standards of conduct and/or policies. USPS, through its supervisors and managers, takes prompt action to prevent, investigate, address and remedy conduct that is found to be against its policies and/or the law. **The Postal Service will act to protect the confidentiality of complainants but cannot guarantee complete confidentiality.** For more information, USPS encourages employees to review Publication 553, Employee's Guide to Understanding, Preventing, and Reporting Harassment, and/or call the harassment information line. (Emphasis added.)

If you feel the desire or need to use the above hotline to protest the harassment to which you are subjected, please do the following:

1. Make sure that you gather the facts that you have available, then draft out what you want to report. If you go it alone, you do not have the investigative rights of a shop steward. Only the union has those rights as specified in Articles 17 and 31 of the National Agreement.
2. Once you have determined what you want to report, make sure that you take notes on what information you gathered, and a word-for-word description of the facts as you report in your call.
3. Make sure that you take the names of the people with whom you speak, along with their titles and

contact information, in the event that a follow-up will be necessary.

4. Ask them to identify what steps they will take to look into your concerns and when to expect them to respond to your needs.

Keep in mind, however, that your use of this USPS harassment hotline should not be used instead of the grievance procedure. Article 15 of the National Agreement provides that we must initiate a grievance within 14 days of the event that causes the grievance, or the grievance may be declared untimely.

The NALC has no control of the above process.

The union has no say in how your call will be handled. If you want to make sure that your complaint is handled, please see your shop steward promptly to make sure we can look into your complaint and file a grievance, if necessary, before expiration of the 14-day time limit.

The above message from the USPS is not new. It comes from the commitments made in the National Agreement going back to its roots in Section 115.4 of the *Handbook M-39*, 115.4 *Maintain Mutual Respect Atmosphere*:

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.

Prior to the existence of the Joint Statement on Violence and Behavior in the Workplace (JSOV), this *M-39* language has existed for many decades and for years was the basis of our grievances protesting the treatment of employees (see C12168, in which the offending manager was required to issue a written apology, and C11805, in which the offending manager was required to post a written apology for inappropriate harassment of the grievant). There are many other cases throughout the country that our NALC advocates have presented.

The bottom line is, if you don't object to the way you are treated, nothing will change. I have been asking you to do your best to observe how others are treated and stand up for each other as witnesses so that we can help make the changes necessary. For a listing of the other workplace issues articles, please go to my Safety and Health additional resources page at: nalc.org/workplace-issues/safety-and-health/safety-and-health-resources.

Keep an eye on each other.

The best day to retire



Dan Toth

Choosing the best day to retire can help you maximize your benefits and put you in the best position to make the transition into retirement. This article will cover some of the considerations when deciding what day to retire.

Working an entire period before separating is necessary to receive leave for that pay period. In accordance with the *Employee and Labor Relations Manual (ELM)*, Section 512.731.b, employees whose separation is effective before the last Friday of a pay period do not receive leave credit or terminal leave payment

for the leave that would have accrued during that pay period. For a top-step letter carrier in Leave Category 8 earning eight hours of annual leave and four hours of sick leave per pay period, the difference between retiring on Thursday and Friday at the end of the pay period is around \$450.

Another consideration is based on advanced and earned leave. The later one retires in the year, the more leave they would have earned. Working until the end of the year helps maximize your earned leave and can result in larger terminal leave payments. A larger terminal leave payment will help you bridge the gap while the Office of Personnel Management (OPM) finalizes your retirement and starts your normal (or full) annuity payments. Interim payments are not always enough for people to get by, so having a buffer can be important. However, it's important to remember that for 2024, the maximum terminal leave payment is 520 hours, in accordance with M-01993 in NALC's Materials Reference System (MRS). Without another agreement, the maximum will return to 440 hours in 2025.

What might be the biggest consideration is the time of the month that one retires. Because a Federal Employees Retirement System (FERS) annuity commences the first day of the month following retirement, one generally wants to retire at the end of the month so that their annuity begins immediately. For example, if a FERS employee were unaware of this and they chose to retire June 1, their annuity would not start accruing until July 1. For nearly the entire month of June they

would neither be working nor earning an annuity.

Civil Service Retirement System employees can additionally retire on the first three days of the month and their annuity will commence the following day, giving them a little more flexibility. Remember that there is a difference between entitlement to (or earning) an annuity and receiving the payment for it. OPM issues payments following the month of entitlement. The payment for the month of July comes in the beginning of August.

A smaller and harder-to-calculate consideration hinges on the fact that OPM counts only years and months toward total service. OPM considers a month 30 days, so a total service credit that includes a remainder of 29 days or less will be dropped or lost. For example, a total service credit of 33 years, six months and 15 days will simply equate to 33 years and six months. A retiring employee could attempt to minimize or even eliminate the number of days that OPM will not count by knowing their exact service history. This depends on start date, other service credit, and effect of extended leave without pay, to name a few. However, losing a few days toward one's entire service credit may be *de minimis*, especially given the other factors.

If you are planning to work a different job after retirement, you will want to look at the earnings limit for the FERS Special Annuity Supplement or Social Security. Both of these benefits have an earnings limit of \$22,320 for 2024. Your FERS Special Annuity Supplement, or Social Security benefit as applicable, would be reduced \$1 for every \$2 you exceed the limit. For example, you might retire Sept. 30, knowing your "retirement" job would not exceed the limit in the following three months of the year. Additionally, the earnings limit in the year a person reaches their full Social Security retirement age in 2024 is \$59,520. Exceeding this limit results in a \$1 reduction for every \$3 over the limit until the month the worker turns their full Social Security retirement age.

Figuring out the best day to retire involves balancing all these considerations to maximize one's financial prospects. However, from a practical point of view, most people will do just fine by retiring at the end of the month and/or at the end of a pay period. Ultimately, the day that one chooses to retire will always be a great day.

The Mutual Benefit Association 2023 financial report



**James W.
"Jim" Yates**

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

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

were made of MBA's financial condition between its prior two years of performance, ending Dec. 31, 2023, and Dec. 31, 2022.

United States Letter Carriers Mutual Benefit Association (MBA)

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

Board of Trustees

Lawrence D. Brown Jr., chairman
Sandra D. Laemmel
Charles P. Heege

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

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

BALANCE SHEET*

	Dec. 31, 2023	Dec. 31, 2022
Assets		
Cash	687,435	250,196
Short Term	0	0
Investments		
Stocks	23,752,752	24,891,672
Bonds - amortized value	230,532,725	235,176,024
Policy loans	2,169,710	2,293,011
Accrued investment income	2,426,227	2,502,748
Security Lending	0	0
Misc, including unearned premium and EDP equipment	9,825	26,810
Total assets	259,578,674	265,140,461
Liabilities and Reserves		
Liabilities		
Unpaid claims	612,772	602,702
Deposit - type contracts	3,717,991	3,662,103
General expenses due and accrued	300,922	330,528
Taxes due and accrued	0	0
Unearned income	171,632	177,355
Escrow and suspense	348,525	233,406
Experience refund provision	119,732	476,119
Securities Lending Collateral	0	0
Other - FAS 106 medical plan	4,780,582	3,798,303
Reserves		
For the benefit and protection of policyholders	206,180,320	216,245,270
For dividends to policyholders	380,844	382,010
Required securities valuation	7,770,170	382,010
Total Liabilities and Reserves	230,154,576	230,154,576
Fund Balance (Surplus)		
Allocated for contingencies	350,000	350,000
Unassigned	34,845,184	34,635,885
Total Fund Balance (Surplus)	35,195,184	34,985,885
Total Liabilities, Reserves and Fund Balance	259,578,674	265,140,461
Surplus Ratio	15.69%	15.20%
Ratio with AVR and IMR	19.84%	17.37%

*Per NAIC statutory accounting rules

INCOME STATEMENT*

	Dec. 31, 2023	Dec. 31, 2022
Operations		
Premiums earned	10,106,137	10,889,829
+Investment income	9,581,586	9,795,138
+SCILC considerations	3,698,316	8,886,359
-Increase in reserves	(10,064,947)	(3,740,341)
+Miscellaneous Income	132,599	30,955
-Experience refund provision + Misc. Inc.	118,895	479,482
=Provision for benefits and expense	33,464,690	32,863,140
Incurred benefits		
Deaths	1,253,545	1,946,639
Maturities	0	0
Waiver of premium, life/annuities	19,721	20,352
Hospital indemnity	73,645	86,734
Disability income	350,798	368,580
NSBA	0	0
Cash surrenders, life	15,921,920	19,589,322
Annuity benefits	8,632,877	7,275,695
Scilc contract Payments	2,894,039	2,200,218
Interest on deposit contracts	146,242	111,727
-Total incurred benefits	29,292,787	31,599,267
-Dividends to policyholders	363,559	362,995
-General expenses	3,950,001	3,632,567
-Taxes	109,314	117,361
=Net income from operations	(250,971)	(2,849,050)
+Realized capital gains/losses	3,472,999	1,127,028
=Net income	3,222,028	(1,722,022)
Other Surplus Gains (Losses)		
+Unrealized capital gains/losses	1,392,664	(6,646,971)
+AVR change	(3,805,441)	4,088,635
Change in valuations basis	0	0
+NAA change	25,238	25,322
Miscellaneous (FAS 106 & EDP)	(625,190)	325,012
=Change in fund balance (surplus)	209,299	(3,930,024)

*Per NAIC statutory accounting rules

Protect yourself from health care fraud



**Stephanie
Stewart**

is imperative that we use all measures to protect ourselves.

For this article, I want to bring your attention to health care fraud and how it affects the NALC Health Benefit Plan, while also offering tips to help prevent it.

First, it is important to note that the NALC Health Benefit Plan has safeguards and processes in place to reduce the negative impact of fraudulent activity. For starters, the plan has an entire department staffed with employees whose work revolves around the prevention of fraud. This is our Special Investigation Unit (SIU). One of the areas of focus for the department is to investigate reports from Plan members about suspicious activity or experiences. These firsthand reports can help identify fraudulent provider billing schemes. The top fraudulent scheme noted by our SIU is “services not rendered.” This means the HBP and our members were billed for services they did not receive.

Unfortunately, the health care industry is greatly affected by fraud. To put that into perspective, let’s look at a few statistics from our SIU for 2023:

- **1,716 cases:** The number of new cases opened in 2023. Opened cases equal any potential Fraud Waste and Abuse (FWA) issues the SIU receives or identifies for tracking within the reporting calendar year.
- **\$1.8 million:** The amount reported as overpayments. These are dollars paid by the Plan that were later determined to be FWA-related.
- **\$766,000:** The amount recovered. This relates to

When you hear the word “fraud,” what do you think of?

Cambridge Dictionary defines it as “the crime of getting money by deceiving people.”

No matter how you define it, fraud can wreak havoc on individuals and businesses alike.

According to a recent report from the Federal Trade Commission, U.S. consumers reported losing more than \$10 billion to fraud in 2023, which is a 14 percent increase over 2022. Cybercrime, bank fraud, health care fraud and much more, is a rising epidemic across the nation and it

actual money recovered by the Plan through various actions.

- **\$3.1 million:** The amount our SIU department saved the Plan. It represents claim payments that were denied because of a FWA case.

Here are some things you can do to prevent fraud:

- Do not give your plan identification number over the phone or to people you do not know, except for your health care provider, authorized health benefits plan or an OPM representative.
- Let only the appropriate medical professionals review your medical records or recommend services.
- Avoid using health care providers who say that an item or service is not usually covered, but they know how to bill insurance to get it paid.
- Carefully review all explanations of benefits (EOBs) statements that you receive.
- Periodically review your claim history for accuracy to ensure that the Plan has not been billed for services you did not receive.

If you suspect that a provider has charged you for services you did not receive, they have billed you twice for the same service, or misrepresented any information, take the following steps:

- Call the provider and ask for an explanation. There may be an error.
- If the provider does not resolve the matter, call us at 703-729-4677 or 888-636-NALC (6252) and explain the situation.

In closing, I would like to share one recent story from our SIU. In this case, a non-identified health vendor (not affiliated with the NALC Health Benefit Plan) contacted branch officials and arranged to share space at local branch or branch sponsored health fair events. On the day of the event, this vendor assured attendees all services were free, but requested a copy of their NALC Health Benefit Plan identification cards for verification purposes. Subsequently, without the members’ knowledge or approval, the information was used to bill the Plan.

Luckily, in this case we were quickly alerted by diligent members and took action to protect the Plan, i.e. prevent additional overpayments. Although this example has a positive outcome, many others do not. By working together, we have the best chance of identifying potential fraud and reducing its effect on our members.

Framing the issue (continued)

(continued from page 43)

ize their settlement on the first page of PS Form 8190 with signatures. This may also take place on a separate sheet of paper. The second page of PS Form 8190 contains instructions detailing the proper procedures for completing the document.

If the Informal representatives are unable to reach a resolution on the grievance, Article 15, Section 2.c of the National Agreement gives the union the right to appeal the grievance to the next step:

Article 15, Section 2. Grievance Procedure—Steps

Informal Step (c) If no resolution is reached as a result of such discussion, the Union shall be entitled to file a written appeal to Formal Step A of the grievance procedure within seven (7) days of the date of the discussion. Such appeal shall be made by completing the Informal Step A portion of the Joint Step A Grievance Form. At the request of the Union, the supervisor shall print his/her name on the Joint Step A Grievance Form and initial, confirming the date of the discussion.

When appealing the grievance to the next step, stewards should be sure to include their statement of the issue. After receiving the grievance file at the Formal Step A level, the designee should review the suggested issue statement provided by the steward, giving full consideration to their thoughts as they relate to the information in the case file.

Normally, the Formal Step A representative writes or frames the issue of the grievance in “Block 15—Issue Statement” on the PS Form 8190 at the Formal Step A meeting. Sometimes, however, the parties cannot agree on an issue statement. If that happens, the NALC designee should complete the issue statement and encourage management to address it in their contentions. As the mover of the file, NALC is the custodian of the PS Form 8190.

The issue statement should identify the relevant contractual and/or postal handbook provisions violated by management and the remedy sought. If it is a disciplinary grievance, the issue statement should indicate the type of discipline (letter of warning, seven- or 14-day suspension, indefinite suspension, etc.) being discussed.

Here is an example of an issue statement for a discipline case:

Did management violate Article 16 and Section 115 of the *M-39 Handbook* via Article 19 of the National Agreement and lack just cause when a letter of warning was issued to the grievant dated 8/29/2023 for unsatisfactory work performance, and if so, what is the appropriate remedy?

This example could be used for almost any discipline case. The level of discipline, the date, and the charge would

need to be tailored to the facts of that specific grievance in order for the issue statement to be appropriate.

Here is an example of an issue statement for a contract case:

Did management violate Article 8, Section 5.G of the National Agreement when the grievant was mandated to work overtime on 8/29/2023 when auxiliary assistance was otherwise available, and if so, what is the appropriate remedy?

If there are multiple contract violations being addressed, it may be appropriate to frame multiple issue statements in the same case. For instance, a shop steward may have an overtime grievance in an office where precedent-setting Formal Step A settlements or Step B decisions exist, repeatedly directing management to stop violating the contract in this specific fashion. This presents an issue for the Article 8 violation and an issue for the non-compliance with a previous grievance settlement. In this situation, each issue should have its own issue statement. If multiple issues are to be framed in one grievance, a steward should have facts, contentions, documentation (proof,) and a remedy request for each issue statement being framed.

To assist representatives with writing grievances, NALC creates grievance starters on an array of issues that occur across country all of which are available in the Members Only section of the NALC website at nalc.org. Each grievance starter contains its own suggested issue statement developed to address contractual violations. These are called grievance starters because they are designed to give representatives a structured place to start writing the grievance. This by no means indicates that it is a finished product. Keep in mind, every grievance situation is different, and each representative will have to investigate and develop their specific facts and contentions within the grievance starter.

Emphasis must be placed on the fact that the intent of the grievance starters is to provide grievance handlers with basics guidelines in processing a grievance related to that issue and assist them with direction. They are not intended to be, nor should they be used as, a “canned grievance” to act in lieu of each case arguments being fully developed, investigated and supported by documentary evidence specific to each case.

Representatives seeking more information on grievance writing and how to frame the issue can review NALC’s *Shop Steward Guide*. Stewards can find the guide and a variety of grievance starters in the Members Only section of nalc.org or by contacting their national business agent’s office.

Medical evidence and OWCP, Part 8: What the attending physician should understand in responding to medical reports from OWCP-directed exams (continued)



Regional Workers' Compensation Assistant Coby Jones

This column continues the discussion from last month on providing guidance to the attending physician on how to effectively respond to adverse SECOP (second opinion) reports.

Once OWCP accepts a claim, it has the burden of justifying termination or modification of compensation. After OWCP has determined that a claimant has disability causally related to their employment, it may not terminate or modify compensation

without establishing that the disability has ceased, lessened or is no longer causally related to employment. To do this, it relies on medical reports from physicians.

Often these reports come from the attending physician, as they document their patient's progress and recovery from their injuries. Under certain circumstances, however, OWCP may send the injured worker to a SECOP. This can happen when the injured worker's recovery is taking longer than anticipated, especially in cases involving soft tissue, muscle or tendon injuries, or if there is not current medical documentation of disability from the attending physician in the claim file.

If a medical report from a SECOP goes against the findings and opinion of the attending physician, or the injured worker's perception of the nature and extent of their injuries, the attending physician should respond to the SECOP report with a report of their own. The attending physician usually starts with a disadvantage since, unlike SECOP physicians, they often have no experience writing reports to challenge the findings of other physicians.

To aid the attending physician in responding to a SECOP report, they should be made aware of the criteria and procedures claims examiners (CEs) follow when weighing one medical report against another. Although most CEs have no medical training, the procedures they follow in weighing medical evidence is similar to the processes used by other administrative agencies, such as Social Security, MSPB, the VA, OPM or the EEOC (whose functionaries also have no medical training) when they review and adjudicate cases involving disability.

Though CEs must evaluate and weigh medical evidence, they cannot substitute their judgment for that of the physician. OWCP has created rules and procedures that CEs must follow, with general guidance found at 20 CFR § 10.502:

In considering the medical and factual evidence, OWCP will weigh the probative value of the attending physician's report, any second opinion physician's report, any other medical reports, or any other evidence in the file. If OWCP determines that the medical evidence supporting one conclusion is more consistent, logical, and well-reasoned than evidence supporting a contrary conclusion, OWCP will use the conclusion that is supported by the weight of the medical evidence as the basis for awarding or denying further benefits.

The more specific procedures CEs follow can be found in the *FECA Procedure Manual 2-0810*. *FECA PM 2-0810.6* outlines the criteria, based on ECAB precedent, that CEs must address when weighing one medical report against another. Based on these criteria, the CE should ask the following questions with regard to each report:

1. Is the opinion based on a complete, accurate, and consistent history covering both the medical and factual aspects of the case?

According to the *Procedure Manual*:

A medical opinion that takes into account the claimant's medical history, the relevant family medical history, non-work factors that could have led to the injury or disease, and a complete and consistent history of the incident or exposure or work factors alleged to be the cause of the injury or illness carries more weight than an opinion that has omissions, errors or inconsistencies in any of these areas... An incomplete or inaccurate history reduces the probative value of a medical opinion. The lack of any history in a report also usually diminishes the value of the report.

This is the easiest criterion for non-medically trained CEs to evaluate. It often boils down to which physician has written the more complete and longer medical history. CEs evaluate medical reports similar to how school teachers compare essays, they weigh one report against the other. They do not read chart notes or review the details of specific clinical encounters to obtain the medical history. Credit is given to the physician who has written the more detailed medical history in the report, even when it is the other physician (usually the attending physician) who has actually created that history.

