

Volume 137/Number 8

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The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

**GROW.
RISE.
TOGETHER.**

—PAGES 16-66

President Brian L. Renfroe 2022-2024 Biennial Report



DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2024.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2024.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2025. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2025.

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

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

Terms of awards

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

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

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2024-25 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than Dec. 31, 2024, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

Our role in strengthening democracy



**Brian L.
Renfro**

The members of NALC provide an invaluable service. We deliver essential mail and packages to every address in the country. We also are lifelines for those who are homebound, and we serve as trusted eyes and ears in each of our communities. Americans rely on their letter carriers.

In the last few election cycles, more Americans have started depending on us for another essential service—safely and securely delivering and collecting their ballots.

According to the Postal Service's post-election analysis, in the 2020 general election, USPS processed and delivered 135

million ballots, with 99.89 percent of them reaching election officials within a week. In the 2022 midterm elections, 105.4 million ballots were processed and delivered, with 99.93 ballots delivered to election officials within seven days. (While turnout is typically much lower for the midterms than in presidential elections, the small decrease from 2020 to 2022 highlights the exponential increase in use of mail ballots in some states during the height of the COVID-19 pandemic.)

In 2020, we asked the Postal Service to establish a joint task force with us to prepare for election mail. Postmaster General Louis DeJoy, who was only a few weeks into the job at that point, agreed. The task force played a crucial role not just in the Postal Service's success in that election cycle, but in the country's success. Measures were developed that allowed us to handle and prioritize the dramatic increase in election mail in 2020.

The task force was reestablished in 2022 and the success of 2020 was replicated. Now, in 2024, we have reconvened the group and have been meeting to ensure that we are successful this election season. This past—and projected future—success is a direct result of the dedicated work of letter carriers and all postal employees.

Despite our stellar record of delivering votes by mail, some who are misinformed have cast doubt on the Postal Service's ability to successfully fulfill our role in vote-by-mail elections. These opinions are misguided and, frankly, wrong. The facts are that we have successfully handled election mail for many years in some states and have the

capacity to easily handle it for every single voter in the country. We know that our network is unmatched, and the statistics do not lie. As we head into another election season that could produce record vote-by-mail ballots, we will again surpass expectations and deliver Americans' votes.

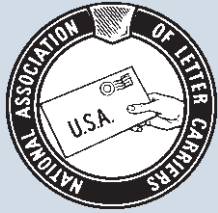
Letter carriers should be very proud of the work we do to fuel our democratic process. Our success in the last two election cycles has proven that voting by mail is convenient, efficient, popular and, most importantly, safe and secure. Voting is the bedrock of our democracy, and we make it possible for tens of millions of people. But the critical work we do is just one way we should participate in our democratic system.

“In the last few election cycles, more Americans have started depending on us for another essential service—safely and securely delivering and collecting their ballots.”

Now more than ever, it is important to participate in our democracy by voting. Whether you plan to vote early, by mail, or on Election Day, I urge you to make a plan now to vote. Talk to your family and friends. Make sure they are registered and have a plan to cast their vote, too. Voting is the most important and fundamental way to participate in our democracy.

No one knows what the outcome of this year's elections will be. Pollsters and pundits seem to change their predictions every day, and we all have recently observed notable events in this year's election campaigns. Regardless of whom you choose to support, familiarize yourself with the candidates on the ballot. Know where they stand on NALC's priorities and on other issues that are important to you.

The last few years have proved that our democracy is not guaranteed. Some states have passed measures making it more difficult for people to vote, which is antithetical to our democratic system. The violent effort to interfere with the transfer of power at the highest level in 2021 reminded us that U.S. democracy is not automatic. We must nurture and fight for it. By definition, a democracy is a government that is by the people and for the people. Our democracy is the healthiest when the people make their voices heard, and we do that through exercising our most basic right as Americans—voting.



National Association of Letter Carriers, AFL-CIO

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

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Shifting media engagement, stay on course



**Philip
Dine**

Over the past couple of years, we've moved from one vital messaging campaign to a second; initially seeking to protect USPS from the pre-funding mandate that created an unfair financial burden, now to protect letter carriers from an avalanche of robberies and assaults.

Each effort has been daunting in its own way.

What we'll focus on today are the communications hurdles we face in combatting the criminal targeting of letter carriers, and how you can best navigate those challenges.

First, some brief context. The prior communications effort involved informing the public and their reps in Congress about the unique mandate that had the Postal Service constantly

facing red ink. This required that we first educate the media—not always an easy task.

Early on, perhaps a decade ago, I was patiently explaining to a *Washington Post* reporter that it would be unfair to write that the Postal Service had lost hundreds of millions of dollars in a given quarter, because without the pre-funding burden faced by no other entity, USPS actually would have had a sizeable profit.

His sarcastic retort: “Yeah, Phil, and if my old college in Virginia hadn't had to play the first half Saturday, it would have won the basketball game.”

Let's just say we had a spirited exchange. (If you're going to use hoops to make an anti-NALC argument, find someone else to try that with.)

Letter carriers eventually won the pre-funding battle, thanks largely to your work informing the public and the pols about postal finances via your thousands of commentary pieces and letters to the editor in newspapers big and small around the country.

The task now before us differs sharply, in two ways.

The persuasion part of the formula is easier. We don't need to convince the media—or anyone else—that attacks on letter carriers are occurring, are a threat, and need to stop. That's all self-evident.

Tougher, though, is the delivery part of the message—for dual reasons.

Rather than crafting our own message on our own time in our own words for stand-alone pieces on the editorial pages, we're now engaging in real time with journalists doing hard-news stories, asking us questions, and deciding what to use.

Moreover, the coverage has largely (though not entirely) shifted from print to broadcast. By its very nature—figures, finances, legislative history—pre-funding wasn't a visual story, so it was largely covered by newspapers, magazines and

wire services. The current issue lends itself to television—attempts on letter carriers, sometimes captured on video; rallies replete with our signs and T-shirts and speeches; on-camera interviews with carriers, including victims. And an interview involving a camera can seem more intimidating than one featuring a note pad (though a probing newspaper reporter can actually be more worrisome than a TV reporter just hoping for a good sound bite).

What does all this mean in practice if you're preparing for an interview about the assaults on letter carriers?

Stay on message, and don't be rattled by the occasional curveball question that might be tossed your way.

The message is simple: These attacks are unacceptable and need to stop, now. They traumatize letter carriers, they hurt residents and businesses, and they diminish the quality of life in the neighborhoods we serve by making it harder for us to be the “eyes and ears” of the community. USPS needs to upgrade its technology, federal prosecutors need to prosecute these cases, the “Protect Our Letter Carriers” legislation needs to be supported, and we appreciate residents having our back and watching out for our safety.

In delivering that message, be on the lookout for the out-of-left field query that has nothing to do with that message but rather aims to generate controversy or attention. Should letter carriers be armed? What are the crooks after? What's a master key worth on the black market? How does check-washing work?

Remember, you're in charge, not the journalist, and you're not obligated to answer a question you don't want to answer. At the same time, as we've frequently noted, don't say you have no comment.

Instead, just ward off the question, in a way that fits best with the nature of the inquiry and/or with your personality. Such as: “That's speculation and I'm not going there.” “That's not our decision to make.” “Answering that would benefit no one but the bad guys.” “There's no value in addressing that.” Or, “I'm not here to discuss that.”

Remember, these interviews are almost always taped, not live, and a reporter/editor/producer is unlikely to use any question you've effectively dismissed, because it reflects poorly on the outlet.

Any questions, let me know.

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News from Washington

House committee advances bill to expand access for federal workers injured on the job

On July 5, the House Committee on Education and the Workforce reported the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 618). This action follows the June 13 committee markup of the bill.

Under the Federal Employees' Compensation Act (FECA), only physicians can treat federal employees, including letter carriers, who are injured on the job. Unfortunately, in many parts of the country, there is a shortage of physicians who will treat these cases, resulting in "provider deserts" for injured letter carriers who are seeking treatment. H.R. 618 would amend FECA to allow nurse practitioners and physician assistants to treat these cases, expanding care options for injured letter carriers.


At the markup, the committee unanimously advanced the legislation, and the bill's leads, Reps. Tim Walberg (R-MI) and Joe Courtney (D-CT), spoke in favor of the bill. Ranking Member Bobby Scott (D-VA), as well as Reps. Lucy McBath (D-GA) and Suzanne Bonamici (D-OR), also spoke in support of the bill.

Prior to the markup, NALC submitted comments to the committee for the record.

In the 117th Congress, the House passed the bill with a 325-83 vote, but no action was taken in the Senate.

With 55 bipartisan co-sponsors in the House, if called to the floor it is likely to pass again, but a path in the Senate remains unclear. Sens. Sherrod Brown (D-OH) and Susan Collins (R-ME) have introduced a companion bill in the Senate (S. 131) that currently has five co-sponsors.

Visit nalc.org/action to ask your members of Congress to co-sponsor H.R. 618/S. 131 and all of NALC's priority legislation. **PR**



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June 5, 2024

Dear Chairwoman Foxx, Ranking Member Scott and members of the House Committee on Education and the Workforce,

On behalf of the 280,000 active and retired letter carriers represented by the National Association of Letter Carriers (NALC), I write in strong support of the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 618). NALC urges the committee to favorably mark up the legislation and advance the bill.

Letter carriers' jobs are extremely physically demanding, and we work outside in all types of conditions. These factors heighten letter carriers' risk of injury on the job. In fact, postal employees account for nearly half of the claims made to the Office of Workers' Compensation Programs (OWCP) each year, and letter carriers file most of these claims. Letter carriers are injured more frequently than nearly all other federal government or private industry workers.

Unfortunately, in many parts of the country, injured letter carriers live in areas where there is a shortage of physicians who will treat federal workers. The Department of Labor (DOL) is aware of this problem and has identified these areas as "provider deserts". Despite there being many nurse practitioners (NPs) and physician assistants/physician associates (PAs) in these areas who are willing to treat injured federal workers, the DOL does not accept medical reports or evidence from them for purposes of accepting and administering claims.

This results in injured letter carriers driving hours from home for an appointment or waiting for months to receive treatment. When a letter carrier is injured on the job it is important that they receive the care they need from the provider of their choice so they can get back to work as quickly and healthily as possible. Amending the Federal Employees Compensation Act (FECA) through H.R. 618 to allow NPs and PAs to treat these cases would support a stronger and healthier federal workforce.

Letter carriers are devoted public servants who provide an essential service that all Americans rely on. We are lifelines for seniors who need medications, ensure our customers receive paychecks and bills on time, safely and securely deliver tens of millions of ballots every election season, and deliver essential packages six and sometimes seven days a week.

Letter carriers keep our nation connected, and with your help, we must ensure they have access to the care they need when they are injured on the job.

NALC strongly urges the committee to stand with the entire federal workforce and advance H.R. 618.

Sincerely,

Brian L. Renfro
President, National Association of Letter Carriers

Affiliated with the AFL-CIO & UNI Global Union

Doherty & Donelon Scholarships awarded

Six children of NALC members to receive funding for college

Six children of NALC members will receive NALC memorial scholarships in recognition of their academic achievements and community involvement.

One student from each of five geographical regions was awarded \$4,000 apiece from the William C. Doherty Scholarship Fund, and a sixth student will receive \$1,000 from the John T. Donelon Scholarship. All six scholarships are renewable for three additional years.

The Doherty Scholarship was founded in 1962 to honor William Doherty, NALC's president from 1941 to 1962. The winners for 2024 are:

Central Region: Camieal Roberson

Parent: Kieaunta Roberson, Indianapolis, IN Branch 39

Quote: "I would like to lead a community-based life. Ideally, I would be a neonatal nurse practitioner that connects with her patients and community on a daily basis. I might have a family with a few children, and we attend church weekly. I would need to consider my current family members and what area best suits the lifestyle that I want."

Plans: Roberson will enter North Carolina Agricultural and Technical State University this fall and plans to study science and pursue a career in nursing.

Eastern Region: Samantha Grimm

Parent: Brad Grimm, Pittsburgh, PA Branch 84

Quote: "My parents are the most influential people in my life for a variety of reasons, but most notably for teaching me the importance of hard work. My father has been a letter carrier for 24 years, and my mother has been a registered nurse for 28. Their dedication and commitment to their respective careers has instilled in me a profound understanding of the value of hard work and



Seated (from l): Dale E. Bittinger, Dr. Georgia Booker and James B. Massey Jr. Standing (from l): Lawrence Kania and Carly A. Hook

perseverance. Observing both of my parents lead with integrity, reliability, and a strong sense of purpose in the professions has left a profound impact on my work ethic. I am fortunate for their role modeling and their sacrifices to provide my sister and me with a life abundant in opportunities for success."

Plans: Grimm will enter Penn State University this fall and plans to major in business as she continues to foster her interest in statistics and numbers.

Northeast Region: Shreya Pandey

Parent: Sujata Pandey, Princeton, NJ Branch 268

Quote: "Female engineers have been profoundly influential in my life, as they broke barriers and paved the way for girls like myself to pursue careers in STEM. Their resilience and efforts have opened opportunities for me, and inspired me to create similar opportunities for girls interested in STEM within my local community. Through transforming my high school's Engineering Club into a safe space for girls through events and workshops and creating a YouTube channel where I produce educational content specifi-

cally for women in STEM, I can pay their efforts forward. By breaking down gender norms and stereotypes, they have inspired me to fearlessly pursue my passions while inspiring others to do the same."

Plans: Pandey will attend Carnegie Mellon University in Pennsylvania this fall to study electrical engineering with a concentration in public policy and plans to become an electrical engineer.

Southern Region: Kendall England

Parent: Lori Beth England, Fayetteville, TN Branch 1402

Quote: "My mother has been most influential in my life in various ways. Along with raising me, my mom has been my biggest supporter in all that I do, whether that be sports or school and anything else in between. She encourages me to try new things and place kindness above all else. Without her, I would not have a fraction of my academic success, I wouldn't have found new interests through branching out, and I would not know the beauty of selflessness. My mom has exhibited pure selflessness my entire life and shown me its importance."

Doherty & Donelon Scholarships (continued)

Plans: England will enter Jacksonville State University in Alabama this fall to study either elementary education or pre-med, with her future vocational plans being either an elementary education teacher or a physical therapist.

Western Region: Philip Liu

Parent: Hai Lin Liu, Santa Rosa, CA Branch 183

Quote: “In 20 years, I see myself as my family’s first college graduate. My parents have sacrificed so much for their families. For as long as he’s lived, my father has lived and breathed work ethic. When my dad immigrated to America as a 12-year-old, he worked eight hours daily at a restaurant every year until he graduated high school in order to pay off his family’s debts. He bypassed community college after a semester to work overtime hours as a mailman; now, for the last 30 years, he’s paid off our home, raised my brother and I, and never once complained. ... College was never an option for my mom, or my dad. Still, my parents have continued to pour their time and effort into supporting our family. To repay my greatest supporters, I hope to accomplish what my mother and father never had to opportunity to do: graduate with a degree.”

Plans: Liu will attend University of California, Berkeley, this fall to pursue sports management, business and economics with the hopes of becoming an international sports agent.

A scholarship honoring the late John T. Donelon, longtime assistant to three NALC national presidents, was announced in 2003. Donelon’s wife, Louise, established the Donelon Scholarship as a bequest in her will.

The winner is: Brianna Boyd

Parent: Benjie Boyd, Mentor, OH Branch 4195

Quote: “My sister serves as my inspiration for my future goals and ambitions. As wholesome as this sounds, it is not as it seems. My sister chased her dreams, but wasn’t able to achieve them. When my sister was a senior in high school, she applied and was accepted for admission as an art major. However, my parents were unable to help with the financial situation. ... The fear of chasing a risky career and failing as an adult forced me to research jobs that are higher in demand. This fear, however, has inspired my educational pathway. While I never fully let myself explore my unknown artistic abilities, I was eager to find the unknown in forensics. I ended up finding my dream and future goals in science through rigorous classes that aligned with forensics.”

Plans: Boyd will enter Bowling Green State University in Ohio this fall to study forensic chemistry with plans to become a forensic toxicologist.

The NALC Scholarship Committee met in late May at NALC Headquarters in Washington, DC. The committee is composed of Lawrence Kania of Buffalo-Western New York Branch 3 (chairperson), Kimetra Lewis of Dallas, TX Branch 132 and Carly Hook of Santa Clara, CA Branch 1427.

The committee reviewed and evaluated each application. The committee released the following report:

“This year marks the 62nd anniversary of the William C. Doherty Scholarship Program and the 21st anniversary of the John T. Donelon Scholarship. From the original grant of six scholarships in the amount of \$500 per year in 1964, the Doherty program grew to

15 scholarships at \$800 per year, each for a total of \$3,200 per scholarship. The Doherty Scholarship has changed to provide for five scholarships, with an increase in the amount to \$4,000 per year for a total of \$16,000 per scholarship. The Donelon Scholarship provides for one scholarship in the amount of \$1,000 per year for a total of \$4,000 per scholarship.

The Doherty Scholarship Program of the National Association of Letter Carriers was authorized by the 43rd Biennial Convention meeting in 1962 in Denver, CO. The program was named after President William C. Doherty, who retired at the 1962 convention after serving 21 years as the national president. Past President Doherty died on Aug. 9, 1987.

The John T. Donelon Scholarship program was established in 2003. Brother Donelon was assistant to three NALC presidents and died in 1985. His widow ensured that his wishes to donate to the NALC scholarship program were carried out upon her passing.

While state associations, branches, auxiliaries, and individual members contributed to the Doherty fund in its early days, its first important financing resulted from a dinner the union sponsored on Oct. 23, 1963, commemorating the centennial of free delivery service in the United States. Over the years since its establishment, every segment of our membership has been generous in supporting the program.

Our committee commends President Renfroe and the NALC Executive Council, as well as preceding presidents and councils, for their progressive thinking that has resulted in educational opportunities for the children of our membership.

With this report, we are pleased to announce that since its inception,

hundreds of children of letter carriers have been scholarship recipients. To be in a position as NALC is, to make it possible to assist these bright young students in their academic career, is in itself a source of satisfaction. Every letter carrier should know that many past winners have graduated early with high honors, that most of our winners have completed their undergraduate work and, in many cases, have gone on to pursue postgraduate work.

No person connected with NALC—neither among the Executive Council nor the committee—has a voice in a final determination of the ultimate winners. These are done by college administrators from the Washington, DC, area.

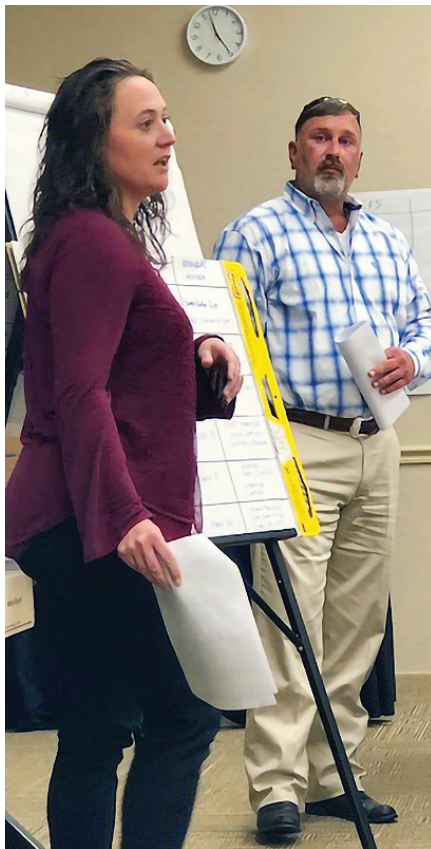
We are grateful for the continued service of Dr. Georgia Booker, retired director for Guidance Counseling Services, District of Columbia Public Schools; James B. Massey Jr., Director of Undergraduate Admissions, University of Maryland; and Mr. Dale E. Bittinger, assistant vice provost for Strategic Undergraduate Engagement, Partnerships, and Pathways at University of Maryland, Baltimore County. These distinguished members of the academic profession have contributed in a great measure to the success of the program.

The financial condition of the program is better than it was in 1964, when the initial awards were made. Its continuation depends on the financial

support of our members and friends of NALC. All contributions should be made payable to the William C. Doherty Scholarship Fund, or the John T. Donelon Scholarship Fund, and addressed to NALC Headquarters, 100 Indiana Ave. NW, Washington, DC 20001.

Details of the fund's financial position are included in the audit report of the national secretary-treasurer for the biennial term ending at the Boston convention.

Your Scholarship Committee concludes by thanking President Renfroe, resident officers and, most expressly, the staff that assists for their unselfish cooperation and interest in our work." **PR**



Apply for the NALC Leadership Academy

NALC is now accepting applications for the Leadership Academy, which is open to all active NALC members.

The Leadership Academy consists of three weeklong sessions held over a five-month period at the Maritime Institute near Baltimore, MD. During the classes, students discuss effective leadership skills and the union's legislative agenda. They learn about topics such as the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers' compensation, effective negotiation techniques, and communicating through traditional and social media.

Students are required to complete outside learning projects upon returning home following Weeks 1 and 2. Upon graduation, students will spend

a fourth week working in their national business agents' offices.

The Academy curriculum is designed to both develop and enhance the knowledge and skills that are essential for NALC leaders. In addition to the Leadership Academy staff, each of the resident national officers, as well as many Headquarters staff members, help teach at the Academy, providing students with NALC's top experts in each field. Currently, five resident officers, 12 national business agents, 23 regional administrative assistants, 34 Headquarters and regional staff members, and hundreds of state and branch representatives are graduates of the NALC Leadership Academy.

Applications are available at nalc.org/leadership and will be accepted until Friday, Sept. 27, 2024. **PR**

Branches across the country give a helping hand to new members

Bad weather, physical exhaustion and pressure to work long hours can make for a difficult start to being a letter carrier. To make the transition to being a city carrier assistant (CCA) go more smoothly, some branches have recently created new member—or CCA-specific—programs, and many branches have had them for years.

At Branch 351 in Olympia, WA, CCAs said they are being intimidated by management to skip breaks and work 60 to 70 hours a week and 12-plus hours a day; **Jade McBride**, vice president of the branch and shop steward, said she had filed more than 403 grievances between March and December 2023.

“You don’t really get too much of a decision on whether or not you’re going to work over 12 hours,” McBride said. “If management tells you that

you have to, you just have to and then we file.”

McBride said that the branch had experienced several retirements over the past couple of months and four resignations in the past three weeks, making it difficult to complete all of the routes the station serves. At any given time, the office is typically down by six or seven routes.

McBride said that the branch has CCA meetings simultaneously over Zoom and in person so CCAs can seek help. The meetings typically don’t have a specific agenda; they are mostly used to answer any questions the new carriers may have. Despite the intimidation that CCAs are facing, McBride said that meeting attendance is low due to the extended hours, with only one to four CCAs attending each month.

She said that she understands; while they can help the carriers receive monetary compensation, there is no way to get back the time missed with their families.

Other than its monthly meetings, Branch 351 has free uniforms available to help CCAs until they receive their uniform allowance. They also have a CCA barbecue outside of the station once a year to help create a sense of camaraderie among CCAs who work at the station.

South Jersey, NJ Branch 908 developed a separate training—with a classroom approach—and had its first CCA training in 2023. CCA Coordinator **Ozzie Lecky** initially thought of the idea in November 2022 and presented it to the branch executive board, which approved it. The CCA training was held on a Tuesday in April 2023.

Lecky wanted to make sure that attendance was high, so he personally called every CCA on the list to talk to them about what the program would be like and why they should attend. This method worked well, and 42 CCAs attended, “so it was terrific for us,” he said.

At the start of the event, food and drinks were provided, which allowed the CCAs and other carriers to talk before business got started. During the event, union rights, safety, union programs and political action committee contributions were discussed. Speakers included the vice president, executive vice president and the health benefits coordinator, with Lecky as the master of ceremonies.

“Being part of this event was truly inspiring,” Lecky said. “Everyone’s enthusiasm was a testament to the passion we all shared.”

Lecky hasn’t yet held the event in 2024 as he was at leadership training



Above and below: The South Jersey Branch 908 CCA/PTF Night in April 2023



in April; however, he hopes to have another CCA event after the summer.

In Flushing, NY, CCA trainings have been held quarterly since May 2013. There typically are 75 to 80 carriers in attendance, the majority of whom are from Branch 294, but letter carriers from surrounding branches also can attend. While the majority of attendees are CCAs, career carriers also are encouraged to attend. For about three and a half hours, attendees learn about the union, rights and procedures, local benefits, safety and conduct, and resources that are available to them.

“It shows them, No. 1, that we care,” Branch 294 President **Tony Paolillo** said. “You know, I always say actions speak louder than words.”

Paolillo makes sure to bring in former CCAs who have gone through the training to talk to current CCAs. Among them is **Kareem Hunter**, a letter carrier since 2016. He began working at the Flushing station in 2018 and attended training about one month after he started. He said that he had learned a lot of information that the station managers hadn’t told him about, such as what forms were available to CCAs and how to fill them out.

Since his initial attendance in 2018, Hunter has returned several times. He said that every time he goes, he learns something new. He spoke at one of the meetings in 2023, where he shared his positive experience with the training and talked to CCAs and answered their questions.

“They teach us how to do our job the correct way, and it just makes every carrier’s job easier,” Hunter said. “It’s very informative. They give you crucial information that most of the time people remember for the rest of their postal career.”



“I have 21 stations in Flushing, and we have about 12 of our stations [where] the shop steward is a former CCA. They got involved because they first came to CCA workshops,” Paolillo said.

Each executive board member covers various training segments, along with legislative and political organizers who discuss current legislative issues. They also provide free uniforms and dinner, which gives CCAs and other carriers the chance to socialize.

“We try to give them as many tools in their tool kit as we can to defend themselves and to maximize the benefits that they do have,” Paolillo said.

“As we all know, so much is thrown at CCAs in such a short time,” NALC President Brian L. Renfroe said.

“Whatever we can do to bring them up to speed and give them the tools to succeed, the better it is for all of us. That’s one of our fundamental missions—from the branches to NALC Headquarters—as union leaders.” **PR**



Olympia, WA Branch 351 holds a CCA barbecue (top) in the parking lot of the post office on a Sunday when CCAs are working. Additionally, they provide uniform items (above).

Union Plus awards scholarships to NALC kids

Union Plus has awarded scholarships to three children of NALC members.

A program founded by the AFL-CIO to provide benefits to union members and their families, Union Plus has awarded scholarships each year to union members or members of their families since 1992. This year, Union Plus awarded \$200,000 in scholarships to 209 students representing 42 unions.

Nicholas Joseph Masters of Rochester, NY, son of Rochester Branch 210 carrier **Michael Masters**, was awarded a \$1,050 scholarship.

Masters will attend either the State University of New York (SUNY) at Geneseo or St. John Fisher College in Rochester this fall and plans to major in accounting and finance. After completing his degree, he hopes to help others deal with financial hardships and advise business owners on how to maximize profits while maintaining beneficial relationships with employees.

Masters fondly remembers attending Labor Day parades with his father as a child. “The people coming together



UNIONPLUS

represented how unions come together to have a collective benefit to the members they represent and build policies to protect the overall workforce,” he wrote in his application. “Many of my father’s closest friendships developed through his NALC experiences. He has always had a great sense of loyalty and strength—traits that have been nurtured by his NALC membership.”

Asher Raymond of Buffalo, NY, was awarded a \$1,000 scholarship. His father, **Andrew Raymond**, is a member of Buffalo-Western New York Branch 3.

Raymond is a resort and attraction management major at Bowling Green State University in Bowling Green, OH, and expects to graduate in May 2025. His career goal is to work at an amusement or theme park in marketing, communications or public relations. Raymond currently is a marketing intern at Cedar Point Sports Center in Sandusky, OH.

As a child, Raymond helped his father collect food for the annual NALC Stamp Out Hunger Food Drive®, held on the second Saturday each May. “Seeing NALC members full of joy and happiness while doing something for the greater good stuck with me,” he wrote. “I always enjoyed that time of year.”

Nicole E. Wetzberger of Fayetteville, NC, daughter of Fayetteville Branch 1128 member **Eric Wetzberger**, was awarded a \$1,000 scholarship.

Wetzberger will attend North Carolina State University this fall as a Park Scholar, a program that develops stu-

dents’ potential in scholarship, leadership, service and character. She plans to major in biology and aspires to become a veterinarian. Wetzberger earned college credits through her high school’s dual enrollment program with Fayetteville Technical Community College.

Wetzberger’s union roots run deep: Her mother, Maria Mojica Wetzberger, is an American Postal Workers Union Local 984 member, and her grandfather also was a postal worker. Along with being an NALC member, her father is a past member of the United Food and Commercial Workers International Union and the International Brotherhood of Electrical Workers.

“Unions have brought peace and stability to my family,” she wrote. “Thanks to their respective unions, my parents have more than jobs: they have careers.”

The Union Plus Scholarship Program awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. Since starting the program in 1991, Union Plus has awarded more than \$5.6 million in educational funding to more than 4,000 union members, spouses and dependent children. Union Plus Scholarship awards are granted to students attending or planning to attend a two-year college, four-year college, graduate school or a recognized technical or trade school.

For information about scholarship eligibility and applications, go to unionplus.org/scholarship.

In addition to the scholarship program, Union Plus provides a range of money-saving programs and services for union members and families. Go to nalc.org/community-service/union-plus for details. **PR**

NALC to publish combined September/October issue

The next issue of *The Postal Record* will be a combined September and October issue. Submissions for Branch Items, Retiree Reports, State Summaries, Election Notices, the Auxiliary Update, the Nalcrest Update and Mutual Exchange ads for the September/October issue are due Sept. 10.

Updated food drive results

Below are additions and corrections to the 2024 Stamp Out Hunger Food Drive results published in the July issue of *The Postal Record*. With just under 64

percent of branches reporting, the total pounds of food collected stands at 39,006,569, and cash donations totaling \$406,322.20, for an overall total of 43,069,791 pounds of food.

As a result of these updated totals, Category 11 (1-25 members) is now:

1. Morristown, TN Br. 1256..... 22,013
2. Conway, AR Br. 1592..... 17,180
3. American Fork, UT Br. 2609..... 17,140

Arkansas

Jonesboro Br. 1131.....	5,500
Paragould Br. 1293.....	1,800
Conway Br. 1592.....	17,180
Russellville Br. 1946.....	1,451
Harrison Br. 2277.....	1,500
Wynne Br. 2527.....	257
Osceola Br. 2756.....	10
Pocahontas Br. 3329.....	3,500
Springdale Br. 3671.....	58,000
North Little Rock Br. 3745.....	10,322
West Memphis Br. 4189.....	919

Arizona

Nogales Br. 2417.....	1,080
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California

Ontario Br. 1439.....	16,100
Van Nuys Br. 2462.....	23,015
Palm Springs Br. 4149.....	15,000
Lancaster Br. 4430.....	1,600
Carmichael Br. 4494.....	4,047

Colorado

Cortez Br. 5225.....	1,314
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Connecticut

Bridgeport Br. 32.....	12,000
Derby Br. 109.....	28,000
Norwalk Br. 147.....	21,885

District of Columbia

Washington Br. 142.....	33,293
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Florida

Gainesville Br. 1025.....	18,000
Fort Lauderdale Br. 2550.....	32,402
Apopka Br. 5192.....	18,000
Nalcrest.....	1,656

Georgia

Lilburn Br. 1537.....	5,859
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Iowa

Dubuque Br. 257.....	4,521
Keokuk Br. 371.....	2,308
Fort Madison Br. 403.....	4,277
Decorah Br. 445.....	10
Ottumwa Br. 447.....	8,000
Mason City Br. 471.....	10,267
Muscatine Br. 644.....	1,000
Cedar Falls Br. 719.....	8,500
Centerville Br. 925.....	52

Idaho

Pocatello Br. 927.....	9,000
Blackfoot Br. 1411.....	200
Weiser Br. 1703.....	1,233
American Falls Br. 2777.....	100

Illinois

Chicago Br. 11.....	376,823
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Pekin Br. 209.....	5,324
Quincy Br. 216.....	18,000
Freeport Br. 223.....	26,900
Rockford Br. 245.....	30,971
Rock Island Br. 292.....	13,725
Ottawa Br. 316.....	7,000
Decatur Br. 317.....	36,488
Moline Br. 318.....	24,020
Kankakee Br. 407.....	7,000
Bloomington Br. 522.....	2,800
Macomb Br. 658.....	5,130
Champaign Br. 671.....	32,110
De Kalb Br. 706.....	10,000
Des Plaines Br. 2076.....	15,007
Arlington Heights Br. 2810..	15,000
Sandwich Br. 3172.....	465
Palatine Br. 4268.....	4,525
Mundelein Br. 4364.....	6,047

Indiana

Muncie Br. 98.....	26,896
Richmond Br. 271.....	4,774
Anderson Br. 489.....	30,710
Jeffersonville Br. 553.....	5,135
South Central IN Br. 828.....	71,990
Greenwood Br. 2421.....	5,880

Kansas

Emporia Br. 185.....	7,200
Ottawa Br. 582.....	1,600
Coffeyville Br. 766.....	3,000

Kentucky

Ashland Br. 745.....	4,200
Somerset Br. 2039.....	6,262
Elizabethtown Br. 3515.....	6,130

Massachusetts

Lynn Br. 7.....	17,000
MA N.E. Mgd. Br. 25.....	200,000
Pittsfield Br. 286.....	26,000
Milford Br. 308.....	2,000

Maryland

Silver Spring Br. 2611.....	7,342
Laurel Br. 3755.....	7,894

Maine

Lewiston Br. 241.....	6,700
Auburn Br. 345.....	5,000

Michigan

Muskegon Br. 13.....	37,561
Jackson Br. 232.....	58,000
Escanaba Br. 438.....	15,683

Minnesota

Minneapolis Br. 9.....	61,173
Morris Br. 1927.....	2,129

Missouri

Kansas City Br. 30.....	105,843
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Sedalia Br. 139.....	24,837
St. Joseph Br. 195.....	54,930
Springfield Br. 203.....	170,372

Montana

Helena Br. 220.....	4,000
Bozeman Br. 1028.....	3,864
Sidney Br. 4305.....	900

Nebraska

Omaha Br. 5.....	170,000
Grand Island Br. 390.....	4,574

New Hampshire

NH Mgd. Br. 44.....	25,000
Portsmouth Br. 161.....	3,500
Rochester Br. 990.....	50,000

New Jersey

Jersey City Br. 42.....	150
Paterson Br. 120.....	2,600
Bergen Co. Mgd. Br. 425.....	13,600
Garden State Mgd. Br. 444..	10,000
Somerville Br. 768.....	3,590
South Jersey Br. 908.....	92,129
Linden Br. 2876.....	20,000
Scotch Plains Br. 4102.....	13,000
Clementon Br. 4623.....	16,650

New Mexico

Las Vegas Br. 823.....	300
Silver City Br. 1509.....	4,800
Socorro Br. 3849.....	500
Los Alamos Br. 4112.....	2,550

New York

Dunkirk Br. 150.....	1,723
Watervliet Br. 178.....	1,250
Oswego Br. 190.....	4,450
Owego Br. 303.....	1,150
Binghamton Br. 333.....	37,500
Utica Br. 375.....	72,000
Port Jervis Br. 376.....	1,000
Le Roy Br. 943.....	950
Sidney Br. 3050.....	1,500
Vestal Br. 5151.....	1,800

Ohio

Hamilton Br. 426.....	16,985
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Oklahoma

Enid Br. 858.....	20,424
Muskogee Br. 1042.....	22,000

Oregon

Astoria-Seaside OR Br. 295.....	295
Pendleton Br. 909.....	315
Ontario Br. 3750.....	50
Newport Br. 4163.....	15

Pennsylvania

Scranton Br. 17.....	72,525
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Philadelphia Br. 157.....	45,000
Pittston Br. 162.....	8,500
Weatherly Br. 2248.....	1,001
Great Valley Mgd. Br. 4317..	40,000

Texas

Weatherford Br. 697.....	2,984
Victoria Br. 1221.....	3,000
Brownsville Br. 1456.....	2,366
Brenham Br. 1550.....	600
Big Spring Br. 1891.....	300
Cisco Br. 1966.....	7,306
Del Rio Br. 2511.....	3,200
Dalhart Br. 3096.....	536
Brady Br. 3888.....	2,300
Bellville Br. 5210.....	402
Granbury Br. 5487.....	2,984

Virginia

South Boston Br. 3170.....	3,964
Strasburg Br. 3379.....	3,897

Vermont

Bennington Br. 252.....	3,000
Rutland Br. 495.....	30,000

Washington

North Sound Br. 450.....	31,514
Puyallup/Sumner Mgd. Br. 1484.....	31,514
Port Townsend Br. 1515.....	9,450
Richland/W. Richland Br. 3877...	4,900
Grandview Br. 4232.....	120
Quincy Br. 6008.....	400

West Virginia

Morgantown Br. 783.....	4,763
Fairmont Br. 910.....	18,200

Wyoming

Rock Springs Br. 1372.....	3,328
Casper Br. 1681.....	28,000
Douglas Br. 2580.....	2,500
Cody Br. 3139.....	3,870
Torrington Br. 3670.....	3,000
Wheatland Br. 4387.....	4,900

Other donations

Kellanova.....	200,000
CVS Health.....	\$30,000

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.