Many SECOP physicians have training on how to do independent medical examinations and how to review medical records and write medical histories that satisfy bureaucratic and legal requirements. As part of any challenge to a SECOP report, the attending physician should ensure that the medical history in their report is at least as detailed as the SECOP's history, if not more detailed.

Next month's column will continue this discussion.

March Branch Challenge results

The final results are in for the March Branch Challenge, the first branch challenge of 2024. NALC members from 55 branches raised more than \$85,000 in March. The top three branches will be getting special prizes and recognition from MDA. The full results are below.

Branches have raised hundreds of thousands of dollars since the branch challenges began.

The Muscular Dystrophy Association wants to extend its sincerest thanks to all NALC members for continuing to #DelivertheCure for MDA. Without you, MDA couldn't do its life-saving work like the following.

MDA's funding leads to new FDA-approved treatment for Duchenne Muscular Dystrophy

The FDA has approved Duvyzat (givinostat), a histone deacetylase (HDAC) inhibitor to treat children and adolescents living with Duchenne muscular dystrophy (DMD).

Results from a Phase 3 clinical trial of Duvyzat (givinostat) recently published in *The Lancet* demonstrated a significantly smaller decline in stair climbing ability in treated patients compared to a placebo control group.

"The approval of Duvyzat (givinostat) provides another significant treatment option for people living with Duchenne muscular dystrophy," said Sharon Hesterlee, Ph.D, chief research officer, MDA.

For decades, MDA has awarded many research grants to fund investigators worldwide and their promising early-stage science.

Duchenne muscular dystrophy (DMD) is a rare and progressive genetic muscle disease

caused by the lack of a critical membrane-stabilizing protein called dystrophin, which results in muscle degeneration and weakness. DMD symptom onset is in early childhood, usually between ages 2 and 3. The disease primarily affects boys, but in rare cases it can affect girls. In Europe and North America, the prevalence of DMD is approximately 6 per 100,000 individuals. Over time, DMD becomes fatal as muscle degeneration disrupts lung and heart function.

Since its inception, MDA has invested more than \$229 million in research for Duchenne and Becker muscular dystrophy.

The discovery of the dystrophin gene in the 1980s by MDA-funded research marked the beginning of our understanding of Duchenne and Becker muscular dystrophy.

Mail copies of any receipts or checks along with a copy of the NALC/MDA Allocation Form to Christina Vela Davidson so that your branch can be properly credited for the year. The NALC/MDA Allocation Form must be turned in the same calendar year of the event (no later than Dec. 29) to qualify for the NALC Honor Roll for that year. Please send copies by Dec. 29 or sooner to Davidson at the Region 9 NBA office: 1101 Northchase Parkway SE, Suite 3, Marietta, GA 30067.

—Christina Vela Davidson



March Branch Challenge full results:

1	Br. 34, Boston, MA	\$16,577	20	Br. 377, Evansville, IN	\$1,500	39	Br. 31, Peoria, IL	\$320
2	Br. 3, Buffalo-Western NY	\$5,636.09	21	Br. 40, Cleveland, OH	\$1,361.50	40	Br. 2262, Burlington, NC	\$244
3	Br. 53, North FL	\$4,862	22	Br. 361, Central KY	\$1,118.30	41	Br. 176, Baltimore, MD	\$223.11
4	Br. 442, Spokane, WA	\$4,652	23	Br. 52, Central CA Coast	\$1,025	42	Br. 347, Salem, OR	\$202
5	Br. 459, Raleigh, NC	\$4,080	24	Br. 4112, Los Alamos, NM	\$1,000	43	Br. 825, Oak Brook, IL	\$165
6	Br. 18, Southeast MA Mgd.	\$3,896	25	Br. 148, Akron, OH	\$800	44	Br. 219, Aurora, IL	\$140
7	Br. 74, Saginaw, MI	\$3,155	26	Br. 451, Johnstown, PA	\$800	45	Br. 458, Oklahoma City, OK	\$130
8	Br. 14, Louisville, KY	\$3,126	27	Br. 828, South Central IN	\$785	46	Br. 82, Portland, OR	\$100
9	Br. 2502, Las Vegas, NV	\$2,911	28	Br. 210, Rochester, NY	\$760	47	Br. 822, Appleton, WI	\$85
10	Br. 599, Tampa, FL	\$2,704	29	Br. 1091, Central FL	\$673	48	Br. 203, Springfield, MO	\$80
11	Br. 3126, Royal Oak, MI	\$2,296	30	Br. 849, Fort Collins, CO	\$650	49	Br. 6156, Sun City, AZ	\$52.50
12	Br. 137, Hudson Valley Mgd., NY	\$2,055	31	Br. 704, Tucson, AZ	\$645	50	Br. 17, Scranton, PA	\$50
13	Br. 196, Elyria, OH	\$2,000	32	Br. 4016, South Suburban Mgd., IL	\$600	51	Aux. 138, Dayton, OH	\$50
14	Br. 84, Pittsburgh, PA	\$2,000	33	Br. 2902, Tri-Valley, CA	\$500	52	Br. 116, Summit City, IN	\$26.50
15	Committee of Presidents	\$2,000	34	Br. 450, North Sound, WA	\$500	53	Br. 3688, Willoughby, OH	\$25
16	Br. 1902, AZ Mgd.	\$1,974	35	Br. 469, Mobile, AL	\$430	54	Br. 4839, Florissant, MO	\$25
17	Nalcrest Foundation	\$1,774	36	Br. 120, Paterson, NJ	\$380	55	Br. 10, Topeka, KS	\$20
18	Br. 583, Lorain, OH	\$1,692	37	NALC Region 15	\$347			
19	Br. 4716, Naples, FL	\$1,525	38	Br. 133, Sacramento, CA	\$330			
						Grand Total		\$85,058



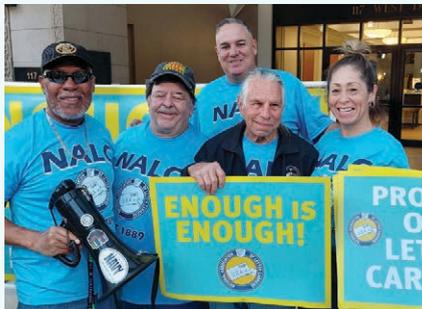
From the Trustees

Moving on to the next decade after the 60th Nalcrest anniversary celebration earlier this year is a wonderful opportunity to create a better, one-of-a-kind union community. The Nalcrest trustees have met and discussed plans for short- and long-term projects, finances and goals. Our intention is to grow a more sustainable, pleasant place in the sun for retired NALC members.

I recently attended the Committee of Presidents (COP) meeting in Jacksonville hosted by North Florida Branch 53. A trustee normally attends the COP meetings to speak about Nalcrest. The feedback is always positive, and attendees are made aware of what the NALC offers to retired members in good standing. Often suggestions and offers to help Nalcrest be better than what it is come from members and branch/state leaders.

Also, there were about 300 members who participated in an “Enough is enough” rally to end violence against letter carriers on the street.

It’s time to paint the exterior of the 66 residential buildings housing the 500 apartments, as well as the 24 non-residential buildings on Nalcrest property. The membership should know that *no* union dues are used for the daily operation of Nalcrest, which is paid for by



Representatives from Florida, Nalcrest and Region 9 attend the March 3 “Enough is enough” rally in Jacksonville.

revenue generation. So, a plan is envisioned to accomplish the building painting. “Adopt a Building” is being offered to state associations and branches to pay for the expenses of materials and labor to accomplish the painting beautification goal. A plaque will be placed on the building honoring each state/branch that participates, and a three-day free stay at one of Nalcrest’s fabulous guest apartments will be given for participating. Please call the Nalcrest office for details (863-696-1121).

The Nalcrest Quilters Club created five beautiful quilts to be donated by random selection to

veterans living at Nalcrest. They were honored to present the quilts on March 19 and thanked the talented quilters for their efforts and thoughts. More than 150 vets participated, and the five winners were Don Berner, Eddie Hoffman, Gary Liske, David Nieves and Eugene Sellers.

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



A drawing is held March 19 to give away five patriotic quilts made by members of the Nalcrest Quilters Club to veterans living at Nalcrest. Pictured (l to r) are Don Berner with Nalcrest Trustee Tony Diaz, Diaz with Eddie Hoffman, Diaz with Gary Liske, winner David Nieves’s wife, Patricia, accepting for him with Nalcrest Trustee Fred Rolando, and Eugene Sellers with Rolando.

State Summaries

California

I was listening to a podcast recently when I heard someone opine that our national leaders and anyone who has a leadership role should make the same salary as the letter carrier on the workroom floor. This train of thought is nothing new. Many a time someone calls into a radio talk show to say that their congressional representatives are overpaid.

I disagree. If someone, through his or her diligence, gets educated as to how to represent the letter carriers in the grievance/arbitration or legislative arena in an effective manner, then that person should be compensated appropriately. That is to say, the education he or she received in the course of advanced training and the like, well, guess what, we should pay for that! That is to say, their training is not free. If my job were on the line and I am represented by a union advocate in front of an arbitrator, I strongly believe that advocate should make more than me. I mean, how much does a lawyer make, like \$350 per hour at the low end? So, if an advocate makes penalty overtime wages to represent me, I think that's a great bargain, don't you?

At the Step B level, the Postal Service representative makes thousands, if not tens of thousands more than the union representative. Why? They do the same work. And I'll bet you in most cases, our representative is better versed in the National Agreement than his or her counterpart.

If changes happen in the future as to how our union is governed, I hope that, if anything, the advocates at Step B and below receive better compensation for the work they do. For those who advocate that they should be paid the same as craft employees, I hope you reconsider that position.

Eric Ellis

Colorado

Thank you for another successful state convention in Greenwood Village, CO. Branch 5996 did a great job hosting the convention this year, and we also want to thank NALC Director of Life Insurance Jim Yates for addressing the delegates and giving updates on many topics, including the current contract negotiations.

We also appreciate NALC Health Benefit Plan representative Beth Morris giving updates to the members on the health plan and our partners from Hinge Health and Hello Heart being at the convention to introduce their services to our members. While we missed NALC LPO John Beaumont this year due to a prior commitment, we thank LPO Matt Tanner, who updated the delegates on all issues legislative. We also had additional time to squeeze in some great training from the Region 4 NBA's office, which we always appreciate.

The officers and executive board of the Colorado State Association of Letter Carriers appreciate all of the hard work that went into another rewarding state convention, and we look forward to seeing many of you in Boston later this year at the national convention.

Be sure to *take action* and reach out to your representatives and ask them to co-sponsor H.R. 7629 to protect our city letter carriers. If you haven't done so yet, visit nalc.org/action to make sure you do your part!

Richard Bryne

Florida

FSALC history, continued: The Boo Hum Ditt Dums National Association, entitled "National Association of Boo Hum Ditt Dums – Letter Carriers' Fun Organization," began in the 1920s. It began as a group of delegates to the NALC conventions getting together to establish a fraternal organization for letter carriers.

This association consisted of "tribes" at the local levels and state- and national-level officers. The organization consisted only of men. Members of tribes had to be members of their NALC branch. New members were voted in and underwent an initiation. Tribes held monthly meetings. For many years, at NALC conventions, meetings of Boo Hums were noted in the daily bulletins. At the FSALC conventions, the Convention Book noted their meetings. The state monthly paper, *The Florida Letter Carrier*, had a regular column for the Boo Hums.

In the 1990s, the organization became an item of contention, viewed by many as anti-feminine and racist as female carriers and Black carriers were excluded. At the 57th NALC convention in 1990 in New Orleans, the issue became a hot topic of conversation on the convention floor following Secretary-Treasurer O'Connell's closing announcements of the next day's activities, during which he announced the date, time and location of the Boo Hums meeting.

During the following day's session, Sister Jeana Watts, a delegate from Branch 9, Minneapolis, asked that no future announcement or coverage of the Boo Hums be given at NALC conventions due to their reputation of excluding women and Blacks. Her request brought a roar of approval and applause from the delegates.

During future conventions, the Boo Hums were no longer given any coverage. Although the Boo Hums was not begun as anti-feminine or racist, following the 1990 national convention, its membership began to wane and has now become mostly a thing of the past.

O.D. Elliott

Kentucky

Blowing spring leaves winter behind for NALC members. Wild temperature swings affect our lives at work and home. Now is the time to participate in NALC to better our future. How to do this? Contact branch leadership to engage. Go to nalc.org to easily contact your U.S. rep and two U.S. senators; sign up for LCPF; read NALC legislation and fact sheets.

We must continue to push for action through Congress, which has ultimate oversight for all aspects of our working lives as well as our employer, USPS. A quick call (off the clock and out of uniform) can also work. Newer employees, veteran carriers and retirees are all affected. The Social Security Fairness Act (H.R. 82/S. 597) would repeal the WEP and GPO. The Federal Retiree Fairness Act (H.R. 5995) is a bill to allow federal employees, including letter carriers, to buy back their time served in non-career positions, such as CCAs, transitionals or casuals. This would make that time creditable toward their service under Federal Employees Retirement System. The Protect Our Letter Car-

rier Act (H.R. 7629) is legislation that must be addressed. Not all union funds can be used in legislative/political activity, thus we need our PAC—LCPF—to assist our officers and members.

Remember, elections have consequences!
Bob McNulty

Michigan

Greetings from Michigan. As this month's issue of *The Postal Record* hits your door, it will be six months until Election Day, less if you've elected to vote by mail. Are you registered? What about that person in the case next to you? Your spouse? Kids? There's still time, but that's the one thing we never have enough of. Don't put it off.

Here in the Great Lakes State, we're gearing up for a Senate race that might very well decide who controls the Senate for the next two years. The D's have it narrowed down to a couple of choices with one clear front-runner. The Republicans are a mess with a gigantic primary field that include multiple former representatives. I wish I could tell you that any of them have indicated a lot of support for us in the carrier craft, but I can't. Choose wisely this year.

The state association is finalizing plans for a number of events for the summer; I hope to see you at some of them. And next year's convention will mark 125 years since the first meeting of the MISALC—time flies.

Summer's come early, so please stay cool and safe out there.

John Serwach

Tennessee

Hello, letter carriers. Hi, ho and the merry old month of May! It's time for the NALC's annual food drive by donating food to local food banks and pantries. This year, the event will be held on May 11. We need your support in the fight to end hunger in our communities by participating in this special event. This consists of our customers leaving nonperishable food in a bag near their mailboxes for letter carriers to pick up.

As always, please coordinate with manage-

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.

ment and coordinate the distribution of bags and food drive cards. The cards do not have a date on them, but they are First-Class Mail, so all rural and city letter carriers are mandated to ensure delivery. Normally, the bags (if you have them) and the cards are delivered during the week of May 7-10. Past practice has presented problems with management not allowing the distribution of said cards during the week. Why? Too much mail on the floor or not enough carriers to carry the routes, so they won't let the carriers take the cards to the street.

When this happens—and it will happen throughout the state—stewards must step up and inform management of their obligation to support the drive and ensure maximum cooperation. Rural carriers are also required to carry these cards to their customers.

If there are issues with delivering the cards, contact your president on Wednesday or Thursday and get them involved. That's why they're

the president. Don't let them intimidate you.

Tony Rodriguez

Texas

Sisters and brothers, I hope this report finds you in good health. I was pleased to see so many people at Region 10 NBA Spring School in February. I thought the training went very well, and I tip my hat to Legislative and Political Organizer (LPO) Anthony Mitchell. He was a great Alex Trebek, hosting two different sessions of "Jeopardy!" as well as his update during the rap session. I want to thank our state board members who were able to assist at the LCPF table, educating members about our political fund and helped them sign-up.

I was able to attend the installation of officers of Corpus Christi ("Padre Island") Branch 1259 on Jan. 9. I witnessed our national business agent, Shawn Boyd, install Juan Munoz

as president, along with the rest of the branch officers. I was given the opportunity to share about some legislative bills, and I did have a little backup in Anthony Mitchell, LPO. Together, we tackled many letter carrier issues. Education is the key to our success.

I was my pleasure to install the officers of Odessa Merged Branch 3964 on Jan. 11. The company was awesome, and I was able to speak about the LCPF and legislative bills important to letter carriers. Some members had never heard some of this information, and I believe that is why it is so important for us as a state board visit the branches in the state to educate.

On Feb. 22, I was honored to join the members of Dallas Branch 132 at the "Enough is enough" rally. Sadly, a member of Branch 132 was robbed of a few days prior to this rally, amplifying the need for congressional intervention.

In unionism—

Carlos Rodriguez Jr.

Anchorage, Alaska

Members from time to time decide to go into management (the dark side). We know how that works out.

Recently, one of our stewards/trustee applied to be in management. We discovered that they applied last October for a labor position. This is the position that we deal within the grievance procedure, and it's mostly an adversarial relationship. After contacting the steward/officers to verify if they've applied, they come clean and admit to it, and they're being considered for the position. And they don't see anything wrong with it and plan to attend Formal A training paid for by union dues. Incredible!

But this steward/officer never told anyone about applying for the position. Because had they told the branch leadership, they wouldn't be able to continue as a steward/officer, per the *NALC Constitution*. So, they hid this information from the union and attended our regional training (rap session) last October. All of the expenses (travel, per diem, lodging, loss pay) for this steward were paid for with dues money. Moreover, nominations for branch officers also take place in October, and this steward ran for the office of trustee and won by acclamation.

Going about it the way that they did creates so much distrust and betrayal. How do you think that relationship is going to be when they are on the other side of the table after being so secretive about going into management? I believe it's something they'll never recover from. They've bankrupted their ethics, credibility, trust and respect account with the union and the members they were sworn to represent.

If you want to go into management and you're a steward/officer, have the dignity to let the branch president know so it can be handled appropriately. But remember, if you lie down with dogs, you get up with fleas.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Way back in the days when I was a PTF, there were at least six of us who worked every Saturday on the Main Street routes in Hackensack—Routes 1, 4, 10, 19, 24 and 35. They were all held by senior carriers. When we saw them during the week, we used to bust them by asking when they will they retire because we all wanted their routes. They just smiled and said that we had a long wait for that to happen.

All of those routes started between 5:30 and 6 a.m., had heavy first-class volume that required at least four hours of casing time with only about four hours on the road. This is when the Postal Service actually cared about delivery times. We were on the road by 9:30 and 10 a.m. Fast-forward years later, carriers were starting at anywhere from 8 to 8:30 a.m. and getting on the road closer to 11:30 a.m.—good, timely service was a thing of the past.

In spite of all that, the carriers did the best that they could and have continued to this day doing a great job no matter what was put in front of them (late mail, scanners and other BS).

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Springtime in the Rockies—taking a break from getting the yard cleaned up while waiting for a half-foot of snow.

This month's missive is the result of a day spent at the union office with a dedicated group of union activists. We participated in production of getting the state report ready for distribution—by folding, taping and labeling thousands of newsletters. Easy banter, delicious burritos and mindless (but necessary) work makes me proud to be part of NALC. I would encourage more retirees to participate in the next installation, which should be in June. The editor did a fantastic job of corralling

Retiree Reports

articles from various state leaders along with promoting our beloved food drive, MDA fundraisers, and other important information to help letter carriers with their craft.

Coming up in August will be the biennial national convention in Boston. One of the parts of the massive meeting that I've come to appreciate is the number of outside organizations that will be represented in the lobby. From the Auxiliary to representatives of our Health Benefit Plan, there is always a booth to visit to ask questions and pick up some helpful gadgets. Since technology continues to advance how things happen, I've started a list of questions for Social Security and the HBP.