Connecticut carrier retires after 48 years of service

Dominick Frattaroli, a Stamford, CT Branch 60 member, had been working as a letter carrier for nearly a half-



Dominick Frattaroli

century before his retirement on May 31. Throughout his career he had many routes, and on one of them he even met his wife. He was on his most recent route for the past 16 and a half years, so he really got to know the people on his rounds.

When asked what he misses about being a letter carrier, Frattaroli told *The Postal Record*, "The guys that I work with, we used to have a lot of fun. My customers, I loved my customers. I became very good friends with my customers."

Before he retired, he helped his community secure 5,000 pounds of chicken as part of this year's Stamp Out Hunger Food Drive. One of his customers, Doug Karp, who always made a sizable donation for the event, wanted to donate about \$5,000 worth of food. Frattaroli found out from the food bank that a grocer in their area had a deal for 99 cents per pound of chicken. So, Karp ended up buying and donating 5,000 pounds of chicken to the community. The grocer was able



to bring all the chicken to the local food bank, so Frattaroli, who had been personally helping Karp transport the food year after year, was able to let the grocer handle it this time.

"I am enjoying retirement," Frattaroli said. "Yeah, right now I'm just taking it easy. My wife says, 'You worked all those years and you need to relax for the summer.'"

Late 'Jeopardy!' host honored with postage stamp

Alex Trebek, the 37-year "Jeopardy!" host who died in 2020, is being honored with a postage stamp. The stamp came out July 22 and will coincide with the show's 60-year anniversary and what would have been Trebek's 84th birthday.

Trebek won the Daytime Emmy Award for Outstanding Game Show Host eight times and made many appearances playing himself in movies and TV shows. He was originally from Canada and after 14 years of working in the United States, he became a U.S. citizen.

The panel of 20 stamps mimics the television screens that were used in the show. In true "Jeopardy!" fashion, each stamp, in lieu of a photo of Trebek's or other illustrations, merely says, "This naturalized U.S. citizen hosted the quiz show 'Jeopardy!' for 37 seasons,"

with the upside-down answer underneath, "Who is Alex Trebek?" and a "Jeopardy!"-blue background, according to a USPS press release.

The Philippines breaks record for longest stamp

On June 12, the Philippine Postal Corporation (PHLPost) issued a ₱125 (\$6.85 in U.S. dollars) stamp. It commemorates the 125th anniversary of the First Philippine Republic, the government of the Philippines that is still in place today after the Philippines gained its independence from Spain in 1898.

The stamp illustrates important events that occurred during the course of achieving Philippine independence. The seven events depicted range from 1898 to 1901.

The PHLPost said in a press release that the stamp was created to be "a unique stamp underscoring the Philippines as a beacon of liberty, democracy and republicanism in Asia."

With a length of nearly 8 inches, it is about 0.63 inches longer than the former record holder issued by Kyrgyzstan in 2023. Each souvenir stamp comes in a set of three and is only 1.5 inches away from spanning the entire length of a standard envelope.

NALC's 2012 National Hero of the Year retires after 38 years

In 2011, a young boy was drifting out to sea on a bodyboard and was caught by a rip current when **Tom Logue**, a Cape Atlantic, NJ Branch 903 member, ran into the water to save the

Photo by Ryan Morrill/The Sandpiper



The new stamp from the Philippines measures about 8 inches wide.



child as the water tried to knock him around. He managed to bring the child to safety and was named the NALC National Hero of the Year in 2012.

On another occasion in 2018, he saved an elderly man who had fallen on the ground, when the carrier noticed that mail was piling up over a few days, by calling for emergency assistance.

Logue was on the same route in Beach Haven, NJ, for 38 years.

“It’s a generational thing,” Logue said. “You see the kids growing up and they get married and become fathers and before you know it, they’re grandfathers. I see the whole cycle on my route.”

He said he will always remember all of the people he has had the opportunity to get to know.

“I miss the people on my mail route because after 38 years, most of those people on my route become family to me,” Logue said, although he said he has enjoyed being retired since the end of May.

Carrier celebrates 22 years of service to his community

After 15 years on the same route and 22 years as a letter carrier, **Mikey Casey**, a Branch 4102 member, knew everyone—all of the residents of the 250 Scotch Plains, NJ, area homes that he served. His last day on the job at the end of May was made special by his customers, 200 of whom decorated their homes with balloons and signs congratulating him on his retirement.

“I was quite surprised,” Casey told *The Postal Record*. “I was kind of overwhelmed the day they did this.”

Two of his customers came up with the idea and got people on his route involved. He said he misses everyone

on his route, as well as the dogs.

“I knew the dogs’ names; they miss me, too,” Casey said. “I knew all of them [his customers] on a personal level. Yeah, a lot of them. We became friends.”

Casey is enjoying retirement with his wife in their home in the Poconos in Pennsylvania. They spend their days going to a nearby music venue and having quality time with family.

Story of mail man vs. dog featured in podcast

Petty Crimes, a podcast that investigates and evaluates interpersonal “crimes” and judges the behavior of the individuals involved, recently featured a story of letter carrier versus dog in the episode, “Postal Pooch.”

In the dispute, a woman who owned a sickly dog that was known to bark at the letter carrier left her dog in the care of a friend when she went out of town. When the friend wasn’t paying attention, the dog bolted out of the door, biting down hard on the carrier. It was a severe bite and the letter carrier required medical treatment.

Due to her friend’s carelessness, the owner was ordered to pay a fine to the USPS and move the mailbox farther away from the house to the end of the driveway. The owner agreed, moved the box, and paid the fine. However, the manager of the post office was not satisfied. She decided to halt all mail delivery to the woman’s home, so she had to



Mikey Casey

Photo by John Mooney, Taphinoscoch Plains-Fanwood

go to the post office every day to retrieve her mail from a P.O. box. She found it to be a bit of a hassle but complied with the post office’s rules, nonetheless.

About a year later, circumstances changed—the dog’s owner was in her third trimester of pregnancy, the dog continued to be ill, and her husband had a broken ankle and used crutches. It became increasingly difficult for her family to retrieve the mail each day. The only course of action in her mind was to lie to the post office and tell them that the dog was no longer living with them. However, the post office’s manager found out that the dog still lived there and produced photographic evidence, which caused her to stop the mail to the home again.

The fight continued for several months, and the dog owner even tried to get the manager’s supervisor involved, but couldn’t. This angered the dog owner, who drove to the post office to confront the post office manager. After the confrontation played out, the manager agreed to continue delivering mail to the home as long as the dog was not seen again.

The podcasters went through a list wrongdoings they thought were done by each party and agreed that both parties were at fault for their parts in the unpleasantness. **PR**



Proud to Serve

Proud to Serve is a semi-regular compilation of heroic stories about letter carriers in their communities. If you know about a hero in your branch, contact us as soon as possible at 202-662-2420 or at postalrecord@nalc.org. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers



Braderick White

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

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

Carrier fends off dog

"I'm walking down the street and I hear some noises," **Braderick White**, a nine-month carrier, recounted. "As I get closer, I see what's going on. This Rottweiler is mauling this grown man."

The Kansas City, KS Branch 499 carrier attempted to spray the dog with pepper spray; however, due to the frigid January temperatures, his pepper spray had frozen. He called 911 and, while on the phone, White attempted to kick the dog off the man. White said he would kick the dog and the dog would stop, then a few seconds later would attack the man again.

A few minutes later, police arrived, and, seeing that the situation was under control, White returned to his route.

The carrier said that dog attacks and violence are common on his route. Dogs have tried to attack him many times and "I've been caught between crossfire a few times because of gunshots."

Despite the dangers he faces, White said, "Man, I can tell you one thing: People are happy to see me. So, the job has its perks. I guess I like making people happy."

Carrier spots mail cart thief

Ya Lin Yeh's station in Yonkers, NY, had four mail carts stolen from it in late January, so "that's why I stayed on high alert," the New York City Branch 36 carrier said. People had been stealing the packages inside them and leaving the carts on the street.

One day, the 20-year carrier was delivering her route when she saw a man she didn't recognize, and who was not in uniform, pushing a mail cart. There was no mail in his cart, just personal items.

"I slowed down and let him pass me first, and I took a picture of him," Yeh said.

She called her station supervisor, who in turn called police. Yeh continued to keep watch on the man, and responding officers soon arrived and arrested the man. They determined that the cart had been taken from another station nearby.

Despite receiving kudos from her post office, the carrier brushed off any accolades. "I don't think it's a big deal," Yeh said of her actions.

Woman's legs saved from being crushed

Skyler Wilburg, a nine-month city carrier assistant (CCA) in Albertson, NY, was finishing up a few deliveries to some local businesses one spring day when an elderly woman saw him. She was planning to go into the post office but saw the Long Island Merged Branch 6000 carrier outside, so she thought that she would instead just give him her mail to save time.

The woman got out of her SUV, thinking she had put it in park, but she was mistaken. It began rolling and

the door hit her, knocking her to the ground. When this happened, both of her legs were in the path of the truck.

“In a situation like this, there was no thinking—just reaction,” Wilburg said.

Wilburg dropped everything and ran to drag the woman from underneath the vehicle. He then jumped inside, slamming on the brakes and putting it into park as it nearly smashed into the gate of the parking lot.

After saving the woman, the carrier went into the post office to let his supervisor and postmaster know what had occurred.

“Not even 20 minutes after the situation occurred, the lady returned to the post office to find me on my route to thank me multiple times and say, ‘God Bless you for saving my life,’ ” Wilburg said.

She’s not the only one who commended him. While telling his story to his mom, she told him that “I was her ‘hero,’ ” he said.

Carrier helps customer during medical emergency

One day on her route in April, Royal Oak, MI Branch 3126 carrier **Tammy Sporer** rang the doorbell on a couple’s door. She did this nearly every day because “they are older, they are retired, they’re usually home,” She said. That day there was no answer, which the 22-year carrier found odd.

Sporer set the package down in front of the door and put the mail in the mailbox. She started walking down the sidewalk, which went from the front door to the driveway. When she was almost at the driveway, she heard their dog bark and thought “someone’s got to be home.” So, she went back and saw her customer, Danny, going to pick up the package.

It fell out of his hand and Sporer said, “he kinda slumped.”

“I grabbed him and said, ‘Are you OK?’ and he said, ‘I don’t feel so good,’ ” Sporer said.

Sporer helped Danny into his house and called his wife, who is a retired nurse. She was only a few minutes away, so they waited for her and when she arrived, she decided that they needed to go to the hospital.

Sporer said Danny later told her that he had spent three days in the hospital with issues from a heart-related condition.

“He’s doing great now,” Sporer said of her customer. “It’s a relief knowing I could help.” **PR**



Tammy Sporer with Danny and his dog

**Biennial Report
2022-2024**

GROW. RISE. TOGETHER.



**President
Brian L. Renfroe**

This report is hereby submitted to the officers and delegates to the 73rd Biennial Convention of the National Association of Letter Carriers, AFL-CIO, Boston, MA, Aug. 5-9, 2024, pursuant to Article 9, Section 1(k) of the *Constitution of the National Association of Letter Carriers*.

Detailed information pertaining to many of the National Association of Letter Carriers' most important activities can be found in the following pages and in the reports of my fellow officers. I am grateful for their efforts in fulfilling their responsibilities with diligence and competence. My role has been to coordinate and supervise their activities, set an overall direction for this great union and, in a number of key areas, provide direct, active and assertive leadership in the best interests of the members of the NALC and, where appropriate, the U.S. Postal Service as well.

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

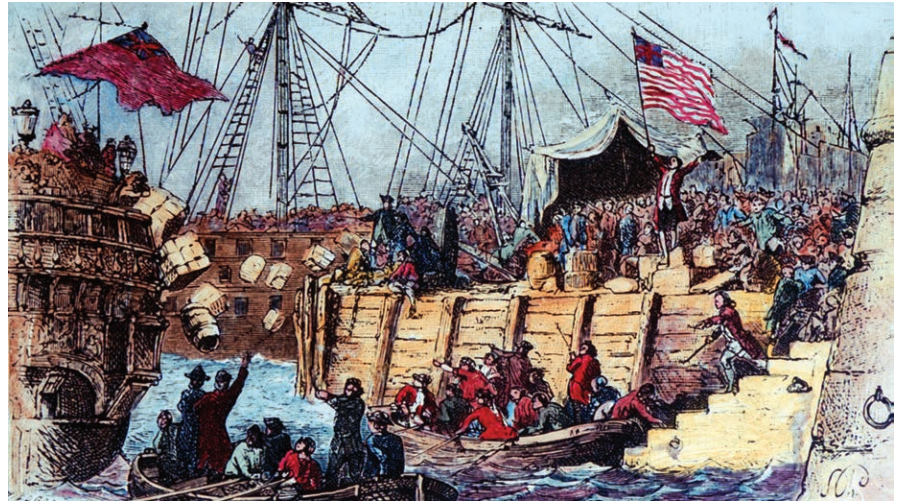
Executive summary

Welcome to the 73rd convention of the National Association of Letter Carriers. We have the privilege of meeting in cities with incredible labor history all over the country each convention, but Boston is the site of three important firsts in our history: the location of the first post office in what would eventually become the United States; the city of origin of our beloved national publication, *The Postal Record*; and the location of the first NALC convention after our founding in 1889. A lot has changed in the years since, but, at its core, the city represents our country's legacy of Americans joining together to fight for a better life.

Boston is, of course, known as the birthplace of the American Revolution. We all know the story of the Boston Tea Party, where American colonists protested British taxation by dumping more than 300 chests of tea into Boston Harbor, and the legend of Paul Revere's famous midnight ride to alert Minutemen in surrounding towns that the British Army was approaching, leading to the battles of Lexington and Concord.

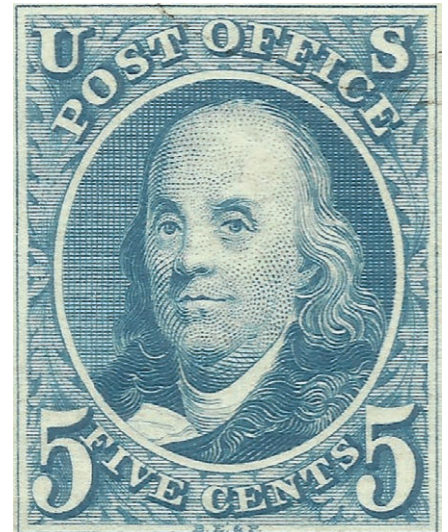
But, more than a century before the start of the American Revolution, a Boston tavern owned by Richard Fairbanks was designated the British colonies' first post office. On Nov. 6, 1639, the Massachusetts General Court named Fairbanks's tavern as a post office for letters coming into or going out of the colony to overseas posts. The tavern no longer exists (it was located at the current site of the *Boston Globe* building), but nearly four centuries later, our country's postal system is still a vibrant and important part of daily life. In fact, next year we will celebrate the 250th anniversary of the official creation of the Post Office of the United States at the Second Continental Congress.

Boston is also the birthplace of *The Postal Record* and the site of the very first NALC convention, held



in 1890. A year before, a group of 60 letter carriers from across the country had come together in Milwaukee to discuss what they could accomplish by banding together, and unanimously passed a resolution to establish the NALC. Around the same time, the New York Letter Carriers Association had also formed, but the two groups found they did not share the same philosophies. A primary issue both associations organized around was the eight-hour workday, which was also an intense nationwide movement that involved an enormous number of workers in addition to letter carriers. One month before the first planned NALC convention, the two groups resolved to put aside their differences and merged their organizations into one, declaring, "We should be co-laborers in a common cause." It was with this spirit that 68 letter carriers attended the first NALC convention in August 1890.

Boston carriers had already proven their dedication to the common cause, as a letter carrier by the name of Alvin G. Brown had begun a publication called *The Postal Record* in 1887, which recounted the concerns of letter carriers, but also carried material of interest to all postal workers. The journal was later purchased by an NALC national officer, who built up its subscribership while he held



Top: The Boston Tea Party
Above: Benjamin Franklin



office. By the first NALC convention, the union encompassed 52 branches and represented 4,600 carriers. Each subsequent issue of *The Postal Record* documented steady growth in the number of branches, as the NALC reached into every region and every state—anywhere letter carriers were delivering mail.

That Boston seemed an appropriate setting for this first meeting is not a surprise, given the region’s legacy of resistance. In the 1830s, half a century before the better-known mass movements for workers’ rights in the United States, mill workers in Lowell, MA, organized, went on strike and mobilized in politics when women couldn’t even vote—and created the first union of working women in American history. Also in the 1830s, Boston became the center of the abolitionist movement with the founding of *The Liberator* newsletter, which advocated for the “immediate and complete emancipation of all slaves.”

That legacy has continued in the years since that first NALC convention. In 1919, 20,000 textile workers in Lawrence, MA, struck against a cut in pay, stopping nearly all production in the city. The strike depended on the solidarity of diverse workers, as it united people of more than 51 nationalities. Remembered as the Bread and Roses Strike, workers sought both fair wages and dignified working conditions. This strike has become a source of inspiration for the labor movement, as labor activists today still quote a poem written about the strike, reciting, “Hearts starve as well as bodies; give us bread, but give us roses!”

It is with this same goal—for both wages and dignity, bread and roses—that NALC delegates have continued to convene in Boston over

the years. In 1968, delegates met for the last time without the right to full collective bargaining. The wildcat postal strike in 1970 would mean that by the time the delegates next met, NALC had won the right to bargain over wages for the first time under the Postal Reorganization Act.

In 2008, delegates grappled with the grim realities of the early stages of the Great Recession. The country had just experienced the biggest jump in unemployment in more than 20 years and millions of Americans, including some NALC members, were losing their homes in the wake of a historic collapse of the mortgage market. Mail volume had begun its secular decline a few years before, but we had yet to understand the deep and lasting impact the recession would have on the Postal Service—or the negative impact of the pre-funding mandate in the Postal Accountability and Enhancement Act, which had just become law in 2006. But there was hope. The delegates voted to endorse Barack Obama for president and, as we now know, he helped the country navigate financial recovery.

This year marks the fourth time we have met in Boston for an NALC convention. We gather here to carry on the work of the Lowell mill girls, the Lawrence textile workers, and NALC’s original organizers to advance the cause of worker rights and solidarity. We will meet the challenges ahead, just as our predecessors did. Welcome to Boston, siblings. Bread and roses!

Time since Chicago

Our time in Chicago was one of celebration and pride. We had a lot to celebrate: We were finally gathering together after four years, with the COVID-19 pandemic requiring us to cancel our 2020 convention, and exercising an abundance of caution in 2022 in Chicago as vaccines and masks were ushering us out of the pandemic.



The Bread and Roses Strike

Despite the challenges of Covid, we have a lot to be proud of: Essential workers had carried our country through some of its most vulnerable moments. As essential workers, letter carriers played a hugely important role during that time, delivering vital goods to a country in lockdown, and delivering ballots and democracy during one of the most consequential elections of our lifetimes. And, following years of letter carriers educating Capitol Hill, NALC succeeded in passing the Postal Service Reform Act, which eliminated the unfair burden of pre-funding retiree health care costs, integrated Medicare for future annuitants, and codified six-day delivery into law.

Still, we knew there would be more work ahead. Main subjects of focus at the Chicago convention were concerns about the Postal Service's implementation of its new 10-year plan, preparations for our upcoming round of collective bargaining, the need to address understaffing and high turnover nationwide, and the crisis of democracy our country was facing.

We have made progress in each of these areas, and other long-term NALC goals, in the last two years.

- The Postal Service's 10-year strategic plan, the Delivering for America plan, is more than three years into implementation. NALC has worked to ensure city carriers' interests are protected throughout this process. We were heavily involved in the design of the new Next Generation Delivery Vehicles (NGDVs), we have addressed issues with the opening of every sorting and delivery center (S&DC), and we continue to improve the new employee training program adopted by USPS.
- We opened bargaining with the Postal Service in February 2023. Despite a robust national economy and tight labor market, USPS's long-term financial losses created challenges in the

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OPENING OF NEGOTIATIONS







NALC, USPS formally begin bargaining talks — PAGE 4

process. But we looked at this as an opportunity; through a fair contract, the Postal Service could strengthen the letter carrier workforce, and in turn, bolster the Postal Service's ability to achieve the goals in its 10-year plan. As we have in recent rounds of collective bargaining, we agreed to remain at the table with postal management as long as the prospects remained for reaching a tentative agreement that met our goals. Through it all, we fought for a contract worthy of our craft's contribution to this great public service.

- We sought to resolve staffing shortages caused by long-standing managerial shortcomings and a labor market transformed by the COVID-19 crisis. We negotiated multiple memorandums of agreement with the Postal Service to implement an all-career model in hundreds of installations around the country, and we

argued at the bargaining table for higher starting wages and modifications to our workforce.

- We helped to uphold American democracy in the 2022 mid-term election, working to ensure that American voters could safely and confidently cast their ballots at home during a time of intense polarization and heightened congressional scrutiny. During the pandemic and its aftermath, voting by mail skyrocketed, and letter carriers and NALC were proud to play a crucial role in getting tens of millions of ballots delivered securely and on time.
- We continued to develop the new Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP), a joint route adjustment process administered by both NALC and USPS.
- We set a goal to grow the Letter Carrier Political Fund (LCPF) by increasing the number of letter carriers who give. Currently, only 12 percent of members give, but in a union of 94 percent voluntary membership, we know we can do better. A stronger LCPF will be better able to protect and advance the interests of letter carriers by supporting federal candidates who stand up for those interests, regardless of their political party.
- We monitored implementation of the Postal Service Health Benefits program within the Federal Employees Health Benefits program along with Medicare integration, as called for by the Postal Service Reform Act of 2022. NALC worked closely with USPS, the Office of Personnel Management and the NALC Health Benefit Plan to ensure all members, both active and retired, understand the changes and get the coverage they need.
- And, we remained engaged on Capitol Hill to gain support for

our priorities. We have focused on policy that would protect letter carriers on the job, guarantee our retirement security, stabilize the Postal Service's finances, and support the agency's universal network.

This week, we intend to look back on this hard work. But even more importantly, we will consider the future of our great union. Over the next two years, we must ensure that letter carriers are protected on the job, both from violent attacks and excessive heat, remain involved in the implementation of the DFA plan, amplify our voice on Capitol Hill through growing LCPF and staying focused on our legislative priorities, and defend democracy by steadfastly delivering ballots and committing ourselves to vote this fall.

Collective bargaining

In February 2023, NALC kicked off contract talks with the Postal Service. For the 16th time since 1970, we sat across the table from a postmaster general and a USPS bargaining team to hash out the terms of a new national agreement governing our wages, benefits and working conditions.

We faced a tough environment when entering into collective bargaining in 2023, and certainly a very different environment than we faced during the last round in 2019 and 2020. Despite a robust economy, Postal Service finances lagged. Still, we felt confident in the case we could make to earn letter carriers a contract worthy of the dedication and hard work of our active membership.

As the 2019 contract expired, letter carriers had just made it through the pandemic, putting their lives on the line while seamlessly keeping the economy and our communities running by delivering essential goods and medications, school supplies, stimulus checks and at-home COVID-19 tests. We had also

helped to uphold American democracy in two national elections by delivering at-home ballots. This was not easy.

We also faced the increasingly difficult challenge of attracting sufficient applicants for letter carrier jobs at the starting wage at that time. This significantly affected our ability to properly staff post offices and ultimately deliver the nation's mail. The staffing shortages, coupled with the influx of parcel volumes, changing technology and heightened customer expectations, had made our jobs more challenging and demanding. Letter carriers were working harder and longer hours than at any other point in our history.

Additionally, crime against letter carriers was on the rise. The repeated attacks against our members were horrific and unacceptable—and unfortunately meant that crime had become a deterrent in an already difficult environment to attract letter carriers to join the Postal Service.

Economic conditions made it even harder for USPS to hire. As bargaining opened in the spring of 2023, unemployment rates were at a 50-year low and the number of available job openings in the American economy had hit historic levels, giving job seekers plenty of options. As a result, private-sector wages had soared.

This economy had been good for organized labor in the private sector. In 2022, unions secured the highest pay raises in more than 30 years—when most unions have not enjoyed the consistent wage increases that have been reflected in NALC's collective bargaining agreements over this period. In 2023, newspaper headlines were full of news of major union victories. Unions won historic gains for all kinds of workers, including teachers, airline pilots, amusement park workers, screenwriters, movie and film actors, and medical center employees. The United Auto Workers' (UAW) wins against the "Big Three"



The opening of negotiations

automakers and the Teamsters' (IBT) win against USPS competitor UPS were particularly exciting for NALC. UAW had won historic raises and the elimination of a lower-tier position created after the 2008-2010 auto industry crisis. And IBT had similarly won sizable raises.

However, despite the booming economy and clear arguments for the increases in pay letter carriers deserved, the Postal Service itself was in a very different position. Despite record-breaking increases in parcel revenue during the pandemic and the repeal of the pre-funding mandate in 2021, higher-than-expected costs due to high levels of inflation, significant investment in new infrastructure related to the DFA plan, and the costs associated with high levels of employee turnover all contributed to the Postal Service reporting a loss of \$6.5 billion in fiscal year 2023.

But we looked at this as an opportunity: Through a fair contract, the Postal Service could strengthen the letter carrier workforce, and in turn, bolster the Postal Service's ability to achieve the goals in its 10-year

plan. We knew the DFA plan could not be successful without our craft and its buy-in. Key portions of the plan, like the implementation of sorting and delivery centers, could only be successful if we used these negotiations to build a stronger city letter carrier craft.

As I stated during my speech at the opening of negotiations, I believe both parties had a unique opportunity to build something transformative for the nation’s letter carrier workforce and the entire Postal Service. By increasing wages, appropriately staffing our craft, addressing safety concerns and enforcing managerial contract compliance, letter carriers, in turn, will ensure that the Postal Service remains strong and competitive.

In the winter of 2022 as we began preparations for negotiating the new national agreement, we formed subcommittees to develop the formal proposals we would present to the Postal Service. The subcommittees—comprised of NALC Executive Council members and Headquarters letter carrier staff—focused on several important subjects, from workplace issues, city delivery matters and safety and health, to route structure, uniforms and strategies to fix turnover and understaffing. The subcommittees worked for months, going over convention resolutions and discussing practical ways to solve problems facing letter carriers. Using their own experiences as well as ideas and concerns heard from the NALC membership, the subcommittees worked vigorously to craft bargaining proposals designed to improve working conditions. Once these initial proposals were crafted, many were officially submitted to USPS for consideration at the bargaining table.

Many of our goals are common to every round of collective bargaining—pay increases to reward letter carriers for our contributions to the Postal Service and to recognize the increasing difficulty of our work,

the preservation of cost-of-living adjustments (COLAs), and the maintenance of protections against subcontracting and layoffs. But others are unique to this round of talks or had been generated by our subcommittees.

Throughout the process, we have remained committed to achieving a negotiated agreement. But we have repeatedly communicated to USPS that we would not hesitate to present our demands in interest arbitration if necessary to gain a contract that properly rewards city letter carriers for what they do day in and day out in service of America’s public.

On May 21, 2023, when the 2019 National Agreement formally expired, NALC and the Postal Service agreed to continue negotiations and that the expired agreement would remain in full force until a new negotiated or arbitrated agreement was reached. The formal expiration triggered a statutorily required 60-day mediation period. NALC continued to work productively toward reaching a negotiated agreement with the Postal Service during this period, reaching tentative agreement on several key issues.

While discussions on pay, benefits and working conditions continued to be constructive, we had yet to reach tentative agreement with the Postal Service when the mediation period expired on July 19, 2023. As we have in recent rounds of collective bargaining, we agreed to remain at the table with postal management as long as the prospects remained for reaching a tentative agreement that meets our goals. Because talks continued to be productive, and because of the economic issues outlined above, we concluded this to be the best and least risky way to achieve a contract that meets our goals.

At the NALC rap session in New Orleans in November, I shared that while we had made progress, even reaching tentative agreement on several key issues related to work

rules, a gap remained between what the Postal Service was willing to pay and what we believe would constitute a fair agreement that rewards NALC members for their value and contributions to the Postal Service's success.

As talks continued into the new year, we were working on dual tracks, finalizing preparations for interest arbitration even as we continued to engage at the table with the Postal Service for a negotiated agreement. In early March 2024, NALC and the Postal Service selected Arbitrator Dennis R. Nolan to serve as the neutral chair of a three-person interest arbitration panel that would set the terms of a new national agreement. Arbitrator Nolan served as the parties' neutral arbitrator in the interest arbitration proceedings for the 2019 National Agreement, which were near conclusion when the parties reached a negotiated settlement late in 2020.

Under the law, the interest arbitration process is triggered by the parties declaring an impasse in negotiations. While the parties had yet to declare an impasse in March, naming a neutral chair was a way to create some deadline pressure to get a negotiated settlement. Additionally, Arbitrator Nolan would not be available to us until later in the year. NALC and the Postal Service continued to negotiate in an attempt to reach a tentative agreement while final preparations for interest arbitration were made.

As stated above, while reaching a voluntary settlement that properly rewards city letter carriers for the work they do delivering America's mail remains NALC's goal, NALC officers, staff and attorneys are busy preparing for binding interest arbitration hearings. The meticulous work of marshaling evidence and recruiting expert witnesses to make our case in interest arbitration proceedings began well before bargaining opened and continues in earnest throughout negotiations.

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The Postal Record

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At NALC rap session, President Renfroe updates state and branch leaders on:



- **Contract negotiations**
- **Crimes against carriers**
- **Heat safety**
- **Improving representation**
- **Legislation and politics**
- **New initiatives**

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Postal Service in transition

Delivering for America 10-Year Plan

The world has been changing around the Postal Service for nearly two decades. In the early 2000s, the rise of the internet and digital communications, along with the impacts of the Great Recession, permanently reduced letter mail. Since then, e-commerce has slowly gained momentum, expanding incredibly in 2020 and 2021 during the pandemic, creating a huge new source of revenue for the Postal Service. In 2019, parcel revenue surpassed First-Class Mail revenue for the first time. Longtime carriers have experienced these changes firsthand, as letter volumes have decreased, and parcel volumes have increased on our routes.

Until recently, it has often felt



like the Postal Service has been a step behind. Our delivery vehicles, many of which are nearly four decades old, weren't designed for this many parcels. Facilities haven't had the capacity or equipment to handle this change in the mail mix. Extraordinary levels of turnover and significant difficulty in hiring in parts of the country have had compounding effects, lowering morale on the workroom floor and causing delivery issues for customers. And, despite its new reliance on parcel revenues, the Postal Service seems to be losing ground to competitors, which have reported record profits in recent years while USPS has lost money. Amazon, for one, grew its immense network and became a significant player in the parcel market in only 10 years—taking advantage of the Postal Service's universal network to create and expand its own delivery business.

In March of 2021, the Postal Service announced a long-term strategic plan to address these issues and stabilize the agency. This plan, the Delivering for America (DFA) plan, is guiding the transformation of the Postal Service from an organization in financial and operational crisis to one that is self-sustaining and high performing. It involves the reorganization of the Postal Service's processing, transportation and delivery networks. Under the plan, USPS intends to reverse an estimated \$160 billion loss by 2031. To realize these cost savings, the plan identified five objectives: modernize the Postal Service and make it capable of providing world-class service at affordable prices; maintain universal six-day mail delivery and expand seven-day package delivery; stabilize the workforce and invest in strategies to empower employees and put them in a position to succeed; grow revenue through innovation and meet the changing needs of the marketplace; and become financially stable so that the universal service mandate is met.

This plan is a massive undertaking with many implications for the work of city carriers. We spoke in-depth about the coming changes this plan would bring when we gathered in Chicago in 2022. We held back judgment, wary of how many of these objectives might be implemented, but encouraged by a plan finally focused on growing USPS business rather than the incessant proposals to slash service with no plan to grow our business that were put forth by previous leadership at USPS since the recession of the late 2000s. Top of mind for many was the need to address staffing issues, the newly announced Next Generation Delivery Vehicle, and the creation of large delivery units called sorting and delivery centers across the country. Much was still unknown at the time. Two years later, progress has been made, but we remain in transition. Each of these elements has been a major topic of negotiation



Letter carriers' involvement with USPS's 10-year plan



—PAGES 12-16

with the Postal Service, both in bargaining over the contract, and in the daily work of addressing city delivery issues.

The regulator has also turned its attention to the Postal Service's DFA plan. In April of this year, the Postal Regulatory Commission (PRC) issued an order directing the Postal Service to justify the major reforms the agency is implementing as part of its 10-year plan, suggesting that the reforms are having a larger negative impact than predicted.

This order represented a reversal for the PRC. In October of 2021, 20 states and commonwealths had filed a complaint with the PRC alleging that the Postal Service should have been required to submit its 10-year plan to the PRC for an advisory opinion. Law requires that before making a change in the nature of postal services that will generally affect service on a nationwide or substantially nationwide basis, the Postal Service must seek an advisory opinion from the PRC within a reasonable time before the proposed change becomes effective. The states argued that the Postal Service should have sought an advisory opinion before adopting the DFA plan because its changes would have a nationwide effect. The Postal Service disagreed with this argument, and the PRC sided with the agency.

However, three years further into the implementation of the plan, the Postal Service is facing pushback from lawmakers, customers and mailers over service declines related to the redesign of its network. The PRC ordered USPS to request an advisory opinion from the regulator or explain why such a review is unnecessary. NALC will monitor this docket and submit comments if deemed necessary.

Sorting and delivery centers

With 68 S&DCs now in operation around the country, we have a good understanding of how this transition will affect city carriers.



As some carriers have already experienced, the establishment of an S&DC involves moving city letter carriers and their assignments from their current work locations to larger facilities, many of them located in former processing plants or other large postal facilities. Initially, the Postal Service is selecting markets where it expects potential growth in package delivery.

The Postal Service says that S&DCs will aid the plan by allowing the agency to implement three strategies related to the parcel market: expand local access for same-day and next-day delivery, improve ground delivery in one- and two-day package delivery, and move First-Class package delivery to an expanded ground network to help reduce the reliance on air transportation. By reducing the number of steps between collection and delivery from the current number of 11 down to five, the Postal Services hopes this network will help grow parcel volume.

When NALC is notified that an S&DC is going to be established, representatives from NALC Headquarters and the region's national business agent's office meet with the local branch to discuss the process. Each S&DC is also visited to evaluate the ongoing renova-

tions being completed in the facility. Every two weeks, NALC meets with USPS to discuss the ongoing implementation of S&DCs and to discuss any issues affecting the movement of city letter carriers. Any issues or concerns regarding the S&DCs, whether due to a visit by NALC representatives or raised from the local branches, are discussed during these biweekly meetings. As USPS continues to open S&DCs, NALC will remain involved and in discussion with the Postal Service on the status of S&DC implementation, the impact on the city carrier craft, and to resolve any issues that can be anticipated or arise

Next Generation Delivery Vehicles

To meet the needs of a changing mail mix and improve the safety and working conditions for letter carriers, one of the DFA plan's elements is the replacement of the Postal Service's aging delivery fleet.

Since the beginning of this process over a decade ago, NALC has played an integral role in the design of the NGDV. During regular meetings with USPS representatives from engineering, safety, delivery operations and labor relations, as well as with employees of Oshkosh Defense, NALC has raised the concerns voiced by letter carriers across the country about the current fleet and what is needed in a new vehicle.

In December 2022, USPS announced plans to acquire 106,000 vehicles through 2028. This acquisition would include at least 45,000 battery electric-powered NGDVs, and 21,000 additional electric-powered commercial off-the-shelf vehicles. All NGDVs deployed from 2026 onward and all commercial-off-the-shelf vehicles added between 2026 and 2028 are expected to be 100 percent electric. In February 2023, USPS awarded contracts for more than 14,000 charging stations to create the infrastructure necessary to support this fleet

transition. These charging stations, made by one of three manufacturers, are being installed in delivery units throughout the Postal Service for use on the NGDV and the Ford e-Transit, a left-hand drive electric van. All new vehicles, regardless of electrification, will include air conditioning and advanced safety technology.

On May 31, 2024, the first four NGDVs were deployed to the Athens, GA, S&DC. These vehicles, which are all gas-powered, will be integrated into the delivery fleet once the city letter carriers have received the proper familiarization and training. As production of the NGDV proceeds through the end of the year, more vehicles will be deployed to delivery units across the country. In August of 2024, the first battery electric vehicles will be produced and integrated into the delivery fleet to replace the aging Long Life Vehicles (LLVs) and Flex-Fuel Vehicles (FFVs).

Our goal has always been to ensure that the Postal Service acquires a delivery vehicle that provides a safe and improved ergonomic working environment for letter carriers while providing sufficient space to accommodate the current volume of parcels and mail.

The DFA plan also includes other goals, some that do not relate to the city carrier craft, and some that have not yet begun. These include the simplification of shipping products, transformation of the processing network through the creation of regional processing and distribution centers (RPDCs) and local processing centers (LPCs), and seeking changes to how USPS retirement funds are invested to increase earnings.

As you can see, the plan is ambitious. Central to its success is investment in the network and the people of the Postal Service. Such large-scale investment is taking place while USPS finances remain in the red. While the pre-funding mandate was repealed and parcels infused a new source of revenue

at a crucial time in the agency's history, the Postal Service still reported a loss of \$6.5 billion last year, due in large part to the effects of inflation and investments in its network. Despite these large investments, USPS has reduced projected losses for the decade by more than half, from \$160 billion to \$70 billion.

However, the plan has gained criticism from lawmakers, customers, mailers and other stakeholders in 2024, as certain parts of the country experience significant mail delays.

As part of the DFA plan, USPS will consolidate mail sorting away from individual post offices and move processing operations away from hundreds of cities and towns in favor of 60 of these mega-center RPDCs throughout the country. NALC remains alert to assessing the effectiveness of the plan and its impact on service, mail volumes and the jobs of our fellow crafts.

Concern has mounted to the point that both the postal regulator and Congress have taken action. The PRC opened a docket in April, asking the Postal Service to justify its plans. In Congress, Sen. Jon Tester (D-MT) introduced the Protecting Access to Rural Carriers for Every Location (PARCEL) Act in May to restrict USPS network reforms. The act would prohibit the consolidation of mail-processing operations in rural areas unless the Postal Service meets certain conditions, including completing a geographical review to ensure local mail delivery is not harmed and receiving public input on consolidations.

The Postal Service and Postmaster General DeJoy have steadfastly defended the plan and remain committed to the pace of implementation. With another 40 or 50 S&DCs planned for this year, DeJoy recently said, "We cannot take our foot off the pedal," arguing that these changes are coming years too late. The DFA plan is intended to reverse

years of underinvestment and every initiative is meant to win new customers and bring volume into the network.

NALC remains hopeful that this ambitious investment will result in a network that is better able to serve the expectations of today's customers, compete and regain market share in the parcel industry, and improve the working environments for city carriers. As the plan progresses, NALC will continue to meet with the Postal Service on a regular basis to help navigate this transition, enforce compliance with the National Agreement, and represent the interests of our members.

Staffing

Staffing issues have been debilitating our craft and negatively affecting our ability to serve our customers in some locations. While fixing this issue is one of the Postal Service's top goals in the DFA plan, the issue remains. The Postal Service has struggled to attract applicants in some isolated areas.

USPS Governor Daniel Tangherlini and I at the December announcement by USPS to purchase 66,000 electric vehicles by 2028.



We have worked with the Postal Service to develop and implement new employee and mentoring pilot programs to improve onboarding and retention. Similarly, to address both the difficulty in hiring and the high levels of turnover in our craft, in the last two years we negotiated more than 10 MOUs with the Postal Service to eliminate the CCA position and hire directly at the career level in hundreds of installations around the country. The success of these two initiatives, combined with our efforts at the bargaining table to increase starting pay, give us a clear path to improvement. We will continue working with USPS leadership to address the widespread staffing issues that continue to negatively affect letter carriers and our ability to serve our customers.

Heat safety

Working outside in all parts of the country, letter carriers are consistently exposed to the dangers of extreme weather. Climate change continues to intensify extreme weather, and every year we see temperatures and heat indexes climb to record highs, putting letter carriers at greater risk to the dangers of extreme heat.

Unmitigated excessive heat can cause heat stress, often resulting in serious illness or death. Since the last convention, we have lost one brother to excessive heat. In June of 2023, Branch 132 member Eugene Gates Jr. collapsed and died in a customer's yard in Dallas, TX. We mourn Brother Gates and our other brothers and sisters who we have lost to heat illness.

NALC has engaged USPS and the Department of Labor for over a decade with one goal—to better protect our members from the hazards of excessive heat. Some progress has been made over the years, but there are still steps needed to implement all the measures universally recognized by experts as necessary to provide sufficient protection from heat illness. We continue to

put pressure on the government and postal management to provide letter carriers with a heat-illness prevention program that includes all these elements.

A major part of the issue is that the United States does not yet have a heat safety standard for workers. NALC has continually pushed for a work rule standard, and finally we are seeing progress.

In July, the Department of Labor released a proposed heat standard work rule. While it is still in the early stage and must move through the official rule-making process, this comprehensive rule is the ultimate solution to prevent heat-related injury and illness on the job. NALC fully supports implementation of this proposed rule and will continue pushing for its approval and use every possible avenue to protect letter carriers from excessive heat.

Government affairs

Building on passage of the Postal Service Reform Act of 2022, we have continued to focus on some long-standing—and some new—legislative priorities. While we continue navigating the difficult and ever-evolving political landscape in Washington, DC, we have continued to work across the aisle to gain support for our priorities and their advancement.

Stabilizing the Postal Service's finances

The long-term financial viability of our employer remains a top priority. A sustainable USPS is key to our long-term job security and the service we provide.

Postal reform was a major step toward making the USPS financially solvent long-term. However, we knew this was only one piece of a larger solution. Two crucial potential policy changes remain.

First, NALC is advocating for the Postal Service to be allowed to reinvest its retirement funds.

The Postal Service has three retire-

ment funds: The Civil Service Retirement System, the Federal Employees Retirement System, and the Postal Service Retiree Health Benefits Fund. Currently, these funds are invested solely in low-yield Treasury bonds, causing the agency to miss out on millions of dollars of potential annual returns.

We are proposing that the Postal Service be allowed to adopt private-sector best practices by diversifying its investment portfolios with stocks and bonds through Thrift Savings Plan-style index funds. This sensible and fiscally responsible change would yield greater returns and ultimately reduce the cost of pensions and retiree health benefits shouldered by the agency, its employees, and even mailers in the form of rate increases.

We have had productive conversations with Capitol Hill leaders, and we are hopeful about the prospect of a legislative solution that would allow the Postal Service to reinvest.

Similarly, for more than 50 years, the Postal Service has faced a glaring misallocation of retirement fund obligations, resulting in more than \$90 billion in unjust expenses. NALC has continually engaged the current and previous presidential administrations on this issue. We are evaluating all our options to finally get a fair pension reallocation for the Postal Service.

Priority legislation

Since our last convention in Chicago, a wave of violent crime and assaults against our members has continued to heighten. Since 2020, more than 2,000 crimes have been committed against letter carriers nationwide. In 2023, 650 letter carriers were victims of crimes, a 30 percent increase from the year prior.

As NALC began investigating these crimes, we were alarmed to find that very few of these cases were prosecuted at the federal level. This inaction sparked something in our members, and in the last year more than 15 branches and regions nationwide



have rallied to declare “Enough is Enough!” I have traveled coast to coast to join our members at rallies to raise awareness about this growing problem. The solidarity at these events has been unmatched, and we have spread the message across the country that any assault on a letter carrier is unacceptable.

In addition to public awareness, federal legislation is the next step to deter these crimes from happening. Earlier this year, Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH), and Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) introduced the Protect Our Letter Carriers Act (H.R. 7629/S. 4356). This bill would deter these crimes from happening by replacing and securing postal infrastructure, ensuring every crime against a letter carrier is prosecuted, and strengthening sentencing guidelines for those who are found guilty of these crimes.



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The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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NALC calls on Congress to pass H.R. 7629

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Arbitrator selected to hear case for new national agreement

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oversight over the Postal Service. It has five commissioners, who are appointed by the president for six-year terms. Currently, Michael Kubayanda serves as chairman and Thomas Day serves as vice chairman. The three other commissioners are Ann Fisher, Ashley Poling and Robert Taub.

Recently, the PRC has intervened on Market Dominant price increases and the Postal Service's 10-year plan in the last two years.

As discussed in the 2022 Chicago convention report, the PRC finalized a new ratemaking system in December 2020. This new system modified the price cap for Market Dominant products to allow for additional pricing authority beyond the consumer price index. The new system implemented two mechanisms designed to permit the Postal Service to generate additional revenue to cover costs outside of its control related to mail density declines and retirement obligations.

Since the rate system change, USPS has raised Market Dominant rates six times, most recently bringing the price of a First-Class stamp up to 73 cents in July 2024. The PRC has adjudicated these increases, allowing the Postal Service to use banked pricing authority as outlined in the system. However, the frequency and magnitude of these increases has caused alarm for mailers, with some suggesting that the pricing increases have been accelerating the decline in mail volume.

The PRC's 2020 ruling included a five-year review period to assess the effects of the ratemaking system change, though the PRC also retained the flexibility to conduct the review sooner than five years if necessary. As a result of commenters raising a substantial number of concerns related to the effects of the new system, in April 2024 the PRC initiated a new proceeding to conduct this review earlier than planned. NALC will monitor this regulatory case and

While combating the horrific increase of crime against our members has become a top legislative priority for our union, we have remained focused on policies that will protect our retirement security and benefits.

For more information about our ongoing legislative priorities, please refer to the Legislative and Political report on page 25.

Postal Regulatory Commission and the USPS Board of Governors

The Postal Regulatory Commission (PRC) is an independent agency that has exercised regulatory

submit comments if deemed necessary.

The USPS Board of Governors (BOG) is another oversight body that is responsible for overseeing the executive management of USPS. It consists of nine members who are appointed by the president. No more than five members can be affiliated with the president's political party.

There have been two vacancies on the BOG since December 2023, when Captain Lee Moak and William Zollars's terms expired. Both Postmaster General DeJoy and Deputy Postmaster General Doug Tulino serve on the BOG. In addition, Roman Martinez is the chairman and Amber McReynolds is the vice chairwoman. Robert Duncan, Anton Hajjar, Derek Kan, Ronald Stroman and Daniel Tangherlini serve in the remaining seats.

In March, President Biden announced his intent to nominate former Department of Labor Secretary Marty Walsh to the vacant Democratic seat on the BOG. Typically, an administration sends a Republican and a Democratic nominee to the Senate at the same time for consideration. President Biden has yet to announce his intent someone for the vacant Republican seat.

NALC will continue to remain engaged with both the PRC and the BOG to ensure that letter carriers' perspectives are considered as they make decisions that could affect our work or the Postal Service.

Political update

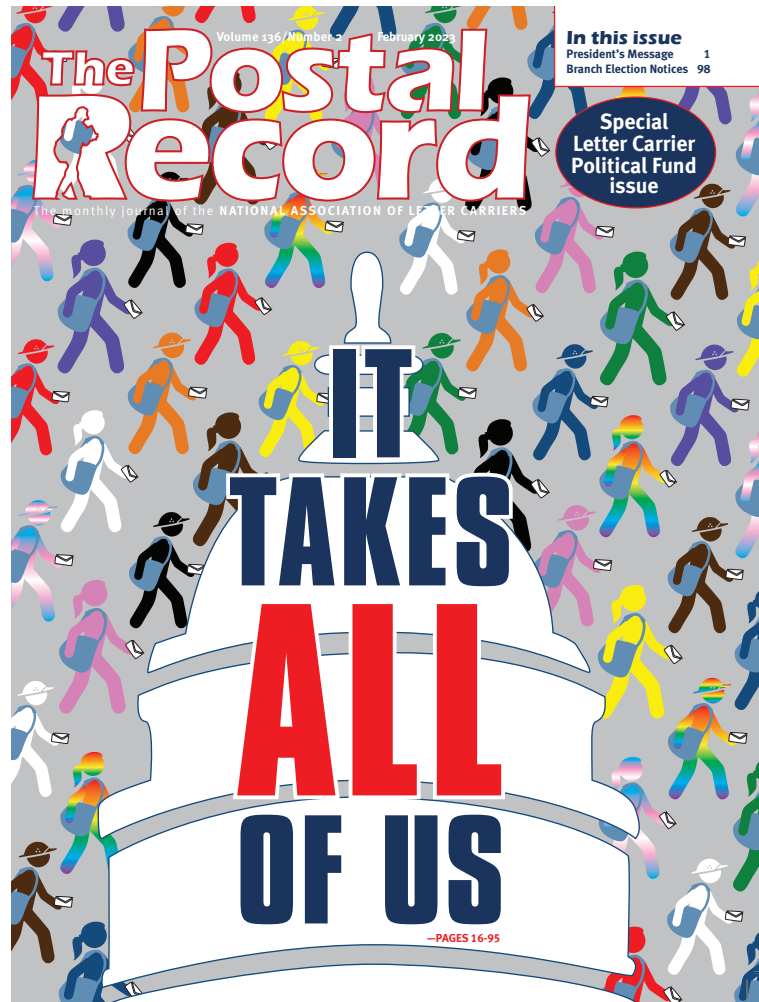
Growing the Letter Carrier Political Fund

Our legislative successes have always hinged on our ability to work with legislators in both parties and a broad coalition of allies to take advantage of the public's overwhelming support for the Postal Service. This ability will be central to our success in the future. One way to increase our ability to do so is to grow our political action

committee, the Letter Carrier Political Fund (LCPF).

The money we raise to support pro-letter carrier candidates in both parties—and to finance extensive get-out-the-vote efforts with our allies in the AFL-CIO—is essential to making our voices heard in Washington.

In the years ahead, we aim to build on the recent success of the LCPF. We



Note: By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

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NALC Activist
 A NEWSLETTER FOR BRANCH LEADERS OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS

Getting ready for local negotiations

Whether a negotiated national agreement between NALC and USPS is reached or is avoided by an arbitration, LMOU negotiations will likely occur approximately once to three months after the date of ratification or award. Negotiations of which way a new national agreement is reached, there are things that can be done in the next few weeks to enable branches to be better prepared when the time for LMOU bargaining arrives.

Select LMOU committees

Now is a good time to begin setting up branch LMOU committees. Give many committees you will need deposits

The steward's right to information

The National Agreement gives shop stewards the right, in the course of grievance investigation and processing, to both review and obtain copies of relevant information held by the Postal Service. The right to information is found primarily in Article 22, paragraph 2. In addition, the union has a legal right to employee information under the National Labor Relations Act. So, the right to information may be exercised both within the grievance procedure

Message about the Activist from President Brian L. Renfroe

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The NALC Activist

will aggressively work to educate all NALC members on the importance of contributing to the PAC. I know our members always do the right thing, and I'm convinced that we have an opportunity to rapidly grow the LCPF through education.

This will allow us to amplify and expand our influence on debates that affect the wages, benefits and working conditions of letter carriers, as well as the health of the Postal Service. It will also allow us to fight for other important legislation, including the Protecting the Right to Organize Act and other labor law reforms, as well as expand vote-by-mail and strengthen American democracy. These efforts are essential to improve the ability of unions to grow and to raise living standards for all workers across America. They are also essential for the pursuit of economic and racial justice.

Our legislative and political organizers (LPOs) have been focused on growing our power through LCPF. Currently, 88 percent of NALC members do not give to LCPF. Imagine our influence if even a quarter of those members chose to give.

Our LPOs have been and will be traveling to our branches nationwide to execute their main goal—signing members up for LCPF. We are stronger together, and we must unite to increase LCPF participation so we can deliver results for letter carriers.

Defending democracy

At our last convention, we spoke extensively about the crisis of democracy we were facing. Voting rights were under attack, and it felt like even the most factual piece of information could be politicized to an extreme. And the country had just witnessed one of the most divisive elections of our lifetimes, and its aftermath at the Capitol.

As letter carriers, we not only witnessed the election, we played a vital important role in making sure every voter had access to a ballot and that those ballots were received to

be counted. We steadfastly did this again in 2022. These were two of the three highest turnout elections in decades, along with the 2018 midterm elections. They were also two of the elections where the most people had access to mailed ballots.

In 2020, shortly after Postmaster General Louis DeJoy took over, we asked him to establish a joint task force with us to prepare for election mail. This task force was created in 2020 and was re-established prior to the 2022 elections. The group has addressed issues, established extraordinary measures necessary to handle election mail, and played a big role in the Postal Service's success in each of the last two elections. The task force has been meeting to discuss the 2024 election to take steps to ensure that success is duplicated in 2024.

A major theme that came up throughout the 2022 convention was that we cannot rebuild the labor movement without rebuilding our democracy, and vice versa. Expanding and protecting voting rights ensures that every worker has a chance to let their voice be heard, both at the ballot box and on the workroom floor. Voting pro-letter carrier and pro-worker politicians into office makes reforms like the PSRA and PRO Act possible.

As we look ahead a few months and prepare for an election that in many ways seems like a repeat of 2020, we will again help to defend democracy, delivering ballots to ensure every vote gets counted. But we must also commit to vote ourselves. No matter whom we vote for or why, it is essential that we recommit ourselves to democracy by participating in it. Registering to vote, educating ourselves on the issues and casting our ballots are essential to this commitment. Please urge your families, friends and neighbors to vote as well. The process is just as important as the results. What is voting if not an embodiment of empowered solidarity?

NALC initiatives

New beginnings also bring new opportunities for our union internally. I am proud and excited about new initiatives that staff at Headquarters have been working hard to create and launch to serve our members in new ways.

First is a series of member-education initiatives. Primary among these is the development of a new eLearning training platform, a new type of virtual training for our activists. We are developing a platform that will offer a series of comprehensive training courses in a virtual format. This program will not replace in-person training but expand opportunities for those who want to get involved and might be unable to make it to training in person. It will also provide activists with the opportunity to learn and further develop their skills on their own time. This will be an excellent resource allowing more members to get trained, ultimately continuing to improve representation for our members.

Additionally, we have dedicated resources to improving and standardizing much of the education we provide in a more traditional, classroom setting. The first piece was the development of shop steward training in a modular format. This format allows topics to be taught in succession or in isolation. It is designed so it could be taught in its entirety over several days, or in segments as short as 15 to 20 minutes by topic. This flexibility will allow for its use in a variety of training opportunities such as seminars, branch steward meetings, etc. The curriculum was recently delivered by headquarters staff to a group in early July as a test. We anticipate modifying the curriculum based on feedback from this test class and making it available across the country soon.

We also revived the *NALC Activist* newsletter in January 2024. The *NALC Activist* is a newsletter intended for shop stewards, branch officers and all local NALC leaders. The publica-

tion has been around since 1986—with a couple of pauses along the way—and we were excited to bring it back to continue providing additional resources to assist in educating and informing local NALC representatives. The quarterly publication addresses issues and problems that arise in our everyday work lives and gives practical advice and skills on topics like effectively running a branch meeting, conducting a training, or creating a branch publication.

Similarly, in an effort to make information more accessible, get information out to members as fast as possible, and reach members in new ways, we have used the NALC podcast, “You Are the Current Resident.” Through the podcast, we have been able to take on topics, issues and concerns that are on the minds of letter carriers in an informal, conversational way. Episodes have discussed contract negotiations, crime against letter carriers, heat illness prevention training, Medicare integration, USPS sorting and delivery centers, the morning routine of dealing with management, and the route adjustment process. This is a way for rank-and-file members to hear directly from various officers and staff of the union and learn about their areas of expertise.





EMERGENCY RESPONSE TEAM



Training members of the Emergency Response Team

Second is the Emergency Response Team (ERT), an emergency response support program to assist members who have been affected by a traumatic incident on or off the job. The ERT offers peer-to-peer support with critical events, such as deaths and life-altering injuries.

We are all aware that far too many letter carriers have been victims of crime, assault and other traumatic incidents while at work. Additionally, some of our members have been victims of or witnessed mass

shootings, natural disasters and other life-altering events outside of work. When I first introduced this program at the rap session in November 2023, I referenced the then-recent mass shooting in Lewiston, ME, where NALC member Brother Stephen Vozzella was killed. My hope is that the ERT will be a resource of information and alleviate members' suffering in heartbreaking situations like this.

In March 2024, we held our first ERT training for 29 members from around the country who were selected for this program. This training taught the new ERT members how to best support their brothers and sisters who have suffered from a traumatic event. The first three days featured in-depth training by Dr. Jeffrey M. Lating of the International Critical Incident Stress Foundation (ICISF), a leader in providing training on comprehensive crisis intervention and disaster behavioral health services to emergency responders and other professions. The team members were given tools, often described as "emotional first aid," to assist people experiencing trauma-related mental health effects. They learned the core elements of a comprehensive, systematic and multicomponent crisis intervention curriculum both for individuals and

groups. Upon completion of the three-day training, the attendees were certified by the ICISF.

In addition, the team members learned about the postal-specific resources for responding to members in crisis. They left with the knowledge, tools and techniques necessary to provide crisis support to groups and to recommend follow-up services. An additional session is scheduled this fall to provide more in-depth training on suicide awareness and prevention for the members of our ERT.

The goal of the program is not to replace medical or professional help, but to serve as a peer-to-peer support program that can help someone get the help they may need. We are excited to expand the ERT's assistance in the future to situations involving suicide awareness, suicide prevention, mental health issues or substance abuse.

I am always in awe that our members are so often willing to stand up to help each other. The future is not certain and none of us know when we might find ourselves in crisis. But I do know this for sure—when given the knowledge and opportunity to help their brothers and sisters, they always step up to do so.

Third is a women's mentoring program to identify, support and develop our current and future female leaders. It is undeniable that women who take on or wish to take on a new responsibility or leadership role face different challenges than men. As a union, we should be doing everything possible to make it easy and accessible for women who want to step up in their branches. This program will have experienced mentors who can help other women navigate their roles as NALC leaders. With the support of other women, we hope it will result in more women serving in leadership roles at the branch level and beyond.

Finally, we also are forming a group of NALC members to look at issues related to diversity and inclusion. One of our union's greatest strengths is our diversity. This com-

mittee will help us maximize the impact of that strength by embracing and celebrating the diversity of our membership. The main goal of this committee is to improve access and make it as easy as possible for anyone, regardless of their race, gender, religion, sexual orientation or anything else, to get involved and fulfill the mission of our union—to fight for city letter carriers.

Solidarity and organizing

NALC is the best organized open shop union in the country—94 percent of letter carriers choose to be a part of NALC. We do not take these rights or successes for granted. We celebrate our wins by standing in solidarity with our siblings across the labor movement who are fighting for their right to organize and collectively bargain.

In April, our siblings at the United Auto Workers celebrated a major victory with an overwhelming vote to organize a Volkswagen plant in Chattanooga, TN. Similarly, in May, 1,700 Disneyland Resort cast members voted to join the Actors' Equity Association (AEA). Organizing victories, and hard-fought battles, are taking place every single day across every sector.

One of the biggest fights ahead of NALC, and the entire labor movement, is to organize Amazon's workforce.

Amazon has been a topic of conversation at our last few conventions, and rightly so. With its aggressive growth strategy, cutthroat approach toward competitors and its hostility to the rights of its workers, the company is increasingly seen as a threat to the U.S. labor market and economy.

This is especially true for the Postal Service and letter carriers. Amazon used the universal service that we provide to build a massive customer base, and then attempted to model its own delivery network on our own. In 2023, for the first time ever, Amazon delivered more packages than UPS. It had already surpassed FedEx's annual volume in 2020.

If Amazon becomes the dominant player in the parcel delivery industry, it will affect both letter carriers and customers. Its brutal labor practices and deceptive employee misclassification of its delivery workers will set the labor market standards for our industry. And its ability to cherry-pick the most profitable delivery points, leaving USPS with the least, and even unprofitable ones, will hurt USPS finances and result in service declines. We cannot let the company continue to compete with a non-union workforce and without a check in its power.

In the coming years, we must become involved in legislative and regulatory strategies, along with providing support to organizing campaigns, to counter Amazon's anti-labor and anti-competitive practices. This will include lobbying our representatives about the importance of passing the PRO Act, engaging with antitrust efforts about Amazon's place in the delivery market, and other ideas we have not explored yet.

This is one area where the empowered solidarity of letter carriers alone is not enough. Amazon is a global company, and it will require the collaborative efforts of the entire global labor movement to ensure workers are protected from its power.

Looking forward

As referenced above, the world, the Postal Service and our union have been in a period of transition. Transitions can be full of unknowns, and it can be easy to resign ourselves to an expected outcome. But, I do believe that while change is inevitable, its outcome is not. When we come together, use our collective strengths and dedicate our time and energy to one another, we can build a better future.

I have seen how potent this empowered solidarity is, time and again, in my union work. In fact, I have just outlined the numerous ways NALC harnessed this power, made progress and worked to build



better jobs and lives for letter carriers over the last two years of transition. As we look ahead, elements of transition remain. I am confident NALC will harness this power again and again.

We are in Boston this week to chart our course for the next two years. We know there is still work to do to safeguard letter carriers' interests in collective bargaining, the implementation of the DFA plan, and stop crime against letter carriers and protect ourselves from violent attacks. Empowered solidarity is how we move forward and achieve results.

Celebrating 250 years

There are many challenges ahead, and our work in the labor movement is never done. But I want to end this report with a reminder that we have much to look forward to as well. Next year, we will mark the 250th anniversary of the U.S. Post Office. Despite our frustrations with management and never-ending efforts to improve wages and working conditions, working for the Post Office is something to be proud of.

Created during the Second Continental Congress in 1775, before the Declaration of Independence was even signed, the Post Office of the United States was created as the first function of the fledgling democracy. The new government relied on the postal system to inform the electorate. High-priced postage for letters, then sent mostly by businessmen and lawyers, subsidized delivery of cheap, uncensored newspapers. Letter carriers have been delivering democracy since the beginning.

Since then, the Post Office has grown and changed with America.

- In 1788, the Post Office delivered the Federalist Papers that helped create the U.S. Constitution.
- In the 1860s, the post office created city delivery and helped reelect Abraham Lincoln with an innovation called absentee vot-

ing—one that allowed hundreds of thousands of union soldiers to vote from the battlefields of the Civil War.

- In 1891, the invention of Rural Free Delivery meant more equal access to service across the country.
- In the 1910s, Parcel Post, mail order catalogs and a new service called Airmail helped create a continental market economy.
- In 1971, the United States Postal Service we know today was created following years of underinvestment and a wildcat strike led by NALC Branch 36 in New York.
- And in the 2020s, the Postal Service helped the United States survive the COVID-19 pandemic by delivering essential goods to every American household and facilitating the highest-turnout election since 1900, thanks to vote-by-mail.

Reviewing this history reminds me that the Post Office is always in transition, always responding to the evolving needs of the American people. But it also reminds me that we have the power to shape the transition. The wildcat strike, started by a few carriers in New York City, led to the creation of the USPS. It also gave then-NALC President Rademacher the leverage to negotiate for full collective-bargaining rights for letter carriers, giving us the chance to continue to improve our lives each time we sit down at the bargaining table. Our ability to respond to transitions and work together to build a better future is what our union work is all about. We grow. We rise. And we do it together.

That concludes the report of my office. What follows is a comprehensive report of the activities of your union's Headquarters departments and of the NALC's national and regional officers. Once again, brothers and sisters, welcome to the 73rd Biennial Convention. Grow. Rise. Together. Let's get to work.

Executive Council

The Executive Council is the governing body of the NALC between national conventions and is responsible for determining the direction of the union. In accordance with Article 9, Section 11 of the *NALC Constitution*, the council consists of the president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, director of city delivery, director of safety and health, director of life insurance, director of the health benefit plan, director of retired members, the board of trustees and the national business agents.

As of May 30, 2024, the Council had convened twenty-one (21) times since the 2022 national convention, with additional meetings scheduled prior to the 73rd Biennial Convention in Boston.

Meetings of the council are an important opportunity for national officers and key staff to focus on the important issues facing letter carriers. NALC leaders learn about the latest developments from the field and tackle significant issues of national importance. Often, staff members in attendance will report on departmental activities. By meeting as a group, Executive Council members gain the perspective needed to make important decisions on behalf of the membership.

Here is a summary of the council meetings that took place during the past two years:

May 24-27, 2022 (Washington, DC): The council discussed in detail the provisions of the Postal Reform Act of 2022, which was signed into law on April 6 by President Biden, and other legislative priorities. The council received information regarding the USPS's intention to rescind the face covering policy and has declined to renew the COVID-19 related MOUs. COVID-19 protocols at the upcoming national convention including other convention items were discussed. The council adopted several amendments to be presented at the 2022 national convention and discussed and made recommendations of approval or disapproval on resolutions and amend-

ments to the *NALC Constitution* for submission to the convention. The council was notified of a newly created position providing for letter carriers to replace field secretaries in the regional offices. The council also elected the Nalcrest officers,

June 22, 2022 (video conference): The council discussed and made recommendations of approval or disapproval on all resolutions and amendments to the *NALC Constitution* for submission to the 2022 national convention.

Aug. 3-5 and 8-12, 2022 (Chicago, IL): President Fredric V. Rolando announced the appointment of Director of Safety and Health Manuel L. Peralta Jr. to the Federal Advisory Committee – Occupational Safety and Health. The council discussed the additional resolutions received since the last meeting for recommendations of approval or disapproval. The council was advised that NALC is working on data in preparation for discussions with the USPS about how the Sorting and Delivery Centers will be structured. The council was provided with a legislative and political update. The council authorized the purchase of property for the purpose of housing the Region 11 national business agent's office.

Nov. 29, 2022 (video conference): The council passed a resolution concerning the rates for the NALC Health Benefit Plan for employees and staff, based on the staff plan actuary's analysis.

Dec. 13-14, 2022 (Washington, DC): The council was informed of the expiration of the term for Board of Governor Lee Moak and efforts to have him reappointed. President Fredric V. Rolando discussed with the council the Segal Report and the financial impact the recalculation of the CSRS retirement liability would have on the Postal Service. The council also received a political and legislative report, an update on the status of the Step AA pay dispute and had discussions on the commitment from the USPS to create a task force to address crimes against postal employees.

Jan 24-26, 2023 (Marietta, GA): The council was provided an update on the Vote At Home initiative as well as a political and legislative update. Negotiating priorities were discussed with the council. The council was also provided with diversity training.

Feb. 22-23, 2023 (Washington, DC): The council was assigned bargaining subcommittees and the topics they would be discussing in preparation for negotiations with the USPS for the collective bargaining agreement. An update was provided to the council concerning the activities of the Disaster Relief Foundation. A litigation report was provided by legal counsel as well as a legislative and political update. President Brian L. Renfroe discussed with the council initiatives to increase contributions to the Letter Carrier Political Fund.

April 18, 2023 (video conference): Executive Vice President Paul Barner provided the council with an update on the status of contract negotiations. The council was also given an update on the potential purchase of property in California to house the Region 1 national business agent's office.

May 12, 2023 (video conference): Executive Vice President Paul Barner informed the council that a team headed up by Director of Safety and Health Manuel L. Peralta Jr. was tasked to study safety and health concerns related to the implementation of the Sorting and Delivery Centers. The council was also provided with an update on collective bargaining efforts.

May 20, 2023 (video conference): Executive Vice President Paul Barner provided the council with an update on collective bargaining and the status of the potential purchase of property in California to house the Region 1 national business agent's office.

June 29, 2023 (Washington, DC): The council discussed the 2024 presidential election and the endorsement of the Biden-Harris ticket by the AFL-CIO. The council was provided with a legal report and a

legislative and political update. The council also discussed heat safety and past litigation involving the U.S. Department of Labor and the Occupational Safety and Health Agency.

July 24, 2023 (video conference): President Brian L. Renfroe provided an updated to the council on collective bargaining efforts. The council also discussed the HIPP training issues, crimes against postal employees and the likelihood of a labor strike by the Teamsters against UPS.

Aug. 29, 2023 (Washington, DC): An update was provided to the council on the potential purchase of property in California to house the Region 1 national business agent's office as well as the potential purchase of property in Texas to house the Region 10 national business agent's office. An update on contract negotiations was provided by President Brian L. Renfroe.

Sept. 19, 2023 (video conference): President Brian L. Renfroe provided an update on collective bargaining efforts. The council discussed the vacancy status on the Board of Governors as Governor Lee Moak would not be renominated. The council was notified of potential legislation addressing crimes against postal employees likely to be introduced in the House of Representatives. The council was provided with an agenda for the national rap session. The council discussed efforts to create a new steward training platform in an "e-learning" type format and emergency response training designed to educate teams on how to respond to

emergencies that affect members.

Oct. 18, 2023 (video conference): The council elected the officers of Nalcrest and considered reports from the Convention Site Committee concerning selection of the sites for the 2028 and 2030 national conventions. The council voted to have the 2028 national convention in Minneapolis and the 2030 national convention in Honolulu.

Oct. 27, 2023 (video conference): President Brian L. Renfroe provided the council with an update on collective bargaining efforts, legislation to address crimes against postal employees and rallies for letter carrier safety.

Nov. 16-17, 2023 (New Orleans, LA): The council reviewed the agenda for the national rap session and the topics for the workshops. The council was provided with an update on the states of the "e-learning" steward training and emergency response training. President Brian L. Renfroe introduced the women's mentoring and diversity inclusion committee concepts. The council discussed efforts to address Step B and arbitration backlogs. The council was also provided legislative and political, Board of Governors and collective bargaining updates as well as the status of the possible purchase or property in Texas to house the Region 10 national business agent's office.

Dec. 18, 2023 (video conference): The council passed a resolution concerning the rates for the NALC Health Benefit Plan for employees and staff, based on the staff plan

actuary's analysis.

Jan. 31-Feb. 1, 2024 (Nalcrest, FL): The council acknowledged the celebration of the 60th anniversary of Nalcrest and reviewed the associated activities. Brian L. Renfroe provided an update on collective bargaining and discussed the interest arbitration process. The council was provided with an overview of national arbitration hearing involving the PostalEase hack issue. The council was provided with an update on the emergency response training, the status of the Segal Report, the Board of Governors and Postal Regulatory Commission as well as the crime legislation. The council was also updated on the women's mentoring and the diversity and inclusion committees and was provided with a legal report from legal counsel.

April 26, 2024 (Washington, DC): An overview of the IT infrastructure was provided to the council by the director of network operations with discussion regarding system upgrades.

May 29-30, 2024 (Washington, DC): The council was provided an update on the Emergency Response Team training and the activities of the ERT since. The council was provided with a legal report from legal counsel. The council discussed and made recommendations of approval or disapproval on amendments to the *NALC Constitution* for submission to the 2024 national convention. The council also discussed the Dispute Resolution Process and improvements that resulted from joint meetings with the USPS.

The president of the NALC Auxiliary

Hello convention delegates!

I am so excited to be here in Boston again. I am Cynthia Martinez, president of our NALC Auxiliary. The Auxiliary has been my passion for a number of years. I joined 35 years ago. Our mission is to fight for letter carriers. This includes their well-being, their working conditions, their right to

representation, and a fair contract. I myself was a letter carrier for five-plus years and know the demands of the job. I appreciate their dedication and hard work.

The Auxiliary members attend workshops at their state capitols, along with other public meetings. We have the opportunity to hear lectures from our elected officials.

Our Auxiliary members also attend rallies in support of letter carriers.

At this convention, we hope to continue to find ways to better the lives of letter carriers and their families. Again, welcome to Boston. Have a wonderful time.

In solidarity,
Cynthia Martinez

Legislative and Political Affairs

Since our last convention report, Washington's legislative and political landscape has significantly shifted. The 2022 midterm elections saw Republicans reclaim a narrow majority in the House, while Democrats managed to hold onto their slim majority in the Senate. Tight majorities and a divided Congress have set the stage for a challenging legislative environment in the 118th Congress.

Last fall, the House faced a significant three-week disruption when members of his own party triggered a vote to remove Speaker Kevin McCarthy (R-CA). After several unsuccessful attempts by other members to secure the speakership, Rep. Mike Johnson (R-LA) was finally elected speaker at the end of October.

Speaker Johnson has faced numerous obstacles, including a motion to vacate the speakership filed by members of his own party just seven months into his tenure. Speaker Johnson met a different fate than McCarthy when Minority Leader Hakeem Jeffries (D-NY) and fellow Democrats voted to table the motion and keep the House running.