Finally, make sure you participate in the annual food drive on May 11. Leave some food by your mailbox, go to your office to help sort food, or contact your local branch and volunteer to help in some way that promotes NALC—we are stronger with you!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Spring is here. The groundhog proved to be correct when it did not see its shadow on Groundhog Day. We here in the Northeast have a pretty good winter with a minimal amount of snow and melting very quickly. We hope the rest of the country did as well.

No blizzards, no major snowstorms that would affect our mail delivery system. We look forward to warmer days, maximum sunshine and the ability to stay outside as much as possible.

On a sadder note, we send our sympathy and condolences to the family of retired South Paterson letter carrier Peter Fierro. Brother Fierro was a 58-year member of this great union. May his and the rest of our brothers' and sisters' souls rest in peace.

Joseph Murone, Branch 120

Honor Roll

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

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



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



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

Additionally, the national secretary-treasurer's office handles

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

75-year pins

Joseph D. Copelin	Escondido, CA	Br. 2525
Dan G. Alvarado	Pasadena, CA	Br. 2200
Edward S. Habratowski	Detroit, MI	Br. 1
Julius W. Schwartz	Brooklyn, NY	Br. 41
Morris J. Spitz	Brooklyn, NY	Br. 41
Robert C. Strong	Shawnee, OK	Br. 883
John A. McCabe	New Castle, PA	Br. 22
Frank B. Piazza	Wilkes-Barre, PA	Br. 115
Harry F. Spagnola	Wilkes-Barre, PA	Br. 115

70-year pins

Keith W. Bailey	New Castle, IN	Br. 814
Charles U. Haley	Northern KY	Br. 374
Frank P. Ferdinand	Boston, MA	Br. 34
Clifford C. Williams	Boston, MA	Br. 34
Anthony R. D'Angelo	Worcester, MA	Br. 12
James P. McMahon	Western Wayne Co., MI	Br. 2184
Donald R. Degood	Springfield, MO	Br. 203
Julius W. Schwartz	Brooklyn, NY	Br. 41
Morris J. Spitz	Brooklyn, NY	Br. 41
Larry E. Irvin	Cincinnati, OH	Br. 43
Jack R. Kincade	Dayton, OH	Br. 182
James E. Nurrenbrock	Dayton, OH	Br. 182
William E. Urian	Southeast PA Mgd.	Br. 725
Orville C. Johnson	Nashville, TN	Br. 4
D.B. Radican Sr.	Houston, TX	Br. 283

65-year pins

Carroll W. Gott	Jonesboro, AR	Br. 1131
Mike V. Gonzales	Bakersfield, CA	Br. 782
George A. Marabotto	Escondido, CA	Br. 2525
Donald P. Bach	Tri-Valley, CA	Br. 2902
Charles W. Barnes	Tri-Valley, CA	Br. 2902
Richard W. Cinnater	Tri-Valley, CA	Br. 2902
Maxwell J. Feinberg	Tri-Valley, CA	Br. 2902
Donald L. Margolis	Tri-Valley, CA	Br. 2902
Felix M. Rivas	Tri-Valley, CA	Br. 2902
Michael J. Steele	Tri-Valley, CA	Br. 2902
Ronnie E. Weightman	Tri-Valley, CA	Br. 2902
Carl W. Biesenthal	Springfield, IL	Br. 80
Charles A. Buscher	Springfield, IL	Br. 80
Harold W. Pierson	Springfield, IL	Br. 80
Thomas A. Schuh	Springfield, IL	Br. 80
Robert Wilson	Springfield, IL	Br. 80
Arthur L. Lavelle	Granite City, IL	Br. 1132
Lonnie E. Stone	Granite City, IL	Br. 1132
George W. Darpel	Northern KY	Br. 374
Thomas J. Eagan	Boston, MA	Br. 34
W.W. Reid	Boston, MA	Br. 34
Charles R. Barry	Worcester, MA	Br. 12
Gerald A. Reinhardt	Adrian, MI	Br. 579
William J. Hartill	Detroit, MI	Br. 1
Lew C. Jackson	Detroit, MI	Br. 1
Raymond E. Johnson	Detroit, MI	Br. 1
Ronald P. Kustra	Detroit, MI	Br. 1
Marvin O. Lewis	Detroit, MI	Br. 1

James L. Bussler	Grand Rapids, MI	Br. 56
Raymond R. Kornak	Western Wayne Co., MI	Br. 2184
William H. Mason	Western Wayne Co., MI	Br. 2184
William H. Salisbury	Western Wayne Co., MI	Br. 2184
Alxndr J. Maki	St. Paul, MN	Br. 28
Thomas G. Heath	St. Charles, MO	Br. 984
Loss J. West	St. Charles, MO	Br. 984
Donald R. Degood	Springfield, MO	Br. 203
Richard J. Higgins	Omaha, NE	Br. 5
Joseph W. Stoysich	Omaha, NE	Br. 5
Rudolph E. Vasko	Omaha, NE	Br. 5
M.L. Beaudin	NH Mgd.	Br. 44
George C. Pittenger	NJ Mgd.	Br. 38
J.H. Croucher	Binghamton, NY	Br. 333
Julius W. Schwartz	Brooklyn, NY	Br. 41
Vincent N. Iauinta	Flushing, NY	Br. 294
William W. Pettis	Greensboro, NC	Br. 630
Robert L. Chamberlain	Morrisville, PA	Br. 2572
James C. Fair	New Castle, PA	Br. 22
Joseph M. Salvo	Norristown, PA	Br. 542
Lucantonio Sacco	Pittsburgh, PA	Br. 84
Fred W. Degenova	Southeast PA Mgd.	Br. 725
George L. Hillier	Southeast PA Mgd.	Br. 725
Joseph W. Oboyle	Wilkes-Barre, PA	Br. 115
Girard J. Pacelli	Wilkes-Barre, PA	Br. 115
Kenneth H. Oliver	Nashville, TN	Br. 4
Jerry S. Williams	Nashville, TN	Br. 4
Manuel V. Esparza	Houston, TX	Br. 283
T.C. Koester Jr.	Houston, TX	Br. 283
Wylie E. Maxfield	Houston, TX	Br. 283
William R. May	Houston, TX	Br. 283
Adolph Trejo	Houston, TX	Br. 283
Harvey J. West	Houston, TX	Br. 283
D.C. Westmoreland Jr.	Houston, TX	Br. 283
Alvie Fullerton	Tacoma, WA	Br. 130
George J. Dupont	Manitowoc, WI	Br. 490

60-year pins

Robert M. Romano	Birmingham, AL	Br. 530
John E. Holmes	Greater E. Bay, CA	Br. 1111
James C. Riker	Greater E. Bay, CA	Br. 1111
Joseph L. Henderson	Pasadena, CA	Br. 2200
George W. Henderson	Pasadena, CA	Br. 2200
Ronald G. Inman	Pasadena, CA	Br. 2200
Charles S. Locicero	Pasadena, CA	Br. 2200
Robert A. Martinez	Pasadena, CA	Br. 2200
John M. Murray	Pasadena, CA	Br. 2200
John A. Marek	San Bernardino, CA	Br. 411
Sidney D. Anthony	Santa Rosa, CA	Br. 183
John D. Sanderson	Santa Rosa, CA	Br. 183
John J. Broderick Jr.	Tri-Valley, CA	Br. 2902
Alfonso V. Covarrubias	Tri-Valley, CA	Br. 2902
Eugene M. Lopez	Tri-Valley, CA	Br. 2902
Richard S. Thatcher Jr.	Tri-Valley, CA	Br. 2902
Marvin Waller	Tri-Valley, CA	Br. 2902
Dexter P. McCann	Denver, CO	Br. 47
William A. Romero	Denver, CO	Br. 47
Paul C. Sauer	Denver, CO	Br. 47

David K. Slote	Denver, CO	Br. 47
Frank A. Haines	Derby, CT	Br. 109
Robert W. Beck	Clearwater, FL	Br. 2008
James J. Oneill	Clearwater, FL	Br. 2008
Louis G. Galati	W. Palm Beach, FL	Br. 1690
Leon W. Swindle	Gainesville, GA	Br. 1441
Jerry W. Wilson	Granite City, IL	Br. 1132
Paul E. Vogt	Rockford, IL	Br. 245
James E. Hancock	Springfield, IL	Br. 80
Randall O. Warnke	Michigan City, IN	Br. 455
Stephen J. Krajnik	Whiting, IN	Br. 1689
Vernie C. Sweeney	Kansas City, KS	Br. 499
Paul N. Frederick	Lexington, KY	Br. 361
Joseph F. Bogan	Boston, MA	Br. 34
Donald O. Devereaux	Boston, MA	Br. 34
W.W. Reid	Boston, MA	Br. 34
John A. Sofia	Boston, MA	Br. 34
Gerald A. Reinhardt	Adrian, MI	Br. 579
Robert E. Kerkauf	Bay City, MI	Br. 187
Harry L. Holloway	Detroit, MI	Br. 1
Willie B. Lee	Detroit, MI	Br. 1
James J. Dougherty	Grand Rapids, MI	Br. 56
John S. Jackowski	Grand Rapids, MI	Br. 56
Daniel R. Rice	Marquette, MI	Br. 95
Laverne F. Emery Jr.	Mt. Clemens, MI	Br. 654
William A. Mather	Western Wayne Co., MI	Br. 2184
Warren H. Mewhorter	Western Wayne Co., MI	Br. 2184
Raymond W. Lund	St. Cloud, MN	Br. 388
Thomas G. Heath	St. Charles, MO	Br. 984
Loss J. West	St. Charles, MO	Br. 984
Paul M. Everitt	Springfield, MO	Br. 203
Bob L. McCullough	Springfield, MO	Br. 203
Gary E. Wilson	Springfield, MO	Br. 203
Willmer C. Younker	Springfield, MO	Br. 203
Raymond D. Cooley	Omaha, NE	Br. 5
Robert J. Barrett	NH Mgd.	Br. 44
M.L. Beaudin	NH Mgd.	Br. 44
John C. Moore	NH Mgd.	Br. 44
Charles H. Glanville	Morristown, NJ	Br. 272
Bruce H. Kobis	NJ Mgd.	Br. 38
Edward L. Wood	NJ Mgd.	Br. 38
Michael J. Breslin	Plainfield, NJ	Br. 396
James F. Lyons	Plainfield, NJ	Br. 396
William N. Hoffner Jr.	Somerville, NJ	Br. 768
Arthur L. Meloney	Toms River, NJ	Br. 2128
William R. Scarola	Toms River, NJ	Br. 2128
B.M. Baker	Brooklyn, NY	Br. 41
John J. Burrello	Brooklyn, NY	Br. 41
A.L. Lanzilotta	Brooklyn, NY	Br. 41
Julius W. Schwartz	Brooklyn, NY	Br. 41
Thomas F. Garbarino	Flushing, NY	Br. 294
Raymond D. Phillips	Akron, OH	Br. 148
Paul A. Ridder Jr.	Cincinnati, OH	Br. 43
Charles E. Williams	Cincinnati, OH	Br. 43
Charles J. Nicholson	Morrisville, PA	Br. 2572
Charles J. Aaron	New Castle, PA	Br. 22
Francis E. Dello Buono	Norristown, PA	Br. 542
Robert W. Beck	Pittsburgh, PA	Br. 84
Joseph J. Cepek	Pittsburgh, PA	Br. 84

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

Charles J. Gabig Jr.	Pittsburgh, PA	Br. 84	Richard Chavez	Tri-Valley, CA	Br. 2902	Joseph A. Cipolla	Upland, CA	Br. 2168
Leroy A. Lasich	Pittsburgh, PA	Br. 84	Donald A. Chisholm	Tri-Valley, CA	Br. 2902	Gene F. Gilbert	Upland, CA	Br. 2168
Joseph D. Mastandrea	Pittsburgh, PA	Br. 84	Anthony R. Cicero	Tri-Valley, CA	Br. 2902	Nicholas Hurey	Upland, CA	Br. 2168
Louis A. Russo	Pittsburgh, PA	Br. 84	John A. Clermont	Tri-Valley, CA	Br. 2902	Paul A. McIntosh	Upland, CA	Br. 2168
Vince Gatto	Scranton, PA	Br. 17	Paul R. Decareau	Tri-Valley, CA	Br. 2902	Manuel Meza	Upland, CA	Br. 2168
Eugene J. Patrick	Scranton, PA	Br. 17	Jose M. Dominguez	Tri-Valley, CA	Br. 2902	Charles B. Otto	Upland, CA	Br. 2168
Michael Yarem Jr.	Scranton, PA	Br. 17	Levi M. Duke	Tri-Valley, CA	Br. 2902	Edward D. Ramirez	Upland, CA	Br. 2168
Daniel J. Kelleher	Southeast PA Mgd.	Br. 725	Jack E. Dunn	Tri-Valley, CA	Br. 2902	William R. Richardson	Upland, CA	Br. 2168
Charles W. Smith	Southeast PA Mgd.	Br. 725	Keith J. Fagan	Tri-Valley, CA	Br. 2902	Richard M. Sanchez	Upland, CA	Br. 2168
Frank E. Hill Jr.	Wilkes-Barre, PA	Br. 115	Manuel Feliciano	Tri-Valley, CA	Br. 2902	Donald J. Marino	Colorado Springs, CO	Br. 204
Robert P. Kerestes	Wilkes-Barre, PA	Br. 115	Charles Ferrell	Tri-Valley, CA	Br. 2902	John R. Cordova	Denver, CO	Br. 47
Francis J. Petrella	Wilkes-Barre, PA	Br. 115	Albert M. Fitz	Tri-Valley, CA	Br. 2902	Tony G. Martinez	Denver, CO	Br. 47
Richard L. Moore	Nashville, TN	Br. 4	Robert M. Golden Jr.	Tri-Valley, CA	Br. 2902	Samuel W. Burstein	Bridgeport, CT	Br. 32
Lucius F. Talley Jr.	Nashville, TN	Br. 4	Daniel A. Gorman	Tri-Valley, CA	Br. 2902	Frances C. Palle	Bridgeport, CT	Br. 32
Charles E. Teague	Nashville, TN	Br. 4	Dennis A. Graham	Tri-Valley, CA	Br. 2902	Arthur N. Wakeley	Bridgeport, CT	Br. 32
Ralph W. Benskin	Temple, TX	Br. 643	Joseph L. Gutierrez	Tri-Valley, CA	Br. 2902	Wylie A. Meath	Fairfield, CT	Br. 2313
Orvil L. Harper Jr.	Temple, TX	Br. 643	Steven W. Haueter	Tri-Valley, CA	Br. 2902	William L. Fickett	Norwalk, CT	Br. 147
E.R. Relf	Temple, TX	Br. 643	Rudolph Hernandez	Tri-Valley, CA	Br. 2902	John T. Garfield	Norwalk, CT	Br. 147
Clinton Lawrence	Salem, VA	Br. 1605	Ralph I. Hilton Jr.	Tri-Valley, CA	Br. 2902	Lester D. Knoess	Norwalk, CT	Br. 147
M.D. Cronk	Tacoma, WA	Br. 130	Delbert J. Horton	Tri-Valley, CA	Br. 2902	Robert W. Beck	Clearwater, FL	Br. 2008
Edward J. Dugan Jr.	Tacoma, WA	Br. 130	Vincent J. Infantolino	Tri-Valley, CA	Br. 2902	John K. Borys	Clearwater, FL	Br. 2008
			Warren E. Jones	Tri-Valley, CA	Br. 2902	Terry R. Fowler	Clearwater, FL	Br. 2008
			Clyde H. Jones Jr.	Tri-Valley, CA	Br. 2902	Leonard L. Ketchum Jr.	Clearwater, FL	Br. 2008
			Richard J. Jost	Tri-Valley, CA	Br. 2902	James J. Oneill	Clearwater, FL	Br. 2008
			John R. Kalvelage	Tri-Valley, CA	Br. 2902	Diane L. Paton	Fort Lauderdale, FL	Br. 2550
			D.L. Knight	Tri-Valley, CA	Br. 2902	Robert H. Riley	Fort Lauderdale, FL	Br. 2550
			Lee A. Leighton	Tri-Valley, CA	Br. 2902	Vincent M. DiGaetano	W. Palm Beach, FL	Br. 1690
			Michael A. Loisesides	Tri-Valley, CA	Br. 2902	Richard N. DiZinno	W. Palm Beach, FL	Br. 1690
			Roger D. Madison	Tri-Valley, CA	Br. 2902	Richard Federer	W. Palm Beach, FL	Br. 1690
			Larry M. Marez	Tri-Valley, CA	Br. 2902	Robert H. Geiger Jr.	W. Palm Beach, FL	Br. 1690
			Mariano E. Marin	Tri-Valley, CA	Br. 2902	Edward R. Good	W. Palm Beach, FL	Br. 1690
			Robert D. Martone	Tri-Valley, CA	Br. 2902	Charles H. Gray	W. Palm Beach, FL	Br. 1690
			Ronald M. Mason	Tri-Valley, CA	Br. 2902	Richard D. Greene	W. Palm Beach, FL	Br. 1690
			John W. McIntosh	Tri-Valley, CA	Br. 2902	Phillip A. Hadsell	W. Palm Beach, FL	Br. 1690
			Larry J. McKeighen	Tri-Valley, CA	Br. 2902	Eric J. Hallback	W. Palm Beach, FL	Br. 1690
			Jon C. McClaran	Tri-Valley, CA	Br. 2902	Fred Harrison	W. Palm Beach, FL	Br. 1690
			Donald G. McClure	Tri-Valley, CA	Br. 2902	Robert M. Haselgrove	W. Palm Beach, FL	Br. 1690
			Billy D. Miller	Tri-Valley, CA	Br. 2902	Charles Haymond	W. Palm Beach, FL	Br. 1690
			J.P. Morales	Tri-Valley, CA	Br. 2902	Kenneth D. Hill Jr.	W. Palm Beach, FL	Br. 1690
			John Munoz	Tri-Valley, CA	Br. 2902	Carol D. Huguelet	W. Palm Beach, FL	Br. 1690
			Miguel Munoz	Tri-Valley, CA	Br. 2902	Patrick W. Hutchinson	W. Palm Beach, FL	Br. 1690
			Carlos H. Murrieta	Tri-Valley, CA	Br. 2902	Edward L. McCranie Jr.	Atlanta, GA	Br. 73
			Wilbur E. Nelson	Tri-Valley, CA	Br. 2902	Derrell L. Corn	Gainesville, GA	Br. 1441
			Jose L. Noriega	Tri-Valley, CA	Br. 2902	Willie L. Hughey	Gainesville, GA	Br. 1441
			William D. Norman	Tri-Valley, CA	Br. 2902	Gerald M. Miklavcic	Gainesville, GA	Br. 1441
			Pedro G. Ornelas	Tri-Valley, CA	Br. 2902	Harold W. Pass	Gainesville, GA	Br. 1441
			Steve C. Packer	Tri-Valley, CA	Br. 2902	Philip E. Sperber	Gainesville, GA	Br. 1441
			Gary W. Pearson	Tri-Valley, CA	Br. 2902	Franklin E. Thompson	Gainesville, GA	Br. 1441
			Everardo G. Perez	Tri-Valley, CA	Br. 2902	Charles R. Mank	Belleville, IL	Br. 155
			Samuel W. Popkin	Tri-Valley, CA	Br. 2902	Robert R. Braundmeier	Granite City, IL	Br. 1132
			Charles R. Powell	Tri-Valley, CA	Br. 2902	Allen V. Gribble	Oak Lawn, IL	Br. 4016
			Albert Quezada Jr.	Tri-Valley, CA	Br. 2902	Carol A. Goral	Rockford, IL	Br. 245
			Dennis H. Ritenour	Tri-Valley, CA	Br. 2902	Dennis J. Mars	Rockford, IL	Br. 245
			Reynaldo M. Rivera	Tri-Valley, CA	Br. 2902	George G. Hines Jr.	Springfield, IL	Br. 80
			Enrique Rodriguez	Tri-Valley, CA	Br. 2902	Glen A. Mester Jr.	Springfield, IL	Br. 80
			Alex Rodriguez Jr.	Tri-Valley, CA	Br. 2902	William R. Venters	Springfield, IL	Br. 80
			Larry A. Sartor	Tri-Valley, CA	Br. 2902	Dennis G. Barnes	Evansville, IN	Br. 377
			Franz J. Schatt III	Tri-Valley, CA	Br. 2902	Thomas P. Shoulders	Evansville, IN	Br. 377
			Donald J. Schiller	Tri-Valley, CA	Br. 2902	Frank J. Cains	Michigan City, IN	Br. 455
			Stephen W. Speer	Tri-Valley, CA	Br. 2902	Gary L. Hampton	Michigan City, IN	Br. 455
			David F. Stanfield	Tri-Valley, CA	Br. 2902	Oscar L. Henn	Michigan City, IN	Br. 455
			Robert R. Tacata	Tri-Valley, CA	Br. 2902	Bernard W. Bernacki	Whiting, IN	Br. 1689
			Howard F. Teel	Tri-Valley, CA	Br. 2902	John M. Crowe	Mason City, IA	Br. 471
			Lewis K. Travis III	Tri-Valley, CA	Br. 2902	Lawrence E. Fitzgerald	Mason City, IA	Br. 471
			Jess D. Turbeville	Tri-Valley, CA	Br. 2902	Dale D. Gettis	Mason City, IA	Br. 471
			David B. Tweit	Tri-Valley, CA	Br. 2902	Paul H. Hartwell	Mason City, IA	Br. 471
			Carl M. Wesanen	Tri-Valley, CA	Br. 2902	James A. Havig	Mason City, IA	Br. 471
			Wayne W. Wiebers	Tri-Valley, CA	Br. 2902	Hugh E. Strong	Mason City, IA	Br. 471
			Donovn J. Wolfe	Tri-Valley, CA	Br. 2902	Frederick M. Glades	Coffeyville, KS	Br. 766
			Thaddeus J. Wolinski	Tri-Valley, CA	Br. 2902	Harold R. Kuhnert	Kansas City, KS	Br. 499
			Max O. Yeates	Tri-Valley, CA	Br. 2902	Antonio Perez	Wichita, KS	Br. 201
			Darlene A. Zaub	Tri-Valley, CA	Br. 2902	Daney R. Collins	Lexington, KY	Br. 361
			Michael Zieper	Tri-Valley, CA	Br. 2902	James A. Hassloch	Lexington, KY	Br. 361
			Wiley Amick	Upland, CA	Br. 2168	James Hammond	Northern KY	Br. 374
			Jerome J. Chulos	Upland, CA	Br. 2168	Robert F. Klimes	Annapolis, MD	Br. 651
						Raymond M. Arthur	Boston, MA	Br. 34

55-year pins

Jimmie L. Hudson Jr.	Birmingham, AL	Br. 530
William M. Vest	Birmingham, AL	Br. 530
James E. Johnston	Jonesboro, AR	Br. 1131
James M. Lawson	Jonesboro, AR	Br. 1131
Joseph E. McQuay	Jonesboro, AR	Br. 1131
James M. Szumski	Tucson, AZ	Br. 704
Blas S. Gallegos	Bakersfield, CA	Br. 782
Alfredo Martinez	Bakersfield, CA	Br. 782
Michael L. Bush	Escondido, CA	Br. 2525
Kevin C. Busse	Escondido, CA	Br. 2525
Leo R. Cordova	Escondido, CA	Br. 2525
Edward P. Dunne	Escondido, CA	Br. 2525
Lee C. Forman	Escondido, CA	Br. 2525
David J. Green	Escondido, CA	Br. 2525
Lawrence W. Heaston	Escondido, CA	Br. 2525
Robert C. Kahle	Escondido, CA	Br. 2525
Frank Klassen	Escondido, CA	Br. 2525
Michael J. McCormick	Escondido, CA	Br. 2525
Gary A. Pryor	Escondido, CA	Br. 2525
Reggie R. Rodrigues	Escondido, CA	Br. 2525
Karl J. Rousseau	Escondido, CA	Br. 2525
Gary W. Rutledge	Escondido, CA	Br. 2525
Fred G. Schippmann	Escondido, CA	Br. 2525
James P. Blickenstaff	Greater E. Bay, CA	Br. 1111
John St John	Greater E. Bay, CA	Br. 1111
David M. Alcozar	Pasadena, CA	Br. 2200
Robert E. Armstrong	Pasadena, CA	Br. 2200
Kenneth B. Eggen	Pasadena, CA	Br. 2200
R.A. Ford	Pasadena, CA	Br. 2200
Thomas J. Huffman	Pasadena, CA	Br. 2200
William J. Kollar	Pasadena, CA	Br. 2200
Robert N. Luoma	Pasadena, CA	Br. 2200
Patrick H. Meehan	Pasadena, CA	Br. 2200
David Robles Jr.	Pasadena, CA	Br. 2200
William R. Sharp	Pasadena, CA	Br. 2200
Leonard S. Valdez	Pasadena, CA	Br. 2200
Edward Chavez	San Bernardino, CA	Br. 411
Donald L. Maxon	San Bernardino, CA	Br. 411
William H. Perry	San Bernardino, CA	Br. 411
Thomas E. Poole	San Bernardino, CA	Br. 411
David A. Donovan	Santa Fe Springs, CA	Br. 4941
Douglas F. Abbitt	Tri-Valley, CA	Br. 2902
Garry D. Aldrich	Tri-Valley, CA	Br. 2902
Juan Ambriz Jr.	Tri-Valley, CA	Br. 2902
Ronald A. Auld	Tri-Valley, CA	Br. 2902
James A. Beauchemin	Tri-Valley, CA	Br. 2902
Robert A. Benson	Tri-Valley, CA	Br. 2902
Dago A. Bretado	Tri-Valley, CA	Br. 2902
William B. Brundige	Tri-Valley, CA	Br. 2902
Scott E. Campbell	Tri-Valley, CA	Br. 2902
Edward J. Castellano Jr.	Tri-Valley, CA	Br. 2902
Richard L. Cayton	Tri-Valley, CA	Br. 2902

Honor Roll

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

W.G. Boylen	Boston, MA	Br. 34	Donald B. Grandmaison	Nashua, NH	Br. 230	Albert Smith	Binghamton, NY	Br. 333
Paul J. Melchin	Boston, MA	Br. 34	Lucien C. Rioux	Nashua, NH	Br. 230	David W. Smith	Binghamton, NY	Br. 333
W.W. Reid	Boston, MA	Br. 34	Richard H. Rolfe	Nashua, NH	Br. 230	Kenneth J. Barris	Brooklyn, NY	Br. 41
Francis P. Summa	Boston, MA	Br. 34	Howard E. Banfill	NH Mgd.	Br. 44	Mark B. Beiderman	Brooklyn, NY	Br. 41
Antonio L. Terrasi	Boston, MA	Br. 34	Arthur N. Bergeron	NH Mgd.	Br. 44	Richard A. Bonanni	Brooklyn, NY	Br. 41
Patrick J. Tierney	Boston, MA	Br. 34	Kevin S. Bobolia	NH Mgd.	Br. 44	Lewis Fluellen	Brooklyn, NY	Br. 41
Franklin E. Barnes	Battle Creek, MI	Br. 262	Gerald P. Casey	NH Mgd.	Br. 44	Alan Goldberg	Brooklyn, NY	Br. 41
Robert J. Korkus	Bay City, MI	Br. 187	Albert W. Caswell Jr.	NH Mgd.	Br. 44	George E. Hammett	Brooklyn, NY	Br. 41
Jeffrey H. Peterman	East Lansing, MI	Br. 2555	Leo P. Chabot	NH Mgd.	Br. 44	Larry Hawkins	Brooklyn, NY	Br. 41
Dorothy J. James	Detroit, MI	Br. 1	Richard E. Chauvette	NH Mgd.	Br. 44	William F. Hendricks	Brooklyn, NY	Br. 41
Norwood Johnson	Detroit, MI	Br. 1	Robert L. Chauvette	NH Mgd.	Br. 44	Thomas G. Hickey	Brooklyn, NY	Br. 41
Charles F. Kohler	Detroit, MI	Br. 1	Paul A. Craig	NH Mgd.	Br. 44	Michael Maiorano	Brooklyn, NY	Br. 41
Mary J. Bruce	Grand Rapids, MI	Br. 56	David M. Daley	NH Mgd.	Br. 44	Angelo G. Mannino	Brooklyn, NY	Br. 41
Jerry T. Gore	Grand Rapids, MI	Br. 56	James H. Dicomes	NH Mgd.	Br. 44	Giulio Martinelli	Brooklyn, NY	Br. 41
Richard C. Swanson	Grand Rapids, MI	Br. 56	John Dovas	NH Mgd.	Br. 44	Dennis M. Pascucci	Brooklyn, NY	Br. 41
Nolan G. Genore	Marquette, MI	Br. 95	John G. Ducharme	NH Mgd.	Br. 44	Andrew J. Prybys	Brooklyn, NY	Br. 41
Howard L. Hillier	Marquette, MI	Br. 95	Kenneth J. Dyrsten	NH Mgd.	Br. 44	Marvin H. Schmier	Brooklyn, NY	Br. 41
Stanley J. Latowski	Marquette, MI	Br. 95	Norman R. Fortier	NH Mgd.	Br. 44	Julius W. Schwartz	Brooklyn, NY	Br. 41
James L. Mierau	Marquette, MI	Br. 95	Roland J. Gagne	NH Mgd.	Br. 44	Maria V. Sierra	Brooklyn, NY	Br. 41
Mary S. Fitzpatrick	WesternWayne Co., MI	Br. 2184	Conrad L. Gourde	NH Mgd.	Br. 44	Fedrcó O. Simmons	Brooklyn, NY	Br. 41
Joyce E. Florkey	WesternWayne Co., MI	Br. 2184	Alton W. Hayward	NH Mgd.	Br. 44	Robert L. Simone	Brooklyn, NY	Br. 41
John E. Forinash	WesternWayne Co., MI	Br. 2184	James R. Heyman	NH Mgd.	Br. 44	Joseph Smallwood	Brooklyn, NY	Br. 41
Jerome A. Mannlein	WesternWayne Co., MI	Br. 2184	John J. Lacourse	NH Mgd.	Br. 44	Tommaso Sorbo	Brooklyn, NY	Br. 41
Joyce E. Marx	WesternWayne Co., MI	Br. 2184	Paul R. Lamontagne	NH Mgd.	Br. 44	Steven O. Stancarone	Brooklyn, NY	Br. 41
Sandra J. Medlen-Carr	WesternWayne Co., MI	Br. 2184	Sylvio P. Lemelin	NH Mgd.	Br. 44	Saul Starr	Brooklyn, NY	Br. 41
David W. Miller	WesternWayne Co., MI	Br. 2184	C.E. Lewis	NH Mgd.	Br. 44	Antono E. Telese	Brooklyn, NY	Br. 41
Joan Ping	WesternWayne Co., MI	Br. 2184	Steven T. Magdziasz	NH Mgd.	Br. 44	J.A. Thompson	Brooklyn, NY	Br. 41
James C. Riddle	WesternWayne Co., MI	Br. 2184	Kenneth L. Obrien	NH Mgd.	Br. 44	Bernardino Torres	Brooklyn, NY	Br. 41
Randall L. Sharland	WesternWayne Co., MI	Br. 2184	George D. Perkins	NH Mgd.	Br. 44	Michael F. Trupiano	Brooklyn, NY	Br. 41
Richard A. Shields	WesternWayne Co., MI	Br. 2184	L.I. Roberts	NH Mgd.	Br. 44	Michael Ulrich	Brooklyn, NY	Br. 41
Andrew E. Sueta	WesternWayne Co., MI	Br. 2184	Joseph W. Sarette	NH Mgd.	Br. 44	Israel A. Vega	Brooklyn, NY	Br. 41
Loretta E. Longton	Ballwin, MO	Br. 5050	David E. Schimke	NH Mgd.	Br. 44	Joseph Ventrice	Brooklyn, NY	Br. 41
William F. Becker	St. Charles, MO	Br. 984	Joseph P. Shea	NH Mgd.	Br. 44	Richard D. Vignogna	Brooklyn, NY	Br. 41
Rebecca S. Haferkamp	St. Charles, MO	Br. 984	Donald J. St. Cyr	NH Mgd.	Br. 44	Eddie L. Washington	Brooklyn, NY	Br. 41
Morris L. Hixson	St. Charles, MO	Br. 984	Brian M. Stefanik	NH Mgd.	Br. 44	Gary B. Wilson	Brooklyn, NY	Br. 41
Richard E. Meyer	St. Charles, MO	Br. 984	William R. Webster	NH Mgd.	Br. 44	Henry Wilson	Brooklyn, NY	Br. 41
Darl R. Carter	Springfield, MO	Br. 203	Daniel A. Yianakopolos	NH Mgd.	Br. 44	M.S. Wolchuck	Brooklyn, NY	Br. 41
Thomas H. Clutter	Springfield, MO	Br. 203	William N. Dobos	NJ Mgd.	Br. 38	Joseph S. Picardi	Flushing, NY	Br. 294
Leo L. Nelson	Springfield, MO	Br. 203	Neil A. Klingenburg	NJ Mgd.	Br. 38	William O. Shears	Vestal, NY	Br. 5151
William E. Nation	Columbus, MS	Br. 1692	Steven Migliore	NJ Mgd.	Br. 38	Douglas Fisher	Jacksonville, NC	Br. 3984
Darold W. Bell	Omaha, NE	Br. 5	Thomas F. Perrine	NJ Mgd.	Br. 38	Daniel E. Hall	Jacksonville, NC	Br. 3984
Dale C. Carlson	Omaha, NE	Br. 5	Thomas A. Ruggiero	NJ Mgd.	Br. 38	John C. Keffer	Jacksonville, NC	Br. 3984
Dale E. Culver	Omaha, NE	Br. 5	Choyce H. Schwartz Jr.	NJ Mgd.	Br. 38	Dennis L. Popelka	Jacksonville, NC	Br. 3984
Gary R. Decker	Omaha, NE	Br. 5	Joseph P. Zitelli	NJ Mgd.	Br. 38	Kenneth R. Stevens	Jacksonville, NC	Br. 3984
Ronald L. Malfait	Omaha, NE	Br. 5	Joseph Zotto	NJ Mgd.	Br. 38	Lloyd D. Johnson	Bottineau, ND	Br. 5675
Joseph E. Minear	Omaha, NE	Br. 5	James V. Barry Jr.	Toms River, NJ	Br. 2128	Pamela M. Fitch	Marion, OH	Br. 280
Arlie L. Persinger	Omaha, NE	Br. 5	Mark Bennet	Toms River, NJ	Br. 2128	Gene P. Evans	Mount Vernon, OH	Br. 298
David A. Baker	Reno, NV	Br. 709	Robert D. Bittay	Toms River, NJ	Br. 2128	David E. Anderson	Morrisville, PA	Br. 2572
David R. Bates	Reno, NV	Br. 709	Laurence L. Breaks	Toms River, NJ	Br. 2128	H.F. Briggs	Morrisville, PA	Br. 2572
Joseph R. Baxter	Reno, NV	Br. 709	John F. Brennan	Toms River, NJ	Br. 2128	Michael J. Dempsey Jr.	Morrisville, PA	Br. 2572
John F. Bisetti	Reno, NV	Br. 709	Noreen Doyle	Toms River, NJ	Br. 2128	Benjmn W. Eisenbrey	Morrisville, PA	Br. 2572
Robert A. Bullock	Reno, NV	Br. 709	E.A. Faber	Toms River, NJ	Br. 2128	John A. Havrilla	Morrisville, PA	Br. 2572
Stanley T. Burke	Reno, NV	Br. 709	Edward J. Keiser	Toms River, NJ	Br. 2128	Thomas W. Hines Jr.	Morrisville, PA	Br. 2572
Richard C. Christeson	Reno, NV	Br. 709	David W. Knoll	Toms River, NJ	Br. 2128	William D. Horan	Morrisville, PA	Br. 2572
H.W. Davis	Reno, NV	Br. 709	Joseph Kwiatkowski	Toms River, NJ	Br. 2128	Charles J. Aaron	New Castle, PA	Br. 22
John A. Davis Jr.	Reno, NV	Br. 709	James T. Levier	Toms River, NJ	Br. 2128	Paul J. Rock	New Castle, PA	Br. 22
Robert E. Ellis	Reno, NV	Br. 709	J.C. McVaugh	Toms River, NJ	Br. 2128	Bruce R. Hammerle	Pittsburgh, PA	Br. 84
Andrew F. Johnson	Reno, NV	Br. 709	Mark S. Montalbano	Toms River, NJ	Br. 2128	Robert J. Kraynak	Pittsburgh, PA	Br. 84
C.K. Johnson	Reno, NV	Br. 709	Rodney E. Smith	Toms River, NJ	Br. 2128	Charles C. McClelland	Pittsburgh, PA	Br. 84
Richard J. Kamback	Reno, NV	Br. 709	J.J. Welby III	Toms River, NJ	Br. 2128	Patrick S. McGuire	Pittsburgh, PA	Br. 84
Kenneth D. Leigh	Reno, NV	Br. 709	William F. Alund Jr.	Albany, NY	Br. 29	Ronald B. Pafford	Pittsburgh, PA	Br. 84
Ralph E. Lewis	Reno, NV	Br. 709	Michael L. La Grave	Albany, NY	Br. 29	William M. Marsh Jr.	Southeast PA Mgd.	Br. 725
Geary D. Lowery	Reno, NV	Br. 709	Valentino Ruzza	Albany, NY	Br. 29	Peter J. Tallarico	Southeast PA Mgd.	Br. 725
Larry R. Metzger	Reno, NV	Br. 709	Edward T. Amici	Binghamton, NY	Br. 333	Robert J. Graver	Wilkes-Barre, PA	Br. 115
Martin T. Nelson	Reno, NV	Br. 709	Michael A. Babish	Binghamton, NY	Br. 333	Frank J. Marrone	Wilkes-Barre, PA	Br. 115
Thomas W. Rigglesman	Reno, NV	Br. 709	Gary E. Bush	Binghamton, NY	Br. 333	Stanley J. Nowakowski	Wilkes-Barre, PA	Br. 115
John L. Ringgold	Reno, NV	Br. 709	Joseph V. Charpinsky	Binghamton, NY	Br. 333	William L. Ozark	Wilkes-Barre, PA	Br. 115
Terry L. Sharp	Reno, NV	Br. 709	R.A. Gorr	Binghamton, NY	Br. 333	James C. Pechulis	Wilkes-Barre, PA	Br. 115
Farril O. Shull	Reno, NV	Br. 709	Richard J. Heisler	Binghamton, NY	Br. 333	Warren S. Peters	Wilkes-Barre, PA	Br. 115
James R. Slawnik	Reno, NV	Br. 709	Russll G. Malinak	Binghamton, NY	Br. 333	Sylvester J. Rutkoski	Wilkes-Barre, PA	Br. 115
John N. Stewart	Reno, NV	Br. 709	Ernest S. Mauro	Binghamton, NY	Br. 333	Ronald J. Seman	Wilkes-Barre, PA	Br. 115
Ann M. Terrasas	Reno, NV	Br. 709	Russell E. Pingrey	Binghamton, NY	Br. 333	Thomas R. Skechus	Wilkes-Barre, PA	Br. 115
Donald L. Yoho Jr.	Reno, NV	Br. 709	Robert A. Rossi	Binghamton, NY	Br. 333	Howard T. Williams Jr.	Wilkes-Barre, PA	Br. 115
Candace R. Young	Reno, NV	Br. 709	Theodore M. Scarinzi	Binghamton, NY	Br. 333	Charles G. Cowan	Nashville, TN	Br. 4
Laurent G. Desrosiers	Nashua, NH	Br. 230	James R. Sherman	Binghamton, NY	Br. 333	Susan M. Dicapua	Nashville, TN	Br. 4