Nevertheless, with a 220-213 majority (and two vacancies), Republicans can only afford to lose three votes on any legislation considered on the House floor, meaning it is almost impossible to pass bills without some bipartisan support. The majority has experienced significant difficulty within in its own caucuses resulting in very little making it to the House floor outside of non-controversial matters.

On the Senate side, margins are just as tight with a nearly evenly divided body (48 Democrats, 49 Republicans, and three Independents who caucus with the Democrats). Majority Leader Chuck Schumer (D-NY) and Minority Leader Mitch McConnell (R-KY) have kept their leadership roles. In both chambers, the legislative agenda has been scaled back significantly in the 118th and looking at the remainder of the second session, not much is expected.

We are convening in Boston just three months before the 2024 elec-

tion, in which the presidency and control of both chambers of Congress are up for grabs.

The last few election cycles have taught us that despite polls and predictions, anything can happen. Uncertainty in the presidential election is making it increasingly difficult to project the outcome of that race as well as future control of both chambers of Congress.

The race for control of the House in the 119th Congress is sure to be tight. 45 members of Congress have announced their retirement, with more expected. According to The Cook Political Report, there are 22 extremely competitive elections, half currently held by Democrats and half held by Republicans, that could go either way. These races will likely decide which party reaches the 218-seat threshold to control the chamber.

In the Senate, one-third of seats are up for reelection this year. Eight senators have announced their retirement and Democrats are at a significant disadvantage in defending the majority. Seven seats currently held by Democrats will largely determine the majority. Sens. Jon Tester (MT), Jacky Rosen (NV), Sherrod Brown (OH), Bob Casey (PA), and Tammy Baldwin (WI) are the most vulnerable. With the retirements of Sens. Kyrsten Sinema (I-AZ) and Debbie Stabenow (D-MI), the Senate races in Arizona and Michigan are also expected to be competitive and go towards either party. If Democrats lose two or more of these, or any, Senate races, Republicans will gain control of the chamber. Republican senators that are up for reelection hail from largely safe Republican seats. Sens. Rick Scott (R-FL) and Ted Cruz (R-TX) are considered the party's most vulnerable, however their states are Republican strongholds that Donald Trump won in 2020.

Now more than ever, it's important for letter carriers to familiarize themselves with the candidates, know NALC's priority issues, and most importantly, have a plan to vote in November.

As always, NALC will educate members and support candidates who will support letter carrier-friendly policies that promote a healthy network and good jobs. To that end, we will continue to work alongside our sister unions to elect pro-letter carrier candidates across the federal government.

Post-election, Congress will convene for a lame duck session. The House, Senate, and presidential election results will shape what opportunities might arise during this eight-week period. A changing 2025 landscape could incentivize party leaders to hotline some of their priorities through Congress. NALC will stay closely engaged during this time and will act on any opportunities that could propel our priorities forward.

Legislative priorities

Stabilizing the Postal Service's finances

The long-term financial viability of our employer remains a top priority. A sustainable USPS is key to our long-term job security and the service we provide.

The Postal Service Reform Act was a major step toward making the USPS financially solvent. However, we knew this was only one piece of a larger solution. Two significant policy matters must be addressed in order to achieve financial stability.

First, NALC is advocating for the Postal Service to be allowed to invest its retirement funds.

The Postal Service has three retirement funds, CSRS, FERS, and the Postal Service Retiree Health Benefits Fund (PSRHBF). Currently, these funds are invested solely in low-yield Treasury bonds, causing the agency to miss out on millions of dollars of potential annual returns. To that end, NALC has been working with key legislators to carefully craft legislation to allow for investment of future funds that follows private-

Legislative and Political Affairs

sector best practices by diversifying its investment portfolios with stocks and bonds through Thrift Savings Plan (TSP)-style index funds. This sensible and fiscally responsible change would yield greater returns and ultimately reduce the cost of pensions and retiree health benefits shouldered by the agency, its employees, and even mailers in the form of rate increases.

NALC has had productive conversations with Capitol Hill leaders, and we are hopeful about the prospect of a legislative solution that would allow the Postal Service to reinvest.

Similarly, for more than 50 years, the Postal Service has faced a glaring misallocation of retirement fund obligations, which has unfairly saddled the agency with costs that should be the obligation of the federal government. To that end, if our pensions were calculated in accordance with 2006 Postal Accountability and Enhancement Act (PAEA), the Postal Service would see over a \$90 billion surplus in pension liabilities. Legally, any surplus in our pension accounts would be directed to the retiree health benefits fund. NALC has continued to engage the current and previous presidential administrations on this issue and will continue to evaluate all of our options to finally get a fair pension reallocation for the Postal Service.

Protect Our Letter Carriers Act

Since 2020, there have been more than 2,000 violent assaults and crimes committed against letter carriers on the job. In the last year, NALC Headquarters, regions and branches have organized more than 15 rallies nationwide to bring public awareness to this growing problem.

Letter carriers from coast to coast have made their voices heard, and the next step to deter these crimes from happening is federal law. In March, Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH),

introduced the Protect Our Letter Carriers Act (H.R. 7629/S.4356). In May, Sens. Josh Hawley (R-MO) and Kirsten Gillibrand (D-NY) introduced a companion bill in the Senate. Since its introduction, the bill has continued to gain bipartisan support, and as this report was going to print had 91 cosponsors in the House.

This bill includes three important provisions to deter these crimes from happening.

It provides \$7 billion over five years (\$1.4 billion annually) in funding for the Postal Service to secure its infrastructure, including installing high-security collection boxes and replacing items carried by letter carriers with more secure electronic versions.

It would ensure that every crime committed against a letter carrier is prosecuted by requiring the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize any case that involves an assault or crime against a letter carrier.

It would strengthen and standardize sentencing guidelines for these crimes by ensuring they are treated in the same manner as assaults on federal law enforcement officers.

The health and safety of letter carriers always come first, and this bill is NALC's top legislative priority. It is imperative that America's mail is protected and, most importantly, that the letter carriers who deliver it are, too. NALC is committed to using all our power and resources to move this bill through Congress.

Windfall Elimination Provision and Government Pension Offset repeal

NALC has remained focused on gaining support and pushing for the passage of the Social Security Fairness Act (H.R. 82/S. 597). This bill, led by Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA) in the House and Sens. Sherrod Brown (D-OH) and Susan Collins (R-ME) in

the Senate, would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

The WEP and GPO 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 CSRS.

Once again, this bill has overwhelming bipartisan support in the House with 322 cosponsors at the time of this writing. There have been two hearings on WEP and GPO repeal held by the House Ways and Means Subcommittee on Social Security this Congress. In November, the subcommittee held a field hearing in Louisiana where victims, including a police officer, firefighter, teacher, and retired state employee, testified on how the WEP and GPO have affected them. In April, the subcommittee held a hearing in Washington, DC, that featured economists, researchers, and Social Security experts.

Despite the support and momentum around the issue, the bill has yet to receive a committee markup or floor vote. Given the bill's high price tag, it is unlikely that we will see it considered this Congress. However, the lame duck session, end-of-year funding packages, and more might present new opportunities, and NALC is committed to any means necessary to finally get this bill passed.

Federal Retirement Fairness Act

The Federal Retirement Fairness Act (H.R. 5995) is another ongoing legislative priority for NALC. This bill would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making it creditable service under the Federal Employees Retirement System (FERS).

The legislation would cover letter carriers who were employed as casuals, transitional employees, or city carrier assistants. About 70 percent of active NALC members would have some sort of credible time under this bill.

Reps. Derek Kilmer (D-WA), David Valadao (R-CA), Don Bacon (R-NE), and Gerry Connolly (D-VA) introduced the legislation, which has 113 co-sponsors at the time of this writing.

Much of our work related to this bill has been focused on educating members of Congress on this issue. Many are unfamiliar with this widespread injustice across the Postal Service and the entire federal government.

Like WEP and GPO repeal, this bill, which covers the entire federal government, has a hefty price tag that this Congress is almost certain to shy away from.

While likely we will not see action on this bill this Congress, NALC is committed to continuing to educate members and candidates on this issue that affects so many of our members.

Our power through the Letter Carrier Political Fund

NALC has a robust legislative agenda and while the landscape of this Congress is not ideal for advancing much of anything, NALC remains actively engaged in Washington and in every Congressional district due to the hard work of our letter carrier congressional liaisons and every engaged member in local districts. Our reputation and commitment to supporting those who support us is backed by one of our greatest weapons, the Letter Carrier Political Fund (LCPF), which allows

continued political engagement on the federal level to keep our priorities at the forefront.

We know that Congress has enormous power over the Postal Service, our health care, our pensions, and our collective bargaining rights. There's a saying that if you are not at the table, you are on the menu. LCPF keeps us at the table – ready to take advantage of any opportunity to advance our goals. In addition, our proactive defense enables us to stop bad policies before it sees the menu.

Despite the inevitable power shifts in the House, Senate and White House, LCPF allows us to continue to invest in candidates who support us and stay at the forefront no matter the landscape. Enactment of the Postal Service Reform Act proved that if we continue to engage in a bipartisan manner, we can achieve success.

LCPF is one of our greatest weapons. Right now, only 12 percent of our members support our political action committee (PAC). At that level, LCPF generates nearly \$7 million in a two-year cycle, a respectable number. For context, the top labor PAC brought in nearly \$70 million. Our union has 94 percent voluntary membership so we know that if we were to increase participation in the PAC from 12 percent to 50 percent, LCPF's influence would skyrocket.

Over the past year, our Legislative and Political Organizers (LPOs) have asked branches to organize Hatch Act compliant events focused on signing members up for LCPF. Additionally, LPOs have worked with state associations and branches to educate LCPF coordinators with talking points and instructions to maximize local contributors.

LCPF events are only successful when branch leaders “make the ask” of their members. As you are coordinating events or trainings, please reach out to your LPO for any assistance. They are a great resource and are available to help grow LCPF in your branch and state.

This year's convention theme and the February 2024 LCPF-focused issue of *The Postal Record* are the same: Grow. Rise. Together. This embodies the spirit of becoming stronger together, and we must come together to increase LCPF participation.

Everyone has a role in our legislative efforts, whether it is offense, defense, letter writing, or town halls, but the most efficient and effective way to make a difference is by contributing to LCPF. Its strength and growth are critical to our legislative success.

We will continue using our LCPF resources on educating, electing, and re-electing lawmakers who stand with us on our issues. We do not engage in wedge, partisan issues that seek to divide us, rather we support candidates who support a strong and vibrant Postal Service, protecting our benefits and retirements, and expanding collective bargaining rights for all workers. Regardless of party, we make decisions based on candidates' records and stances on our priorities. This is how we ensure the right candidates who will fight for us are in Washington.

On page 222, please find the Letter Carrier Political Fund Committee and Distribution report, which includes all disbursements made to members of Congress from Jan. 1, 2023 through July 15, 2024.

Note: By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

Information Center

The NALC Information Center (IC) has several purposes: to obtain, organize, protect and provide access to the information resources needed by the union’s officers, staff and membership. In order to meet these needs, the IC works in several areas to enhance access to materials with better organization, thorough indexing and metadata, and follow-through of retention schedules and destruction of unnecessary materials, all while following the regulations and legalities as required.

Archives

NALC’s official archives have been stored at Walter Reuther Library at Wayne State University since 2001, where a professional staff of archivists and technicians safeguard the materials. NALC maintains a relationship with Reuther’s staff to evaluate records for future transfers and make current holdings more accessible to officers, staff and members, as well as the labor community. By doing so, NALC’s history will be preserved and made available to a wide audience. Anyone interested in NALC, the Postal Service and its workers, or American labor in general can access this plethora of historical material.

Reuther is continuing to process NALC records. Professional archival processing is a painstaking activity and takes time but increases access to the materials by producing finding aids, which help researchers locate specific items of interest. The union’s collection at Reuther includes paper records, memorabilia, photographic images, videos, posters, badges and uniforms. If you go to the Reuther website (reuther.wayne.edu), you’ll see the finding aids to the NALC collection and a photo gallery of historic images. These will provide you with some idea of the extent of NALC’s collection.

While the union’s official archives are in Detroit, many historical items and files remain in Washington. Some archival materials remain on site for the use of staff and officers as reference materials, while other archival

materials remain on site in consideration of other projects. The collection of historical artifacts started in earnest with the celebration of the union’s centenary in 1989 and has continued since. We have, among other things: historical organization records, uniform items from USPS, the Post Office Department and foreign postal services; an almost complete collection of convention badges, dating back to the organizing convention in 1889; pins; buttons; and scrapbooks.

Records management

As branches should be aware, the Labor-Management Reporting and Disclosure Act (LMRDA) imposes strict retention requirements on unions on both the local and national level. However, records management is about more than legalities; records management is a necessary component for a functioning union. The purpose of the records management program at NALC Headquarters is to organize and preserve the enormous amount of material generated by the union while disposing of that which is no longer needed.

Although increasing amounts of NALC’s work is done solely in digital format, paper is still a part of the records management process and must be considered properly. Requirements for records retention—whether practical or legal—and space limitations often clash. NALC continues to reinforce its physical record management standards and ensure timely destruction of material that is no longer needed or legally required. This allows the valuable records storage spaces in the Headquarters building to be used to store only those items that officers and staff may need more convenient and frequent access to and prevents backlogs that contradict proper records management practices. Care is always taken to safeguard personal and financial data and other sensitive information when disposing of records.

NALC has also strengthened its electronic records retention policy to ensure efficient and ideal usage of

space, optimize retrieval capabilities, eliminate redundancy, and support effective management. This effort includes restructuring and organizing digital files, removal of duplicate and outdated items, and scanning projects to reduce physical space use and enhance successful retrieval. In addition, NALC has acquired a digital asset management system to ensure that items requiring permanent retention are stored in a secure space that also allows for elevated searching, extensive metadata, and fast retrieval, while at the same time providing the ability to remove those materials from NALC’s other storage options.

As mentioned above, branch recordkeeping is also subject to the LMRDA, and must follow the same general principles that govern records management at the Headquarters level, if on a smaller scale. Branch Officers’ Training, offered by the secretary-treasurer, provides classes on records management, with the aim to help branches comply with LMRDA requirements.

Information Center

The NALC Information Center holds a large collection of NALC and postal materials, and a smaller amount of general interest and reference sources. The IC maintains copies of all NALC publications, including all convention materials back to the early 1960s. In preparation for the national convention, this proves useful, as many need to reference past proceedings, officers’ reports and resolutions. In combination with the convention materials, the past *Postal Records* can trace what happened in every convention of the union’s history, back to the very beginning. The resources available in the IC are also used when the union is engaged in bargaining or preparing for arbitration. Among other items, the IC has the transcripts and exhibits from all NALC interest arbitrations, and those from many of our sister postal unions.

One of the most significant parts of the IC collection is postal-related

material. The IC can supply, when asked, the changing language of a section of the *Employee and Labor Relations Manual (ELM), Handbook M-41*, or other postal document going back to its origin. Branches needing support for arbitration, as well as Headquarters officers and staff, have access to this information through the IC. In addition to official USPS documents, the IC has

an extensive collection of postal-related books and government documents, ranging from past President Doherty’s *Mailman USA* to a complete set of Government Accountability Office studies on postal issues to recently published studies of the Postal Service.

Increasingly, digital access is part of the IC, as digital subscriptions to larger online archives of materi-

als replace physical subscriptions. Digital access is also a goal for scanning projects happening with IC materials to allow officers and staff to use the IC materials wherever and whenever they may need to for research and to assist members.

The IC staff is always happy to answer reference questions, or do research projects, by drawing on the unique materials it has available.

Disaster Relief Foundation

At the 2018 national convention in Detroit, the creation of the NALC Disaster Relief Foundation (DRF) was announced to the delegates in attendance. The mission of the foundation is to respond to the far-too-often occurrences of devastating natural disasters by providing relief to alleviate the suffering of affected NALC members.

NALC branches and members remain determined to provide aid to members who are affected by these disasters.

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

The DRF is structured so that when a natural disaster occurs, an assessment can be made quickly and then followed up with much-needed relief for our affected members. Since being established, hundreds of individual donors, branches and state associations have pitched in to help the foundation build its capacity to assist regular NALC members in need.

Through the NALC Disaster Relief Foundation, NALC is answering the call from branches and individual members who wanted a mechanism

to send donations, supplies, uniforms and other assistance to their brothers and sisters affected by natural disasters. “The foundation is ready to provide rapid help for our affected brothers and sisters,” Renfroe said. “But it can’t do its job without our support.”

Donations should be sent to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. The foundation is a 501(c)(3) nonprofit organization, and your contribution may be tax deductible. It is recommended that you seek further advice from your tax advisor. All donations from letter carriers, branches and state associations go directly to NALC members who need assistance—no administrative costs are deducted. Any NALC member who has faced hardship as a result of a natural disaster or wildfire can apply for assistance by completing the Application for Relief Grant available on the Foundation’s web page at nalc.org/disaster.

“If you have not donated yet, please help your fellow letter carriers affected by a natural disaster,” Renfroe said. “Let’s all donate to the Disaster Relief Foundation now so that it can be ready when disaster strikes.”

The DRF received more than \$881,950.16 worth of donations, from June 1, 2022, through May 31, 2024.

- Headquarters: \$525,100.00
- Members: \$105,428.31
- Branches: \$173,334.00

2022
Hurricane—FL
Flooding—MO
2023
Flooding—IL, WV, MI, NJ
Wildfires—HI, WA
Hurricanes—FL, CA, PR
Windstorms—TN, MI
Tornado—GA
2024
Tornadoes—NY, OK, KY
Wildfires—NM

- State: \$25,958.58
- Region: \$8,723.50
- Others: \$43,405.77

The DRF also provided more than \$643,900 worth of grants and other assistance for the storms shown above.

The eligibility requirements are outlined in the application. The foundation’s board of directors will consider the applications and issue grants on an objective basis to eligible individuals as funds are available. Members do not have to wait for emergency relief or insurance claims to be settled to apply for aid. Applications must be received no later than 120 days after the date when the natural disaster occurred, unless the applicant can provide sufficient reasons for the delay.

Communications Department

The NALC Department of Communications and Media Relations is the hub for the union's official communications efforts both to NALC members and to outside audiences. The department strives to provide a consistent and effective message. The department has a challenging mission, one that is central to the future of NALC, of the letter carrier craft and of the U.S. Postal Service—informing active and retired NALC members alike while also helping to develop and get the union's message out to the public and to the public's political representatives. Increasing the understanding of postal issues in the public and political arenas is key to NALC's ability to succeed in everything else it does.

In delivering our message, we have two spheres of activity—internal communication (to NALC members) and external communication (largely through the news media), with a good deal of interaction between the two.

For members, our aims are to inform them about the postal situation, tell them what's at stake for them and inspire them to take action when appropriate, whether through political activity or by spreading the message.

The chief forms of communication with members are *The Postal Record*, NALC's monthly magazine and official publication, which is mailed to our 292,000 members and some others, including lawmakers, and posted on NALC's website, nalc.org. Also central to our efforts are the *NALC Bulletin* (a periodic publication that is posted in branch halls and post offices), the NALC Member App for smartphones and our outreach through various social media channels.

We seek to influence the public by getting our message out through the news media—on the national, regional and local levels. That involves responding to reporters' requests for comments on postal issues, and granting interviews with national officers, re-

gional or state leaders, branch officers or local letter carriers, to news outlets. It also includes getting our message across directly in the media in our own voices—by writing commentary pieces (also known as op-eds) and letters to the editor.

Also critical in the process, given the amount of misleading conventional wisdom that exists, is the department's effort to inform journalists about letter carrier issues and other postal matters so that their reporting or analysis will be more accurate. Similarly, we seek to dissuade media outlets from delving into topics that are not relevant or that would be injurious to letter carriers. Such conversations take place on a daily basis and typically are off the record so we can speak as frankly as necessary to make the case and achieve our aims.

The quality of the department's work has been recognized by our peers in the labor communications community. Since the last convention, news articles in print and online have won 18 awards from the International Labor Communications Association's (ILCA) Labor Media Awards, the largest competition in the United States recognizing excellence in labor journalism.

Internal communications

The Postal Record is, as mentioned, NALC's chief communications vehicle with the membership. It is a unique resource, without peer in the U.S. labor movement in focus and quality. The official journal of NALC, *The Postal Record* is two years older than the union itself, having been founded in 1887. Its pages address the concerns of letter carriers in the workplace, legislative and political spheres; when relevant, it places topics in the context of the broader labor movement. The magazine's emphasis is on straightforward information so members can make their own informed decisions. *The Postal*

Record also explains how members can help make NALC stronger. It provides thorough and up-to-date reports on the letter carrier craft, the Postal Service, public policy issues and the many notable efforts of NALC members to improve the communities in which they work; for example, through the annual food drive or the Muscular Dystrophy Association. The staff also writes feature stories relevant to letter carriers.

In planning magazine articles, the staff works directly with resident national officers and coordinates with other NALC Headquarters departments. Most of the articles are written by Communications Department staffers, but staff members from other departments provide essential material for many items or even write stories themselves.

The Postal Record has featured a wide range of articles recently, such as ones reporting on the efforts by members to raise public awareness about crimes against letter carriers, encouraging members to get involved in the legislative process, informing new and veteran members of their rights, and preparing for the biennial convention in Boston.

Meanwhile, because it is not on a set publication schedule, the *NALC Bulletin* provides a timely way to address issues such as legislation, contract negotiations and various union campaigns, as events warrant. Further, the *Bulletin* is available to all postal employees across crafts, because it's posted on union bulletin boards in the work areas of post offices as well as in branch halls. Nearly 10,000 copies of the *Bulletin* are mailed to branch officials and shop stewards.

Along with these publications, the department maintains the NALC website, which aims to be attractive, content-rich, focused and current. While the website's primary goal is to provide information to members, it also serves as a public relations tool by communicating to

a wider audience the value of the universal postal network and the important contributions made by letter carriers to their communities every day. The level of interest is reflected in the tens of thousands of visits a month to NALC's website. Contract-related documents account for the majority of downloads from the website. Its seven main sections—About NALC, News & Research, Government Affairs, Workplace Issues, Union Administration, Community Service and Member Benefits—contain subsections with hundreds of pages of information and thousands of supporting documents.

The Communications and Media Relations staffers also work closely with other NALC Headquarters departments to post important information to the website in timely fashion.

The department delivers vital information to members quickly through the NALC Member App for iPhone and Android smartphones, a tool that uses today's technology to get the most up-to-date information and resources into the hands of our stewards and members. The app was developed at NALC Headquarters with the needs of all members in mind. It contains links to workplace resources, including the National Agreement, the *Joint Contract Administration Manual (JCAM)*, the Materials Reference System (MRS), city carrier assistant (CCA) resources and more. It also includes legislative tools, as well as one of the most useful features for all letter carriers—an interactive non-scheduled days calendar. Members can sign up for notifications based on their interests and where they live. The app is available in the App Store or on Google Play.

The Communications and Media Relations Department provides frequent updates on web-based social media sites, including Facebook (facebook.com/nalc.national); X, formerly Twitter (@NALC_National); and Instagram (@LetterCarriers).

The staff employs vehicles such as these to spread NALC's message and to generate enthusiasm among the rank and file for the union's agenda and activities. We also use YouTube (youtube.com/ThePostalRecord) to post NALC-made videos.

Additionally, the department provides creative, editorial and publishing support for other departments, and prepares materials for national conventions and rap sessions. The expertise and experience that is gathered in the department gives other NALC Headquarters operations the ability to create a variety of professional-quality publications in-house at a substantial savings over contracting with outside vendors, ranging from greeting cards and invitations to major works such as *Carriers in a Common Cause* and the *Joint Contract Administration Manual (JCAM)*.

For national conventions, the department produces the *Officers' Reports* book, the *Financial Reports* book and the *Pocket Guide*. It also works with video vendors during the convention to quickly isolate key events for posting to NALC's website as well as to its YouTube account.

When the convention is in session, the department writes and produces a daily summary, the *Convention Chronicle*, with department staffers covering the events—monitoring the proceedings, taking notes, writing articles, taking photographs, editing, doing layout and proofreading from morning well into the evening. The *Chronicle* is produced completely on-site and printed overnight at a union printer for distribution of about 8,000 copies the next morning to delegates.

Following the convention, the department produces a special convention edition of *The Postal Record* to share convention business with the full membership. Later, the staff assembles the *Convention Proceedings*, a verbatim account

mailed to every NALC branch represented at the event.

Department members also participate in training and developing the union's future leaders at the Leadership Academy by explaining how to create effective branch publications and websites, and leading workshops on developing and communicating a message.

External communications

The department's communications efforts focus on getting information out through the news media in ways that will constructively influence the public and political conversations about postal matters. That requires educating journalists by debunking the large amount of misleading conventional wisdom and explaining the value of the Postal Service and letter carriers to the nation and each community. Along with the myths are the dual problems of political or ideological narratives as well as the large gaps of information on postal issues that exist in most newsrooms. That is the case because few media organizations have reporters who regularly cover USPS, letter carriers or postal topics in general—meaning that journalists often tackle an assigned postal story armed with little knowledge or context.

That trio of problems—the persistent myths; the presence of political agendas, sometimes stemming from the efforts by vested or ideological interests to influence public opinion; and the lack of in-depth knowledge about postal matters, resulting in part from the economically driven trend in journalism away from specialized beat-reporters toward general assignment reporters—pose challenges for NALC's efforts to press for accurate journalism.

Those very factors, however, also provide NALC with an opportunity because many reporters appreciate guidance as they navigate complex topics with which

Communications Department

they are not familiar, often unsure of where to turn to get the unvarnished truth. And that is where the widespread contributions of letter carriers around the country have proven invaluable. The Communications and Media Relations Department can inform journalists of the facts and help them avoid the pitfalls. But when thousands of letter carriers at all levels—from national officers to regional officials, and branch leaders to rank-and-file carriers in every part of this vast nation—make their voices heard through letters to the editor or op-eds, through interviews with newspaper reporters or comments on radio or television, it alters the way the public, the politicians and the press understand all things postal. All the more when letter carriers communicate their message in a clear, factual and non-partisan manner, as they have consistently done for the past decade and more.

It is that dynamic that was vital in achieving legislative goals such as the landmark postal reform legislation in 2022, because it not only provided legislators with a fuller grasp of the facts and the need for changes, it also made clear the public support for such reform. When media outlets produce accurate reports, it informs the public while influencing the political discussion in two ways—lawmakers directly consume media reports, while also hearing from their constituents about how much they value the Postal Service.

That dynamic also has manifested itself in the 15 or so “Enough is enough” rallies letter carriers have organized around the country over the past year to draw attention to the skyrocketing number of assaults and robberies targeting letter carriers, the impact, and the need to combat the trend, with the Communications and Media Relations Department closely involved in aspects ranging from working with local and regional media outlets on coverage to helping branch

officers plan the rallies, formulate their messages and deal with reporters who attend and often seek one-on-one interviews. Media coverage has been intense, with local TV affiliates of NBC, Fox, ABC and CBS often present, along with local and regional newspapers, radio stations and online news outlets.

The department also helps to publicize and generate news coverage for the many important things that letter carriers do beyond their jobs to serve their customers, their communities and the country as a whole, such as the food drive and heroic actions on the route.

Our overall goal: to inform the press, public and policymakers in ways that will lead to policies ensuring a stable and prosperous future for the Postal Service and for letter carriers—one that will allow us to continue to offer residential and business customers the industrial world’s most-affordable delivery service.

To get there, members of the Communications and Media Relations Department interact daily with news reporters, editors and producers in all parts of the country. We provide information for journalists working on stories, so NALC’s voice—and the facts—will be part of the public discussion. We often do this before an event or before news breaks, both to achieve more accurate reporting and to make it more likely that NALC’s perspectives and comments will be included. That has led to much-improved reporting by key media organizations such as the Associated Press, whose stories are carried by thousands of news outlets nationwide. We also facilitate interviews when advisable with NALC officers and members for prominent print, television and radio outlets on a national level, as well as for small local news organizations—with the latter being a key part of our efforts because they often are the most-trusted source of news for residents. Indeed, while many unions and other institu-

tions focus on high-profile and prestigious national outlets, NALC understands the importance of local news outlets that are closer to where people live and work. Emphasizing regional and community media requires extra work because of their smaller circulation, yet another factor that makes the participation of individual letter carriers in the department’s communications efforts so important. The omnipresence over the past decade of our letters to the editor and our op-ed/commentary pieces, from major newspapers such as *The New York Times*, *Wall Street Journal*, *Washington Post* and *Los Angeles Times* to regional newspapers in North Carolina or small-town weeklies in Wisconsin and in every other part of the country, is unparalleled in the union movement—as is the increasing volume of interviews our leaders and members do with print or broadcast outlets on letter carrier safety issues. Our internal communications efforts help inform letter carriers so they can carry out this mission out—and they deliver the message with considerable success.

The department regularly converses with journalists—in Washington, DC, around the country, and occasionally around the globe—to help them better understand postal issues, to explain where the common narratives about USPS fall short, and to show them why postal issues matter to readers, viewers or listeners—and thus are worth reporting or commenting on.

There remains much to do, but these efforts—helped tremendously by the support and participation of President Renfro and Executive Vice President Paul Barner; the members of our Executive Council, including the national business agents; our state association presidents; our branch officers and our rank-and-file letter carriers—are clearly influencing the national debate, as seen by the passage of the Postal Reform Act.

Journalists who were simply reciting the conventional wisdom about the Postal Service often now display the knowledge—and willingness—to delve beyond press releases, preconceived notions and special-interest advocacy statements and get at the actual situation, while frequently including NALC’s perspective and comments.

Along with constant contact with news organizations and interaction with members around the country as they deal with the media, the Communications and Media Relations Department also helps write speeches for national officers. We provide advice for our political and legislative efforts in terms of effective communications strategies and practices. We work on NALC advertising campaigns that spread our message in print or in broadcast media. And we work with our allies, whether individuals or groups, to help them get the message out.

Meet the department

The Communications and Media Relations Department staff currently consists of six individuals:

- Philip Dine, the department’s director and the union’s media liaison.
- Mike Shea, *The Postal Record* managing editor.
- Rick Hodges, a writer and editor.
- Jenessa Kildall Wagner, a writer and editor.
- Sarah Eccleston, the editorial assistant.
- Sarah Thomas, the digital communications specialist.

These six staff members provide most of the story-idea generation, research, interviewing, writing, editing, copy editing, photography, design, layout and production for department projects.

As director since 2010, Dine’s work encompasses a broad spectrum. He edits *The Postal Record*

and discusses communications and media issues in his Letter from the Editor in the magazine. Dine also helps formulate and carry out the union’s communications strategy, while interacting daily (and often nightly) with the news media on issues of importance to letter carriers, the Postal Service and the labor movement. He works with national officers on their media appearances and speeches, while also helping letter carriers around the country write letters or commentary pieces or prepare for interviews.

Shea, who has been with NALC since 2002, has duties that include coordinating with other Headquarters departments and national officers to produce print materials, most notably *The Postal Record*. Along with assigning story ideas and writing articles for the magazine, he handles its design, layout and production schedule. Shea also serves as the union’s chief photographer at most major events.

Writer/Editor Hodges was hired in 2010. An experienced scribe, he has produced a multitude of well-received news and feature stories for *The Postal Record*, including several about the contributions of letter carriers at the community and national levels. He also is involved in the editing and layout of *The Postal Record’s* large Branch Items section.

Wagner joined the staff in 2007 as editorial assistant, becoming a writer/editor in 2018. She relies on her substantial knowledge of NALC and her editing skills to perform her current job as a writer of a variety of news and feature stories for *The Postal Record* and other

COST OF THE POSTAL RECORD		
	4/20 to 3/22	4/22 to 3/24
Printing	\$2,441,356	\$3,238,293
Postage	\$1,914,366	\$2,595,178
Total	\$4,355,722	\$5,833,472
Number of issues	24	23

COST OF NALC ACTIVIST		
		4/22 to 3/24
Printing		\$7,521
Postage*		--
Number of issues		2

COST OF NALC BULLETIN		
	4/20 to 3/22	4/22 to 3/24
Printing	\$103,031	\$135,297
Postage	\$224,200*	\$396,590
Total	\$327,231	\$531,887
Number of issues	17	26

*The NALC Bulletin and the NALC Activist share a USPS postage account, so the postage cost here is estimated.

publications. Wagner produces the popular series of features on letter carriers’ interesting hobbies. She also handles the State Summaries and Retiree Reports sections of the magazine, as well as other editing and layout duties.

Eccleston became the editorial assistant for *The Postal Record* in December 2023. For each month’s *Postal Record* she writes, researches and conducts interviews for human interest stories, the Proud to Serve section and the internet news section. She is also involved in laying out the magazine and various other communications-related tasks.

Thomas began working at NALC in 2023. As a digital communications specialist, she helps manage NALC’s social media accounts by creating original content, spotlighting NALC members, bringing attention to issues relevant to letter carriers, managing the calendar, and reporting on metrics. Her role also includes working with other Headquarters departments to update the NALC’s website with new web content. Additionally, she helps photograph NALC events and produces various audio and visual projects.

Research Department

The NALC Research Department provides research and analysis to NALC’s Office of the President, Executive Council and staff of the union’s major departments. Holly Feldman-Wiencek joined the department in 2016 as a research assistant and has been NALC’s research director since January 2023. Sean Crosbie joined the department in 2017 as a staff assistant for economic analysis.

Examples of Research Department work include analysis of quarterly and annual USPS financial reports; analysis of postal regulatory developments and filings; monitoring of USPS volumes by class of mail; support for collective bargaining; coordination of NALC’s interest arbitration case and hired expert witnesses; analysis of city carrier craft demographics and workforce data; research on U.S. postal and parcel industry trends; evaluation of regulations and developments among international postal operators; and representation of NALC on postal industry panels and at postal conferences.

Since the 2022 biennial convention, the Research Department has worked on a number of issues on behalf of NALC members.

Analysis of USPS reports

The department monitors USPS financial results, volumes, service performance and workforce data and provides analysis and context to the Office of the President. Examples of items the department analyzes include USPS product revenue and volume, workers’ compensation accounting, the USPS balance sheet, and monthly reports on employment and workhours. The department also monitors postal products and services usage, and summarizes USPS reports about usage, such as the USPS Household Diary Study.

In addition, the department reviews what others write about the USPS financial results, including re-

ports published by the Postal Regulatory Commission (PRC), the U.S. Postal Service Office of the Inspector General (USPS OIG) and industry groups.

Despite the repeal of the pre-funding mandate in 2022 and cost reductions due to the early implementation of the Postal Service’s strategic plan, the agency faces a difficult financial outlook. USPS reported a loss of \$6.5 billion in fiscal year 2023. As of the end of the second quarter of the 2024 fiscal year, the Postal Service had not significantly improved its net loss over the same period the previous year. These results were favorably affected by increased revenue due to increased parcel volumes and lower transportation costs, but partially offset by the continued effect of inflation on operating expenses.

Collective bargaining and interest arbitration

The Research Department’s preparations for a new round of collective bargaining begin far in advance of a contract’s expiration. The department began this work for the current round in the fall of 2022, ahead of the May 2023 expiration. The department engages with collective bargaining in two ways: Before bargaining opens, we provide initial research and insight into USPS finances and the labor market to give NALC leadership a detailed understanding of the broader context in which they will bargain, and, during negotiations, we work in collaboration with NALC’s attorneys to craft the case that the union will make in interest arbitration. While we never know before negotiations open if we will reach an impasse and go to interest arbitration, the department works these dual tracks to ensure that we will be ready for arbitration if necessary.

Before contract negotiations begin, the department conducts preliminary research into the overall health of the economy, labor mar-

ket trends, wages in the parcel and delivery market, and trends in USPS workforce data. We share this information with the Office of the President and other NALC officers who will be at the bargaining table. During negotiations, the department is on call to provide any research or analysis as issues arise.

The department’s main focus during bargaining is preparing the case for interest arbitration. This work is comprehensive and meticulous, and includes updating previous NALC presentation exhibits and data, developing new exhibits and identifying expert witnesses to support NALC’s case. In this round of preparations, the department created new exhibits on general economic conditions, injury and illness rates among letter carriers, recent labor settlements around the country, comparison of wages across the delivery industry and the trend toward remote work in the labor market. The department also worked closely with outside experts on wage comparability, heat safety, economics, the parcel market, delivery industry employment trends and workforce structure. The department provided these experts with background information, answered questions, and assisted in identifying publicly available data to help them develop effective witness testimony to support NALC’s case in arbitration.

Pay tables, COLA tracking, annuity tables

When USPS makes changes to the letter carrier pay tables, the Research Department independently verifies the changes to make sure that they are correct. The department provides pay tables to the Communications Department for publication in *The Postal Record* and posting on NALC’s website.

The Research Department also tracks the monthly changes in the consumer price index (CPI) and summarizes where the contract, re-

tiree and Federal Employees' Compensation Act cost-of-living adjustments (COLAs) stand each month.

To provide letter carriers with a visual representation of the progress toward a COLA, the department updates a CPI graph on NALC's website. The line graph shows the CPI index readings since the start of the contract, the most recently published CPI, and the CPI number that would generate a future COLA.

When actual contract COLA amounts are calculated by USPS, based on the January and July CPI releases, the department independently reviews the amounts to ensure that they are correct.

The department also maintains and updates the Civil Service Retirement System and the Federal Employees Retirement System annuity projection tables that are included in *The Postal Record* and on the NALC website. Past pay tables, COLA memos and annuity projections can be found on the NALC website.

Analysis of PRC and USPS OIG reports

The department works to analyze and interpret reports and studies from the PRC, the USPS OIG and other independent bodies.

The research staff reviews and summarizes annual reports and supporting materials filed at the PRC. These reports include the PRC's financial analysis of USPS financial results and 10-K Statement, the PRC's Annual Compliance Determination, and the PRC's Analysis of the Postal Service's Annual Performance Report and Performance Plan. The department also monitors other parties' filings with the PRC to determine if they may be of interest to NALC.

NALC is closely monitoring two dockets and may file comments. The first is a review of the PRC's ratemaking system for Market Dominant products. This follows a change in the system after the PRC

adopted a new price cap formula in 2021, which allowed the Postal Service additional authority to increase Market Dominant prices beyond the CPI. Since 2021, USPS has used this authority and raised Market Dominant prices five times. However, Market Dominant volumes have declined year over year. These declines, along with stakeholder concerns, prompted the PRC to initiate another review of the ratemaking system in April 2024. NALC participated in the initial review, and will likely do so again in the current review.

The second is a docket examining the implementation of the Postal Service's 10-year plan, the Delivering for America plan, published in 2021. Three years into the implementation of the plan, the Postal Service is busy redesigning significant parts of its network. However, USPS is facing pushback from lawmakers, customers and mailers over service declines related to the redesign. Notably, customers experienced significant mail delays in the rollout of one of the first regional processing and delivery centers in Richmond, Atlanta and Houston. The PRC has opened a docket in April 2024 to examine these service issues. The PRC ordered USPS to request an advisory opinion from the regulator to ensure that the network changes will not substantially affect service quality nationwide, or explain why such a review is unnecessary. NALC is monitoring this docket and will submit comments if deemed necessary.

The research staff also monitors research published by the USPS OIG and provides summaries and insights on reports relevant to NALC issues. Some reports of note in the last two years were: "Election Mail Readiness for the 2022 Mid-Term Elections"; "Changes in Mail Mix: Implications for Carriers' Physical Health"; "Safety and Health Program Training"; "Postal Service Non-Career Turnover Follow-up"; "Historical Analysis of USPS Retirement Fund Returns"; "U.S. Postal

Service's Response to Mail Theft"; and "Postal Service Hiring Practices." The information gathered from these reports helps to inform union decisions and can provide useful evidence for our case in collective bargaining and interest arbitration.

NALC also provides input on reports produced about the USPS. In the past two years, the USPS OIG has reached out to NALC officers and staff seeking input on reports about heat safety, turnover, the design of sorting and delivery centers, how changes in mail mix have affected carriers' jobs, and the OT Admin tool.

Industry trends

The Research Department also monitors major developments in the delivery industry and looks for trends that might affect the work of city carriers in the future.

First, the department is always tracking the development of Amazon's in-house delivery network and its impact on the parcel market and delivery jobs. In the last two years, Amazon has had to reduce its operating expenses by shrinking its distribution network after over-investing in new facilities during the pandemic. Amazon closed, canceled or delayed more than 160 buildings in 2022 and 2023. Despite this reduction in the size of its network, Amazon continued to increase its share of the parcel market. Amazon's parcel delivery volume increased 15.7 percent between 2022 and 2023. In 2023, for the first time ever, Amazon delivered more packages than UPS. It had already surpassed FedEx's annual volume in 2020. However, Amazon's 2023 volume of 5.9 billion parcels is still shy of the Postal Service's 6.6 billion parcels, though the distance is closing. It is important that the Postal Service maintain its market share to protect letter carrier jobs.

In terms of the delivery labor market, over the last five years, Amazon has hired almost 300,000 delivery workers, making its in-house delivery workforce nearly the size of the

Research Department

city and rural carrier crafts at the Postal Service combined. In many areas, Amazon carefully sets wages to ensure that they are competitive to attract workers, sometimes paying above \$25 per hour, though the jobs do not include the benefits found at the Postal Service. Despite the competitive pay, the jobs are incredibly dangerous and demanding, and turnover is extremely high. The company also uses an employment model that makes it very difficult for workers to organize. Without the ability to organize, Amazon drivers have little power, and the company has an outsized impact on the quality of delivery jobs across the market.

Second, research staff follows the negotiations of unions at other major companies to look for trends and gather ideas for our negotiations. We follow the Teamsters' relationship with UPS most closely, as UPS is a direct competitor of the Postal Service. In July 2023, after months of preparation and establishing a credible strike threat, the Teamsters and UPS reached an agreement on a historic contract. The agreement included sizeable wage increases and, particularly interesting for NALC, the elimination of a lower-tier job classification similar to the city carrier assistant position. Another labor gain of interest was the UAW's win against the Big Three automakers in November 2023. Like the Teamsters-UPS contract, the UAW contracts included sizable wage increases and the elimination of lower-wage tiers, along with the restoration of COLAs. These were both helpful in the development of our case for potential interest arbitration.

Finally, the department monitors the sentiment of the broader industry about USPS, as their satisfaction with the agency has a direct impact on mail volume and revenue. As mentioned above, mailers have voiced significant concern about the frequency and magnitude of Market Dominant price increases in the last two years. One coalition

commissioned a paper to look at the impacts of price increases on mail volume, warning that USPS is underestimating how much these increases are driving away some of its biggest customers. As also noted above, the PRC has opened a docket to investigate these concerns, and the Research Department will work with NALC leadership to decide if engaging in this docket would have a positive impact on city carriers.

Labor and the economy

The Research Department also analyzes broader economic indicators, evaluates how these indicators may affect letter carriers and the labor movement, and alerts union leadership about these findings.

The department explores the forces that affect working people, such as the declining real value of the minimum wage; income and wealth inequality; the gap between productivity and wages; employee compensation trends; and the latest trends in the labor market. We also analyze data related to union membership so that NALC may gain a better understanding of the state of unionized America and how NALC membership compares to that of the overall workforce.

The department also tracks the state of the economy as a whole, looking at various economic data, including the core CPI, CPI for delivery services and postage, gross domestic product, delivery worker employment data, e-commerce sales, labor costs and compensation, and any other data involving the general labor market and the market for those employed in delivery capacities. This data is released on a monthly, quarterly or annual basis and provides NALC with snapshots of how these indicators are performing at a given moment and over the year. While these indicators are often incomplete ways to gauge the health of the economy for letter carriers, they provide NALC with a sense of how the economy might affect letter carriers and USPS.

The unionized labor force saw incredible gains in 2022 and 2023. 2023 was a historically tumultuous year for labor unrest. The number of union elections climbed to their highest in nearly two decades, with 1,572 elections in 2022 and 1,666 in 2023. Unions won more than three quarters of these elections. More strikes were called in 2023 than in any single year since 2002, covering more than half a million workers—more than in the previous three years combined. And, union contracts negotiated in 2023 gave workers an average first-year wage increase of 6.6 percent, the highest average pay raise for any year since 1988. In 2022, that number was 5.7 percent.

Representing NALC at conferences and panels

The Research Department represents NALC at various conferences, postal industry meetings, and on panels throughout the year. In addition, the department represents NALC on several AFL-CIO staff committees, including the Affiliates Table on Digital Technology & Artificial Intelligence, the Affiliates Table on Clean Energy Jobs, and the Contract Campaign & Strike Hub.

In March 2023, the department attended the Labor and Employment Relations Association (LERA) annual meetings in Detroit, MI. LERA brings together the views of representatives of labor, management, government, academics, advocates and neutrals to share research about labor relations. NALC has attended other LERA events in the past, but this is the first time we attended this conference. It proved to be an informative program, especially one session about employment in the delivery industry. NALC eventually hired a researcher from that panel to act as an expert witness for potential interest arbitration proceedings.

Later that year, NALC research staff participated in several international solidarity and information-

sharing events held by UNI Global Union, the global federation of unions to which NALC is affiliated. NALC belongs to UNI's Post & Logistics sector, along with many other unions that represent workers from national postal systems in their home countries, as well as some unions that represent workers for private delivery companies like UPS, DHL and Amazon.

In August, NALC hosted two UNI Global Union Post & Logistics committee meetings at our Headquarters. On the first day, the World Post & Logistics Committee met. One of the most interesting sessions was about efforts to organize last-mile drivers at private companies like Amazon. National postal systems around the world are all seeing increased competition from new delivery companies. On the second day, the Americas Post & Logistics Committee met and discussed issues concerning postal unions in North and South America. Topics included postal worker health and safety, the increase in gig work in the sector, and the challenge of automation.

Following the Post & Logistics meetings, several NALC officers and staff attended the UNI World Wom-

en's Congress and the UNI World Congress in Philadelphia, PA. These global meetings are held every four years and, much like the NALC convention, function to set the agenda for the federation for the next several years through the passage of resolutions and strategic work plans. Union representatives from 400-plus unions in 109 countries joined together to pass resolutions asserting workers' rights to collective bargaining, healthy and safe workplaces, decent work in a global economy that is rapidly changing due to technology, and work that is not managed by algorithm or another digital interface. Delegates also affirmed the labor movement's commitment to gender equality, building a sustainable future, fighting racism and other forms of discrimination, and holding corporations accountable for their actions.

In October 2023, NALC research staff joined union representatives, Amazon workers, activists and advocacy groups at The Summit to Make Amazon Pay in Manchester, England, to strategize how to tame Amazon's power and make the company pay its fair share—to its workers and to governments. NALC joined the meetings as part of UNI

Global Union's Amazon Alliance, which is a group of unions from around the world that have an interest in how Amazon is shaping and affecting their industries.

The summit featured panels of experts discussing the ways Amazon uses its size and power to influence markets and governments to increase its profits, as well as ways to limit this influence. The summit also prioritized time to discuss lessons learned from actual organizing efforts.

Unlike the first Amazon Alliance meeting that NALC Research Department staff attended in 2019, where little progress had been made in addressing Amazon's immense power, this meeting showed how much work has been done in the few years since. In addition to some small, yet still significant, organizing wins, the public narrative around the company has shifted. Media coverage and the public now understand the exploitative and predatory aspects of the company. This is thanks in large part to the many unions, community groups and advocacy organizations that have come together to shed light on Amazon's poor labor and business practices.

Postal Employees' Relief Fund (PERF)

The Postal Employees' Relief Fund (PERF) was created in 1990 to help carriers, clerks, and other active and retired postal employees rebuild after a major natural disaster.

PERF continues to serve the needs of active and retired postal employees, whose home, as a result of a major natural disaster, suffered substantial damage.

Over the 34 years that the PERF has existed, it has provided grants to 4,650 postal employees and retirees, providing \$22,833,200 to individuals—including hundreds of letter carriers—who have requested assistance related to losses from earthquakes, hurricanes, torna-

does, flooding, wildfires, home fires and other natural disasters.

PERF receives the majority of its contributions through payroll deductions authorized by postal employees and other federal employees during the annual Combined Federal Campaign (CFC), although some individual and organizational donations are also received. As of June 13, 2024, the fund has a remaining balance of \$1,956,392.67.

The PERF grant structure was modified after Hurricane Sandy, effective Oct. 29, 2012, to maintain a stable and sufficient fund balance that is able to help all postal employees well into the future.

Generous contributions from postal employees and other donors through the CFC have allowed the fund to maintain a stable base of resources. An inspired effort for CFC donations is needed this fall to continue PERF's work.

Donations can be made via check made payable to "PERF" and sent to: Postal Employees' Relief Fund, P.O. Box 41220, Fredericksburg, VA 22404-1220. Donations can also be made through the CFC; the CFC number for PERF is 10268. For more information, call 202-408-1869, visit the PERF website at postalrelief.com, or send an email to perf10268@aol.com.



Leadership Academy

Founded in 2005 by President Emeritus Bill Young and then-Executive Vice President Jim Williams, the NALC Leadership Academy continues to reflect the national leadership's belief in the importance of developing and preparing current and future NALC leaders for the challenges of today and those that are surely ahead. Since the Chicago convention in 2022, the Academy has graduated Classes 26, 27 and 28. There are more than 830 graduates since its inception. Class 29 will begin on Aug. 25 and graduate in December. Applications will be accepted for Classes 30 and 31 starting on Aug. 5 and will close on Sept. 27.

Interest in the Academy has remained high. Each year, hundreds of NALC activists apply for one of the 30 slots available in each class. Most encouraging to me is how closely the demographics of the applicants reflect those of NALC as a whole. As of our last application period, 35 percent of the applicants were female and 45 percent came into the Service as city carrier assistants, the applicants came from branches of fewer than 20 members to those with more than 7,000, and from members with barely a year in the Postal Service to

those with more than 33. More than 45 percent were applying for the first time, while dozens were seeking admission for the sixth, seventh or eighth time. This is promising on many levels. It shows that there's a high interest among newer members in becoming of greater service to the union. It also shows that in spite of not being selected in previous attempts, many continue to reapply each year, showing that they are determined and not easily discouraged, both characteristics of a good leader.

Admission to the Academy begins with the completion of a written application form available on the NALC website during the application acceptance period, which, as previously stated, begins this year on Aug. 5 and runs through Sept. 27. Applicants must be endorsed by a union leader who commits to being their mentor throughout the Leadership Academy experience and provides them with additional learning opportunities. It's an extremely difficult job to select only 30 students for each class from among the many qualified applicants.

The rivers of NALC talent and dedication continue to run deep, as evidenced by the high quality of each

new Leadership Academy class. At last count, 28 state presidents, 28 regional administrative assistants, 11 Headquarters staff members, all three of our full-time advocates, eight regional workers' compensation assistants, six regional office assistants, 11 regional grievance assistants, five legislative and political organizers, 12 national business agents and five resident national officers are graduates of the Academy. Additionally, Academy graduates have been elected to leadership positions in their local branches, small and large, with many becoming full-time union officers. Just as important: Hundreds of graduates have gone on to serve NALC in various other capacities. These include as arbitration advocates, Dispute Resolution Team members, Office of Workers' Compensation Programs representatives, shop stewards, route adjustment team members, and Carrier Academy instructors, as well as food drive, MDA and community service coordinators.

The commitment to working hard and helping others seen in each successive leadership class is always encouraging. If this is any indication of the future of NALC, the union has a bright future ahead of us.

Honoring longtime members

The NALC honors its retirees in a unique way. Our retirees are an integral part of our organization and, as such, retain both their membership and union rights. But more than that, when they have belonged to the NALC for 50 years or more, we honor them with either a gold membership card, a lapel pin or a plaque.

The gold cards are presented to our 50-year members (since 1939); the lapel pins are given to our 60-year members (since 1954) and 65-year and 55-year members (since 2012); and the plaques are awarded on the members' 70th and 75th anniversaries (since 1974). A number of 80-year plaques have also been

awarded (since 2014).

Most of our branches make quite an occasion of the actual presentations, and NALC sends a letter to the retiree expressing gratitude for his or her continuing support of the NALC over the years.

The following presentations of life membership awards have been made since the Chicago convention:

50-year gold cards	3,637
55-year pins	7,476
60-year pins	1,278
65-year pins	808
70-year plaques	197
75-year plaques	122
80-year plaques	10

Equal opportunity employer

NALC continues to honor and subscribe to its affirmative action program, which provides for a continuing analysis of the association's human resources and personnel policies and formalizes our commitment to recruit, hire, train and promote all persons without regard to race, color, creed, religion, sex, marital status, age, handicap, veteran status or national origin. This program has the strong support of this administration.

Muscular Dystrophy Association (MDA)

Although MDA has changed its brand, NALC did not change its commitment to help “Deliver the Cure” for muscular dystrophy (MD). We have been there since 1952 and will be there until the need has disappeared. For more than 72 years, the NALC has supported the Muscular Dystrophy Association as our national charity. NALC is a Diamond Partner, raising more than \$1 million annually for MDA research and services.

I want to thank all the branches that put forth an effort to raise funds and awareness. Although 10 branches are recognized each year, I know there are several NALC locals that make our national effort a success. However, I want to give a shout-out to those branches who continue to be the top of their categories.

Letter carriers from almost every state have held or participated in activities such as bowlathons, “muscle walks,” satchel drives, trivia contests, and letter-writing campaigns. These and other events make a critical difference. My message to you is to get involved and start something new in your branch or find different ways to increase your current efforts. Either way, keep up the great work and remember that we are here until they “Deliver the Cure.”

Thanks to you, families served by MDA have a future with hope. Let’s keep up the great work and strive to Deliver the Cure. In 2022, NALC branches, state associations, auxiliaries and Headquarters raised \$875,665.56, which is more than \$200,000 from the previous year.

In 2023, NALC branches, state associations, auxiliaries, Headquarters and the Health Benefit Plan raised \$1,129,080, which is up \$200,000 from the previous year and the first time we hit above \$1 million since the COVID-19 pandemic. The efforts allowed NALC to continue the union’s commitment to supporting MDA’s medical research and support programs for people living with neuromuscular

2022					
Category	Branch	City, State or Name of Branch	Money raised	Pres First	Pres Last
1	38	NEW JERSEY MERGED	\$ 49,096.51	Michael	O’Neill
2	82	PORTLAND, OREGON	\$ 14,450.00	David	Norton
3	1902	ARIZONA MERGED	\$ 20,529.25	Nick	Smith
4	358	NORTHEASTERN NEW YORK	\$ 18,283.00	Bill	Cook
5	204	COLORADO SPRINGS, COLORADO	\$ 11,273.00	Jonathan	Meyer
6	442	SPOKANE, WASHINGTON	\$ 14,338.95	Sharee	Eschenbacher
7	828	SOUTH CENTRAL INDIANA	\$ 16,506.62	Joshua	Peterson
8	324	GREELEY, COLORADO	\$ 7,719.88	Richard	Byrne
9	490	MANITOWOC, WISCONSIN	\$ 12,015.00	Clifford	Konik
10	4456	THERMOPOLIS, WYOMING	\$ 1,300.00	Barbara	Munger

2023						
Category	Branch	Region	City, State or Name of Branch	Money raised	Pres First	Pres Last
1	38	15	NEW JERSEY MERGED	\$ 54,955.47	Michael	O’Neill
2	343	5	ST. LOUIS, MISSOURI	\$ 26,250.00	John	McLaughlin
3	1477	9	WEST COAST FLORIDA	\$ 16,000.00	Joe	Henschen
4	358	11	NORTHEASTERN NEW YORK	\$ 18,711.00	Bill	Cook
5	213	1	STOCKTON, CALIFORNIA	\$ 13,253.00	Gregory	Fuson
6	284	12	ERIE, PENNSYLVANIA	\$ 14,235.34	Mark	Murphy
7	828	5	SOUTH CENTRAL INDIANA	\$ 20,850.00	Joshua	Peterson
8	324	4	GREELEY, COLORADO	\$ 8,656.83	Richard	Byrne
9	490	7	MANITOWOC, WISCONSIN	\$ 12,130.00	Clifford	Konik
10	1006	4	SHERIDAN, WYOMING	\$ 2,599.00	Gerald	Curtis

diseases and for their families—a commitment that began with MDA’s founding in 1950.

Our members have also logged several volunteer hours to benefit MDA through camp programs, fundraisers and more. MDA activities build camaraderie among members, which in turn builds a stronger union. Let’s do what we can to promote strength, independence and life to MDA while showing the best of what we union members are: trusted and respected public servants.

If you need help getting started, contact NALC at nalc@mdausa.org or at 312-392-1100. Please be sure to use an allocation form and mail any offline gifts to: Muscular Dystrophy Association, Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354.

NALC continues to post to the “Deliver the Cure” Facebook page and to highlight MDA fundraising efforts,

family stories, progress toward a cure, and new research and services available through MDA. NALC has an email address exclusive to MDA-related email communication, and Headquarters has an improved network of communication with the branches and a system to update records, especially when branches contact NALC at mda@nalc.org. Additionally, we are using the NALC app to promote all MDA-related issues as we become aware. Don’t hesitate to let us know about what your branch is doing so that we can share with anyone who elects to receive MDA notifications.

Every year, the MDA Honor Roll is published in *The Postal Record*. For the past several years, it has been in the April issue along with a feature article relating to MDA. With our continued efforts, letter carriers and NALC hope to fulfill our commitment and one day truly “Deliver the Cure” for those with MD.

Stamp Out Hunger Food Drive

Every year, letter carriers collect tens of millions of pounds of food during our annual Letter Carriers' Stamp Out Hunger® Food Drive. The success of the food drive is due in large part to letter carriers, volunteers, and generous support from our partners including the U.S. Postal Service, the United Food and Commercial Workers International Union, AFL-CIO, Valpak, United Way Worldwide, Kellanova, Vericast, CVS Health, and the National Rural Letter Carriers' Association. This remarkable feat proves what we can accomplish together with commitment, determination and hard work.

While the total pounds of food collected is hard to visualize, the faces of those we help are all too familiar—children, seniors, and working families struggling to make ends meet. They inspire us to keep the drive moving forward—one donation, one person, one family at a time.

Our commitment to community service exceeds our routes. Every year, letter carriers in every community work with family members, friends, other postal co-workers and allies on the second Saturday in May to give something back to the communities where they live and serve. The U.S. Postal Service's nationwide network, coupled with the trusted relationship letter carriers have with the American public, serves as a dynamic base for the food drive. We are

proud to be a part of such a powerful force connecting the community to food and hope.

For more than 15 consecutive years, with the help of volunteers and our partners, we collected more than 75 million pounds of food annually. Unfortunately, the pandemic forced the cancellation of the food drive in 2020 and 2021, but it did not slow letter carriers' commitment to supporting food banks. We replaced the food drive with an online donor drive, and NALC Headquarters matched the donations made from our branch treasuries. This yielded a little more than \$1 million each of those years for food banks.

The in-person food drive returned in 2022, and the nationwide total of collected food reported was approximately 39 million pounds. 2023's nationwide total of collected food stood around 39 million pounds with an additional 500,000 pounds of food donated by Kellogg Co. Nationwide, local food banks and pantries received \$212,808 in cash donations, raising the 2023 total to 42 million pounds. While this is still an outstanding feat, there is more work to do together to reach our pre-pandemic levels.

In 2024, we continued building on more than a quarter-century of delivering hope and help to those in need. Tampa, FL Branch 599 collected 1,955,085 pounds of food, resulting in the most food collected overall.



With 50 percent of NALC branches and rural offices reporting, the nationwide total of collected food was approximately 36 million pounds. Local pantries received \$392,738.20 in cash donations, raising the total to 40 million pounds.

In the quarter-century since it began, the Letter Carrier Stamp Out Hunger Food Drive has resulted in more than 1.9 billion pounds of food collected, replenishing food shelves in thousands of community food banks nationwide and helping countless Americans when they needed it most.

While times continue to challenge us on many fronts, our combined efforts and action continue to make a difference by improving lives and uplifting communities.

Category		Branch Name	Region	State	Lbs Collected
1	24	LOS ANGELES, CALIFORNIA	1	CA	1,865,600
2	421	SAN ANTONIO, TEXAS	10	TX	490,107
3	599	TAMPA, FLORIDA	9	FL	1,955,085
4	2008	CLEARWATER, FLORIDA	9	FL	1,518,458
5	826	PONCE, PUERTO RICO	15	PR	628,368
6	246	SOUTHWESTERN MICHIGAN	6	MI	230,584
7	763	COLUMBIA, MISSOURI	5	MO	866,085
8	4682	AIEA-PEARL CITY, HAWAII	1	HI	286,103
9	621	BUTTE, MONTANA	2	MT	99,000
10	513	STAUNTON, VIRGINIA	13	VA	39,160
11	1256	MORRISTOWN, TENNESSEE	8	TN	22,013

Veterans Group

Veterans of the U.S. armed forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members.

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

Oftentimes, gratitude is expressed in words such as “thank you,” but it’s rarely followed up with any tangible expressions. The creation of the NALC Veterans Group is intended to be something tangible and useful.

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans’ rights and benefits within the U.S. Postal Service. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a

sense of camaraderie.

We have more than 19,850 veterans in our Veterans Group. The Veterans Group has done three projects since 2018: in Detroit, in Hawaii and in Chicago. The Veterans Group saluted all veterans at the 2022 NALC Biennial Convention in Chicago. Veterans Group members and family participated in the ruck march fundraising event on the shore of Lake Michigan. The event raised more than \$26,000 in donations to aid homeless veterans and to help empower other veterans to take control of their transitions to civilian living in the Chicago area.

This year, we will be raising money for the New England Center and Home for Veterans (NECHV). Its mission is to equip veterans who are facing or are at risk of homelessness with the tools for economic self-sufficiency and to provide them a path to achieve successful and dignified independent living. A service and care provider for former military service men and women, the NECHV offers



a broad array of programs and services that enable success, reintegration, meaningful employment, and independent living.

If you are interested in joining the group, please go to nalc.org/join-veterans. Alternatively, you may complete the sign-up card included in each issue of *The Postal Record* and return it to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Combined Federal Campaign

NALC has long been an enthusiastic supporter of the Combined Federal Campaign (CFC), which is designed to allow postal and federal government employees the ability to make charitable donations through payroll deduction.

Pledges made by donors during the campaign season support eligible nonprofit organizations chosen by the donor. Postal and federal government employees can choose the charity or group of charities they want to support from a list of more than 2,000 eligible charities.

NALC is directly involved in two charities:

- **The Muscular Dystrophy Association (MDA, CFC No. 10561)** is NALC’s only official charity. It is the world’s leading nonprofit health organization sponsoring research

into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support approximately 150 research projects worldwide, as well as camps and activities for children who have one of these diseases.

- **United Way Worldwide (CFC No. 11188)** is the leadership and support organization for the network of nearly 1,800 community-based United Ways in 40 countries and territories. The United Way’s focus is creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life: education, financial stability, and health.

During the 2021 campaign, postal employees pledged \$4,016,257 in

monetary donations and 6,651 hours of volunteer time, which equated to \$128,178. These totals do not include any donations received during the special solicitation period authorized by the Office of Personnel Management to help with the humanitarian crisis caused by the war in Ukraine. This special period ran from April 18 to June 30, 2022.

In 2022, postal employees pledged a total of \$2,790,467 in monetary donations, including 2,649 volunteer hours, which equates to \$62,400 in cash donations.

In 2023, charities covered by CFC raised a total of \$2,803,536 from postal employees, including 2,134 hours of time spent by employees volunteering for the campaign, which equates to \$46,843 in cash donations. This brings the overall total donations to \$2,850,379.

Heroes of the Year

Every day, letter carriers are on the streets in every neighborhood of every city in every state. The very nature of their jobs puts them in constant contact with the public. They are, in fact, perhaps the last public servants to make regular rounds and come into daily contact with the customers on their routes.

As a result, there are many times when letter carriers are first to arrive at the scene of a crisis—an accident, a disaster, a crime—and the first to offer assistance. Or perhaps because of their daily vigilance, a community problem—a child without shoes, increasing substance abuse among neighborhood youth, families without food or fuel, a lonely senior citizen who needs cheering up—is recognized and action is taken to provide solutions.

To recognize these carriers, NALC established the Heroes of the Year Awards in 1974 to pay public tribute to outstanding letter carriers who, ignoring dangers to themselves, perform selfless and heroic acts to rescue those at risk of losing their lives.

In 1978, a second category—Humanitarian of the Year—was initiated to honor letter carriers for significant, sustained personal contributions to a worthy cause.

Independent judges—representing the labor community and community service organizations—review items published in *The Postal Record's* Proud to Serve section to determine the winners.

“We are immensely proud of what the heroes being recognized did,” NALC President Brian L. Renfro said at the Heroes of the Year luncheon in March 2024. “They represent our country’s best in public service. They truly are our heroes.”

On duty or off, letter carrier heroes generously deliver that “extra service” to the American public every day, and in doing so they proudly carry on a great tradition of delivering for America, six days a week.

National Hero of the Year

Philip Moon of Amarillo, TX Branch 1037

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

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

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

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

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

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

Eastern Region Hero

Timothy “Tim” Martin of Buffalo-Western New York

Delivering packages on New Year’s Eve, Buffalo-Western New York Branch 3 member Tim Martin turned a corner and 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 to the mobile home.

Knowing that an elderly resident with breathing problems lived there, Martin asked the neighbors if she was home. They said yes—but kept filming.

The fire was blocking the front door, so Martin rushed to the back of the trailer. He pushed the back door open, but it was held shut with a bungee cord. “Luckily, I’m skinny enough to squeeze through,” he said. He found the home filling with smoke and the woman 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.

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 coming to the scene, he left in his mail truck, continuing his route. Martin returned a few days later and learned 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.”

Central Region Hero

Dominic Jack of Baton Rouge, LA Branch 129

On his route in White Castle, LA, earlier this year, Dominic Jack had just delivered to a house at the end of a loop and was circling back when he saw trouble. “I saw gray smoke coming from the back of the house,” he said. The two year carrier, a member of Baton Rouge Branch 129, knew there were children living in the house, so he rushed to help.

“I could hear somebody screaming,” he said.

He saw a small boy 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. He went through the back door of the burning house to rescue the children’s grandmother, who he found near the door, and helped her to the street.

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!”

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

Western Region Hero

Randall “Randy” Fields of Boulder, CO Branch 642

Randy Fields was in the Valmont Post Office in Boulder, CO, on a July morning when 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 a postal customer. 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.

Coffin 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. Police said charges are pending against the driver.

Coffin survived and eventually returned home from the hospital. “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.” Coffin will have to undergo more surgeries and rehabilitation before he is fully recovered.

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.”

As for being called heroic, Fields said, “It took me a long while to realize that I am a hero. I initially just thought it was something that everyone would do for another human being.”

Honorable Mention

Timmye Crowley of Billings, MT Branch 815

After 21 years on the job, Timmye Crowley knows her customers well. On her route 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 she reached the door, the Billings Branch 815 member heard the man’s smoke detector beeping. Looking in the window, Crowley spotted the man asleep in a chair despite the beeping and the smoke filling the room. She knew he was hard of hearing and the smoke alarm wasn’t waking him. “I started pounding on the door, kicking it and ringing the doorbell,” she said. The man finally woke up and came to the door, still unaware of the fire. “He had no idea what was going on.” Crowley called 911 and brought the man to safety. “I got him outside, away from the smoke,” she said. 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. After the fire department arrived, Crowley returned to her route. U.S. Sen. Steve Daines of Montana later honored Crowley for her actions. “I didn’t feel like a hero,” Crowley said. “I feel like I was just doing my job.”

Heroes of the Year

Honorable Mention

Brittany Giles of West Palm Beach, FL Branch 1690

Brittany Giles was leaving work one day in December last year 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.

“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 almost 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 uniformed letter carrier like she was strange. After explaining that she had received Camron’s let-

ter and wanted to know what toys he would like (he hadn’t included anything specific on 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. “It’s called [Charcot-Marie-Tooth disease], so that 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 “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.

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 still is 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 explained. “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.”

Vigilant Award

Tommy Howe of Fall River, MA Branch 51

Out on his route in Taunton, MA, on a hot July day, Fall River Branch 51 member Tommy Howe thought the man sitting by the road with a push lawnmower resting on his legs was feeling the effects of the heat. It looked serious enough that Howe stopped to help the man. “I tried to sit him up,” Howe said, but the man lost consciousness and collapsed. “That’s when I knew it was serious,” he said. “I had to get help quickly.”

Howe, a carrier since 2007, spotted a pair of roofers working on a house nearby and yelled to them to

assist. He took the lead, calling 911 and telling one roofer to flag down the approaching ambulance and gave the other one his water jug to give water to the stricken man. “His lips were blue, so I know it was a matter of minutes” before he could die, Howe said. “We basically kept him alive until the ambulance got there.” EMTs arrived and managed to revive the man, who fully recovered. Though the man lost his memory of that day, he was apparently stung by insects and had an allergic reaction. The man was thankful when he talked to Howe later, and the city of Taunton gave him a certificate of appreciation, but Howe 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.”

Vigilant Award

Kyle Mailman of Wichita, KS Branch 201

Two-year carrier Kyle Mailman is helping Wichita, KS, with a dangerous gopher problem. Recently, construction of a bridge spanning the Arkansas River was causing gophers to move into a residential area near the bridge. The gophers dug long tunnels underground, and when they encountered gas lines, they often chewed through them, causing dangerous leaks, Mailman said. Delivering the mail on a route in that area in April, the Wichita Branch 201 member approached a recessed door of a home to put the mail in a door slot. “I’d heard a report in the area of people having gas leaks,” he said. When he reached this door, the odor was unmistakable. “I about choked right then and there.” Mailman warned the woman who lived there. “I knocked on the door rather feverishly,” he said, and told her to call the authorities immediately. After experiencing the ill effects of breathing gas himself due to an unlit pilot light on a stove many years ago, Mailman could tell

that the woman showed the signs of gas poisoning. When the gas company came to fix the outdoor leak, it also found a leak in a faulty valve of an indoor gas fireplace as well. “To me, it’s not really a big deal,” Mailman said about his actions, which may have saved a life, “because I hope everyone would be out there helping each other.”

The Partnership Award

Earnest Twomley, David Correa, Heriberto Rodriguez and Daniel Weber of 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 for needy children every Christmas.

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 up a couple of flights of stairs, put her on a couch, and that was it.”

But then a neighbor who saw what he did 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 was 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 some 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 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.

The group’s outreach has expanded far beyond that first family by serving children with disabilities in schools and needy 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

Heroes of the Year

come in, they pick whatever they want.”

Despite serving so many children, the Better Angels always seem to have extra gifts for others who reach out for help, because they lean on the community to donate along with postal employees.

“Right now, I have about 300 toys in my secret toy closet in the post office,” Twomley said. “The carriers ask some of these high-rise buildings—we’re in Midtown—to put out a toy box. The whole neighborhood knows us already. So we put the collection boxes in there.”

The Better Angels piggyback on the postal network to retrieve the toys. “We have relay drivers. They have to bring relays out there. So, every time they go to the building, they check the box to see if it’s full and they bring them back. That’s how simple it is.” Several other stations in the area now help to collect toys from donation boxes.

“And management is 100 percent behind me with this,” he added. “Even our area manager is getting involved with me as well because he has a friend in the New York Police Department—and we just made an announcement that we’re going to be joining forces with them as well.”

Like the system itself, Twomley’s slogan for the operation is simple: “Everyone gets a toy.”

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.”

Twomley and the other Better Angels want to grow the project even more by getting more stations in New York City involved in collecting toys.

After 37 years on the job, Twomley is thinking about retiring soon, but he doesn’t plan to stop delivering joy: “I actually ripped out my garage and put an office together, and it’s just about done. So, when I retire, that’s going to be our main headquarters, and then I’m going to concentrate every year going around to all the post offices.”

Humanitarian of the Year

Harry Bittner of Camden, NJ Merged Branch 540

Music has always been a part of Harry Bittner’s life. He grew up listening to Motown records around the house that his parents played, and then got exposed to rock ‘n’ roll music through neighborhood kids.

He picked up a bass guitar when he was 15 and has loved playing ever since. “I got started just because a friend of mine was kind of dabbling with the guitar,” he said. “His older brother was in a band, and we would sneak down and play their instruments when they weren’t around.”

Fast-forward to 2019, when the Camden, NJ Merged Branch 540 member joined a five-member cover band called uNGLuED. They practice once a week, usually perform two shows a month at bars or other events like festivals, and the bandmates work together to choose songs to cover.

“They jokingly call me ‘Heavy Metal Harry’ because my background before doing this cover

band was doing heavy metal stuff, so I like harder stuff,” Bittner said, and added that his biggest musical inspiration is Iron Maiden bass player Steve Harris. “But we tend to try and pick songs that we know will go over with the crowd,” he said. “We’re more inclined to do Michael Jackson and Prince. We don’t do Metallica and Megadeth, you know what I mean?”