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

Clifford W. Owens	Nashville, TN	Br. 4	Richard L. Dampier	Houston, TX	Br. 283	Jerry L. Jones	Houston, TX	Br. 283
Howard C. Shavers	Nashville, TN	Br. 4	Millrd J. Dangerfield	Houston, TX	Br. 283	J.L. Joubert Sr.	Houston, TX	Br. 283
Monty R. Stillings	Nashville, TN	Br. 4	Clarence S. Danisch	Houston, TX	Br. 283	Richard E. Justice	Houston, TX	Br. 283
Richard K. Woodard	Nashville, TN	Br. 4	Margaret A. Dardar	Houston, TX	Br. 283	Pearl Justice Jr.	Houston, TX	Br. 283
Daniel E. Wright	Nashville, TN	Br. 4	Cecil M. Davis Jr.	Houston, TX	Br. 283	Mackey A. Keith	Houston, TX	Br. 283
Johnny W. Yates	Nashville, TN	Br. 4	Johnny C. Dean	Houston, TX	Br. 283	Samuel W. Kennedy	Houston, TX	Br. 283
Lynn W. Adams	Houston, TX	Br. 283	Andres Deleon	Houston, TX	Br. 283	Melvin Kimble	Houston, TX	Br. 283
Dercy J. Alleman	Houston, TX	Br. 283	Felix M. Deleon	Houston, TX	Br. 283	Lannie C. Kinchen	Houston, TX	Br. 283
Michael L. Allen	Houston, TX	Br. 283	Harold D. Demby Jr.	Houston, TX	Br. 283	N.G. Kinder	Houston, TX	Br. 283
Lloyd G. Allison Sr.	Houston, TX	Br. 283	Delvin J. Dieringer	Houston, TX	Br. 283	David W. Kirby	Houston, TX	Br. 283
Steve M. Amalfi Jr.	Houston, TX	Br. 283	John J. Dieringer	Houston, TX	Br. 283	Walter L. Kram	Houston, TX	Br. 283
H.B. Anderson	Houston, TX	Br. 283	Paul B. Dieringer	Houston, TX	Br. 283	Gary L. Lane	Houston, TX	Br. 283
Jeffrey S. Anderson	Houston, TX	Br. 283	Maurice E. Draper	Houston, TX	Br. 283	Carl A. Lapaglia	Houston, TX	Br. 283
Henry L. Armstrong	Houston, TX	Br. 283	Virgil N. Dunn	Houston, TX	Br. 283	James T. Lee	Houston, TX	Br. 283
Nancy L. Armstrong	Houston, TX	Br. 283	Walter E. Dyches	Houston, TX	Br. 283	Thomas M. Lee	Houston, TX	Br. 283
General L. Autry	Houston, TX	Br. 283	Donald G. Edwards	Houston, TX	Br. 283	Ramiro Lerma Jr.	Houston, TX	Br. 283
Carl A. Bacon Jr.	Houston, TX	Br. 283	Leonard B. Edwards	Houston, TX	Br. 283	Bennie E. Lewis	Houston, TX	Br. 283
Michael E. Bailey	Houston, TX	Br. 283	Marion E. Eickenhorst	Houston, TX	Br. 283	Gregory D. Lewis	Houston, TX	Br. 283
Wilma L. Baker	Houston, TX	Br. 283	Sammy L. Elam	Houston, TX	Br. 283	Leslie L. Lewis	Houston, TX	Br. 283
Dan R. Barry	Houston, TX	Br. 283	Darwin F. Enax	Houston, TX	Br. 283	Oliver J. Lewis	Houston, TX	Br. 283
George Baugh Jr.	Houston, TX	Br. 283	Ernest M. Escamilla	Houston, TX	Br. 283	Cornelius C. Llorens	Houston, TX	Br. 283
Lillie M. Beal	Houston, TX	Br. 283	Heriberto Espinosa	Houston, TX	Br. 283	F.E. Long	Houston, TX	Br. 283
Floyd A. Beall	Houston, TX	Br. 283	Roswell E. Evans Jr.	Houston, TX	Br. 283	Gilbert Long	Houston, TX	Br. 283
C. Bedford	Houston, TX	Br. 283	Ricardo Everett	Houston, TX	Br. 283	Wesley A. Lorenz	Houston, TX	Br. 283
Douglas M. Bedford	Houston, TX	Br. 283	Warren Fields III	Houston, TX	Br. 283	Steve Loukas	Houston, TX	Br. 283
Carl J. Bellotti Jr.	Houston, TX	Br. 283	Bert R. Fisher	Houston, TX	Br. 283	Carl Love	Houston, TX	Br. 283
Eddie L. Berry	Houston, TX	Br. 283	Harold L. Fisher	Houston, TX	Br. 283	Jerome Lowe	Houston, TX	Br. 283
Harrell R. Berry	Houston, TX	Br. 283	Mario Flores	Houston, TX	Br. 283	Robert Luna	Houston, TX	Br. 283
Ralph A. Bibbs	Houston, TX	Br. 283	Herman L. Frazier	Houston, TX	Br. 283	Reginald J. Lyons	Houston, TX	Br. 283
Vivian J. Blaha	Houston, TX	Br. 283	George W. Fullen Jr.	Houston, TX	Br. 283	Patricia I. Lyssy	Houston, TX	Br. 283
McKinley E. Bland	Houston, TX	Br. 283	Linda J. Fusilier	Houston, TX	Br. 283	Jesse Mabasa	Houston, TX	Br. 283
John H. Blevins	Houston, TX	Br. 283	Erasmus G. Garcia	Houston, TX	Br. 283	Joseph C. Mabasa Jr.	Houston, TX	Br. 283
Harold R. Bookman	Houston, TX	Br. 283	Frank G. Garcia	Houston, TX	Br. 283	Benjamin J. Machalec	Houston, TX	Br. 283
Daniel G. Bosquez	Houston, TX	Br. 283	Joseph Garcia Jr.	Houston, TX	Br. 283	Allen L. Machart	Houston, TX	Br. 283
Covington Bourgeois	Houston, TX	Br. 283	Valentin Garcia Jr.	Houston, TX	Br. 283	Allen Madison Jr.	Houston, TX	Br. 283
Ralph A. Bradford	Houston, TX	Br. 283	Michael T. Garner	Houston, TX	Br. 283	Stephen A. Mahurin	Houston, TX	Br. 283
William Breeden Jr.	Houston, TX	Br. 283	Alphonso R. Garza	Houston, TX	Br. 283	James R. Marcontell	Houston, TX	Br. 283
Burnett Breeler	Houston, TX	Br. 283	Philip K. Gayle	Houston, TX	Br. 283	Ervin A. Markert Jr.	Houston, TX	Br. 283
John L. Brown	Houston, TX	Br. 283	Robert L. Goedrich	Houston, TX	Br. 283	David R. Martin	Houston, TX	Br. 283
Samuel Brown	Houston, TX	Br. 283	Olga Gonzales	Houston, TX	Br. 283	David Martinez	Houston, TX	Br. 283
Bobby D. Bruce	Houston, TX	Br. 283	Juan Gonzalez	Houston, TX	Br. 283	Jose M. Martinez	Houston, TX	Br. 283
Raymond R. Buenteo	Houston, TX	Br. 283	Harold E. Goodwin	Houston, TX	Br. 283	Jesus L. Martinez Jr.	Houston, TX	Br. 283
James F. Bundy Jr.	Houston, TX	Br. 283	Wayne L. Gordon	Houston, TX	Br. 283	Jose O. Mata	Houston, TX	Br. 283
Roy F. Burns Jr.	Houston, TX	Br. 283	Raphail M. Goudeau	Houston, TX	Br. 283	Adan Mata Jr.	Houston, TX	Br. 283
Benito Camarillo Jr.	Houston, TX	Br. 283	Priscilla A. Grace	Houston, TX	Br. 283	Lawrence Mathews	Houston, TX	Br. 283
Ignacio R. Canales Jr.	Houston, TX	Br. 283	Thomas A. Greensage	Houston, TX	Br. 283	Robert J. Maura	Houston, TX	Br. 283
Federico Cantu	Houston, TX	Br. 283	William R. Greer Jr.	Houston, TX	Br. 283	Ira Maxie Jr.	Houston, TX	Br. 283
Natividad Cardenas Jr.	Houston, TX	Br. 283	Gene K. Gregory Jr.	Houston, TX	Br. 283	Wenona D. McCamy	Houston, TX	Br. 283
David C. Carpenter	Houston, TX	Br. 283	Jonathan Grogan Jr.	Houston, TX	Br. 283	James L. McCannless	Houston, TX	Br. 283
James Case	Houston, TX	Br. 283	Mario A. Guerrero	Houston, TX	Br. 283	Paul L. McCathy	Houston, TX	Br. 283
Raymond Q. Casillas	Houston, TX	Br. 283	Betty J. Guilbeaux	Houston, TX	Br. 283	Michael R. McClendon	Houston, TX	Br. 283
Paul R. Castillo	Houston, TX	Br. 283	Dorman R. Gunn	Houston, TX	Br. 283	Glinta F. McKinley	Houston, TX	Br. 283
Archie L. Castleberry Jr.	Houston, TX	Br. 283	Jane T. Gurrola	Houston, TX	Br. 283	Ralph J. McShan	Houston, TX	Br. 283
Patricia E. Castrale	Houston, TX	Br. 283	Otilio P. Gutierrez	Houston, TX	Br. 283	Tony L. Melendez	Houston, TX	Br. 283
Alex H. Castro	Houston, TX	Br. 283	Winslow Gutierrez	Houston, TX	Br. 283	George H. Mendel	Houston, TX	Br. 283
Christophe E. Cheaney	Houston, TX	Br. 283	Milton G. Hall	Houston, TX	Br. 283	Charles A. Merta	Houston, TX	Br. 283
George A. Chevis	Houston, TX	Br. 283	Billy D. Hamaker	Houston, TX	Br. 283	Gene P. Michalec	Houston, TX	Br. 283
Nyle A. Churchwell	Houston, TX	Br. 283	John G. Hamilton	Houston, TX	Br. 283	Benjamin Miller Jr.	Houston, TX	Br. 283
Jerry D. Clark	Houston, TX	Br. 283	Raymond J. Hanzelka	Houston, TX	Br. 283	Shirley A. Minter	Houston, TX	Br. 283
Joseph M. Clayton	Houston, TX	Br. 283	Geo A. Harris	Houston, TX	Br. 283	Richrd J. Mitchell	Houston, TX	Br. 283
Edgar T. Cline Jr.	Houston, TX	Br. 283	Matthew Hatchett Jr.	Houston, TX	Br. 283	Tony Mitchell	Houston, TX	Br. 283
Lee E. Coffey	Houston, TX	Br. 283	Willie R. Hayes	Houston, TX	Br. 283	Will Molitor Jr.	Houston, TX	Br. 283
Willie R. Collins	Houston, TX	Br. 283	Billy J. Hayes Sr.	Houston, TX	Br. 283	James M. Moore	Houston, TX	Br. 283
Joseph M. Colwell	Houston, TX	Br. 283	Marcus E. Heath	Houston, TX	Br. 283	John A. Moore	Houston, TX	Br. 283
Milton E. Cones	Houston, TX	Br. 283	M.E. Hemphill	Houston, TX	Br. 283	Earl J. Morse	Houston, TX	Br. 283
William A. Cook	Houston, TX	Br. 283	Joseph S. Henley	Houston, TX	Br. 283	Terry O. Myers	Houston, TX	Br. 283
Ralph E. Cooper	Houston, TX	Br. 283	Ronald L. Henrichs	Houston, TX	Br. 283	Alex Navarro	Houston, TX	Br. 283
James T. Cope	Houston, TX	Br. 283	Howard F. Hillcock Jr.	Houston, TX	Br. 283	Daniel V. Neiser	Houston, TX	Br. 283
Willie Copeland	Houston, TX	Br. 283	Bonnie D. Hock	Houston, TX	Br. 283	Robert L. Nimmo Jr.	Houston, TX	Br. 283
Anthony R. Cordasco	Houston, TX	Br. 283	James D. Hooks	Houston, TX	Br. 283	Loretta L. Nolen	Houston, TX	Br. 283
Asencion Coronado	Houston, TX	Br. 283	Janice L. Ives	Houston, TX	Br. 283	Charlie J. Norris	Houston, TX	Br. 283
Donald R. Covington Jr.	Houston, TX	Br. 283	Milton L. Jackson	Houston, TX	Br. 283	Edwin U. Ogilvie	Houston, TX	Br. 283
Betty R. Cox	Houston, TX	Br. 283	Jay C. Jaetzold	Houston, TX	Br. 283	Justine T. Onezine	Houston, TX	Br. 283
Simon Cruz	Houston, TX	Br. 283	David B. Jefferson	Houston, TX	Br. 283	Andres Ortiz	Houston, TX	Br. 283
James A. Czaja	Houston, TX	Br. 283	I.J. Jolivet	Houston, TX	Br. 283			
John E. Czaja	Houston, TX	Br. 283	Carolyn S. Jones	Houston, TX	Br. 283			

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

Fedrc O. Simmons	Brooklyn, NY	Br. 41	Philip R. Clark	Dayton, OH	Br. 182	Bernard S. Kotnik	Pittsburgh, PA	Br. 84
Tommaso Sorbo	Brooklyn, NY	Br. 41	James P. Mahoney	Dayton, OH	Br. 182	James Massey Jr.	Pittsburgh, PA	Br. 84
Steven O. Stancarone	Brooklyn, NY	Br. 41	Richard A. Preibisch	Dayton, OH	Br. 182	Gary E. Patterson	Pittsburgh, PA	Br. 84
Saul Starr	Brooklyn, NY	Br. 41	Gene P. Evans	Mount Vernon, OH	Br. 298	Dominick A. Pesognelli	Pittsburgh, PA	Br. 84
Antono E. Telese	Brooklyn, NY	Br. 41	Thomas J. Gresh	Youngstown, OH	Br. 385	Ronald L. Shanahan	Pittsburgh, PA	Br. 84
Bernardino Torres	Brooklyn, NY	Br. 41	Kenneth D. Avery	Zanesville, OH	Br. 63	Leroy R. Woodward	Pittsburgh, PA	Br. 84
Michael F. Trupiano	Brooklyn, NY	Br. 41	Duane R. Jago	Zanesville, OH	Br. 63	Anthony M. Mattioli	Southwest PA Mgd.	Br. 725
Michael Ulrich	Brooklyn, NY	Br. 41	Christopher M. Rice	Zanesville, OH	Br. 63	Joseph A. Quigley	Southwest PA Mgd.	Br. 725
Robert J. Veech	Brooklyn, NY	Br. 41	F. Donald Parsons	Albany, OR	Br. 959	James K. Stanton	Southwest PA Mgd.	Br. 725
Israel A. Vega	Brooklyn, NY	Br. 41	Louis C. Bergstrom	Levittown, PA	Br. 4973	David H. Hand	Nashville, TN	Br. 4
Joseph Ventrice	Brooklyn, NY	Br. 41	Dennis C. Goodnow	Levittown, PA	Br. 4973	Larry E. Palmer	Nashville, TN	Br. 4
Henry Wilson	Brooklyn, NY	Br. 41	Allan W. Huff	Levittown, PA	Br. 4973	John D. Stillwell	Nashville, TN	Br. 4
M.S. Wolchuck	Brooklyn, NY	Br. 41	George P. Pado	Levittown, PA	Br. 4973	Roger S. Williams	Nashville, TN	Br. 4
Joseph S. Picardi	Flushing, NY	Br. 294	John P. Donohue	Morrisville, PA	Br. 2572	Danise Holcomb	Pasadena, TX	Br. 3867
Charles A. Bizzell	Charlotte, NC	Br. 545	Patrick M. Fallon	Morrisville, PA	Br. 2572	Durrett T. Parten	Killeen, TX	Br. 4217
John W. Walden Jr.	Charlotte, NC	Br. 545	Louis R. Paone	Morrisville, PA	Br. 2572	Isrell Hall	Newport News, VA	Br. 609
Thomas D. Butler Jr.	Greensboro, NC	Br. 630	Edwin L. Hause	New Castle, PA	Br. 22	James T. McCoy	Newport News, VA	Br. 609
James M. Blancett	Cambridge, OH	Br. 634	Farrell Abraham	Pittsburgh, PA	Br. 84	Robert H. Bales	Salem, VA	Br. 1605
Gary B. Boyer	Cambridge, OH	Br. 634	Quinton M. Dantry	Pittsburgh, PA	Br. 84	Richard L. Vernon	Beckley, WV	Br. 2420
Richard B. Fisher	Cambridge, OH	Br. 634	Timothy C. Dugan	Pittsburgh, PA	Br. 84	Donald R. Heine	Beaver Dam, WI	Br. 944
Richard D. Kennedy	Cambridge, OH	Br. 634	Timothy E. Goralski	Pittsburgh, PA	Br. 84	Ralph O. Schwartz	Beaver Dam, WI	Br. 944
Joel L. Styer	Cambridge, OH	Br. 634	James R. Hook	Pittsburgh, PA	Br. 84	Robert L. Zamzow	Beaver Dam, WI	Br. 944

Election Notices

Ballwin, Missouri

In accordance with Article 5 of the *NALC Constitution*, this is the official notice to all members of Branch 5050 that nominations for the following offices will be held at the regular meeting at 6:30 p.m. on Oct. 10 at 109 Coral Terrace Drive, Ballwin: president, vice president, financial recording secretary, treasurer, health benefits representative (HBR), three trustees, legislative liaison, director of retirees, Mutual Benefits Association (MBA) representative and sergeant-at-arms. All offices are for a three-year term.

There will be nominations for delegates for the years of 2025-2027 to attend the Missouri state convention and national convention biennially. The president and vice president, by virtue of their office, are automatically delegates to the state and national conventions.

The election will be by secret ballot. A mail-out ballot may be issued by the election committee if requested no later than seven calendar days prior to the election of officers. Ballots should be returned by the day of the election to the post office box listed on the election call.

The election will be held at 6:30 p.m. on Nov. 14 at the union hall at 109 Coral Terrace Drive, Ballwin.

Daniel Linn, Fin. Rec. Sec., Br. 5050

Marietta, Georgia

This is official notice to all members of Branch 1119 that nominations for the offices of president, vice president, secretary, treasurer, sergeant-at-arms, three trustees, director of retirees, MDA chairperson and branch legislative representative will be held at the regular monthly meeting at 6:30 p.m. on Oct. 1 at the union hall located at 734 Roswell St., Marietta.