The carrier was enjoying playing regular gigs with the band when uNGLuED’s singer, Wally, approached them in the fall of 2020 and told them about his longtime desire to do a traveling Christmas show by driving around a truck to a few locations, and the band would then play some Christmas carols on the back to spread some cheer. “I immediately said, ‘Yeah, I’m in,’” Bittner said.

However, that winter of 2020, COVID-19 was spreading, and events were shutting down. They began to fear that they’d get in trouble for gathering, so Bittner suggested that maybe they raise some money to help out people who need it while they play, in case they were questioned by police.

Then, fortuitously, an acquaintance of the carrier heard about their plans and asked if she could put them in touch with a friend of hers who is a retired prosecutor, who works with a charity and who could help the band find families who could be helped through 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.”

Plans soon came together, and the band began scouting locations and practicing songs. Wally spent a few weeks preparing the 20-foot utility trailer, and attaching the drum set to it so they can travel with it.

“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. “And then we went to a school that was closed at night [so] we’d have this big, giant open lot. We went to another community down the road where there was a VFW [Veterans of Foreign Wars].”

The first year they played four stops. 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 youngest of two daughters, Alyssa, who dressed as an elf and handed out candy canes to children and walked around with a bucket to collect money from concertgoers.

People in the local communities, including some of his co-workers, “bring their kids, kids go see Santa,” Bittner said. “They listen to us, give us a couple of bucks, and we would get it to the right people when all this was over.”

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

“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, and they thought I had bile duct cancer initially, and it’s like a death sentence,” he continued, adding that after undergoing a colonoscopy he was eventually correctly 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.”

His eldest daughter, Haley, was getting married that December, and Bittner was convinced by a friend to get his minister’s license to officiate the ceremony, so he did. “She’ll always have this to remember—that her dad married her,” he said.

“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 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 started to mix up the format, adding in some regular rock music, too.

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. “People started hearing we were doing this, and we’d have people come to [us and] say, ‘Hey, man, I know this family, and they just had a house fire and lost everything. Can you help them out?’” he said.

“We’ll check into it and be, like, ‘OK, this is legit. Let’s help these people out.’”

One of his favorite memories from the endeavor was when he and the band was playing a gig in the fall, and he saw a man he recognized but couldn’t place. In between sets, the man approached the band and said they had helped him and his family out 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 chemotherapy in January 2022 and tried working his postal job through his treatment to keep a sense of normalcy, but he ended up taking some time off here and there for treatments, which included eight chemo infusions, followed by five radiation treatments, and then a major surgery in 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.

“They sent me [for] a scan in December of last year, and 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 last December. And again—bigger, better, more money, more families.”

Being involved with music is both fun and rewarding, Bittner said. “Playing in the band has been so invaluable to me during my cancer journey, because every minute I spend learning a song, playing

a song, playing out, it's another minute that I'm not thinking about cancer," he said, adding, "And that was really crucial, I think, for me to maintain a good attitude [and] press forward."

As the December 2023 issue of *The Postal Record* was going to press, the carrier and his bandmates were winding down the last of their regular gigs for the year and gearing up for the fourth annual charity show on Dec. 9. "I'm sure it'll be bigger and better than it's been the last couple of years. It just keeps growing," he said. "I think as long as the five of us are together as a band, that we'll continue to do it."

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." This year they planned

to help multiple people yet again, including a family they've met who lost everything in a house fire, even their dogs.

"When you're in a cover band, you're not looking to be famous or anything," he said. "At the end of the day, you're just doing it because it's fun, and it's a cool night out. You hope that people dig it, and in our case, with uNGLuED, you hope that you're building up this fan base that will also contribute to the Christmas thing at the end of the year, and they do. The reason why we've collected \$13,000 in three years is because we have people that come see us at those other shows."

As for himself, "things are looking up. There's no sign of cancer right now," Bittner said, and he added, "I'm one of the lucky ones. It's not lost on me that so many people don't come out the other

side from this. I feel very blessed." Haley, whose wedding Bittner presided over, is expecting a baby girl in January, and the carrier and his wife, Joan, are looking forward to being grandparents.

Indeed, he's thought of his legacy. "I want my kids, and my grandkids eventually, to have something to remember—that even when I was as low as low could be in the worst possible shape anybody could be in, I still was committed to getting out and doing this Christmas gig," he said.

"And 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."

Workers' Compensation Department

NALC's Workers' Compensation Department—under the direction of Director of Retired Members Dan Toth, who is assisted by Assistant to the President for Workers' Compensation Coby Jones, who provides information and advice to the membership on the Federal Employees' Compensation Act (FECA) and its administration by the Office of Workers' Compensation Programs (OWCP).

The department now meets quarterly with the director and staff of the Division of Federal Employees' Compensation, the federal division of OWCP, to both give input and resolve administrative issues. And the director of OWCP itself, Christopher Godfrey, will teach a workshop at the 2024 national convention to describe the many changes OWCP has made in the last two years to make the claims process more user-friendly.

The NALC's goal is to provide OWCP representation to NALC mem-

bers at every level of the organization. Ten full-time regional workers' compensation assistants (RWCAs) assist national business agents (NBAs) and branch officers with OWCP claims and other FECA-related matters. RWCAs provide training at the national, regional, state and local levels. Branch officers should contact their NBA office to request RWCA assistance.

The department will also represent members who file appeals with the Labor Department's Employees' Compensation Appeals Board (ECAB). NALC members who are contemplating an ECAB appeal should contact the compensation office at NALC Headquarters for assistance.

The Workers' Compensation Department provides information and advice to the membership through *The Postal Record*, the *NALC Activist*, the "Injured on the Job" section of the NALC website, and national convention workshops. The depart-

ment also furnishes OWCP training to NALC Leadership Academy students focusing on the history of the FECA and its underlying social compact, the FECA's structure and regulatory underpinnings, and how the FECA intersects with the National Agreement.

The Workers' Compensation Department works closely with the Contract Administration Unit (CAU) on grievances that deal with OWCP issues. Close monitoring of management's obligations under FECA and the contract help every injured worker by enforcing strict compliance. The Workers' Compensation Department also assists the CAU with the USPS handbook and manual changes and postal programs to ensure that they are in compliance with the FECA.

Under President Renfroe's guidance, NALC provides the most comprehensive OWCP representation of any federal-sector union.

Litigation report

Court cases

Duty of fair representation cases

Hickey v. NALC—Former letter carrier Lynda Hickey filed this suit against NALC in Colorado state court in January 2019. She claimed that Branch 849 acted with negligence in advising her regarding the grievance procedure. NALC removed the case to federal court in Colorado. In May 2021, the federal court granted NALC's motion to dismiss. In August 2022, the U.S. Court of Appeals for the Tenth Circuit affirmed the dismissal of the case.

Hale v. USPS, Branch 3126—Former letter carrier Venetta Hale filed this lawsuit in February 2022 in federal court in Michigan. She claims that Branch 3126 failed to represent her properly in connection with her removal and failed to enforce an arbitrator's back pay award in her favor. Branch 3126's summary judgment motion is pending.

King v. Hutson—Letter carrier Eboni King filed this lawsuit in state court in Illinois in April 2022 against Region 3 Regional Administrative Assistant Jerry Hutson, claiming that Hutson allegedly failed to represent her properly regarding back pay owed to her by USPS. After the case was removed to federal court, Hutson, in September 2022, moved to dismiss. The court dismissed the case in November 2022 based on King's failure to prosecute and failure to comply with court orders.

Poletto v. Battaglino, Branch 47—Former letter carrier Dominic Poletto filed this suit in federal district court in April 2022 against Branch 47 and Anthony Battaglino, a union-appointed dispute resolution team member, challenging, on fair representation grounds, a Step B decision sustaining his removal. In October 2022, defendants moved to dismiss the suit. The court granted the motion in August 2023. In April 2024, the U.S. Court of Appeals for the Tenth Circuit affirmed.

Ritchhart v. Puffer—Former letter carrier Deidra Ritchhart filed this employment discrimination suit in federal district court in Utah in January 2023. Her suit named as a defendant NALC President Brian Renfroe. The court dismissed Ritchhart's claim against President Renfroe and, in March 2024, the U.S. Court of Appeals for the Tenth Circuit affirmed the dismissal.

Sung v. Cancel—In March 2023, former letter carrier Mo Chiao Sun filed this employment discrimination suit in federal district court in Brooklyn, NY. The defendants he named in the suit included NALC President Brian Renfroe and the vice president of Branch 294. In December 2023, those two defendants filed a motion to dismiss, which remains pending.

Lopez v. Branch 421—In October 2023, former letter carrier Monica Ann Lopez filed a breach-of-contract suit in small claims court in Texas against Branch 421. In January 2024, the court granted Branch 421's motion to dismiss.

Other NALC court litigation

Noble v. NALC, Branch 9, Branch 421—In June 2022, retired letter carrier David Noble filed this action against NALC, Branch 9 and Branch 421, in the federal district court in Washington, DC. The suit seeks an injunction requiring the defendants to allow Noble to place paid campaign advertisements in their publications. In December 2022, the district court dismissed the lawsuit. In May 2024, the U.S. Court of Appeals for the District of Columbia Circuit reversed the dismissal and remanded to the district court for further proceedings.

USPS v. NALC (Memphis arbitration suit)—In May 2023, USPS filed this suit against NALC in federal court in Washington, DC, seeking to vacate a regional arbitration award. USPS claimed that the remedies ordered by the arbitrator, including the establishment of a new conflict resolution mechanism, exceeded

his authority. In February 2024, the parties resolved the suit by settlement agreement.

National Labor Relations Board cases

Branch 455 (Schroeder)—In August 2012, the NLRB issued a complaint against Branch 455, based on an unfair labor practice charge by letter carrier Irma Schroeder. The complaint alleges that the branch caused USPS to discharge her in retaliation for her alleged dissident union activity. The hearing on the case has not yet been scheduled.

Branch 5730 (Marcum)—In April 2022, the NLRB issued a complaint against Branch 5730, based on an unfair labor practice charge by former letter carrier Kandi Marcum. The complaint alleged that the branch failed to file grievances for her and failed to provide her with copies of her grievances. After a hearing, an NLRB administrative law judge issued a decision in September 2022 dismissing the complaint.

Branch 642 (Daniels)—In April 2023, the NLRB issued a complaint against Branch 642, based on an unfair labor practice charge by letter carrier Terry Daniels. The complaint alleges that the branch failed properly to process various grievances for Daniels. The NLRB has not yet held a hearing on the complaint.

Presidential rulings

Members can find the presidential rulings in the *Officers' Reports* book distributed at the NALC convention in Boston or on *The Postal Record* section of nalc.org.



National-level arbitration decisions

1. Case No. 4B19N-4B-C 23120456 (Non-Payment of Wages)—NALC appealed this grievance to the interpretive step to resolve the parties' dispute as to whether the Postal Service was contractually obligated to compensate employees whose paychecks were stolen by cybercriminals. The grievant was enrolled in direct deposit via the USPS Human Resources website, LiteBlue.usps.gov. According to the Postal Service, criminals caused the direct deposits of certain employees, including the grievant, to be routed to bank

accounts controlled by the criminals. As a result, the grievant was not compensated for 80 hours worked during the 24th pay period of 2022.

NALC contended that the failure to pay an employee for hours worked is a clear violation of the federal Fair Labor Standards Act, as well as certain provisions of the Agreement, including Articles 5, 8, 9 and 34.

Hearings before National Arbitrator Dennis Nolan took place Jan. 23-24, 2024. Post-hearing briefing was completed by April 2024.

NALC DIRECT ARBITRATION COSTS				
	Two-year period ended 3/31/22	Two-year period ended 3/31/24	Percentage Change	
Arbitrators' fees	\$2,826,864	\$2,911,225.72	2.98%	
Cancellation fees	479,879	551,053.71	14.8%	
Transcripts	—	—	—	
Miscellaneous	—	—	—	
TOTAL	\$3,306,743	\$3,462,279.43	4.7%	

NALC DISCIPLINE ARBITRATION					
	Sustained	Sustained in part	Denied	Total*	Percent denied
2014	61	39	108	208	51.9
2015	100	48	140	288	48.6
2016	92	49	149	290	51.4
2017	105	45	137	287	47.7
2018	75	81	121	282	43.6
2019	81	92	135	321	43.8
2020	72	76	127	279	46.1
2021	61	69	121	260	48.2
2022	50	38	95	183	51.9
2023	48	48	89	185	48.1
2024	21	11	39	71	54.9

NALC CONTRACT ARBITRATION					
	Sustained	Sustained in part	Denied	Total*	Percent denied
2014	105	36	62	203	30.5
2015	155	41	102	258	39.5
2016	115	45	86	246	35.0
2017	100	30	65	195	33.3
2018	278	142	163	629	27.9
2019	247	85	126	474	27.5
2020	144	56	84	304	29.5
2021	208	44	92	367	26.7
2022	205	65	85	355	23.9
2023	169	49	57	275	20.7
2024	57	25	26	108	24.0

*The total figure includes cases where no decision was issued by the arbitrator—for example, because the cases were settled during or after the hearing.

Cumulative pay (Table 2) since 2013

Year	Step: AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
2013	—	\$34,752	\$36,306	\$37,860	\$39,414	\$40,968	\$42,522	\$44,076	\$45,630	\$47,184	\$48,738	\$50,292	\$51,846	\$53,400	\$54,954	\$56,508	—
2014	—	\$35,190	\$36,763	\$38,337	\$39,910	\$41,484	\$43,057	\$44,631	\$46,204	\$47,778	\$49,351	\$50,925	\$52,498	\$54,072	\$55,646	\$57,219	—
2015	—	\$36,466	\$38,066	\$39,727	\$41,357	\$42,989	\$44,618	\$46,249	\$47,879	\$49,511	\$51,140	\$52,771	\$54,402	\$56,033	\$57,663	\$59,294	—
2016	—	\$36,814	\$38,459	\$40,106	\$41,751	\$43,399	\$45,043	\$46,690	\$48,335	\$49,983	\$51,627	\$53,274	\$54,920	\$56,567	\$58,213	\$59,859	—
2017	—	\$37,474	\$39,148	\$40,824	\$42,499	\$44,176	\$45,851	\$47,526	\$49,201	\$50,879	\$52,552	\$54,228	\$55,904	\$57,581	\$59,256	\$60,931	—
2018	—	\$38,439	\$40,155	\$41,874	\$43,593	\$45,313	\$47,031	\$48,750	\$50,467	\$52,188	\$53,905	\$55,624	\$57,343	\$59,062	\$60,782	\$62,499	—
2019	—	\$39,615	\$41,384	\$43,157	\$44,928	\$46,700	\$48,470	\$50,243	\$52,014	\$53,786	\$55,557	\$57,329	\$59,099	\$60,871	\$62,641	\$64,413	—
2020	—	\$40,541	\$42,352	\$44,165	\$45,978	\$47,791	\$49,603	\$51,417	\$53,230	\$55,043	\$56,855	\$58,669	\$60,480	\$62,294	\$64,105	\$65,918	—
2021	20.71	\$41,353	\$43,200	\$45,049	\$46,898	\$48,748	\$50,595	\$52,446	\$54,296	\$56,144	\$57,993	\$59,843	\$61,690	\$63,541	\$65,389	\$67,237	—
2022	21.19	\$43,881	\$45,841	\$47,803	\$49,765	\$51,728	\$53,688	\$55,652	\$57,616	\$59,576	\$61,538	\$63,501	\$65,461	\$67,426	\$69,386	\$71,347	—
2023	22.13	\$46,038	\$48,094	\$50,153	\$52,211	\$54,271	\$56,327	\$58,387	\$60,448	\$62,505	\$64,562	\$66,622	\$68,679	\$70,740	\$72,796	\$74,855	—
																	\$75,299

Notes: All salaries are for July of each year and include cost-of-living adjustments not yet rolled into basic pay. Prior to 1971, it took 21 years for employees to reach top step; between 1971 and 1984, it took eight years; between 1984 and 1991, it took 10.7 years; it took 12.5 years under the 2011-2016 National Agreement; the January 2013 COLAs were calculated in 2013, but payment was deferred until 2014.

Cumulative pay (Table 1) since postal reorganization

Year	Old step: New step: (Last Year of Post Office Department) (First NALLC-USPS National Agreement)	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12	P
1970	1971	---	---	---	\$7,072	\$7,307	\$7,542	\$7,777	\$8,012	\$8,247	\$8,482	\$8,717	\$8,952	\$9,187	\$9,422	\$9,657	---
1971	1972	---	---	---	\$7,322	\$7,557	\$7,792	\$8,027	\$8,262	\$8,497	\$8,732	\$8,967	\$9,202	\$9,437	\$9,672	\$9,907	---
1972	1973	---	---	---	\$8,072	\$8,307	\$8,542	\$8,777	\$9,012	\$9,247	\$9,482	\$9,717	\$9,952	\$10,187	\$10,422	\$10,657	---
1973	1974	---	---	---	\$9,188	\$9,423	\$9,658	\$9,893	\$10,128	\$10,363	\$10,598	\$10,833	\$11,068	\$11,303	\$11,538	\$11,773	---
1974	1975	---	---	---	\$10,129	\$10,364	\$10,599	\$10,834	\$11,069	\$11,304	\$11,539	\$11,774	\$12,009	\$12,244	\$12,479	\$12,714	---
1975	1976	---	---	---	\$11,298	\$11,533	\$11,768	\$12,003	\$12,238	\$12,473	\$12,708	\$12,943	\$13,178	\$13,413	\$13,648	\$13,883	---
1976	1977	---	---	---	\$11,902	\$12,137	\$12,372	\$12,607	\$12,842	\$13,077	\$13,312	\$13,547	\$13,782	\$14,017	\$14,252	\$14,487	---
1977	1978	---	---	---	\$13,313	\$13,548	\$13,783	\$14,018	\$14,253	\$14,488	\$14,723	\$14,958	\$15,193	\$15,428	\$15,663	\$15,898	---
1978	1979	---	---	---	\$14,416	\$14,651	\$14,886	\$15,121	\$15,356	\$15,591	\$15,826	\$16,061	\$16,296	\$16,531	\$16,766	\$17,001	---
1979	1980	---	---	---	\$15,577	\$15,812	\$16,047	\$16,282	\$16,517	\$16,752	\$16,987	\$17,222	\$17,457	\$17,692	\$17,927	\$18,162	---
1980	1981	---	---	---	\$17,658	\$17,900	\$18,142	\$18,384	\$18,626	\$18,868	\$19,110	\$19,352	\$19,594	\$19,836	\$20,078	\$20,320	---
1981	1982	---	---	---	\$19,268	\$19,510	\$19,752	\$19,994	\$20,236	\$20,478	\$20,720	\$20,962	\$21,204	\$21,446	\$21,688	\$21,930	---
1982	1983	---	---	---	\$20,130	\$20,372	\$20,614	\$20,856	\$21,098	\$21,340	\$21,582	\$21,824	\$22,066	\$22,308	\$22,550	\$22,792	---
1983	1984	---	---	---	\$22,092	\$22,340	\$22,589	\$22,837	\$23,086	\$23,334	\$23,583	\$23,832	\$24,080	\$24,329	\$24,577	\$24,826	---
1984	1985	---	---	---	\$18,552	\$18,800	\$19,048	\$19,296	\$19,544	\$19,792	\$20,040	\$20,288	\$20,536	\$20,784	\$21,032	\$21,280	---
1985	1986	---	---	---	\$19,032	\$19,280	\$19,528	\$19,776	\$20,024	\$20,272	\$20,520	\$20,768	\$21,016	\$21,264	\$21,512	\$21,760	---
1986	1987	---	---	---	\$19,927	\$20,175	\$20,423	\$20,671	\$20,919	\$21,167	\$21,415	\$21,663	\$21,911	\$22,159	\$22,407	\$22,655	---
1987	1988	---	---	---	\$21,814	\$22,062	\$22,310	\$22,558	\$22,806	\$23,054	\$23,302	\$23,550	\$23,798	\$24,046	\$24,294	\$24,542	---
1988	1989	---	---	---	\$21,480	\$21,728	\$21,976	\$22,224	\$22,472	\$22,720	\$22,968	\$23,216	\$23,464	\$23,712	\$23,960	\$24,208	---
1989	1990	---	---	---	\$25,039	\$25,287	\$25,535	\$25,783	\$26,031	\$26,279	\$26,527	\$26,775	\$27,023	\$27,271	\$27,519	\$27,767	---
1990	1991	---	---	---	\$24,381	\$24,629	\$24,877	\$25,125	\$25,373	\$25,621	\$25,869	\$26,117	\$26,365	\$26,613	\$26,861	\$27,109	---
1991	1992	---	---	---	\$24,927	\$25,175	\$25,423	\$25,671	\$25,919	\$26,167	\$26,415	\$26,663	\$26,911	\$27,159	\$27,407	\$27,655	---
1992	1993	---	---	---	\$23,026	\$23,274	\$23,522	\$23,770	\$24,018	\$24,266	\$24,514	\$24,762	\$25,010	\$25,258	\$25,506	\$25,754	---
1993	1994	---	---	---	\$24,028	\$24,276	\$24,524	\$24,772	\$25,020	\$25,268	\$25,516	\$25,764	\$26,012	\$26,260	\$26,508	\$26,756	---
1994	1995	---	---	---	\$24,907	\$25,155	\$25,403	\$25,651	\$25,899	\$26,147	\$26,395	\$26,643	\$26,891	\$27,139	\$27,387	\$27,635	---
1995	1996	---	---	---	\$25,240	\$25,488	\$25,736	\$25,984	\$26,232	\$26,480	\$26,728	\$26,976	\$27,224	\$27,472	\$27,720	\$27,968	---
1996	1997	---	---	---	\$25,647	\$25,895	\$26,143	\$26,391	\$26,639	\$26,887	\$27,135	\$27,383	\$27,631	\$27,879	\$28,127	\$28,375	---
1997	1998	---	---	---	\$26,375	\$26,623	\$26,871	\$27,119	\$27,367	\$27,615	\$27,863	\$28,111	\$28,359	\$28,607	\$28,855	\$29,103	---
1998	1999	---	---	---	\$29,825	\$30,073	\$30,321	\$30,569	\$30,817	\$31,065	\$31,313	\$31,561	\$31,809	\$32,057	\$32,305	\$32,553	---
1999	2000	---	---	---	\$27,219	\$27,467	\$27,715	\$27,963	\$28,211	\$28,459	\$28,707	\$28,955	\$29,203	\$29,451	\$29,699	\$29,947	---
2000	2001	---	---	---	\$28,893	\$29,141	\$29,389	\$29,637	\$29,885	\$30,133	\$30,381	\$30,629	\$30,877	\$31,125	\$31,373	\$31,621	---
2001	2002	---	---	---	\$31,844	\$32,092	\$32,340	\$32,588	\$32,836	\$33,084	\$33,332	\$33,580	\$33,828	\$34,076	\$34,324	\$34,572	---
2002	2003	---	---	---	\$32,735	\$32,983	\$33,231	\$33,479	\$33,727	\$33,975	\$34,223	\$34,471	\$34,719	\$34,967	\$35,215	\$35,463	---
2003	2004	---	---	---	\$33,446	\$33,694	\$33,942	\$34,190	\$34,438	\$34,686	\$34,934	\$35,182	\$35,430	\$35,678	\$35,926	\$36,174	---
2004	2005	---	---	---	\$34,331	\$34,579	\$34,827	\$35,075	\$35,323	\$35,571	\$35,819	\$36,067	\$36,315	\$36,563	\$36,811	\$37,059	---
2005	2006	---	---	---	\$35,602	\$35,850	\$36,098	\$36,346	\$36,594	\$36,842	\$37,090	\$37,338	\$37,586	\$37,834	\$38,082	\$38,330	---
2006	2007	---	---	---	\$37,205	\$37,453	\$37,701	\$37,949	\$38,197	\$38,445	\$38,693	\$38,941	\$39,189	\$39,437	\$39,685	\$39,933	---
2007	2008	---	---	---	\$38,527	\$38,775	\$39,023	\$39,271	\$39,519	\$39,767	\$40,015	\$40,263	\$40,511	\$40,759	\$41,007	\$41,255	---
2008	2009	---	---	---	\$42,025	\$42,273	\$42,521	\$42,769	\$43,017	\$43,265	\$43,513	\$43,761	\$44,009	\$44,257	\$44,505	\$44,753	---
2009	2010	---	---	---	\$43,229	\$43,477	\$43,725	\$43,973	\$44,221	\$44,469	\$44,717	\$44,965	\$45,213	\$45,461	\$45,709	\$45,957	---
2010	2011	---	---	---	\$41,888	\$42,136	\$42,384	\$42,632	\$42,880	\$43,128	\$43,376	\$43,624	\$43,872	\$44,120	\$44,368	\$44,616	---
2011	2012	---	---	---	\$42,610	\$42,858	\$43,106	\$43,354	\$43,602	\$43,850	\$44,098	\$44,346	\$44,594	\$44,842	\$45,090	\$45,338	---
2012	2013	---	---	---	\$43,313	\$43,561	\$43,809	\$44,057	\$44,305	\$44,553	\$44,801	\$45,049	\$45,297	\$45,545	\$45,793	\$46,041	---
2013	2014	---	---	---	\$44,292	\$44,540	\$44,788	\$45,036	\$45,284	\$45,532	\$45,780	\$46,028	\$46,276	\$46,524	\$46,772	\$47,020	---
2014	2015	---	---	---	\$44,881	\$45,129	\$45,377	\$45,625	\$45,873	\$46,121	\$46,369	\$46,617	\$46,865	\$47,113	\$47,361	\$47,609	---
2015	2016	---	---	---	\$46,772	\$47,020	\$47,268	\$47,516	\$47,764	\$48,012	\$48,260	\$48,508	\$48,756	\$49,004	\$49,252	\$49,500	---
2016	2017	---	---	---	\$44,292	\$44,540	\$44,788	\$45,036	\$45,284	\$45,532	\$45,780	\$46,028	\$46,276	\$46,524	\$46,772	\$47,020	---
2017	2018	---	---	---	\$48,136	\$48,384	\$48,632	\$48,880	\$49,128	\$49,376	\$49,624	\$49,872	\$50,120	\$50,368	\$50,616	\$50,864	---
2018	2019	---	---	---	\$49,540	\$49,788	\$50,036	\$50,284	\$50,532	\$50,780	\$51,028	\$51,276	\$51,524	\$51,772	\$52,020	\$52,268	---
2019	2020	---	---	---	\$49,540	\$49,788	\$50,036	\$50,284	\$50,532	\$50,780	\$51,028	\$51,276	\$51,524	\$51,772	\$52,020	\$52,268	---
2020	2021	---	---	---	\$53,591	\$53,839	\$54,087	\$54,335	\$54,583	\$54,831	\$55,079	\$55,327	\$55,575	\$55,823	\$56,071	\$56,319	---
2021	2022	---	---	---	\$54,776	\$55,024	\$55,272	\$55,520	\$55,768	\$56,016	\$56,264	\$56,512	\$56,760	\$57,008	\$57,256	\$57,504	---
2022	2023	---	---	---	\$58,728	\$58,976	\$59,224	\$59,472	\$59,720	\$59,968	\$60,216	\$60,464	\$60,712	\$60,960	\$61,208	\$61,456	---
2023		---	---	---	\$62,078	\$62,326	\$62,574	\$62,822	\$63,070	\$63,318	\$63,566	\$63,814	\$64,062	\$64,310	\$64,558	\$64,806	---
		---	---	---	\$66,517	\$66,765	\$67,013	\$67,261	\$67,509	\$67,757	\$68,005	\$68,253	\$68,501	\$68,749	\$69,000	\$69,248	---
		---	---	---	\$66,619	\$66,867	\$67,115	\$67,363	\$67,611	\$67,859	\$68,107	\$68,355	\$68,603	\$68,851	\$69,099	\$69,347	---
		---	---	---	\$70,256	\$70,504	\$70,752	\$71,000	\$71,248	\$71,496	\$71,744	\$71,992	\$72,240	\$72,488	\$72,736	\$72,984	---
		---	---	---	\$71,777	\$72,025	\$72,273	\$72,521	\$72,769	\$73,017	\$73,265	\$73,513	\$73,761	\$74,009	\$74,257	\$74,505	---

Notes: All salaries are for July of each year and include cost-of-living adjustments not yet rolled into basic pay. Prior to 1971, it took 21 years for employees to reach top step; between 1971 and 1984, it took eight years; between 1984 and 1991, it took 10.7 years; it now takes 12.5 years. Under the 2011-2016 National Agreement, the January 2013 COLAs were calculated in 2013, but payment was deferred until 2014.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 11, 2023 (PTF Step AA rates corrected)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
March 11, 2023*	January COLA	\$208

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two was modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step P of Table 2, with proportionate application of the COLA to Steps A-O of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries																Most Prev. Step
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299	464
Carrier Technician**	63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.16	33.39	33.44	35.04	35.27	35.50	35.73	35.96	36.19	36.42	36.65	36.88	37.11	37.35	37.58	37.80	
Carrier Technician**	31.82	34.09	34.15	35.77	36.01	36.25	36.48	36.72	36.95	37.18	37.42	37.66	37.89	38.13	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.85	31.98	32.03	33.56	33.78	34.00	34.22	34.44	34.66	34.88	35.10	35.32	35.54	35.77	35.99	36.20	
Carrier Technician**	30.47	32.65	32.70	34.26	34.49	34.71	34.94	35.16	35.39	35.61	35.84	36.07	36.29	36.52	36.74	36.96	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries																Most Prev. Step
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299	2,060
Carrier Technician**	47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880	2,101
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.13***	23.11	24.14	25.18	26.21	27.24	28.28	29.31	30.35	31.38	32.41	33.44	34.48	35.51	36.54	37.58	37.80
Carrier Technician**	22.60***	23.60	24.65	25.71	26.76	27.82	28.87	29.93	30.98	32.04	33.09	34.15	35.20	36.26	37.31	38.37	38.59
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	22.13	23.12	24.11	25.10	26.09	27.08	28.07	29.06	30.05	31.04	32.03	33.02	34.01	35.00	35.99	36.20	
Carrier Technician**	22.60	23.61	24.62	25.63	26.64	27.65	28.66	29.67	30.68	31.69	32.70	33.71	34.72	35.73	36.74	36.96	
Percent Step O																	
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3

** Carrier Technicians receive an additional 2.1%

***The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates were updated on April 8, 2023. Any back pay that may be due to letter carriers for hours in which they worked while in Step AA prior to that date will tentatively be paid on the paycheck that letter carriers will receive on July 21, 2023.

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

	BB	AA
City Carrier (Grade 2)	19.33	19.83
Carrier Technician (add 2.1%)	19.74	20.25
Steps (From BB to AA) in weeks	52	

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA
City Carrier (Grade 2)	20.88	21.38
Carrier Technician (add 2.1%)	21.32	21.83
Steps (From BB to AA) in weeks	52	

NALC Financial Statement

NATIONAL ASSOCIATION OF LETTER CARRIERS OF THE UNITED STATES OF AMERICA
UNCONSOLIDATED STATEMENT OF CASH RECEIPTS AND CASH DISBURSEMENTS BY FUND
FOR THE SIX MONTHS OF OCTOBER 1, 2023 - MARCH 31, 2024

	General Fund	Building Fund	Convention Fund	Legislative and Political Action Fund	Public Relations Fund	Political Education Fund	Doherty Scholarship Fund	Subtotal Unrestricted Fund	Donelson Scholarship Restricted Fund	Total All Funds
Cash Receipts										
Per Capita Tax	\$ 29,117,906	\$ 101,546	\$ 96,479	\$ 50,779	\$ 10,951	\$ 304,698	\$ 19,697	\$ 29,682,359	\$ 2,960	\$ 29,682,359
Investment Income	4,972,656	433,343						5,425,696		5,425,696
Postal Record Advertising Income	1,090							1,090		1,090
Inventory Sales	63,920							63,920		63,920
Contributions	45,257						1,200	46,457		46,457
Service Allowance Transfer	10,450,000							10,450,000		10,450,000
Rental Income	152,410							152,410		152,410
Other Income	224,059							224,059		224,059
Building Corporation Transfer	2,772,501							2,772,501		2,772,501
Total Cash Receipts	47,799,799	534,889	96,479	50,779	10,951	304,698	20,897	48,818,492	2,960	48,821,452
Cash Disbursements										
Salaries and Other Compensation	12,811,475							12,811,475		12,811,475
Benefits and Employment Taxes	6,221,234							6,221,234		6,221,234
Office and Administrative Expenses	3,451,941	14,278	8,911			244		3,475,374		3,475,374
Contributions, Awards & Scholarships	319,197							319,197		319,197
Affiliation & Fees	1,341,985							1,341,985		1,341,985
Professional Expenses	3,351,491				845,000			4,202,616		4,202,616
Meetings and Travel	2,844,972					191,819		3,438,755		3,438,755
Communications & Publications	3,064,682					243		3,133,182		3,133,182
Office Occupancy	3,136,262							3,136,262		3,136,262
Capital Assets Purchased	78,604	3,136,361						3,214,965		3,214,965
Total Cash Disbursements	36,621,843	3,150,639	485,257	0	845,000	192,306	0	41,295,045	0	41,295,045
Excess (deficit) of Cash Receipts over Cash Disbursements	\$ 11,177,956	\$ (2,615,750)	\$ (388,778)	\$ 50,779	\$ (834,049)	\$ 112,392	\$ 20,897	\$ 7,523,447	\$ 2,960	\$ 7,526,407

Nicole Rhine
Secretary-Treasurer

State Summaries

Arizona

Greetings from sunny Arizona. The Arizona State Association continues to contact congressional representatives regarding H.R. 7629.

By the time you read this, we will have held another meeting with Rep. Greg Stanton, and he will hopefully be the first of the House delegation to sign onto the bill as a co-sponsor.

We have held productive meetings with the offices of Reps. Crane, Gallego, Stanton, Biggs and Lesko, and are working hard to schedule as many meetings as we can to force action on this bill.

In other news, and also as a reminder, the next state convention will be held in Yuma toward the end of April 2025. Mark your calendars now and be on the lookout for more information in the near future.

Please continue to reach out to your representatives and senators and encourage them to co-sponsor all of our legislation.

Thank you for your support and your hard work. The next three months just might decide our fate!

In unity—

Tim Fisher

California

As I write this article, there is a lot of turmoil in regard to who the standard bearer in the Democratic Party will be in November. Whether or not that person is Joe Biden, as long as he or she supports the Postal Service and our right to collective bargaining, then that's who we should support. If you think Donald Trump supports working people, then I issue a challenge. Show me a piece of legislation he supported while president that strengthened unions. Show me any proof, any statement, something, anything that reflects his commitment to supporting organized labor. Just because he spoke to the Teamsters does not make him pro-labor. If a UPS driver got injured on the job, would The Donald advocate that the injured employee should receive generous disability benefits? Please.

Does Donald Trump support raising the minimum wage? No. Does he support a worker's right to form a union in his or her workplace? No. Does he commit to nominate pro-union men and women to the National Labor Relations Board? Not only no, but *hell no!* Does he commit to supporting the idea that the United States Postal Service continue as an agency of the federal government that employs hundreds of thousands of people at the middle-class level? If he had his way, the USPS would cease to exist. And that goes for most whose company he keeps.

Please vote this November for candidates who support working people. No matter what your positions are on other issues, that doesn't change the fact that you work under a collective-bargaining agreement, which can be done away with by a stroke of a pen (see Article 43 of the National Agreement).

It matters who gets elected to office, especially if they vote for legislation affecting your wages, benefits and working conditions.

Eric Ellis

Florida

In one of the hottest states in the country, during an unprecedented nationwide heat wave, Florida's Gov. DeSantimonius signed into law a bill that bans local governments from requiring heat and water breaks for outdoor workers. This is just one of many anti-worker and anti-union laws passed by the state legislature and signed into law by this governor.

On a higher note, the letter carriers of Florida once again led the nation in the collection of food during our annual Stamp Out Hunger Food Drive. Although we collected slightly less than in 2023, we collected 6.4 million pounds of food. Congratulations to Tampa Branch 599 for collecting more than 1.9 million pounds, the largest amount of all branches in Category 3 and the largest amount nationwide. Congratulations to Clearwater Branch 2008 for collecting more than 1.5 million pounds, highest in Category 4 and fourth nationwide. Others in Florida who were in the top three in their Categories are West Coast Florida Branch 1477; Spacecoast Florida Branch 2689; Lakeland Branch 1779; and Ocala Branch 1103.