Nominees shall voice their acceptance as a candidate at the time of nomination and submit a written statement indicating that they have not served in a supervisory position for the last 24 months to be accepted as a candidate and be placed on the ballot. In lieu of voice acceptance, a written acceptance can be presented to the branch president at the time of nomination.

Elections of officers, if needed, will be by secret ballot at the union hall during the regular branch meeting Nov. 5. Any member unable to attend the election in person may request an absentee ballot by contacting the branch secretary in writing on or after nominations are closed on Oct. 1. Mail-in ballots must be received by the election committee prior to 7 p.m. on Election Day. The results of the election will be announced at the branch meeting election night.

Willie B. Young, Pres., Br. 1119

Massachusetts Northeast Mgd.

This is official notice that nominations for Branch 25 officers will be held at the regular branch meeting at 8 p.m. on Oct. 8 at the Knights of Columbus Hall in Wilmington. The election of officers will be conducted by mail-out ballot to the last known address of each member.

All terms of office will be for three years. All candidates for office must be present at the October meeting and give their assent for nomination. Any nominee not present at the meeting will have five days to notify the secretary in writing of their assent or must have submitted a letter to the secretary prior to the October meeting giving their assent to be a candidate. All candidates must be certified in good standing by the secretary.

The officers are president, executive

vice president, vice president, secretary, assistant secretary, treasurer, assistant treasurer, MBA/NSBA representative, assistant MBA/NSBA representative, sergeant at arms, health benefits representative, assistant health benefits representative, safety director, assistant safety director, *Wake-Up* publisher, assistant *Wake-Up* publisher and five trustees. The president and executive vice president, by virtue of their offices, shall automatically be delegates to all national and state conventions, and to any meeting called by the National Association of Letter Carriers, COP meetings or affiliates.

The election committee will be appointed by the chair at the nomination meeting. The election committee shall prepare ballots, instructions, ballot envelopes, and mail them by the first Wednesday in November, Nov. 6, with a return date for ballots postmarked by the fourth Wednesday of November (Nov. 27). Results will be announced at the Dec. 10 meeting, and installation will take place at the December meeting or, at the wish of the branch, at an installation banquet. All elected officers will take office on Jan. 1, 2025.

Joe Stearns, Sec., Branch 25

Plainfield, New Jersey

This is notice that all elected positions for Branch 396 will be up for nomination at the regular branch meeting at Erwin's Tavern on Tuesday, June 25. Elections will follow by mail ballot.

Michael Breslin, Pres., Br. 396

St. Charles, Missouri

This is official notice of nomination and election of officers of Branch 984.

Nominations for the election of officers of Branch 984 will be held at the regular branch meeting at 6 p.m. on Sept. 25 at the union hall, 20 Westbury

Drive, St. Charles. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, executive vice president, vice president, secretary-treasurer, director of retirees, MBA/health benefits representative, director of retirees and three trustees. Delegates to state and national conventions shall also be nominated for election.

The term of office will be two years, beginning Jan. 22, 2025.

The election will be conducted by secret ballot that will be mailed out after the nominations are made. The secret ballots must be received before Nov. 25 at the post office box that will be provided with the secret ballot. The ballots will be tallied by the current trustees at the regular branch meeting on Nov. 27. The results of the election will be announced at this meeting.

Write-in votes are not permitted.

James Shake, Sec./Treas., Br. 984

St. Joseph, Missouri

This is official notice to all members of Branch 195 that nominations for the election of officers (president, vice president, treasurer, secretary, sergeant-at-arms, legislative liaison and three trustees) will be held at the branch meeting on Nov. 6. To be nominated, you must be present at the meeting (in person or on Zoom) or signify their acceptance in writing, signed by three members in good standing.

Election of nominees will be held at the branch meeting on Dec. 4. Voting will be done by paper ballot. In order to vote for nominees, you must be physically present at the meeting. Zoom participants will not be eligible to vote.

Steve Drozd, Sec., Br. 195

Branch Items

Albany, New York

Branch 29 delegates recently attended the Region 11 rap session in Akron, OH. It's always inspiring to attend a function with other union brothers and sisters from across the country. Region 11 is comprised of Upstate and Western New York and the entire state of Ohio.

Passionate branch leaders took the opportunity to challenge our national president on a variety of topics important to our members. I had a chance to meet and help train some of our newer stewards and those who haven't even filed a grievance yet. These new stewards are the future of the NALC, and I might add, the future looks bright.

It was a full afternoon of training on how to fight discipline, building better Article 8 grievances, Article 15 non-compliance, OWCP, FMLA, route protection under TIAREAP, and many other fantastic topics presented by the Region 11 NBA office and plenty of great union minds from the region, and even a few who traveled in to share their expertise.

The next day we witnessed a mock arbitration, which is always a fan favorite, and the arbitrator gave tips and tricks to the stewards about the importance of what they do and how it affects the case once it makes it all the way to arbitration.

If you haven't attended a state, region or national NALC event in a while, or perhaps you've never been, I strongly encourage you to find upcoming events and make arrangements to attend. The union is all of us, and when you get a good group of NALC activists under the same roof, there is no limit to what they can accomplish.

Norris Beswick, Branch 29

Boston, Massachusetts

Happy spring to all my NALC union brothers and sisters. Hopefully, spring will reward us with a new collective-bargaining agreement that respectfully compensates us for not only working through a pandemic but now enduring long and unsustainable working hours due to the worse staffing shortages that have ever been seen throughout the history of the Postal Service.

Here's an update on the new Sorting and Delivery Center (S&DC) coming to the Braintree Carrier Annex. As most of you know, the Postal service has put a sorting machine in the Braintree Carrier Annex. The branch was informed that the stations moving into Braintree would be doing so on June 1. The stations that are scheduled to go there are North Weymouth, Weymouth Landing and Wollaston. But as everyone knows with the Post Office, everything is subject to change.

Local announcements: The third annual Branch 34 cornhole tournament will be held on June 2 at Heritage Hall, located at 114 Granite Ave. in Milton. Sign-up began on April 1 and lasts until the morning of the tournament. Last year's tourney raised roughly \$6,000 for MDA. Let's see if we can beat that this year. If you can't attend, please sponsor a board or directly donate to this great cause. So, get your teams ready. Should be a fun day.

Also, our annual retiree luncheon is scheduled for May 19 at the Florian Hall in Dorchester (the Firefighters union hall). Last year we had the largest crowd in years. Great food, plenty of laughs and reminiscing about the good old days. With the recent flood of retirements, we're expecting a sellout crowd.

Tom Rooney, Branch 34

Camden, New Jersey Merged

Meeet the new boss, same as the old boss. The Camden Annex has a new postmaster. This new guy is walking into an office where supervisors falsify parcel delivery scans, lose Arrow Keys (something Camden has been audited for), an office that is so bad that it's going through an intervention, which had been requested by our NBA.

With all that going on, what do you think he's pushing? Letter carriers wearing their postal cap backward while in the office. The Annex office manager went as far as to ask me if I would say something to the carriers about it. Maybe he should take more of an interest in his afternoon operation, and the lack of security of the Arrow Keys.

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 would like to wish all the mothers in our branch a happy Mother's Day. We cannot express enough the gratitude that we all feel for all the hard work that each and every one of you put in here at work and then go home to find the time to take care of your sons and daughters. We know it is not easy at times, but we thank you for all your sacrifices and want you to know it does not go unnoticed.

We would like to thank all of our brothers and sisters for participating in the NALC food drive this year. All of your efforts went to a great cause to help those in need in our local community. Also, we would like to congratulate our fellow branch member on her recent retirement. Debbie Plyler was a city carrier assigned to our Mooresville office with 27 years of service. We all want to wish you the best in the next chapter of your life.

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

Justin Fraley, Branch 545

Cincinnati, Ohio

The great month of May is upon us, and we all know what that means—it's my birthday

month. It is, but Mother's Day takes the cake. Thank you to all of the mothers out there in Carrier Land for everything you do on a daily basis. You are all phenomenal people for either doing the job on a daily basis or putting up with someone in the family who does the job.

It is a great job to have, even though we deal with incompetent supervisors every day. This week that I am writing my article, we have a minimum of four managers every day counting routes. Can somebody please tell me what this really accomplishes in getting the mail delivered?

The heat is on its way, so here are some little tidbits about energy conservation. You use more energy in hot weather versus in cooler temperatures. If you work at a slower pace, you will reduce the energy needed to complete the job by up to three times. Fast walking takes 1.5 times as much energy as slow walking. Walking upstairs takes seven times as much energy as walking on level ground, and rest means doing nothing at all. Frequent rest periods are of more benefit than fewer long rests. Stop working and rest before exhaustion kicks in.



Flushing, NY Br. 294 honors Peter Quagliata for 75 years of membership. Pictured (l to r) are Region 15 RAA Tony Perconte, Branch Director of Retirees Clara Sarmiento, Quagliata and Branch President Tony Paolillo.

May is also steward seminar month: On Thursday, May 16, dinner begins at 6 p.m. with training beginning at 7 p.m. Please call our hall to reserve your spot and, as always, knowledge is power. Meetings are every second Thursday of the month at the hall with great times by all who attend; please join us at 7:30 p.m. sharp.

Thank you for everybody's hard work every day!

In solidarity—

Chris Rought, Branch 43

Cumberland, Maryland

Hello, brothers and sisters. April is the annual retiree dinner, along with the installation of officers. Our branch would like to thank Jackie Daum for her 23 years of service as our secretary/treasurer. Thank you, Jackie. We should all get prepared for the food drive coming up in May. Also, get informed by attending the monthly branch meetings. We have had several carriers with on-the-job injuries, so by attending the meet-

ings you can get your questions and concerns answered.

Stay strong in solidarity.

Paul Kirby, Branch 638

Emerald Coast, Florida

I always thought God gave us all a thing called “common sense,” but I guess not, because I am starting to realize that management missed out on the servings. It does not make any sense how they are totally clueless on how to manage and communicate with the carriers. I have seen them do things that are totally stupid. I will give you several examples.

Example 1: Your office is constantly down on an average of four to five routes per day per week and you give CCAs off, because the district has told managers to give them off. This is a problem when you make a regular workday their non-scheduled day. They are our help, but we must give them off.

Example 2: We as the union will attempt to avoid filing grievances by explaining and showing management the language in the National Agreement, only to be told “I don’t do it that way,” which only leads us to do what we were attempting not to do, and must file a grievance.

Example 3: Mind you, I said earlier that the office is constantly down routes, so there is a thing called the Letter Carrier Paragraph, which explains to management what they need to do, before forcing a carrier not on the Big List to work off their route, the steward, branch president and the Step B team have all explained it to them, and guess what? They still want to do it their way, but the *kicker* is that they want us to understand their dilemma and continually use the same carriers every day and allow the CCAs to go home.

I would think they would get the message—I guess not.

Percy Smith Jr., Branch 4559

Flushing, New York

On a memorable day in April, we had the distinct privilege of celebrating a remarkable individual, Peter Quagliata, for his 75 years of dedicated membership with the NALC. Region 15 RAA Tony Perconte, Branch 294 Director of Retirees Clara Sarmiento and I visited Peter at his cozy Queens home.

Peter, whose kindness and integrity are immediately apparent, was presented with a commemorative 75-year plaque and pin, along with other gifts from Branch 294.

His journey began in 1949, when he joined the Post Office and delivered mail at the Maspeth Station in Flushing. His career spanned several decades, concluding with his retirement in 1986.

Peter Quagliata, a proud World War II veteran, stands as a beacon of dedication and service, not just to the NALC but to every community and individual he has touched. Congratulations, Brother Quagliata, and thank you not only for your service but for inspiring us all with your resilience and spirited heart.

Stay strong.

Tony Paolillo, Branch 294

Fresno, California

Do nice letter carriers going into management turn abusive and heartless because upper management forces them to? Do they feel bad doing so?

That might play a part. I think they had it in them the whole time. During my 39 years as a letter carrier, I personally knew five co-workers who did go into management. All five returned



At its retiree dinner, Fresno, CA Br. 231 honors its retirees with the help of NALC Director of Safety and Health Manny Peralta, Region 1 RAA Colleen Karnthong and Branch President Richard Najera.

to carrying mail. A big reason for each of them was they could not, would not abuse letter carriers. That’s not a weakness. But then, others were jerks, opinionated from the start. Prima donnas, acting like they are the stars of the show. Sounds like a former president we had. Oftentimes, you can tell ahead of time.

In my opinion, I know firsthand as a union representative. They can be made to back off. At least to think twice. Something they do not like. Apparently that cuts into their tough image. If they want to play tough, they will have to pay. If they are, as they think they are, they should be able to provide a hostile-free work environment.

But no! When given the chance to settle simple grievances and EEO complaints, they refuse to. Why? Because they do not want to look weak. But they are, and do not realize it. That is not good managing, or tough. It is acting like a snot-nosed child. Nobody is forcing them to act that way. It is their decision. Beware when they say that they have an open-door policy. Oftentimes they also have a closed mind.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

To my brothers and sisters—

Mutual respect is a term used to ensure that the work environment is safe and tolerable. It is a term that means exactly what it states, mutual. Mutual between management and carrier, carrier and management, management and management, and carrier and carrier, as well as any other employee that is in contact with one another.

It is too often that on the workroom floor carrier carrier disputes get out of hand and give a bad representation of who we truly are. We can control the atmosphere of our work environment, so let us create one that we all want to be in. We are also role models for our new broth-

ers and sisters. If they see us act a certain way toward one another, there is a great chance that they will act like that toward another.

If things get out of hand, management can potentially put a carrier(s) on emergency placement, which falls under Article 16.7 of the National Agreement. We each are responsible for our own actions and how we react to situations. Although management is to be held at a higher standard, let that higher standard be how we act.

In solidarity—

Anthony Kennedy, Branch 630

Hagerstown, Maryland

The most pressing issue I foresee for our union is staffing. Perhaps by the time this issue is released this need will have been corrected, but as we prepare to head into the peak vacation season, the current staffing in Hagerstown is woefully inadequate from what we have grown accustomed to. All carriers should be on the lookout for overtime violations resulting from inadequate staffing.

Furthermore, as we await the outcome of our National Agreement, the case for higher wages is clear. The cost of living is higher than ever before, and our job is under more scrutiny than ever before. It is inconceivable to imagine that our next contract will not address the need for considerably higher wages for all carriers while also securing that all future COLAs are fully paid to each carrier. While wages certainly don’t make up the entirety of our National Agreement, wages are the quickest way to solve a hiring crisis and ensuring proper staffing not just in Hagerstown, but nationwide.

Lastly, this month will be the annual Stamp Out Hunger Food Drive. While the day is always hectic and calls for carriers to shoulder an extra load, the results are well worth it. The amount of food that we can donate to the local food banks is immeasurably helpful and provides a massive support to our community. I would like to personally thank each and every carrier for their hard work during this time and specifically applaud the effort that James Gelwicks has put forth this year as our food drive coordinator. Between the additional advertising he was able to coordinate this year and his normal dedication to the food drive, I can’t imagine the food drive being nearly the success that I anticipate it being without his support.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

The NALC Branch 30 Officers, Stewards and Committees’ Appreciation dinner/dance was held last month at the Argosy Casino. Much like last year’s event, attendees celebrated with tasty food, libations, Djgeleven, comradery, and the chance to make some money.

Steward/Activist of the Year 2024—Deborah Stevenson, an eight-year steward, says she felt honored by the recognition: “Being a steward serves a purpose.” Like many others, Deborah witnessed others being taken advantage of by scrupulous supervisors. “Just do the right

Branch Items

thing,” she stated with a tinge of determination. The Formal A representative also serves on the Health and Safety, Entertainment and *Viewpoint* magazine committees.

Lifetime Achievement Recipient 2024—George Anna Myers, president of Auxiliary #4 and Missouri State Auxiliary, expressed being honored and a bit overwhelmed at receiving the award, normally presented to letter carriers. She joined the local auxiliary in 2002, becoming its president in 2003; then she became Missouri State Auxiliary president in 2004. George Anna was elected to the National Auxiliary post of secretary at the 69th Biennial Convention in Philadelphia in 2014. A longtime supporter of Branch 30, she says she became involved so she could “hang out” with her husband, Branch Treasurer Terry Myers.

Dan Pittman, former Branch 30 president and Region 5 NBA, stated how stewards are the lifeblood of the NALC. It was interesting to witness the gentle jibbing of Trustee Steven Murray, the Zen-like composure of retired carrier Elizabeth Horned, the youthful exuberance of “Kane” Nguyen (NKC), the confidence exhibited by Tristan McDaniel (Martin City), Legislative Committee member Kevin Williams, and the possible ascension to branch presidency or national assignment of Recording Secretary Kenneth Best (Plaza/Waldo). He’s right.

*Correction: Terry Miller was misidentified as Terry “Party Poobah” Myers at the Region 5 NBA’s rap session reception in February. For the record, Terry “Party-Hearty” Miller is 21 years old.

In unity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, brothers and sisters!

We live in a violent society. There is no denying that we are aggressive in what we do and how we live.

Our society has coined the phrase “going postal,” which refers to violent events involving workplace shootings. Between 1926 and 1991, 44 employees were killed and 27 wounded in the world and the United States, with the most notable being the Royal Oak, MI, shooting.

Afterward, USPS and all unions signed a Joint Statement on Violence and Behavior in the Workplace (M-01242). Since then, there have been 12 shooting incidents involving USPS employees. Paragraph 5 of the JSOV states that employees give a fair day’s work for a fair day’s pay, and does not justify actions that are abusive or intolerant. “Making the numbers” is not an excuse for the abuse of anyone.

The paragraph goes on to state that those who display unacceptable behavior will be removed from their position. Has this happened here in Tennessee? Yes, there have been supervisors who have been reassigned to move up to non-supervisory positions, but they’ve been far and few.

As in all grievances, written witness statements are crucial to winning this grievance. Beside Articles 15 and 19, Article 14.2 can be used when a steward comes to a supervisor

and complains that an OIC had threatened, bullied and harassed a carrier by words and actions, which is a complaint of a safety and health violation and can be raised under Article 14.2.

So, all carriers, keep an eye on each other and take note of what is happening. Your observations are the key to making the changes we need in your workplace. Don’t look the other way. Care for your brothers and sisters as you would have them care for you.

Tony Rodriguez, Branch 419

Lima, Ohio

Hello, Lima. In March, our national president, Brian Renfro, encouraged NALC members to join nalc.org/action. There you can send a message to push postal pen-



Kansas City Br. 30 honors members and allies at its Officers, Stewards and Committees’ Appreciation dinner. Pictured (l to r) are Branch Vice President Curtis Walker, Steward/Activist of the Year Deborah Stevenson, Lifetime Achievement recipient and Auxiliary #4 President George Anna Myers and Branch President Melvin Moore.

sion fairness and relieve us of any more postal pension payments.

Also, I would like to reiterate the importance of being aware of your surroundings and keeping your Arrow Key (tap) safe at all times! Since I wrote last month, the nightly news reported that it’s happened again! People are targeting letter carriers to steal your tap key and use force if needed! Always carry your dog spray!

Locally, during the March local meeting it was brought up that no service talks were being given. Those morning meetings are built into your 33 minutes of fixed office time, as well as vehicle inspections. Do not give them your fixed time!

Also during the meeting, a motion was made to participate in the Memorial Day parade and the motion passed, with an allowance of \$350 toward candy, but the motion was tabled to ensure enough people would attend. If not enough people attend, the motion could be rescinded.