Our efforts this year were hampered by not being able to secure enough printed bags to deliver to every household prior to the food drive. Some of the sponsors who provided the bags in the past were unable to do so this year due to cutting their costs and the rising cost of the printed bags. It's only due to determined efforts of FSALC President Friedman that we managed to get enough bags to cover approximately three-quarters of the state. Last year, with our yearly lobbying efforts in Tallahassee, we were able to get into the Florida state budget a \$400,000 appropriation for the purchase of printed bags, only to have it redlined by Gov. DeSantimonius.

Stay safe, stay hydrated, take rest breaks when necessary, and we hope to see you in Boston.

O.D. Elliott

Indiana

The Protect Our Letter Carriers Act (H.R. 7629/S. 4356) has one house rep and no senators as co-sponsors representing Indiana. This is one of 11 members of Congress who we have ignoring the crimes being committed against letter carriers while on the job. Maybe they do not agree that we should be protected on the street while on the course of our duties. Meanwhile, letter carriers continue to be attacked while on the street and are mentally and physically harmed. Apparently, the members of Congress from Indiana do not care about our safety, considering the one of 11.

On June 28, Rep. Spartz was charged with a weapons violation after walking into a Washington, DC, airport with her pistol. Should we assume she was protecting herself? Like most other members of Congress, hire a security detail. Meanwhile, letter carriers can only beg for an act of Congress to protect us while on the job. Oh...it is already there. We need her to co-sponsor H.R. 7629 and get her colleagues to do the same. Previously she supported NALC. We can't let her stop now.

The entire state of Indiana's letter carriers and our family members should flood her email

inbox, her DC office, her DC address, her Indiana offices, her staff's contacts, and any other opportunity to communicate why the country needs the Protect Our Letter Carriers Act. Maybe we should take no action and simply celebrate her district's 14 Olympian swimmers to win the gold in Paris 2024. Right now, her November 2024 election, this bill, and her gun charge have a connection.

Congress is on break in August, and again in October. Advise them to co-sponsor the Protect Our Letter Carriers Act, H.R. 7629 and S. 4356. We are our brothers' and sisters' keepers.

Kieaunta Roberson

Kentucky

Thanks to all our members across the commonwealth who contacted our two U.S. senators and their U.S. representative to support our NALC legislation. The easiest way to communicate with our federal reps is through the NALC website or use the NALC app on your mobile phone. Once there, you can go to the "Government Affairs" page. Then click on "Legislative Action Center." You can register with NALC easily by combining your first and last name, ZIP, and last four of your social. Now you can go! And take action! Our legislation is described in simple detail.

The legislative process continues despite the politics that rages across multimedia. When large numbers of constituents support legislation in an election year, members of Congress and their staffs take notice (see postal reform). If you have questions about this process or the issues, then contact a NALC officer, steward or this scribe. The NALC reaches across all political parties to federal officials for the benefit of our members and their families. Congress has oversight for all issues that affect USPS, our jobs and our benefits, including health care. Union activists are harder to trap than stationary targets!

Bob McNulty

Michigan

On June 30, we held a training session for our LCCLs and LCPF coordinators in Lansing. Thanks to all our activists who attended on an early Sunday morning. Special thanks to Lansing

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.

Branch 122 President Al Davenport for hosting us! In the afternoon we also held a state association-coordinated day at the ballpark for MDA at the home of the Lansing Lugnuts and helped our branches collectively raise about \$2,000 for MDA with about 10 branches participating. Thanks to everyone who attended. A good time was had by all. Thanks also to State Association Vice President Erik Venzke, who did most of the heavy lifting to make this event a success. We were also joined by former state Sen. Curtis Hertel, who is running to replace Elissa Slotkin in the 7th Congressional District (Lansing area). Rep. Slotkin is likely to be the Democratic nominee to replace retiring Sen. Debbie Stabenow.

The Michigan primary is Aug. 6. If you haven't already, don't forget to vote! After the dust is settled in the primaries, we can move onto the general election in the fall. You can apply for an absentee ballot online or by mail. The dead-

line is the Friday before the election. Why take a chance? Get your absentee ballot ordered as soon as you finish this article. I truly believe this election will be about turnout. We need every NALC and, in fact, every democracy-loving union member to cast their ballot ASAP. Bonus, if you vote early, the major parties are aware and will leave you alone. So, take five minutes and get that ballot ordered. Visit michigan.gov/sos/elections/voting/absentee-voting to order yours. Ninety days until Election Day. Let's go!

John Serwach

Wisconsin

On July 5, President Joe Biden visited Madison, WI. It is his fifth time this year and his 12th visit to Wisconsin as president. He spoke in front of 1,000 attendees and boasted legislative accomplishments during his first term

and warned of Trump's agenda.

Biden was joined by Democratic Gov. Tony Evers, Rep. Mark Pocan of Madison, and Democratic Party Chair Ben Wikler.

"I'm in Wisconsin for one reason—because we're going to win Wisconsin," Biden said to cheers from supporters.

Biden addressed the rough debate he had the week before, stating, "I am running and I'm going to win again. ... Let me say it as clearly as I can—I'm staying in the race."

The Madison swing brought the president to one of the most supportive regions of a must-win state. He won Dane County with roughly 76 percent of the vote in 2020, according to Wisconsin Public Radio.

Biden announced the \$50 million in federal grant funding to help the state's growing bio health sector.

In solidarity—

Dawn M. Ahnen

Anchorage, Alaska

Most carriers don't like having to deal with politics and how it affects our jobs, but unfortunately, we're affected by politics because we are federal workers. And our jobs, pay, benefits, etc., can and are affected by those in Washington.

The NALC has a "Government Affairs" link on the mobile app and a link on the desktop version. Take a tour of the "Take Action" link. Two items I hear about from active/retired carriers is how their Social Security (SS) was reduced because of their pension and, for active workers, they're upset because they aren't getting credit for their non-career time.

In the "Take Action" link, there are two bills the NALC supports to fix these issues. The first one is H.R. 5995, the Federal Retirement Fairness Act. This would allow CCAs, TEs and casuals to purchase retirement credit much like buying back military time. Wouldn't you like to retire earlier and get credit for time you worked as a non-career? The other bill is H.R. 82/S. 597, which would repeal the WEP and GPO. Many retirees had their SS reduced by 60 percent even though they fully paid into the program. The government is keeping that 60 percent in its pocket.

The "Take Action" link lets you send a message to your member of Congress urging them to support and pass these bills. What is frustrating are those among us who complain about these issues but take no action. If you're not confident in your ability to do this, we can help. Call the branch office and we'll help you support these bills with information you can provide over the phone. Our members of Congress need to hear from us that these bills are important and will benefit us in the long run. Are you ready to make the call?

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

Maybe I was the only one who complained about our contracts. Since November of

2016 to November 2022, the pay increases were anywhere from 1.1 percent to 2.1 percent. We have received a total of 9.4 percent, which is an average of about 1.3 percent.

But every contract, NALC was able to negotiate keeping the cost-of-living increases for all letter carriers. From July of 2016 to March 2023, we have received a total of \$9,111. The COLAs have also added a substantial amount to all CSRS retiree pensions.

Since I retired in 2008, my net pension has increased about \$1,000. For me, it is just more money to gamble with out here in Vegas—and give some to my wife, of course.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Another missive from a retired letter carrier. I just celebrated the five-year mark. For the last 10 years of my 27-year career, I wrote a monthly Branch Item for *The Postal Record*. The topics depended on the time of year, what management was doing, or what the carriers in my installation were dealing with. Dog bites to food drive to mail volume to holidays, there was never a need to look for issues to dissect. When I retired, I tried to continue writing but the day-to-day passion was gone. I still attend monthly meetings as the recording secretary, but not being "in the trenches" meant an end of an era. But then I discovered the retirees section and realized there is a place for those of us still involved and willing to pass on some knowledge.

This month I want to touch on the new PSHB program, from a retiree perspective. The number of flyers I've gotten in the mail means there is a change coming to our health benefits and how they are administered. NALC has offered a health plan that my husband and I have participated in for 25 years and has worked for us. With the addition of Medicare Part B, I haven't

had to pay additional money when seeing a doctor. The plan acts as a secondary payer. My husband will be covered under Part B next year, thanks to the waiving of penalties for not signing up sooner. Word of advice—when the primary worker on a family plan retires, everyone covered needs to sign up for Part B, if eligible. There is an additional expense, but as we get older there is more need to access health care.

See ya in Boston!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

On May 20, Branch 120 announced the passing of our past branch president during the strike of 1970, Murray Ross. We are saddened to see him leave. Murray lived to be 100 years old and was a Branch 120 consultant for many years, including during the past branch president administrations of Theodore McClellan, Robert Calia, Joseph Murone, Don L. Hill and Gerald Thompson, and current Branch President Salvatore Rodriguez.

The night before his passing, the writer of this article spoke to Murray via telephone to wish him well and hang in there. Murray was a strong labor leader who risked his career at the time of the strike for the betterment of the working class during the beginning of the NALC President Vincent R. Sombrotto era. One can only wonder how many union leaders are doing that today.

Retiree monthly meetings and breakfasts that Murray put together more than 50 years ago are in effect today. We will miss the strong, dedicated leadership of branch president Murray Ross, and continue his philosophy of uniting and keeping this union strong.

Rest in peace, Murray—a job well done.

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:

70-year plaques

Winston L. Dodge	Denver, CO	Br. 47
William A. Hamilton	Denver, CO	Br. 47
Charles L. Myers	Harrisburg, PA	Br. 500

65-year pins

George Arellano	San Jose, CA	Br. 193
S. F. Bado	San Jose, CA	Br. 193
T. F. Gonzales	San Jose, CA	Br. 193
William V. Ramirez	San Jose, CA	Br. 193
William J. Virga	San Jose, CA	Br. 193
Louis C. Brown	Brunswick, GA	Br. 313
Wesley R. Tank	Davenport, IA	Br. 506
Lowell F. Schmidt	Eau Claire, WI	Br. 728
Warren V. Hardin	Madison, WI	Br. 507

60-year pins

Steven Zapotocky	San Jose, CA	Br. 193
Thomas W. Chesko	Stockton, CA	Br. 213
Dale L. Guthrie	Stockton, CA	Br. 213
Ray Hong	Stockton, CA	Br. 213
Harley D. Krueger	Stockton, CA	Br. 213
Donald L. Weber	Stockton, CA	Br. 213
Herbert B. Mathews	Grandview, MO	Br. 5267
Ernest E. Bloor	Trenton, NJ	Br. 380
George C. Deuringer	Trenton, NJ	Br. 380
Leroy M. Vanderhoff	Trenton, NJ	Br. 380
Dennis W. O'Brien	Albany, NY	Br. 29
James L. Garrett	Oklahoma City, OK	Br. 458
Ralph E. Yost	Oklahoma City, OK	Br. 458
Richard G. Donmoyer	Harrisburg, PA	Br. 500
Norris L. Minter	Harrisburg, PA	Br. 500
Richard L. Mullen	Harrisburg, PA	Br. 500
Richard L. Nelson	Harrisburg, PA	Br. 500
William F. Shultz	Harrisburg, PA	Br. 500
Loring L. Thomas	Harrisburg, PA	Br. 500
David Lambdin	Knoxville, TN	Br. 419
Tommy R. Bryson	Austin, TX	Br. 181
Howard L. Eads	Austin, TX	Br. 181
Leonard W. Henry	Austin, TX	Br. 181
Roger L. Lankford	Austin, TX	Br. 181
James B. Smith	Austin, TX	Br. 181
Ernest J. Morschhauser Jr.	Madison, WI	Br. 507
Donald A. Veloff	Madison, WI	Br. 507
Richard L. Wolter	Madison, WI	Br. 507

55-year pins

Harlan W. Aaberg	San Jose, CA	Br. 193
Sammy Z. Aguirre	San Jose, CA	Br. 193
Raymond M. Babcock	San Jose, CA	Br. 193
Marion V. Butler	San Jose, CA	Br. 193
David Camarena	San Jose, CA	Br. 193
Gaspar P. Cannizzaro	San Jose, CA	Br. 193
Leonard M. Cattivera	San Jose, CA	Br. 193

Earl T. Denicore	San Jose, CA	Br. 193
Albert J. Ellison	San Jose, CA	Br. 193
Carl R. Johnson	San Jose, CA	Br. 193
Harold C. Moore	San Jose, CA	Br. 193
Rose Marie Pech	San Jose, CA	Br. 193
Andy B. Roselada Jr.	San Jose, CA	Br. 193
Verlin C. Russell	San Jose, CA	Br. 193
Dennis W. Bowers	Stockton, CA	Br. 213
Dennis R. Mattson	Stockton, CA	Br. 213
Ronald C. Lincoln	Naples, FL	Br. 4716
Robert G. Mosbach	Naples, FL	Br. 4716
Robert E. Shellhorn	Naples, FL	Br. 4716
Joseph M. George	North FL	Br. 53
Robert W. Henning Jr.	North FL	Br. 53
Regis J. Bogolin	Forest Park, GA	Br. 4568
Grover B. Bright	Forest Park, GA	Br. 4568
James D. Hughes	Forest Park, GA	Br. 4568
Terry W. O'Shields	Forest Park, GA	Br. 4568
James T. Stocks	Forest Park, GA	Br. 4568
Walter L. Williams	Macon, GA	Br. 270
Janet M. Daugherty	Davenport, IA	Br. 506
Paul E. Angelico	MA Northeast Mgd.	Br. 25
D. E. Beaulieu	MA Northeast Mgd.	Br. 25
J. C. Boothroyd	MA Northeast Mgd.	Br. 25
Vance E. Burpee	MA Northeast Mgd.	Br. 25
Michael Casey	MA Northeast Mgd.	Br. 25
Horace A. Clayton	MA Northeast Mgd.	Br. 25
James E. Cochran	MA Northeast Mgd.	Br. 25
Patrick D. Conlon	MA Northeast Mgd.	Br. 25
Conrad A. Correnti	MA Northeast Mgd.	Br. 25
Robert F. Craver	MA Northeast Mgd.	Br. 25
T. S. Dean	MA Northeast Mgd.	Br. 25
Joseph J. Dolfe Jr.	MA Northeast Mgd.	Br. 25
Robert B. Donaghey	MA Northeast Mgd.	Br. 25
George E. Drohan	MA Northeast Mgd.	Br. 25
Jon B. Elso	MA Northeast Mgd.	Br. 25
Richard W. Emery	MA Northeast Mgd.	Br. 25
Wallace S. Ferris Jr.	MA Northeast Mgd.	Br. 25
Gerald F. Fitzgerald Jr.	MA Northeast Mgd.	Br. 25
William A. Fleming	MA Northeast Mgd.	Br. 25
Arthur J. Garabedian Jr.	MA Northeast Mgd.	Br. 25
Maurice H. Garand	MA Northeast Mgd.	Br. 25
Stephen M. Godzik	MA Northeast Mgd.	Br. 25
Edwin L. Hilenski	MA Northeast Mgd.	Br. 25
Arthur F. Hines	MA Northeast Mgd.	Br. 25
William R. Hodge	MA Northeast Mgd.	Br. 25
Thorning D. Knight	MA Northeast Mgd.	Br. 25
Thomas L. Kolodziej	MA Northeast Mgd.	Br. 25
Raymond W. Larson	MA Northeast Mgd.	Br. 25
Owen T. McArdle	MA Northeast Mgd.	Br. 25
John E. McCarthy Jr.	MA Northeast Mgd.	Br. 25
Mark G. McDonough	MA Northeast Mgd.	Br. 25
John F. McElwee	MA Northeast Mgd.	Br. 25
Roger D. McPherson	MA Northeast Mgd.	Br. 25
Joseph P. Messina	MA Northeast Mgd.	Br. 25
Donald F. Miller	MA Northeast Mgd.	Br. 25
A. J. Miller Jr.	MA Northeast Mgd.	Br. 25

S. W. Mondalato	MA Northeast Mgd.	Br. 25
Thomas J. Mooney	MA Northeast Mgd.	Br. 25
Peter F. Morrissey	MA Northeast Mgd.	Br. 25
Kenneth J. Mowbray	MA Northeast Mgd.	Br. 25
Paul H. Muse	MA Northeast Mgd.	Br. 25
Gerald F. Neitzel	MA Northeast Mgd.	Br. 25
R. A. Nims Jr.	MA Northeast Mgd.	Br. 25
Benjamin J. Nunes	MA Northeast Mgd.	Br. 25
Sean K. O'Donnell	MA Northeast Mgd.	Br. 25
John L. Ouellette	MA Northeast Mgd.	Br. 25
Gerald R. Parent	MA Northeast Mgd.	Br. 25
Edward L. Parker Jr.	MA Northeast Mgd.	Br. 25
Frank A. Perkins	MA Northeast Mgd.	Br. 25
George F. Pitman	MA Northeast Mgd.	Br. 25
Albert E. Pomerleau	MA Northeast Mgd.	Br. 25
George S. Prescott Jr.	MA Northeast Mgd.	Br. 25
Edward G. Rabidou	MA Northeast Mgd.	Br. 25
James J. Richards	MA Northeast Mgd.	Br. 25
Walter P. Riley	MA Northeast Mgd.	Br. 25
Norman J. Rivard	MA Northeast Mgd.	Br. 25
Robert W. Ryan	MA Northeast Mgd.	Br. 25
Austin F. Shannon	MA Northeast Mgd.	Br. 25
Donald A. Smith	MA Northeast Mgd.	Br. 25
Philip D. Tounignant	MA Northeast Mgd.	Br. 25
Anthony M. Carrone	Somerville, NJ	Br. 768
Andrew J. Guariglia	Somerville, NJ	Br. 768
Elaine A. Lane	Somerville, NJ	Br. 768
Douglas P. Moody	Somerville, NJ	Br. 768
William L. Pearson	Somerville, NJ	Br. 768
Richard W. Perhach	Somerville, NJ	Br. 768
Michael G. Pinarchick	Somerville, NJ	Br. 768
Douglas L. Sloss	Somerville, NJ	Br. 768
Gloria B. Smith	Somerville, NJ	Br. 768
Richard T. Welsh Jr.	Trenton, NJ	Br. 380
Walter W. Behm	Dayton, OH	Br. 182
Keith D. Forbes	Martins Ferry, OH	Br. 1061
Melvin J. Baker	Oklahoma City, OK	Br. 458
Patrick L. Brady	Oklahoma City, OK	Br. 458
Wallace M. Conerly	Oklahoma City, OK	Br. 458
Carlen L. Green	Oklahoma City, OK	Br. 458
Harold K. Heath	Oklahoma City, OK	Br. 458
David L. Hendserson	Oklahoma City, OK	Br. 458
Virgil L. Yeargain	Oklahoma City, OK	Br. 458
Michael J. Biber	Salem, OR	Br. 347
Lavern A. Kessinger	Salem, OR	Br. 347
Robert L. Black	Harrisburg, PA	Br. 500
Gary L. Bollinger	Harrisburg, PA	Br. 500
Terry L. Bordlemay	Harrisburg, PA	Br. 500
Steven E. Bowen	Harrisburg, PA	Br. 500
Charles R. Buchanan	Harrisburg, PA	Br. 500
David N. Clark	Harrisburg, PA	Br. 500
John C. Cook	Harrisburg, PA	Br. 500
Frederick G. Culp	Harrisburg, PA	Br. 500
Barry R. Dayhoff	Harrisburg, PA	Br. 500
Stephen G. Hartdegen	Harrisburg, PA	Br. 500
Jerome P. Hayes	Harrisburg, PA	Br. 500
Richard R. Knock	Harrisburg, PA	Br. 500

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

Raymond L. Lawrence	Harrisburg, PA	Br. 500	Johnny G. Gil	Austin, TX	Br. 181	Cary F. Breech	Harrisburg, PA	Br. 500
Robert Long	Harrisburg, PA	Br. 500	Jimmy O. Gilmore	Austin, TX	Br. 181	James A. Deets	Harrisburg, PA	Br. 500
Robert Magnelli	Harrisburg, PA	Br. 500	James F. Hamilton	Austin, TX	Br. 181	Wallace R. Gullickson	Harrisburg, PA	Br. 500
Thomas J. Maguire III	Harrisburg, PA	Br. 500	Donald W. Hooper	Austin, TX	Br. 181	Verne F. Inch	Harrisburg, PA	Br. 500
Patrick A. McClain	Harrisburg, PA	Br. 500	Charles F. Jones	Austin, TX	Br. 181	Paul F. Kasper	Harrisburg, PA	Br. 500
Juan Morales	Harrisburg, PA	Br. 500	Johnny E. Kubicek	Austin, TX	Br. 181	Richard R. Knock	Harrisburg, PA	Br. 500
Robert Osenbach	Harrisburg, PA	Br. 500	Delward A. Kunkel	Austin, TX	Br. 181	Norman L. McDonald	Harrisburg, PA	Br. 500
Andrew Polanichka	Harrisburg, PA	Br. 500	Marcus W. Meuth	Austin, TX	Br. 181	Hans L. Meyer	Harrisburg, PA	Br. 500
James E. Ruth	Harrisburg, PA	Br. 500	Ricardo Mota	Austin, TX	Br. 181	Jerry E. Rettig	Harrisburg, PA	Br. 500
James E. Schmick	Harrisburg, PA	Br. 500	Peter L. Nesby	Austin, TX	Br. 181	Richard A. Shetter	Harrisburg, PA	Br. 500
James H. Shively Jr.	Harrisburg, PA	Br. 500	Pat G. Robertson	Austin, TX	Br. 181	Michael G. Spanitz	Harrisburg, PA	Br. 500
Russell H. Snyder	Harrisburg, PA	Br. 500	Juan J. Villarreal	Austin, TX	Br. 181	Gary L. Tharp	Harrisburg, PA	Br. 500
Noel W. Troike	Harrisburg, PA	Br. 500	Robert C. Foutz	Everett, WA	Br. 791	Daniel P. Uhazie	Harrisburg, PA	Br. 500
Rodney R. Varner	Harrisburg, PA	Br. 500	Philip C. Rifner	Everett, WA	Br. 791	Steven J. Caine	Philadelphia, PA	Br. 157
Kerry L. Watson	Harrisburg, PA	Br. 500	Donald E. Libansky	Madison, WI	Br. 507	Joseph P. Coin Jr.	Philadelphia, PA	Br. 157
Donald L. Wilson	Harrisburg, PA	Br. 500	Merlin J. Stratton	Eau Claire, WI	Br. 728	Ralph J. Damico	Philadelphia, PA	Br. 157
Robert R. Wisotzkey	Harrisburg, PA	Br. 500				Richard C. Effing Jr.	Philadelphia, PA	Br. 157
Terry D. Wolfe	Harrisburg, PA	Br. 500				Jake A. Gainer	Philadelphia, PA	Br. 157
Gary C. Zerbe	Harrisburg, PA	Br. 500				Louis W. Giampietro	Philadelphia, PA	Br. 157
Perry E. Zinn	Harrisburg, PA	Br. 500				George A. Gray	Philadelphia, PA	Br. 157
Rex C. Casteel	Knoxville, TN	Br. 419				Frederick D. Jackson Jr.	Philadelphia, PA	Br. 157
Vernon A. Cruze	Knoxville, TN	Br. 419				Michael F. McDevitt	Philadelphia, PA	Br. 157
Chris A. Davis	Knoxville, TN	Br. 419				Robert L. Monica	Philadelphia, PA	Br. 157
Thomas M. Duke	Knoxville, TN	Br. 419				Ernest J. Nardone	Philadelphia, PA	Br. 157
Charles D. Graves	Knoxville, TN	Br. 419				Sidney Presley	Philadelphia, PA	Br. 157
Ricky E. Haun	Knoxville, TN	Br. 419				Michael A. Ragan	Philadelphia, PA	Br. 157
Raymond G. Howard	Knoxville, TN	Br. 419				James P. Searl	Philadelphia, PA	Br. 157
Harold E. Jones	Knoxville, TN	Br. 419				Ronald D. Servetnick	Philadelphia, PA	Br. 157
Jack A. Jordan	Knoxville, TN	Br. 419				John P. Shannon III	Philadelphia, PA	Br. 157
William M. Kirby Jr.	Knoxville, TN	Br. 419				Sidney A. Shore	Philadelphia, PA	Br. 157
David C. Lee	Knoxville, TN	Br. 419				Gregory J. Swider	Philadelphia, PA	Br. 157
Donald E. Lennon	Knoxville, TN	Br. 419				Frank A. Sykes	Philadelphia, PA	Br. 157
Terry L. Maples	Knoxville, TN	Br. 419				John J. Troilo	Philadelphia, PA	Br. 157
Samuel E. Moyers Jr.	Knoxville, TN	Br. 419				Jay I. Ulitsky	Philadelphia, PA	Br. 157
Lindell L. Phillips	Knoxville, TN	Br. 419				John E. Zakowski	Philadelphia, PA	Br. 157
Paul G. Richards	Knoxville, TN	Br. 419				Lloyd H. Cook	Knoxville, TN	Br. 419
Jasper B. Stevens Jr.	Knoxville, TN	Br. 419				Herbert M. Montgomery	Austin, TX	Br. 181
James A. Tallent	Knoxville, TN	Br. 419				Robert B. Stephens	Austin, TX	Br. 181
Fred S. Thurman	Knoxville, TN	Br. 419				Lanny Booth	Llano, TX	Br. 6421
Raymond A. Vandaveer	Knoxville, TN	Br. 419				Gary J. Young	Everett, WA	Br. 791
Eloy Casas	Austin, TX	Br. 181				Robert J. Banta	Madison, WI	Br. 507
Thomas F. Claiborne	Austin, TX	Br. 181				Alan D. Borud	Madison, WI	Br. 507
John J. Connell Jr.	Austin, TX	Br. 181				Henry A. Payne	Madison, WI	Br. 507
Leslie F. Doss	Austin, TX	Br. 181				David R. Weber	Madison, WI	Br. 507
Dickie L. Gardner	Austin, TX	Br. 181						

50-year gold cards

Ronald S. Mei	San Francisco, CA	Br. 214
Martha J. Raup	San Francisco, CA	Br. 214
Celedonio S. Burces Jr.	San Jose, CA	Br. 193
Pedro C. De Toro Jr.	San Jose, CA	Br. 193
Joe Lascurain	San Jose, CA	Br. 193
Anita Ortiz	Stockton, CA	Br. 213
Douglas W. Peters	Naples, FL	Br. 4716
James R. Ptak	La Grange Park, IL	Br. 825
Gary L. Christenson	Davenport, IA	Br. 506
James W. Thoms	Grandview, MO	Br. 5267
Steven C. Chovan	Albany, NY	Br. 29
Jerry E. Bryant	Burlington, NC	Br. 2262
Ben E. Dickens	Burlington, NC	Br. 2262
Keith D. Forbes	Martins Ferry, OH	Br. 1061
Duane A. McDonald	Wooster, OH	Br. 480
Louis M. Benson	Oklahoma City, OK	Br. 458
John C. Brewer	Oklahoma City, OK	Br. 458
Roger L. Griffin	Oklahoma City, OK	Br. 458
David A. Harder	Oklahoma City, OK	Br. 458
Ronald L. Harris	Oklahoma City, OK	Br. 458
Burton T. Parker	Oklahoma City, OK	Br. 458
Kenneth C. Pierce	Oklahoma City, OK	Br. 458
Ronald W. Rosson	Oklahoma City, OK	Br. 458
Michael W. Sperling	Oklahoma City, OK	Br. 458
Charles F. Bartholomew	Harrisburg, PA	Br. 500
David F. Benefiel	Harrisburg, PA	Br. 500

In Memoriam

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

Francine Sandoval	Br. 859	Prescott, AZ
Francis R. Villapando	Br. 1111	Greater East Bay, CA
Wanda D. Johnson	Br. 24	Los Angeles, CA
Aaron M. Welsch	Br. 1291	Modesto, CA
Nhan N. Nguyen	Br. 133	Sacramento, CA
Julie Auger	Br. 70	San Diego, CA
Thien D. Nguyen	Br. 214	San Francisco, CA
Eric Hasbrook	Br. 1427	Santa Clara, CA
Charles S. Hoyt	Br. 204	Colorado Springs, CO
Stephanee L. Stewart	Br. 204	Colorado Springs, CO
Mark W. Darby	Br. 86	Hartford, CT
William J. Ruffing	Br. 53	North FL
Andrea J. Charles	Br. 73	Atlanta, GA
Ricky A. Guevara	Br. 4093	Agana, GU
Patricia A. Britt	Br. 11	Chicago, IL
Mario Herrera	Br. 11	Chicago, IL
Robin Marshall	Br. 706	De Kalb, IL
Kari S. Wertz	Br. 31	Peoria, IL
Thomas F. Walsh	Br. 245	Rockford, IL
Kevin E. Wolff	Br. 14	Louisville, KY

Cameron Garner	Br. 234	Owensboro, KY
John F. Bachman	Br. 34	Boston, MA
Thomas P. McAulay I	Br. 742	Norwood, MA
Yvonne G. Childs	Br. 4374	South Macomb, MI
Eugene F. Rybicki	Br. 4374	South Macomb, MI
Martha L. Stewart	Br. 4374	South Macomb, MI
Timothy O'Donnell	Br. 28	St. Paul, MN
Aurora A. Peterson	Br. 4623	Clementon, NJ
Timothy Levine	Br. 38	New Jersey Mgd.
Allen S. Wilson	Br. 693	Westchester, NY
Wednesday M. Johnson	Br. 1128	Fayetteville, NC
Markus D. Waldrop	Br. 1128	Fayetteville, NC
Donald A. Jenkins	Br. 459	Raleigh, NC
Paul Hurt II	Br. 40	Cleveland, OH
James N. Wright	Br. 458	Oklahoma City, OK
Santiago Rivera-Ramos	Br. 869	San Juan, PR
Angela L. Kemp	Br. 27	Memphis, TN
Jacorey Thomas	Br. 3843	Bay City, TX
Bobby W. Vanden III	Br. 226	Fort Worth, TX
Steven L. Foster	Br. 496	Richmond, VA

NALC to publish combined September/October Postal Record

The next issue of *The Postal Record* will be a combined September and October issue. Submissions for Branch Items, Retiree Reports, State Summaries, Election Notices, the Auxiliary Update, the Nalcrest Update and Mutual Exchange ads for the September/October issue are due Sept. 10.

Branch Items

Albany, New York

Our Branch 29 delegates to the national convention are looking forward to catching up with old friends and making new ones in Boston. The national convention is where the rank-and-file city carriers from across the nation vote on proposals submitted by the local branches, which steer the direction of our union for the next two years. The very positions that are being bargained for currently for our next collective-bargaining agreement were proposals adopted at the last national convention. It truly is an excellent example of democracy at work that many of our brothers and sisters simply take for granted. We need all city letter carriers to bring their voices to the table and help guide the union in the direction we feel it needs to go. If you leave that up to the minority who shows up, you may not be happy with the direction they take us. Not to mention that the training classes offered before and after the convention each day are some of the best training NALC has to offer.

So, if you didn't make it to Boston this year for whatever reason, start planning right now for Los Angeles in 2026. That convention will have the nominations for national officers, who we choose to lead the union in the direction we choose.

Norris Beswick, Branch 29

Charlotte, North Carolina

Branch 545 would like to thank all its delegates who were able to attend the NALC national convention in Boston earlier this month. We appreciate your dedication to the union and to this branch. We look forward to each and every one of you sharing the knowledge that you gained from all the classes to make us a stronger branch going forward. Also, city carriers, please be aware that children will be going back to school soon, if they haven't already. Please be careful and watch out for the children, as well as make note of when the school traffic will be heavy and change your line of travel if necessary.

We would like to congratulate our fellow union brothers on their recent retirements, both of whom retired on May 31. Arthur Moore was assigned to our WT Harris Station and retired with 33 and a half years of service. Also, Francis E. (Frank) Martin, who was assigned to our Downtown Station, retired as the senior carrier of the Charlotte installation with 43 years of service. We wish you both the best on the next chapter of your lives.

The union leadership would like to let all our members know that we are continuing with our in-person local union meetings. We are holding our meetings the third Tuesday of every month for anyone who is interested in attending, and we have established a Zoom link for members to participate who cannot physically attend the meetings; please contact the union office to receive the Zoom link. 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

Greetings from the Queen City. August is upon us, and this means that schools starting back up is right around the corner. Soon, before we know it, political mail will be in abundance, fall inspections will be here, and the same old hamster wheel will be turning in every office with our so-called leadership not knowing which way is up and which way is down. Counting one route a week by



Western Wayne County, MI Br. 2184 Financial Secretary Mark Owen and Executive Vice President Jackie McGregory present a 50-year gold card to member Deborah Peterson.

management in every station is mind-boggling to me, especially during the months of June, July and August, when it really means absolutely nothing. It can't be used for anything, so why are they wasting the time, and energy, oh wait, never mind, I almost forgot—that is their daily routine. Stationary events, the topic of the past few months, is very comical to me. Especially when I am out walking the beat, thinking of the time I was called to the supervisors' desk the next day after my scanner was supposedly sitting for 11 minutes.

I know I'm not alone out there in Carrier Land walking the beat thinking of all the crazy things that go on with our job. One thing that helps me through the day is putting the names of people we see and have on the mail we deliver, and sometimes the street name into a song or with a saying from a movie or even the title of one. What is your crazy thing that goes on in your daily routine? Does this help you deal with the so-called leadership in your station?

Meetings are every second Thursday of the month in Forest Park; come and receive more postal knowledge, which is power.

In solidarity—

Chris Rought, Branch 43

Cleveland, Ohio

We have become a society so reliant on technology that it has thwarted our ability to think for ourselves. It's not that technology is not appreciated; it has enhanced our lives and solved many problems.

There was a time, and I know most of you will find this hard to believe, local manage-

ment actually made decisions on a daily basis for their unit. However, the ISP initiative was introduced, the Impotent Sheep Program (couldn't help myself). They are so micromanaged they couldn't find their way out of a paper bag without a phone call and technology has lowered their collective IQs.

Day to day you come to work, put up your mail, load your truck and carry your assignments. Your day should not be dictated by a computer program or a scanner, as you are not a machine. Your day is affected by the weather, traffic flow, package volume and mail volume, to name a few—simply put, *it takes what it takes*.

It doesn't matter if it's walking, mounted, cluster or apartment delivery, you still need to replenish your vehicle, load your bag, and take your comfort stops, breaks and lunch. Yes, let's not forget there is no clicking of the heels to get from Point A to Point B.

As someone who for 12 years had the privilege of representing hundreds of carriers in the various route adjustment processes, I can tell you that, despite management's best efforts to reinvent the wheel with their latest acronym, delivering the mail is still one delivery at a time.

You do yourself a disservice when you buy into their rhetoric and allow yourselves to be intimidated. Use their technology against them by not cutting corners, by not running your assignments, and by creating a paper trail.

In solidarity—

Nestor J. Chaves, Branch 40

Cumberland, Maryland

Brothers and sisters, holding management accountable—that's the challenge we all deal with every day. We are on the move toward a new agreement while we are backlogged with grievances at DRT and countless grievances waiting to be scheduled for arbitration, all still under our current agreement.

A new agreement is moving forward, but until management lives up to their signatures on any settlement/agreement, the grievances will continue to pile up. Those who have been waiting patiently for their grievances to be settled and then complied with are suffering. Stay strong, be active and maintain solidarity.

Respectfully—

Paul Kirby, Branch 638

Emerald Coast Florida

Recently, I received a courtesy copy of an email that was sent to my sister branch from the Region 9 national business agent. It seems that one of the MPOOs in our area decided to have a contest to see who could get the most street observations done in a month, with a prize at the end. He thanked them for their support, but stated that he did not see one EP. As I was reviewing the charts, I noticed that there were three supervisors in my branch whose names were on these charts. They claimed that they had numerous observations. This sparked my curiosity, so I instructed the stewards to request the PS Forms 4584, 4588

and 4589 to verify that they had completed the observations.

Boy, did I hit a nerve. We got all kind of resistance from the postmasters, and with the exception of one, they *refused* to provide the requested information. We explained the reason we wanted to see the information, and still they would not give us what we wanted. We had to file a labor charge to get their attention. When we finally got the information, we found all kinds of errors. In one office, they included a carrier who was on a detail at the Region 9 office during the period of observation. I even found out that one 204-b received an award and during the investigation admitted that they had not done any street observations. Now had that been a carrier, well, you already know. It just goes to show that there is now honor amongst thieves.

In the end, I received an apology from one postmaster stating that she had been given wrong information and that it will not happen again.