We also have the food drive coming up on May 11. This is a great opportunity to have your family spend some time with you and see what you do daily. Also during the food drive, we expect all branches covered by Branch 105 to participate. Once a motion is passed, it should be followed.

If you do not wish to participate, then you must attend the regular meetings to express your thoughts. The meetings are held at Rigali’s Pizza Village at 7 p.m., at 505 W. North St. in Lima, every second Tuesday of the month.

Lastly, the Postal Service is issuing Dungeons & Dragons stamps, commemorating the 50th anniversary of the fantasy game with 10 stamp designs. How cool!

In solidarity—

Jeffery Steegman, Branch 105

Louisville, Kentucky

Happy spring! Branch 14 is currently going over the hurdle of getting our members together. We have many activities planned this year, such as our first community pop-up shop, retirees dinner, paint and sip, golf scramble, etc. Hoping to finish 2024 closer as a branch. This, in my opinion, is important, considering everything the Post Office does to pit us against each other.

On the other hand, as the rain showers come in, we in Louisville know that means those horses aren’t too far behind. Derby horses, that is! Get out those hats, enjoy some mint juleps, and place your bets.

As always, remember, knowledge is power, and we’re stronger standing together!

Adriane Shanklin, Branch 14

Marietta, Georgia

This is official notice to all members of Branch 119 that the regularly scheduled meeting for August will be conducted on the second Tuesday of the month, Aug. 13, at the Branch 119 union hall, 734 Roswell St. SE, Marietta.

Per branch bylaws, the regularly scheduled meeting should be held on the first Tuesday each month; however, the branch leadership and delegates will be attending the biennial national convention in Boston.

Willie B. Young, Branch 119

Monterey, California

Well, it finally happened. After threatening to leave for the past two Christmas seasons, our very own Eddie Mangompit dropped the final letter in the final mailbox. I’m sad he became ill and missed the last few days of work. Eddie was a blast to work with. He was right above me in seniority, even though he had fewer years. That’s what happens when you transfer!

Eddie will now be seen on the golf course on a regular basis. Way to go, Eddie—goodbye, tension; hello, pension. Wishing you a wonderful retirement—it was great working with you!

Wow, the rumors I’m hearing about the treatment of some managers toward the employees is disheartening. Apparently, they never read the DOIS agreement or the Joint Statement on Violence and Behavior in the Workplace. If you are being bullied, denied a 3996 when necessary, or treated like you don’t matter, see your steward and file a grievance. There are regulations that cover all of these situations.

Make sure to watch your clock rings and keep track of your hours. If you are missing time, see your steward. Cheating you out of time is a removable offense.

The summer months are fast approaching; watch out for loose dogs and children. Be aware of your surroundings.

Remember: "An injury to one is an injury to all." Make sure you are on the right side of issues. Monterey has always stuck up for each other and protected each other. The branch has survived 100-plus years—don't let it go in the toilet.

As Memorial Day approaches, thank you to all of our veterans who have fought for the freedoms we continue to fight to keep. "All gave some; some gave all."

United we bargain; divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

So, it's another beautiful day at the post office. We're in the middle of newfangled inspection at our Tri-County hub.

You should be working every day like a supervisor is over your shoulder watching you. If you're doing that, then you should have no problems, but some people seem to think that going fast and getting done early is a good thing at the post office and haven't noticed that when you get done early, they sent you back out to help somebody else that is doing it right.

It's hard trying to tell the newbies that "slow and steady wins the race." You don't have to be a hero, you just have to be consistent. It's amazing when you do everything by the book how long it takes, but you're being safe and you're doing it the way the post office wants you to do it.

For me, my sentence is almost over. I put my 30 years in and I'm ready to walk off into the sunset. I'm trying to impart my wisdom to the new guys and gals who will carry the satchel hopefully for 30 years. Do your route right, and you'll be all right; do your route wrong, and your route will be gone. Bad habits are very easy to correct. Ask a senior guy in your office what you should be doing. Little things like when doing a set of cluster boxes, opening up one at a time, serving it, then closing it, moving onto the next one. Coming to a full stop at a stop sign. Doing the speed limit going and leaving your RT.

A few minutes here and there make up a lot of your route. It's called protecting your job!

Summer social this year: June 2 at 100 Parklane Drive! Noon to 5 p.m.!

Joel Stimmler, Branch 542

North Florida

In my article last month, I thanked our Galls Uniform representative, Terry Metz, for his contributions to NALC. For years, Terry and the uniform companies he represents has been a great supporter to the NALC and especially the Committee of Presidents. His commitment to ensure letter carriers get a good union-made product at the best prices was

unmatched. It saddens me to let the membership know that shortly after the COP meeting here in Jacksonville, Terry passed away. Many branches have sent sympathies to his brother, Jim, and his family. Terry was a friend to us all, and he will be sorely missed. Rest in peace, Terry.

Branch 53 held its annual golf tournament for MDA and raised more than \$2,500. Many thanks to Branch President Jim Thigpenn and the volunteers who worked hard to make this year's event a success.

Retiree Don Welty and I participated in a walk at Jax Beach to help make awareness that on an average, nationwide, 22 veterans commit suicide each day. That is a shocking number, and I thank Don for his participation. Mothersofveteransuicide.org was a sponsor, and we should support the work that the organization does.

I hope this year's food drive was a huge success, as more and more families are in need. Let us all band together and contact your congressional representatives and ask them to support H.R. 7629 and protect our letter carriers.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

Oklahoma just finished its state convention, and now we focus all our attention on the food drive. Oklahoma City prides itself on being one of the top branches in the nation when it comes to food donations. One thing Oklahomans do well is come together during trying times, and it shows with the amount of food we donate this time of year. Carriers tell us they are picking up food from customers who probably need it just as much as the food bank.

We brag to the new hires about our success, but we explain that it is the hardest they will work at USPS. Not only do they have to carry mail, but now they juggle food donations, too. When the day is over, it is rewarding to know they have made a difference for those who struggle to put food on the table. To paraphrase one of our former food drive coordinators, if you have ever seen a hungry child, you never want to see one again.

It is not just our carriers, but management supports us. One postmaster refused to participate, she said her carriers unanimously voted not to pick up food. We discovered that was incorrect, and district management forced the postmaster to participate.

Suggestions I wish I knew my first food drive:

- Do not put the food in your satchel on a walking split.
- Set it at the curb and pick it up via vehicle on the way to your next park point.
- Take many spare tubs with you that morning; they will keep the cans from rolling around and make it easier to unload at the end of the day.

Eric E. Beu, Branch 458

Phoenix, Arizona

Greetings from Arizona! We are getting ready for "the heat" to start. I hope it is a lenient summer!

We are also getting ready to move into the era of one of those "consolidation moves" by the USPS. City letter carriers are being relocated to Rio Salado S&DC with four additional stations moving in with an anticipated move date of June 1. We are working hard to make it a good transition for the carriers.

I wanted to report that my continued experience with the NALC Aetna Medicare Advantage plan is still going well after 15 months. I have learned that the plan is great on communication to me about my care and what is in the works.

They send me emails and written correspondence on pending surgery authorization and other issues that have been helpful. It pays to examine what they send you and get involved when needed to help with processing issues.

One of my sisters works for some heart surgeons and recently asked me about my plan. She reviewed it and was very impressed with it and could not believe we did not have to pay out of pocket. So far, so good.

Al Linde, Branch 576

Pittsburgh, Pennsylvania

If you have the misfortune of being injured on the job, you will need a CA-1 in order to get the workers' comp ball rolling. Apparently, a sizable amount of management within Branch 84's reach still has no clue that the Department of Labor has transitioned—for more than a year now—to electronic filing. This can be completed on the Department of Labor's Employees' Compensation Operations & Management Portal at ecomp.dol.com. If your local management insists on a paper CA-1, contact the branch hall.

The 2024 Letter Carriers' Food Drive is Saturday, May 11! It is all too easy to become jaded about collecting food by the day-to-day inner workings of the post office, but this is truly one of the few times that we can break free from the mold and do some real good in the community. It is imperative that food banks be able to fill the needs that the lack of school lunch programs create in the summer months, so your efforts are crucially important to a good many. As every year, cards will be distributed to offices in early May for delivery. Here's to hoping our post-Covid food totals continue to rise!

John Conger II, Branch 84

Portland, Oregon

Greetings from the City of Roses. Branch 82 recently held a three-day new steward training for 13 new alternates and stewards. Taught by branch officers, each carrier was paid to learn the ins and outs of doing union work in their own office. Thank you for stepping up to these important positions!

Our Labor Bowl is coming up on May 19. This event has proven to be a fun way to raise a lot of money for MDA. Like so many events, we missed it during the COVID-19 pandemic when nearly everything was canceled. This is our second year back, and we're hoping to beat last year's goals and have a great time.

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In addition to the silent auction, costume contest and bowling teams competing against each other, this year we will also have a table for LCPF sign-up. I'm hopeful that we can catch many of our members who may not know about how important it is to support the Letter Carrier Political Fund. It seems like the same people are always the ones contributing—those who are active in union events and have been made aware of the impact of the LCPF. It's tricky since we can't bring it up at stand-ups, but I'm trying to get a much bigger portion of Branch 82 members on that contributor list.

We all benefit tremendously from the work of our political action committee, and we all have so much to lose without it. Hopefully, more members both locally and nationally will do their share and throw in a few bucks to support the Letter Carrier Political Fund.

Suzanne Miller, Branch 82

Providence, Rhode Island

Unfortunately, I come bearing sad news, as Branch 15 lost a member and a personal friend. Richard Henriques of the Wakefield station unfortunately passed away in his sleep the morning of March 19. Rich was a former TE and became a full-time regular in January 2014. Rich was scheduled to retire on March 29 of this year. I worked with Rich for my first five years in the USPS. He was a great friend, mentor and all-around great guy, and will be dearly missed. Branch 15's thoughts and prayers go to his family, friends and co-workers.

In other news, we continue to have a backlog at Step B; however, it's down to about 30 days, an improvement compared to a few months ago. The volume of cases nationwide continues to be the main impact on the delay at Step B.

In other news, our two most senior carriers out of the Westerly station retired in March: Albert Harkness, with 56 years of service, and Kim Tracy, with 29 years of service. We wish them the best of luck in their retirement!

Anthony Turcotte, Branch 15

Racine, Wisconsin

It's 2024; you'd think it's about time they stop putting actual pins in new dress shirts. They are as useless as the "G" in lasagna.

Already into May, which means summer is right around the corner. A gentle reminder to stock up on sunscreen. SPF 15 or greater is recommended. I've found a SPF 70 lathered on generously prior to and on the street does the trick. Good luck, Mr. Sun.

With all of our newer and younger carriers, you can see the bonds and cliques forming among them. Just as we formed our "cliques" decades ago, these bonds will carry over for the duration of their careers as well.

Things are clipping along nicely around here. However, there are days when you want to say, "I'm sorry, did I roll my eyes out loud?" Somehow those little extras that manage to sneak into our day don't take any time. Carriers mark appropriately our mark-up mail, UTFs, Anks, etc., and send them on their merry way.

As sure as I'm writing this, three days later all that mail comes back in our DPS and we end up double-handling it. Everything is figure-out-able, I guess.

A few thoughts. Be safe and alert. Know your surroundings and keep your head on a swivel. Eyes and ears open. Looking for a rotary phone? They have 'em at the museum in Parkersburg, WV. The ol' days of "call me" have been replaced with "text me." And don't anger older people; the older we get, the less "life in prison" is a deterrent. So don't get old—it's a trap. Shout-out to retired carrier Vaughn Zenko, Baker, MT!

Chris Paige, Branch 436

Rockville, Maryland

We just received an arbitration decision for an untimely pay adjustment paying our union member an additional \$600 plus interest. Arbitrator Sarah Miller Espinosa paid our branch a lump sum of \$1,500 and told management to cease and desist violating the Rockville agreement/policy to have pay adjustments (money in hand) within 28 calendar days of a grievance settlement.

The original grievance paid the carrier 80 hours due to management refusing to pay the carrier EFEL. Rockville management has now paid more than \$15,000 to carriers due to management refusing to pay them EFEL. Remember EFEL? Congress had appropriated \$570 million for federal and postal employees concerning COVID-19 issues. Management could have complied with the law and paid these carriers out of the \$570 million pot. Now, the USPS has to pay this money. Leave it to management and its infinite wisdom to pay more than \$15,000 when this should not have cost the USPS 1 cent!

NALC Headquarters has reported an increase in the delay of Step B's. Our branch has been hit particularly hard by this. Currently, we have 100 cases pending Step B, with the oldest case sitting at Step B for more than one year! We have 171 grievances pending arbitration. Management has a strategy to clog up the grievance system, which frustrates our members. Justice delayed is justice denied! National needs to have a counter strategy to deal with management's strategy to delay grievances for years. We could stop participating in Customer Connect, where NALC members have generated more than \$3 billion for the USPS. We could picket district headquarters, or L'Enfant Plaza. We could go to the media with our "friends" in Congress. We must think outside of the box and not rely solely on grievances!

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

As reported in *The Postal Record* and numerous accounts in newspapers throughout the country, there have been more than 2,000 crimes committed against letter carriers in performance of their jobs.

Letter carrier robberies resulting in bodily injuries or death doubled, according to the

Postal Inspection Service, last year alone. Many of these attacks involve a gun or other lethal weapons. The Postal Inspection Service reported that 52 percent of robberies involve the theft of collection box Arrow Keys that are highly sought after on the black market. Of course, Arrow Keys provide access to collection boxes, NBCBUs and conventional apartment boxes.

But times have changed over the last several years. The sanctity of the mailbox is no longer respected. Unscrupulous individuals have taken it upon themselves to steal and pilfer the contents of cards and letters and even alter checks. This practice is so brazen that it now threatens the lives of every letter in every part of this country. Recently, the House of Representatives has introduced H.R. 7629, the Protect Our Letter Carriers Act. The legislation would provide much-needed funding to update technology that would eliminate the necessity for the Arrow Key. It would also increase prosecution of criminals by imposing stricter penalties against assailants and anyone who would stand to gain from violating the public's trust.

Harsher sentencing for robbery and assault of a letter carrier is a key provision of this proposed legislation. Sentencing guidelines across the country are inconsistent, where robbery at gunpoint in one state results in 30 days in jail and another state an eight-year prison sentence.

The bottom line is that letter carriers need protection, and they need it now. Contact your respective representative and demand that they support H.R. 7629 before another life is lost.

Tom Schulte, Branch 343

St. Paul, Minnesota

Lately I've been thinking a lot about a verse in my favorite Woody Guthrie song. It goes: "As through this world I've wandered / I've seen lots of funny men / Some will rob you with a six-gun / And some with a fountain pen."

The last line about being robbed with a fountain pen really make me think of how quickly management makes these sweeping changes in defiance of the contract with the stroke of

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.

a pen—or, more likely, the hang-up of a Zoom call. They make a change instantly, and it creates a domino effect of work for our union to undo the damage they've done.

Unfortunately, the process of undoing this damage takes much longer than the stroke of a pen. Lately, management here in St. Paul has been doing everything in its power to make the process take as long as possible. From dismantling their side of the Formal A grievance process and replacing it with untrained station managers refusing to meet or settle on anything, to their Step B representatives refusing to settle even the simplest grievances. It's making everything take longer than ever.

The worst part, though, is that every single one of those grievances represent a carrier or multiple carriers who are owed something, be it money, dignity or the right to just show up and do their job. These people are being robbed by management dragging their feet on the time-tested process of settling things. They're also tanking morale by causing a lot of anger from carriers who just want what's owed to them.

Management likes to throw around that these 12-hour days and working six or seven days a week are "what we signed up for." Maybe they should honor the contract and process that they signed up for.

Solidarity forever.

Kaylee Valerius, Branch 28

Seattle, Washington

Not being good is not really that bad, but getting disciplined for somebody else's hypothetical interpretation of being good—that's bad. That stinks. Hearsay has it that a carrier at Westwood Station was given a Letter of Warning for time-wasting practices. Evidently her performance while loading her postal vehicle was not good—tsk, tsk. "Good" is a relative term, so good compared to what? Well, these managerial speculators had assumed that the 22 minutes of time it took the carrier to load 39 parcels (their count, not the carrier's) was deemed so out of line with their proposed time constraints that they couldn't control themselves and had to issue discipline.

Another interesting caveat to this time-wasting discipline is that it was evidently issued by committee. As I understand it, there were three supervisors involved in the process. Yes, the carrier had scored a trifecta of management personnel. Unfortunately, the three of these were changing their minds like a new mom handling toddler diapers, oops, poops...plop. The I.I. was given by one supervisor, and the next day the discipline was issued by a different supervisor. However, the LOW itself was cobbled together by another separate supervisor, who it turns out had been brought into the station with the sole purpose of issuing discipline to all-comers.

Wow—what's that say about management when they call in a hitman whose only job is to put the screws to people? Seems messy. "I'm giving you this Letter of Warning because.... 'You...just...weren't...good!'" A Letter of Warning by committee seems strange, seems oddly wrong and, as they say, too many crooks spoil the broth. The LOW landed with a flop...like a dead mackerel—D.O.A.—they didn't even send it up. What a time-wasting practice. Someone should be disciplined.

Don Nokes, Branch 79

South Jersey, New Jersey

United we stand, divided we fall! It is about time we address the elephant in the room. If no one wants to go on record to say what is actually going on, then I will give my opinion on what I believe needs to be done.

It is quite obvious our national is divided, and please don't tell me we aren't. In order for us to move on and get back to where we were before all of this, our national president must get all those involved in this division in the same room and work out their differences ASAP. Our membership deserves an Executive Council with members who are all on the same page, not a divided one.

I can see from afar there is a problem, but not being in the know, I am not really sure who is to blame, or why it got to this point, as reports and misinformation are being leaked before the entire facts have been disseminated to the membership. This is why our national president must be the bigger person to end this nonsense and get this union back as one cohesive unit. If there is truth to any of these allegations, then those involved must be held accountable and let the membership decide what should happen.

I am tired of hearing one side of what caused this divide and don't want to have to have to wait until the convention for a resolve. I have been around this union for 44 years, and I can say this is the most divisive I have ever seen this union. We have always been a democratic union, where anyone could speak their mind without worrying about repercussions if it wasn't National's position. Come on, guys; get this done!

Gary DiGiacomo, Branch 908

Springfield, Ohio

Some of us got a front-row seat to the solar eclipse yesterday! It was pretty cool. We couldn't have asked for better weather. Watching it get dark enough for outdoor light timers to activate in the middle of the day was fascinating indeed. Our office told us to pull over during the eclipse, so I took my afternoon break at that point.

If only mail processing was as predictable as the eclipse. Scientists knew years in advance when this would take place. Remember load leveling? This was supposed to ensure an even flow of mail through the week. Instead, we have monster Mondays, no mail Tuesdays, heavy parcel Wednesdays and freaking flats Fridays. On any given day, the DPS can be a

complete disaster. Upside-down mail? Backward-facing mail? Out of order? Black-powdered-glass-smear mail? Markup mail? Lay down your bets, because this can happen any day of the week.

We like to joke that the USPS runs the tightest ship in the shipping business! But on the USS *Springfield*, the one thing we can count on right now is a good union-management relationship. According to the Albany, NY, scribe, there are 13,000 grievances at the Step B level nationwide awaiting adjudication. Unless it's beyond his control, our postmaster settles grievances in-house with our local union reps. They rarely get to Step B. Kudos to both sides for making our little corner of the USPS multiverse a little better.

I'll leave you with one of my favorite quotes. Mike Kirk, a now retired mail handler, once said to me, "If dysfunction were an Olympic event, the Post Office would be a gold medalist!"

Meetings are the second Thursday of the month, second floor of the P.O. Pizza at 6:15 p.m., meeting at 6:30 p.m.

Jerry Martens, Branch 45

Staunton, Virginia

It seems like every morning when I open my newsfeed there is a story about the USPS or letter carriers. More stories than I ever remember reading since beginning my career and joining the NALC in 1992. There are:

- Inspiring stories of letter carriers helping customers and saving lives.
- Disturbing, emotional stories of vehicle fires, heat incidents, violence against letter carriers and loss of life.
- Disappointing stories of extended delays of mail at the plant, forwarded mail stuck in the system for eons, and congressional investigations.

This May, letter carriers can dominate the stories with positivity. Our Stamp Out Hunger Food Drive is the best way I know to serve our community nationwide and remind all the naysayers why it is so important to have a public service connecting this country. It's also one of the best ways I can think of to honor our fallen. We can and will deliver on Food Drive Day and wake up to some awesome stories.

Our branch is trying out some new things this year, and I can't wait to see how they help grow the drive. To all of you out there who are doing all you can to make the drive a success in your part of the world—thank you. Your work is much needed and noticed. Our partner in

COLA: Cost-of-living adjustment

- The 2025 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) are **1.7 percent** following the release of the March consumer price index (CPI). The 2025 COLAs will be finalized with the publication of the September 2024 CPI in October 2024.
- The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.9 percent** following the release of the March CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.
- Visit nalc.org for the latest updates.

Staunton, the Blue Ridge Area Food Bank, uses the food we collect to build emergency food boxes for people who arrive at their door in immediate need.

When you head to work that day, hold your head up high...and grab one more can of food to share with those in need.

Cindy Connors, Branch 513

Tampa, Florida

National Director of Safety and Health Manny Peralta made a visit to Branch 599 to deliver a memorial plaque for deceased carrier Paul Falica to honor his service of more than 40 years in the NALC at the time of his passing. Carrier Falica was killed in a hit-and-run accident while delivering his route in December 2023.

Manny took the opportunity to stress the importance of following all safety guidelines, as one never knows when something like this could happen. Manny was accompanied to this event by Region 9 NBA Eddie Davidson and FSALC State President Al Friedman. The plaque will be prominently displayed in the branch union hall/offices as a constant reminder of the loss of Carrier Falica and his final message to us all to be safe when working so that no more plaques of this type will be needed.

Brian Obst, Branch 599

and Rep. Steny Hoyer spoke at the rally and expressed their support.

Coincidentally, a local TV station in our area did a segment on letter carriers being robbed the night before the trip. President Renfro was the featured interview during the segment



Tampa, FL Br. 599 honors deceased carrier Paul Falica. Pictured (l to r) are Florida State Association President Al Friedman, NALC Director of Safety and Health Manuel L. Peralta Jr., Branch President Brian Obst, Branch President Emeritus Tony Diaz and Region 9 NBA Eddie Davidson.

and expressed our union's strong concern for the rash of robberies and their victims.

I've been retired for nearly 20 years. Times have changed, but when I carried mail, a letter carrier was watched for, looked out for, and people were respectful. You were a civil servant providing a service and respected for it. Today there is little or no respect for anyone. What has our society become? Hopefully, the electronic locks being installed will discourage the thieves. Probably not, in today's society.

Letter Carrier Night at the Toledo Walleye hockey game reached the capacity of 200 attendees quickly. This yearly event has always drawn a huge response. It didn't hurt that the Walleye are in first place in their division of the ECHL.

The Letter Carriers' Food Drive is right around the corner. Our goal is to do better than last year, when we led the Ohio branches in the pounds of food collected. Hip, hip, hooray!

Ray Bricker, Branch 100

Tri-Valley, California

Once read that the 2016 U.S. presidential election was a tumultuous time. In the weeks/months leading up to that Tuesday, Nov. 8, social media sites such as Twitter and Facebook were flooded with "fake news." Investigations following the election of Donald Trump as the 45th president of the United States revealed that extensive foreign influence had played a role during the campaign, its efforts aimed largely at affecting the course of the election. Most fingers pointed directly to the Russian Federation and the regime of President Vladimir Putin as the most likely culprits.

This was not the first use of social media in influence operations. A few years earlier, for example, the Islamic State terrorist organization (ISIS) used extensive Twitter campaigns to spread propaganda, encourage radicalization and recruit foreign soldiers for its war in Iraq and Syria.

Influence operations, whether launched by governments or non-state actors, existed long before social media, but what is new about contemporary influence operations is their scale, severity and impact, all of which are likely to grow more pronounced as digital platforms extend their reach via the internet and become ever more central to our social, economic and political lives.

I've observed influential acts of deception via social media that seeped into the minds of our union members, which poses a threat to our solidarity. During recent station visits, I was asked by members if the NALC's contract proposal/possible agreement with USPS posted on Facebook was true. Historically, the union hasn't provided such information, unless a tentative agreement is reached and sent to the membership for ratification. Some members didn't agree with my response. Unfortunately, some members are susceptible to the poison of influence even when informed that all information posted on Facebook may not be true.

James C. Perryman Jr., Branch 2902

Toledo, Ohio

Branch 100 sent a delegation of nine to the Ohio Legislative Conference in Washington, DC, in March. The group met with Rep. Marcy Kaptur's legislative aide and briefly stopped by Rep. Latta's office. After the conference was rescheduled due to Congress being in recess, the Republicans booked a retreat at The Greenbriar in West Virginia the same time as the rescheduled conference. Capitol Hill was a busy place anyway, with meetings taking place everywhere.

The "Enough is enough" demonstration on the Hill took place the afternoon of the first day in DC. Branch 100's delegation was there in full force. House Minority Leader Hakeem Jeffries

How to submit items

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

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

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

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

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

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

To submit items by 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 format (not Microsoft Works). Do not type in all-capital letters. Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your email was received, please call *The Postal Record* at 202-662-2851.

Photos: Branches may submit in-focus, professionally processed photos or email digital image files of at least 300 dpi resolution as attachments. Include caption information **identifying all individuals** and the event. Do not send photos printed on a desktop printer. Due to space limitations, *The Postal Record* does not guarantee publication of photos. Photos may be posted online at nalc.org or in one of NALC's social media accounts.



National Auxiliary Board

News and updates from the officers

Cynthia Martinez
President



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the Secretary

As I write this, we are entering the Easter celebration season and enjoying our family's traditions. I recently watched a movie on the history of Easter presented by the Museum of the Bible. It explained the history and meaning of our Easter traditions that were very interesting, so if you get the chance, you should watch it.

Plans for the Boston convention are coming along nicely, and registration has started. The registration fee for delegates registering before June 21 is \$30, and for delegates registering after June 2, the fee is \$35. (See registration form below.)

The NALCA will be sponsoring a Country Store this year, and we will be needing items to sell. All you "arts and crafts" people with all your talents need to get together and make us some items to sell. You can send your donations to: NALCA Secretary Crystal Bragg, 835 Westland Drive, Mt. Zion, IL 62549, until June 21, or bring them with you to the convention.

Have a blessed day.

Crystal Bragg

From the President

We are excited to see everyone at our convention this year in Boston, as the 73rd Biennial National Convention is right around the corner.

Outside of our regular agenda, we are tentatively planning a Duck Tour of Boston, which is a sightseeing historical tour of the city on both land and water using replica World War II amphibious vehicles. We will let you all know the cost within the upcoming months as we gain a better understanding of how many are interested in attending the tour.

We are also looking forward to joining the retirees for an activity this summer in Boston. Wishing you all the best—

Cynthia A. Martinez



AUXILIARY OFFICERS

Cynthia Martinez, President

3532 W. Mauna Loa Lane
Phoenix, AZ 85053
602-505-2215
camslm@yahoo.com

Crystal Bragg, Secretary

835 Westland Drive
Mt. Zion, IL 62549
217-864-4684
cbragg5414@comcast.net

Samantha Yerg, Treasurer

4553 County Road 137
Gibsonburg, OH 43431
419-410-6162
samanthayerg@yahoo.com

NALC 73rd Biennial Convention

Boston

August 5-9, 2024
Boston Convention & Exhibition Center

Registration for the NALCA 73rd Biennial Convention in Boston

Aug. 5-9, 2024

Name _____ Auxiliary# _____

Contact # (____) _____

The fee for delegates registering for convention prior to June 21 will be \$30. After June 21, the fee will increase to \$35.

I plan on attending the convention, and a registration fee of \$_____ is enclosed.

I am ***interested*** / ***not interested*** (circle one) in attending a Boston Duck Tour.

Return form by mail to:

NALC Auxiliary
Secretary Crystal Bragg
835 Westland Drive
Mt. Zion, IL 62549

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.

Mutual Exchanges

NY: Selden (8/21) to Charlotte, NC; Fort Lauderdale, FL or surrounding areas. Seeking mutual exchange. Route is all curbside mounted. Thomas, 516-782-5355 or tommybahama1996@gmail.com.

WI: Green Bay (7/18) to SD or WY. Roughly 60 out of 100 in

seniority. Adam, 330-705-4792 (call or text).

FL: Palm Harbor (9/14) to Buffalo, NY or surrounding areas. Seeking mutual exchange. James, 727-373-8675 or james.hurley44@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., May's deadline is for the June publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

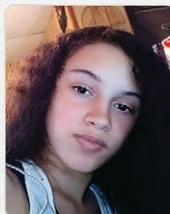
Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

In Memoriam

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

- | | | | | | | | | |
|------------------------|----------|----------------------|-----------------------|----------|-------------------|-----------------------|----------|------------------------|
| Harold L. Cornutt | Br. 1047 | Gadsden, AL | Michael E. Ward II | Br. 39 | Indianapolis, IN | Carl R. Alonge | Br. 41 | Brooklyn, NY |
| Michael D. Richard Sr. | Br. 1902 | AZ Mgd. | Gabriel Stillions | Br. 828 | South Central IN | Cristina Gutierrez | Br. 41 | Brooklyn, NY |
| Donald J. Kelly | Br. 35 | Little Rock, AR | Clifford E. Hensley | Br. 485 | Hutchinson, KS | James R. Berry | Br. 3 | Buffalo-Western NY |
| George W. Cobb | Br. 2293 | Beverly Hills, CA | Henry J. Mandeville | Br. 485 | Hutchinson, KS | Howard Traudt | Br. 137 | Hudson Valley Mgd., NY |
| Peter H. Stengel | Br. 2293 | Beverly Hills, CA | Vernon E. Vetter | Br. 485 | Hutchinson, KS | Eugene F. Capodiec | Br. 3 | Long Island Mgd., NY |
| George A. Marabotto | Br. 2525 | Escondido, CA | Gilman D. Anderson | Br. 14 | Louisville, KY | Gian Basra | Br. 36 | New York, NY |
| Tracey Gross | Br. 1100 | Garden Grove, CA | Jerry M. Epperson Sr. | Br. 14 | Louisville, KY | Judy S. Morris | Br. 248 | Asheville, NC |
| David Bautista | Br. 1111 | Greater E. Bay, CA | George B. Wolz | Br. 14 | Louisville, KY | M. B. Fulp | Br. 461 | Winston-Salem, NC |
| Orville W. Draughan | Br. 24 | Los Angeles, CA | Isaac R. Gillard | Br. 124 | New Orleans, LA | Edward A. Thomsen | Br. 461 | Winston-Salem, NC |
| Bobbie R. Henson | Br. 24 | Los Angeles, CA | Joseph P. Sands | Br. 34 | Boston, MA | Sandra L. Copenhaver | Br. 43 | Cincinnati, OH |
| Armando L. Najera | Br. 24 | Los Angeles, CA | Vincent P. Walsh | Br. 34 | Boston, MA | Thomas J. Dwyer | Br. 43 | Cincinnati, OH |
| Patricia E. Watson | Br. 24 | Los Angeles, CA | Santo Colucci | Br. 46 | Western MA | Gary L. Griffith | Br. 43 | Cincinnati, OH |
| Gulsaran S. Rai | Br. 133 | Sacramento, CA | Edward T. Fitzgerald | Br. 46 | Western MA | Paul E. Kolb | Br. 43 | Cincinnati, OH |
| Sergio R. Gonzalez | Br. 214 | San Francisco, CA | Michael J. Haskell | Br. 46 | Western MA | Richard D. Reardon | Br. 43 | Cincinnati, OH |
| Sommer C. Kelly | Br. 411 | San Bernardino, CA | John R. Hughes | Br. 46 | Western MA | Edwin D. Rosenstiel | Br. 43 | Cincinnati, OH |
| Kenneth H. Kettler | Br. 1427 | Santa Clara, CA | James L. Mooney | Br. 46 | Western MA | Richard M. Gonder | Br. 40 | Cleveland, OH |
| Richard E. Bundy | Br. 2902 | Tri-Valley, CA | Thomas L. Simonds | Br. 46 | Western MA | William G. Stone | Br. 182 | Dayton, OH |
| Roger L. Woskowicz | Br. 4405 | Arvada, CO | Leon F. Sobon | Br. 46 | Western MA | Steve Garasky | Br. 385 | Youngstown, OH |
| Ricky E. Rennaker | Br. 47 | Denver, CO | Malcolm E. Brown | Br. 12 | Worcester, MA | William E. Brown | Br. 916 | Eugene, OR |
| Charles S. Hoyt | Br. 204 | Colorado Springs, CO | Angelo R. Giovannelli | Br. 12 | Worcester, MA | Philip R. Quirk | Br. 920 | Bux-Mont, PA |
| William R. Mcgrath | Br. 86 | Hartford, CT | Walter R. Taylor | Br. 12 | Worcester, MA | Russell H. Berkhou | Br. 284 | Erie, PA |
| William A. Szymanski | Br. 1977 | Newark, DE | Frank C. Belaney | Br. 1 | Detroit, MI | John G. Poggio Jr. | Br. 500 | Harrisburg, PA |
| Shon L. Hughes | Br. 142 | Washington, DC | Walter C. Kaczynski | Br. 1 | Detroit, MI | Leroy B. Cameron | Br. 4317 | Great Valley Mgd., PA |
| George P. McArdle | Br. 1071 | South FL | Francis R. Lindsay | Br. 1 | Detroit, MI | Richard J. Grosco | Br. 22 | New Castle, PA |
| Matthew M. Dietzler | Br. 1477 | West Coast FL | Edward R. Sieradzki | Br. 1 | Detroit, MI | Edward L. Cygnarowicz | Br. 84 | Pittsburgh, PA |
| James W. Knoebel | Br. 1477 | West Coast FL | Hugh R. Whiting | Br. 1 | Detroit, MI | Carol A. Land | Br. 84 | Pittsburgh, PA |
| Andrea J. Charles | Br. 73 | Atlanta, GA | George T. Towrs Jr. | Br. 56 | Grand Rapids, MI | Michael D. Loving Sr. | Br. 132 | Dallas, TX |
| Hugh R. Cobb | Br. 546 | Columbus, GA | Marshall C. Randall | Br. 386 | Ishpeming, MI | Darius C. Smith | Br. 132 | Dallas, TX |
| Donald A. Grosco | Br. 546 | Columbus, GA | Gary L. Tompkins | Br. 122 | Lansing, MI | Benito Diaz | Br. 226 | Fort Worth, TX |
| Joseph F. Gunn | Br. 546 | Columbus, GA | James E. Pfeister | Br. 3126 | Royal Oak, MI | Lorenzo C. Montgomery | Br. 283 | Houston, TX |
| Virgil Johnson | Br. 1119 | Marietta, GA | Philip A. Scobey | Br. 246 | Southwestern MI | H. L. Futch Jr. | Br. 2589 | Lubbock, TX |
| Latoya D. Freeman | Br. 6070 | Tucker, GA | Tom W. Greer | Br. 114 | Duluth, MN | Janet K. Adams | Br. 2279 | Lufkin, TX |
| William J. Vrba | Br. 373 | Cedar Rapids, IA | Richard C. Duncan | Br. 440 | Rochester, MN | Clifton A. Pruitt | Br. 3792 | Midland, TX |
| Wayne R. Rockwell | Br. 352 | Central IA Mgd. | Robert C. McKinney | Br. 30 | Kansas City, MO | Clarence E. Schuetze | Br. 643 | Temple, TX |
| Robert J. Williams | Br. 69 | Sioux City, IA | Tracy L. Krauss | Br. 343 | St. Louis, MO | David W. Watson | Br. 493 | Tyler, TX |
| Kenneth M. McKeen | Br. 3463 | Spirit Lake, IA | Darwin R. Rieger | Br. 815 | Billings, MT | Leroy H. Ward | Br. 68 | Ogden, UT |
| Norman A. Schmidt | Br. 155 | Belleville, IL | Ervin B. Fischer | Br. 815 | Billings, MT | Robert D. Walker | Br. 326 | Petersburg, VA |
| Damian A. Dunning | Br. 11 | Chicago, IL | Richard J. Higgins | Br. 5 | Omaha, NE | Irven W. Bryant | Br. 442 | Spokane, WA |
| Mechellea Williams | Br. 11 | Chicago, IL | Elwood M. Sharpe | Br. 370 | Atlantic City, NJ | George E. Buckley | Br. 442 | Spokane, WA |
| Donald I. Pearson Sr. | Br. 319 | E. St. Louis, IL | Alvin F. Weirman Jr. | Br. 5420 | Brick Town, NJ | Kenneth K. Gestl | Br. 2 | Milwaukee, WI |
| Gene L. Unruh | Br. 825 | Elmhurst, IL | John Davids | Br. 1492 | Westfield, NJ | Sebastian J. Hirsch | Br. 2 | Milwaukee, WI |
| John R. O'Brien | Br. 608 | Oak Park, IL | Robert L. Gleason | Br. 504 | Albuquerque, NM | Patrick J. Ross | Br. 2 | Milwaukee, WI |
| Tyeisha D. Phillips | Br. 4016 | S. Suburban Mgd., IL | Patrick Fuller | Br. 2990 | Gallup, NM | Allen B. Hilperts | Br. 102 | Sheboygan, WI |
| James E. Walls | Br. 39 | Indianapolis, IN | James E. Oconnell | Br. 333 | Binghamton, NY | | | |

MISSING CHILD



Terricka Hartley

NCIC# M647671191

Missing Since: December 8, 2023

Calera, AL

Age Now: 16 Years Old

Female

EXTRA PHOTOS



Both photos shown are of Terricka. She may still be in the local area or she may travel to Birmingham, Alabama.



How you can help

Scan, View, & Share
Report Sighting CALL
911 or 1-800-THE-LOST



Calera Police
Department
(Alabama) 1-205-668-3505

Nalcrest

Application and Confidential Questionnaire

**All questions must be answered!
Please print legibly or type.**

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent ranges starting at \$383 per month. Prices subject to change due to periodic trustee approval.
Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form – please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS A NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (Location and Branch Number): _____

Are you a Gold Card Member? YES NO
(50 years of membership with NALC)

Are you a Veteran? YES NO

Additional information and photos can be accessed at NALC.org

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

If accepted, you must be willing to sign a 1 year lease.
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____ Date: _____

NALCREST FOUNDATION, INC.
P.O. Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

NALC's retirement community



Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.

 Find us on Facebook



Nalcrest Foundation, Inc.

Apartments are leased unfurnished, on a yearly basis. Rent includes trash, wi-fi, stove, refrigerator and maintenance.

Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

No pets allowed.

Smoking is only permitted in designated areas.



Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**