Percy Smith Jr., Branch 4559

Fayetteville, North Carolina

The union leadership would like to let all members know that our in-person local meetings are on the second Thursday of each month at 7 p.m. We do offer attending our meeting via Zoom. To receive the Zoom sign-in information, contact a member of our branch leadership. Also, the membership meeting for August is canceled due to the NALC convention.

Rodney L. Redding, Branch 1128

Fresno, California

I have mixed feelings about a vote that will be taking place during our national convention in Boston. The vote involves our national president. Four charges were brought against him. The Executive Council investigated, and found him to be not guilty on three of them. He was found guilty on one. My mixed feelings stem from some of our members wanting to strip him of his title.

However, during my decades representing letter carriers with problems, the NALC has always represented them to keep their jobs. More info will be shared at the convention. This is a big thing to all of us. Some in our union have tried and convicted him.

That is something postal management does without knowing all the facts. I personally have driven letter carriers to and from their routes for almost a year because of their drinking problems, including their route relays. They kept their jobs thanks to the representation—I have been proud of that. Nobody is perfect. I have heard, “But he’s our national president.” First he is a dues-paying NALC member.

We must protect our own. That is what makes us such a well-respected union.

If in rehab, you are not allowed to talk to anybody. Even if you want, and try. It happened to somebody I know. Failing a college course. He was not able to complete a final exam. One that was very important to him. The college in-

structor did not care when he found out about it. We should not act that same way.

We represent—that is what we do. I have not decided because, like most of you, I do not know all the facts. The facts will be considered then. Not because somebody is out for blood.

Jesse Dominguez, Branch 231

Jackson, Michigan

Attention, Branch 232 members: We will be having a vote at October’s regular branch meeting to amend the local bylaws. This will be for the following: Union calendar year will be from Jan. 1 to Dec. 31; \$100 donation to an active member who retires; \$100 donation when a family member passes; \$40 guarantee draw at regular monthly meeting; \$300 start point and raise by \$30/month for rollover draw at regular monthly meeting.

Rebecca J. Weaver, Branch 232

Kansas City, Missouri

With the anticipation of a young daredevil getting the training wheels off their first bike, the thought of walking into the 73rd Biennial Convention at the Boston Convention and Exhibition Center’s (BCEC) ginormous hall and seeing NALC carriers from across the nation gives me goosebumps. With all that has happened across America since our last assembly in Chi-town, and given the fact that we have a voice, I hope a technician is on emergency standby to replace the melted microphones, located across the convention floor. I fully expect to hear a few heated discussions, and one or two that make no sense whatsoever.

I definitely will be tuned in to the intense aura of unity that will be on display. How the constant drone of thousands of NALC letter carriers’ voices can become eerily silent for a moment of silence, yet become almost deafening for a call to vote or a letter carrier cheer (Hip, hip, hooray!).

While many desire to hear about contract negotiations, I believe the key topics of discussion on the shuttle buses will be the lack of any action taken by the USPS concerning crime against letter carriers as we wait for Congress to pass the Protect Our Letter Carriers Act (H.R. 7629). All across this great nation, our customers are so disgruntled by PMG NoJoy’s disastrous Plan for America, many have had congressional visits to their districts over inadequate service. It does seem counterproductive, however, to highlight shoddy service when the next news cycle features multiple instances of letter carrier theft. No doubt the staffing situation will also come up. The question is, how did we (USPS) get here? How’s PMG NoJoy not gotten fired? And the stunning realization that your station/situation/supervision is not as bad as someplace/someone’s else.

The future is now; are you ready?

Calvin Davis, Branch 30

Lima, Ohio

Hello, Lima. Nationally, our president, Brian Renfro, wrote about the union’s history on collective bargaining in the President’s Message. I believe the contract has been at a standstill lately, but I was told there was possibly a closed-door session between NALC and the Postal Service before the July 4 holiday.

The Senate introduced the Protect Our Carriers Act legislation (S. 4356). Its message to Congress was to protect our postal workers on the job, and that starts by increasing enforcement of the law for crimes committed against them. Which brings me back to always keep your tap keys secure! Be aware of your surroundings! Dog spray handy!

Locally, your branch president, Matt, and V.P. Brian attended steward training. They both agreed that they picked up some knowledge; they went over many topics, including Articles 8 and 15 and OWCP, and even filed a Formal A, to list a few.

Branch 105 also held a retirement seminar on June 30 at the IBEW hall. Region 11 RAA Dave Kennedy led the meeting. Thanks for your time. With that in mind, if you’re a veteran and considering buying back your military time, you should check into it before you decide to retire.

At the July meeting, a motion passed to participate in the Labor Day parade—more to come. We also have two NALC members who will receive 55-year pins this year. Congratulations to Richard Dankirt and Alan Hefner! Thanks for your commitment to the union!

Jeffery Steegman, Branch 105

Louisville, Kentucky

Summer is officially here, but I don’t have to tell you, I know you feel the heat! I recently had the pleasure of attending Branch 14’s annual Jim Clark Memorial Golf Scramble, hosted by Steve Terry. It was a hot and rainy day at My Old Kentucky Home Golf Course, but even through the heat there was a nice turnout. As always, it was great running into some of our retirees enjoying that retirement and pitching in a hand to make the invite a success.

To keep it short and sweet, pivots are on the rise while the mail volume is decreasing. Management wants the carrier to work the miracles out on the street to keep their numbers good. I don’t know about your stations, but here in Louisville, it’s twisting an arm and a leg to get your supervisors out of the office to even check on carriers! As the heat is rising and the heat index is crazy, we should be checking on our fellow carriers, and especially our new carriers. The last thing anyone wants is to fall out on their route. I started only in 2013, and I can recall my supervisor coming out, checking on carriers, bringing water or Gatorade, an apple or a banana. We need to put the bug back in management’s ear to think about the carriers while they’re enduring this heat. Not saying we shouldn’t be prepared for the elements outside, but there’s a disconnect on safety of the carrier and getting the mail out the door. Yes, we see the alerts on the scanner and hear the mandated stand-up talks, but is that where it stops?

Branch Items

Stay safe out there, and remember: Knowledge is power!

Adriane Shanklin, Branch 14

Monterey, California

The phrase “a long, hot summer” has new meaning for me. Since I relocated to the Central Valley, triple-digits were once a figment of my imagination, now a reality. Make sure you stay hydrated and drink lots of water. Protect your health to maintain your wealth.

It seems as though Monterey will have three fewer routes now. Sadly, PTFs will have to wait a little longer to make regular. I can certainly relate to that, as I spent a third of my career as a PTF. Everyone looks forward to becoming regular, having a permanent assignment and knowing which day you’ll be off, plus up-fronting your leave is always nice. It’s a new world, for sure.

If you’re disappointed in the outcome of the inspection, you might want to review how you carry your route and read the *M-41*. That manual teaches you all the “rules” and guides you through your career. Only you can decide if that’s important or not. It’s available online at the NALC website and there is probably an ancient copy in your route book.

If you haven’t thought about becoming more actively involved in the union, think about it. It’s your future at stake. There are always opportunities to learn. Training is offered at various times, and the “old timers” are always ready to offer some great advice.

It seems the PTFs might be working more than 11 and a half hours (12 with lunch). The most you are supposed to work is 11 and a half in any given day. If you are getting close to that limit, make sure you call in to find out what management wants you to do. If you go over, tell your steward. Exercise your contractual rights; you might like it.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

All employees of the United States Postal Service have a right to be treated with dignity and respect. That fact should be a matter of common sense, but it is also guaranteed under the *M-39*, Section 115.4, which reads: “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.”

Unfortunately, in many offices there is a daily battle with management to enforce the basic right to dignity and respect. Even more unfortunately, we are occasionally confronted with the problem of convincing our members to treat each other with dignity and respect in the workplace. That is a challenge that I’m sure many union representatives have been faced with. I would encourage all members to practice what we preach and treat others as we would like to be treated.

That mantra should apply outside of the workplace as well. We are, thankfully, a democratic union in which our members have the right to disagree and express their opinions without retribution. Free speech is a cherished right in this country and should be protected at all costs. As members of a union, joined together in solidarity for the advancement of our collective interests, we should express our differing views with our brothers and sisters with dignity and respect.

I would hope that to be the case in personal exchanges, in writing, and on social media. As I look forward to our national convention in Boston, I would encourage and hope that respectful exchanges on the convention floor will be honored as the rule. We should expect no less of each other.

Michael J. O’Neill, Branch 38

New Orleans, Louisiana

We have been busying ourselves for the upcoming convention in Boston. A few things to deal with, namely hurricanes, heat, and flooding rains. Hope everyone had a great Independence Day, Juneteenth and whatever holiday you observe. We have a lot to look forward to with upcoming elections, local and state, as well as national. Be cognizant and vigilant, always aware of circumstances and ready to react.

Please be mindful of attending regular union meetings; not only attending but participating! You have the power to control the narrative on the platform or agenda. Your voice matters. Contrary to popular opinion, you can have a positive effect on what comes out of a meeting, whether positive or negative. Always be the best union member that you can be. Shop steward, trustee, vice president or president, or any office you wish to serve. The choice is totally yours. Be happy in your servitude. Whatever you decide, it’s your decision and right.

We will have many decisions to make at upcoming convention. We will be privy to much information that will be shared. There is much to see and do in Beantown! Do take advantage of opportunities to partake of the cuisine and the culture of one of America’s historic cities. There is plenty to see and do in Boston. Give to LCPF. Support the union’s charity (MDA). Do the very best you can at whatever your lot is! If a delegate, union member, officer or steward, be the very best you can be!

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Good morning, my brothers and sisters of the NALC. I was gonna start off this article with, “Say hello to your new route,” ‘cause I heard one of my fellow senior carriers say it. He was trying to impart his years of experience to a junior carrier, and they are still running the routes. It’s gonna take them tryin’ to deliver a 1,000-stop route in eight hours to see their unprofessional ways. By then it’s too late. Sooooo...but I digress. I’m now sitting in a hotel in beautiful Avalon, NJ, on vacation. Just

made myself a cup of coffee as I look out my window at a sunny day!

My fellow carriers are working through a tough heat wave right now with the feel like temps being above 100 degrees. I picked the right week to be on vacation. We have a nice ocean breeze to keep us comfortable. Life is shorter than you think. What you thought could wait till tomorrow is now yesterday, and that’s gone. I really love my job and my co-workers. I’ve worked with some for 30 years, and I want to thank the ones who trained me to be the professional that I am: Don Felice, Nancy Sergeant, Jack Moran (RIP), Jamie Majeski, Bill Walsh (RIP), Dan Damato, Rick Every and so many more. Ya helped me survive 30 years. And to the newbies: Listen to us older guys and gals, and you came make it, too. It’s a great job to make a honest living and take care of your family.

So now I’m getting ready to enjoy some breakfast with family and the beautiful Jersey Shore. Luckily, I don’t get to hear, “Hot enough for you, mailman?” Stay cool and drink plenty of water! Seek shade when you are overheating. Your life is worth more than the mail.

Go Phillies!

Joel Stimmler, Branch 542

North Florida

Branch 53 offers training mostly for shop stewards, but members can also attend. The training is held on the first Thursday of every month at the union hall or by Zoom.

Since the area the branch serves is so spread out, this offers the opportunity for members who live more than an hour away to be able to attend. If you are interested, the training starts at 6:30 p.m., and if you want to use Zoom, contact the office so you can be sent an invitation. This training covers various topics and is conducted by branch officers.

Since our area is widespread, there is a possibility of using Zoom for regular branch meetings; that way those who don’t get off until 7:30 can still make the meeting on Zoom at a local location and still get credit for attending. In order for this to happen, bylaws would have to be changed and a method to ensure attendance would be required. It is something to think about to be fair to those members who would like to attend state trainings and conventions.

Branch 53 is sending 23 delegates to the national convention in Boston. Some going for the first time are in for an experience. Delegates, please take the time to write about your experience in our branch newsletter. Have a great convention!

On a personal note to a couple of friends in other branches: When you call another officer in another branch on the phone, at least don’t let them hear you snoring during the call! You know who you are!

Bob Henning, Branch 53

Northeastern New York

Branch 358 hosted its annual golf tournament in June for the Muscular Dystrophy Association. It was an emotional day. Our goodwill ambassador, Derek Murphy, passed away in May. Derek has been our inspiration for more than 20 years. He passed on after a lifelong battle with Duchenne muscular dystrophy. He was an inspiration for all of Branch 358.

Despite physical limitations, Derek traveled to many places as an ambassador, including the Jerry Lewis National Telethon, and numerous NALC events. I remember Derek and his parents coming to my local post office to encourage employees to contribute to the Combined Federal Campaign. Thank you, Derek, and his family, for providing inspiration to all of us.

This year's golf tournament allowed Branch 358 to donate more than \$5,000 to MDA. Thanks to Mike Curran, Derek's uncle and Rabbit Riley for all their hard work to make this event successful. Derek will always be a part of Branch 358!

Being director of retirees has given me the opportunity to meet many of our retirees. Handing out gold cars or assisting them with retirement issues has given me a deep sense of admiration for them. One of our retirees, John Chirico, has amazed me. John was a letter carrier in the Amsterdam Post Office. He was drafted in World War II and served his country in the Army. After the war, he joined the Post Office in 1954 and retired after 30 years. When I visit John, I am amazed at the clarity of his mind. He always tells me stories about delivering mail more than 60 years ago. I want to wish John a happy birthday on Aug. 28. He will turn 100. It has been my pleasure to become friends with John.

Frank P. Maresca, Branch 358

Oklahoma City, Oklahoma

Like most delegates, I am excited for the national convention. However, by the time most of you read this, the convention will have come and gone. Reconnecting with acquaintances and friends and making new ones will be good.

The final numbers for the food drive were printed, and Oklahoma City finished second in its category and fourth in the nation. Bragging rights aside, I want to thank everyone who volunteered their time and labor to make the food drive the spectacular event that it is. We could not collect millions of pounds of food if it weren't for your efforts every year. NALC has the Heroes of the Year, but as someone once said, every letter carrier is a hero on Food Drive Day. So, from one hero to another, thank you again for all your hard work and effort.

Eric E. Beu, Branch 458

Pittsburgh, Pennsylvania

Branch leadership is concerned about the recent surfacing of a management email written by a prominent PA-1 Labor Relations rep/Step B DRT rep (whose hands you may well find holding your professional fate) that is demeaning to employees and downright dangerous to our health and safety. It mentions not caring if employees "get their throat ripped out by a Pit Bull" or go "without a seat belt engaged and they die."

According to our collective-bargaining agreement, management is responsible for providing a safe work environment and a zero-tolerance mutual respect atmosphere. According to the *Employee and Labor Relations Manual (ELM)*, Section 811.21.a, management will "demonstrate a commitment to providing safe and healthful working conditions in all Postal Service owned and leased installations." Also, Section 811.23.a reads, "People — Employees are our most valued resource. Our employees

must be provided a safe and healthful workplace."

Under Article 1, it is the union's responsibility to represent the city letter carrier craft, making this email demeaning to not only the employees, but also the NALC organization as



Reading, PA Branch 258 President Fred Ranalli Jr. presents 50-year membership awards to three members. Pictured (l to r) are Richard Cavanna, Gary Bucher, Rinalli and Leo Breton.

a whole. The work of the union is not to simply "bail employees out of every situation," as the email states, but to defend an employee and give them their day in court.

This perilous ideological mindset regarding safety has absolutely no business in USPS, let alone any workplace. Even if it was intended as a joke that didn't land, it is tragically serious. Branch officers have escalated these concerns to our region's national business agent and to Sen. Bob Casey's office, who has agreed to conduct an official inquiry on the matter.

Article 14 states, "The Union will cooperate with and assist management to live up to this responsibility," so even if management doesn't "care," the union will make every attempt to hold them accountable in living up to that responsibility.

John Conger II, Branch 84

Plainfield, New Jersey

Please be advised I am retiring from the position of president of Branch 396 after 48 years in the position.

I have a 6-year old son with special needs in a school system that starts the school year in August, which means I will not be able to attend the national convention for the first time in 40 years.

I do not resign with a heavy heart, but rather with the confidence that our great local will continue with knowledgeable and competent leadership into the future.

The national bylaws state that Vice President Terance Wilson will assume all duties of the president as vice president until the swearing-in of officers in September.

I will continue to help future president Terance in any capacity needed for the benefit of the union.

Mike Breslin, Branch 396

Providence, Rhode Island

We've officially entered the dog days of summer. This is one of the warmer summers in the Northeast that I can remember. It's important to take extra precautions in these summer months to prevent heat illness. Drink plenty of water on and off the clock, park in shady areas as much as possible, eat lighter meals at work,

avoid heavy sugar or caffeinated beverages, and take comfort stops if needed. And God forbid you or anyone you work with experiences any heat illness, please tell your steward or someone in the union.

Unfortunately, here in Providence, there have been instances of management not taking the initiative when getting CA-1 and CA-16 forms filled out properly and promptly. Heat illness is severe, and the last thing you should worry about is getting an expensive bill for an ambulance ride after the fact. Management is still frequently on the road doing road observations, even in this heat. Just a reminder to make sure you're working safely, as you never know who might be watching.

Lastly, the September meeting will be held on the first Wednesday of the month due to Labor Day. Be safe and work smart until next time.

Anthony Turcotte, Branch 15

Racine, Wisconsin

In keeping with the times, I suggest the re-branding of the traditional branch scribe to that of a content creator. Perhaps a written podcast. I'll start off by saying fruit in Jell-O is just wrong; always has been. When was the last time you know of somebody cutting their tongue licking the flip top lid of a metal pudding snack pack? That's because you didn't, it never happened. We survived that and Old Dutch potato chips in a cardboard box, with two bags to a box.

With a few retirements headed our way shortly here in Racine, just a memo to all the younger and newer carriers to please listen and learn from the older, seasoned and veteran carriers out here. We just might happen to know a thing or two about stuff. Recently, I touched on the subject of COAs. Just too many kinks in the hose. The USPS needs to do a better job informing the public of the new requirements for the COAs to effectively be activated. Not everybody can just jump in the car and pop up at the P.O. with their driver's license. The USPS forgot about a whole segment of society that may be immobile. Assisted living, nursing homes, rural, alone, no family or otherwise no one to assist if a COA is necessary. No longer can you just give the COA to your carrier or toss it in the outgoing mail.

Informed Delivery—great concept; however, with fewer and fewer clerks to work the mail, it's a crapshoot.

That's all I got. If you like this article, click "like," "subscribe" or share with a friend. Wait, that's a YouTuber thing. Trying to be retro and hip at the same time. I'll stick with retro.

Chris Paige, Branch 436

Rockville, Maryland

On June 15, Arlene Galang was robbed at gunpoint. The two masked gunmen demanded her Arrow Key. She works at our Potomac unit and has about 20 years of letter carrier service. Thankfully, she was not injured, but understandably shaken. Arlene is one of the nicest individuals I have met in the Postal Service and I started carrying mail 46 years ago. What a damn shame!

When I started at the Post Office, we never had to worry about getting robbed. This is not the case today. Unfortunately, this is the third carrier robbed at gunpoint, and two other car-

Branch Items

riers were beaten so badly they were hospitalized. This has all happened in the last couple of years. And, to make matters worse, this is happening all over this country. Nearly every day, a carrier is robbed, attacked, beaten, shot, stabbed or even killed! Whether the criminal is trying to steal our purse, wallet or the Arrow Key, these assaults against us must end *now*. *Enough is enough!* Since 2020, there have been more than 2,000 crimes against carriers nationwide. Unfortunately, our job is getting more dangerous. Last year alone, 643 carriers were attacked or robbed while on the job, a 30 percent increase from the previous year. And, most of these attacks involved a gun or another weapon, leaving our members totally stressed out. This is completely unacceptable!

The great Chicago branch has won some incredible arbitrations over the last several years. One in particular pays their branch an automatic \$2,500 for every non-compliance. This has led to \$8 million paid to their branch, and they are winning even more money for their members. We are using many of their arbitration wins to bolster our cases. We are very appreciative of their impressive work.

Kenneth Lerch, Branch 3825

St. Louis, Missouri

Staying healthy and safe in the current environment is essential. Deny climate change all you want, the fact of the matter is that we have witnessed progressive and prolonged periods of excessive heat over the last several years. To that end, it is all our responsibility to take whatever measures are necessary to guard against heat-related illnesses while performing our duties.

We should all know the signs and symptoms of heat-related illness. What you should do matters, depending on the type of illness occurring. Signs of heat exhaustion may include heavy sweating; cold, pale and clammy skin; tiredness or weakness; nausea or vomiting; or fainting (passing out). If you think you are experiencing heat exhaustion, you should stop delivery and move to a cool place that is air conditioned, loosen clothing and sip cool water.

Seek medical attention immediately if you are throwing up and your symptoms progress. Heat stroke is life-threatening and occurs when your body is unable to control its temperature or cool down. You should call 911 immediately, as heat stroke is a medical emergency.

Take every precaution to prepare yourself to acclimate to the heat. Stay hydrated, and drink plenty of fluids. Take a drink break every 20 to 30 minutes, regardless of your activity, and do not wait until you are thirsty. Water or hydrating sports drinks are best. Avoid sugary, caffeinated beverages, which act as diuretics and cause you to lose body fluids. Try to wear sunscreen when possible. Sunburn affects your body's ability to cool down and can cause you to become dehydrated.

Bottom line: Protect yourself. Slow down your work pace. Take as many breaks as you see fit and seek medical attention immediately should you find yourselves in trouble. You know your body better than anyone.

Tom Schulte, Branch 343

St. Paul, Minnesota

Things are going to be quite busy here at Branch 28 for the next few months. Aside from the national convention, our branch picnic is also in August. We're going to be trying a few different things this year, including adding a couple of new food items to the menu, having live music and bringing back the MDA dunk tank. The picnic is always a great time, and we hope to see a lot of members come out to join in the fun.

Fast forwarding to September, we're holding the nominations for the vacated executive vice president position. Nominations will take place on Sept. 19 at the general membership meeting. If there are multiple nominations, the election will be held at the following general membership meeting on Oct. 17. The executive vice president is an extremely important position in the branch, so we hope as many members as possible make their voices heard by attending the nominations and possible election.

In other news, management still can't quite figure out any kind of reliability when it comes to the Formal A grievance procedure. After deciding the way it had been done for decades was not good enough, they instead figured it would be better to reinvent the wheel. Due to their constant breaking of the contract and inability or unwillingness to settle anything in station, we're on pace to have even more grievances this year than we did last year. It's shaping up to be a very busy year for our hardworking Formal A team.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

As my buddy Mickey Simila used to say, "Shakin' the bush, Boss." It's only natural. What's not natural is dragging someone onto the hot seat for "stationary events" and then grilling them in the worst way, for what? Please keep your cool. Ask if this could result in discipline. If yes, then keep calm until you talk with your steward. If this is just a mandatory ass-chewing, then sit back and enjoy the show. It's just theater. Not very entertaining theater, but it's just blowhards on parade. Too bad they don't offer popcorn; that would be nice.

Oh, and if you really want to pop their cork, if they ask you what you intend to do about your performance, your "stationary events"? Simply say, "I'll do my best." Honestly you can't do any more, or any less—just do your best. If they want to rail at you about your numbers, pick a random address off your route and repeat the address to them—"2215 44th Ave., those are the numbers that concern me." We're not meant to be perpetual-motion machines. And you don't have to die in the saddle either. Stationary events be damned. Hydrate!

So, if the MMD machine is dingy you for stationary events, there can be any number of reasons. (FYI: a stationary event, in and of itself, is not a violation of any handbook or manual. It would be difficult to discipline you for something that's not even on the books.) The absence of movement of the MDD does not mean the carrier is not working. There are plenty of reasons for "stationary events"—the comfort stop, picking up parcels, refueling, lunch or break, connectivity issues can happen, etc. The machine does not tell the whole story—and neither should you!

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Thank you! You began the month by enduring extreme heat challenges. That has always been taken for granted by management, but now it's more challenging to get people to come to work, let alone work through heat exhaustion. Last year, management was found to have lied about giving the required heat related training (HIPP). I hope every office received this vital training. It should not take the death of a carrier for management to do what is right.

The tougher the situation becomes, the more we must stay united. It's so easy to turn on one another when management fails to do their job. In fact, it's hard to resist the temptation to succumb to "Stockholm Syndrome"-type activity. We should not be in the business of instructing other carriers what to do or chastising carriers for calling out sick. Management chose these carriers, but fails to provide proper guidance when necessary. The M-39, Section 115 provides basic rules management must follow before resorting to discipline.

Management typically says, "I am not a babysitter." Well, WTF do you think you are? You are a combination of secretary/babysitter. Many of our carriers need real supervision instead of "stupervision."

NALC has negotiated many processes that protect the rights of our brethren. Don't ever fall for the okiedoke that makes us feel bad for exercising our rights while attempting to hold us accountable for our responsibilities (except for the people who need it).

As more of our carriers retire, the more mindful we must be to our ever-changing workforce. The day we give up on our less experienced carriers is the day we lose our way! I'm not saying it's not hard, I'm saying our members are *always* worth fighting for. But carriers deserve our tough love as well.

#StayUnited, That'sTheUltimateChallenge

Eric Jackson, Branch 725

Springfield, Ohio

Remember the Buggles, "Video Killed the Radio Star?" It was the first video aired on MTV. They could do a version now called, "Internet Killed the Mailman Star." Don't get me wrong here. I am grateful for the increased parcel volume that has resulted from the rise of the internet. Whether it's dropping off or picking up, scanning parcels seems to be all I do. However, I am truly amazed at the drop in mail volume, especially flat volume. We've lost so many stores and their accompanying mailers. We used to get mailers from "TV Guide," Elder Beerman, Lazarus, Target, Claire's, Victoria's Secret, Sears, JCPenney, Old Navy, Hills, Service Merchandise, Bed Bath and Beyond, RadioShack, Kmart, Kay Jewelers, and so many more. Some were at least once a week. There were also all the mail-order catalogs that showed up much more often than they do now.

We used to walk in and have 2 to 4 feet of flats in the flat rack and another four to five tubs on the floor. Most days now, you're lucky to get 1 to 2 feet a day, including tub flats, and that's being generous. Though we still needed them at the time, we lost our flat racks years ago.

Though there is less mail to deliver now, we still have to be cautious out on the street. Look at where you are walking. Are there holes in the yard or other obstacles? Take notice of your surroundings before you get to the next house. Is the gate open at the next house? Is there a

dog lead in the yard? Is the inside door open? There are so many signs that point to potential danger. The No. 1 thing you can do to help yourself is to turn off Bluetooth and put down your phone.

Jerry Martens, Branch 45



Stamford, CT Br. 60 members celebrate Branch Vice President Dominick Frattaroli's last day. Pictured (l to r) are Chris Munrow, Region 15 RAA Tony Perconte, Sonny Migliacci, Branch President Mike Ely, Frattaroli, Robert Gleason, Connecticut State Association President T.J. DeMatteo and Branch President Emeritus Joseph Baccari.

Stamford, Connecticut

Congratulations, Brother Frattaroli, on your well-deserved retirement after 48-plus years. Dom was a union representative in one way or another for more than 40 years and vice president for more than 20 years.

Good luck, Dom!

Mike Ely, Branch 60

Staunton, Virginia

So excited for my branch and my community—No. 1 for our category in the food drive! With the end of the matching-dollar donations from National, we knew we had to go the extra mile and fundraise for food drive bags. Wow, did they make a difference! Our food collection increased 75 percent. We are already exploring ways to lift the bar even higher. I'm also proud of the spirit of teamwork with other local branches and throughout the country when the issues of food drive card shortages came to light at the last minute. Together, we helped *stamp out hunger*. Best day to be a letter carrier.

Last week was a busy NALC week for this retiree. HQ instituted a new program to advance the training of arbitration advocates. Learned a ton and am now armed with more tools to deal with many of the things that management does to try to win at arbitration without ever getting to the merits of the case. We discussed new arguments, timeliness, arbitrability and more.

Two days later, I was up in Maryland for my first-ever expedited case. Hard to believe after doing so many cases, including local interest arbitration, that I've never done this type. Glad we have such an awesome and patient RAA to help walk me through the process. Another learning experience.

Finished the week at our branch meeting. Staunton has another OIC; I've lost track of how many postmasters have come and gone recently. No worries, our branch leadership

and members are ready, willing and able to deal with management changes and shenanigans. Unfortunately, as in many other places, Staunton is severely short-staffed again. Great timing with this heat. I wish all active carriers a safe summer and much-needed annual.

Next article—Boston!

Cindy Connors, Branch 513

Toledo, Ohio

Our 39th annual Charles Cohen golf scramble was a rousing success. We had 108 golfers contributing to MDA. The participants and volunteers enjoyed a delicious chicken and ribs lunch afterward. A retired carrier, Jeff Cowell and his team won the scrambles. Two other retiree teams split the mystery score prize. A big thank-you to the numerous volunteers and VP Andy, and former officer and retiree Butch Wuwert, for making the golf tournament fun and enjoyable and raising the funds for MDA.

At our June stewards meeting, following the business session, we had a mock arbitration with each steward being given a grievance to prepare to arbitrate. A good friend of President Mike Hayden, Brad Smith, who is a magistrate for the Lucas County Juvenile Division, served as the arbitrator. Various grievances were given to the stewards, where they searched for relevant material pertaining to the case they were given to prepare. Once the information was compiled, the stewards went before the arbitrator to present their case. Our president and vice president portrayed the advocates for management. Needless to say, their presentations were quite entertaining and seeing the prep needed was more understandable than just telling them what is needed. Our guest arbitrator will return in the future to present his decisions. It will be interesting to see how his determinations compare to the actual decisions in each case.

Our annual Letter Carrier Appreciation Night at the Toledo Mud Hens game will be on July 23. Tickets went fast for this popular event. All we need now is good weather and a Mud Hens win.

Ray Bricker, Branch 100

Tri-Valley, California

In today's world, people have more access to information than ever before. There is certainly some good that comes from this, but with more access to information, there is more access to misinformation than ever as well. How can we find valuable information and people to listen to with the bombardment of noise and false truths that we encounter in our lives?

It's not easy to always know which way to go when receiving information and the right path to follow. Sometimes we may feel as though we are lost; sometimes we might be blazing our own trail based on false information; sometimes we might need a little push in the right direction.

Correction may be hard to receive, especially from union activists, but it is worthwhile. Most union activists will always desire to educate members to be the best that they can be, while protecting the rights of all letter carriers. In order for that to happen, they have to correct members when they see letter carriers headed in the wrong direction.

However, there are people who are trying to use members and will not care about what is best for letter carriers. They will only be concerned with how you can serve their hidden agendas. They will take advantage of your shortcomings in order to fulfill their personal gains.

Discernment is required when it comes to who you listen to when you're in need of counsel. If you surround yourself with people who will tell you what you want to hear, you may not get the accurate information to go far in life. But if you choose to have honest people around you, who are commented to help you succeed, and not for their selfish interests, you will be able to grow.

James C. Perryman Jr., Branch 2902

Washington, DC

National Capital Branch 142 once again proudly supported the letter carriers' annual food drive campaign.

In a collective effort, the letter carriers and retirees of Branch 142 received a total of 33,293 pounds of donated food from patrons.

The National Capital Area Food Bank and other local agencies will be able to support families in need in DC and Maryland communities.

Way to go, Branch 142 members!

Fraternally—

Karen Clark, Branch 142

COLA: Cost-of-living adjustment

- The 2025 projected COLAs for the Civil Service Retirement System (CSRS) is **2.3 percent**, and for the Federal Employees Retirement System (FERS), **2.0 percent**, following the release of the June 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 **2.4 percent** following the release of the June CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.
- Visit nalc.org for the latest updates.

Election Notices

Aiea-Pearl City, Hawaii

Branch 4682 will hold nominations for the election of the following officers: president, vice president/trustee, recording secretary/trustee, financial secretary/treasurer, sergeant-at-arms/trustee and health benefits representative.

Nominations will be at the regular branch meeting at 5 p.m. on Oct. 10 at 850 Kamehameha Highway, Suite 110, Pearl City.

Candidates must accept nominations in person or, if absent, in writing, for only one office.

The terms of office will begin Jan. 1, 2025, for two years. The candidate elected president shall be a delegate to the national/state conventions that take place during their term.

The election will be by secret ballot at a special Branch meeting from 4:30 p.m. to 6:30 p.m. on Nov. 13 at 850 Kamehameha Highway, Suite 110, Pearl City.

Any member who is unable to vote on Nov. 13 may request an absentee ballot in writing to: Election Committee, Branch 4682, P.O. Box 52, Pearl City, HI 96782. Requests must be received no later than 3 p.m. on Nov. 1. Requests must include: member's printed name, address, signature. For an absentee ballot to be valid, the signature on the request must be verified and match the signature on the absentee ballot envelope.

Kristine Fiatoa, Pres., Br. 4682

Albuquerque, New Mexico

This is official notice of nomination and election of Branch 504 officers and delegates to the New Mexico State Association of Letter Carriers 2025 state convention.

Nominations will be opened for the offices of president, vice president, recording secretary, treasurer, health benefits representative, five trustees and sergeant-at-arms. The term of office is two years for branch officers. Nominations will be accepted from the floor at the regular branch membership meeting at 6:30 p.m. on Sept. 18 at the union hall, located at 123 Quincy St. NE, Albuquerque. No candidate shall accept nomination for more than one branch officer position.

Nominations for delegates for the 2025 New Mexico State Association of Letter Carriers convention will also be held on Sept. 18, as stated above.

Nominations will be accepted two other ways: through email to connieburns.nalc@comcast.net, or by mailing a letter of nomination to Connie Burns, Branch 504 Secretary, 124 Monroe St. NE, Albuquerque, NM 87108. All emails and letters must be received by 6 p.m. on Sept. 17. This is one day prior to the general meeting, and the branch will still take nominations from the floor, if necessary.

No seconds will be required, and self-nominations will be permitted. Candidates are required to confirm in writing their willingness to serve if elected. If a candidate is unable to attend the branch membership meeting, please submit a letter accepting the nomination to the branch secretary prior to the meeting, or have a member hand-deliver it to the meeting.

Only members in good standing can nominate and/or run for branch officer and/or state delegate. Members in good standing as of Sept. 18 will be eli-

gible to nominate or be a candidate for branch officer and/or state delegate. Any member who holds, accepts or applies for a supervisory position within 24 months before nominations is ineligible to run for office. A candidate must be able to certify that they have not held, accepted or applied for a supervisory position for 24 months prior to nominations.

The election will be conducted by secret ballot prior to the regular branch membership meeting on Nov. 20 at the union hall at 123 Quincy St. NE, Albuquerque. If necessary, the election for state delegates to the state convention in 2025 will be conducted as stated above.

The election will be conducted by mail-in ballot only. Mail-in ballots will be sent to all eligible branch members in good standing on or before Sept. 18 to the home address on file with National. Branch members who do not receive a ballot should notify the Branch 504 Election Committee at NALC Branch 504, P.O. Box 4816, Albuquerque, NM 87196, after Oct. 23.

Ballots must be received through the mail at the election committee's ballot P.O. box address by 11 a.m. on Nov. 20, or delivered to the election site by the member's chosen representative no later than 6:30 p.m. on Nov. 20 at the union hall at 123 Quincy St. NE, Albuquerque. The election committee shall oversee all election procedures.

Connie R. Burns, Sec., Br. 504

Arlington Heights, Illinois

This is the official notice to the members of The Chris Malinowski Branch 2810 for nominations for delegates to the 2025 Illinois State Association convention and the following board positions: president, vice president, financial treasurer, recording secretary, assistant secretary (financial/recording), sergeant-at-arms, health benefits representative, Mutual Benefit Association representative and three trustee positions.

Nominations shall be held at the regular branch meeting on Sept. 12 at 600 Landmeier Road, Elk Grove Village. The meeting will begin at 6:30 p.m. Any member in good standing is eligible for nomination. Candidates must accept nominations at the time made or, if absent, in writing. Accepting nominations in writing must be received by the recording secretary within two weeks after nominations have occurred.

Veronica Ramirez, Rec. Sec., Br. 2810

Bakersfield, California

Nominations for delegates to the 2025 state convention will be held at 7 p.m. on Sept. 25 at the Branch 782 union office, located at 2628 F St., Bakersfield. Candidates must accept nominations at the time made or, if absent, in writing to the recording secretary within three days after the nomination is made. Nominations may be submitted in writing, provided that they are received by the branch recording secretary prior to the closing of nominations. Every nominee must certify that they have not served as a supervisor for the 24 months prior to being nominated. By virtue of the positions, the Branch 782 president and vice president shall be delegates to the state convention.

The election will be conducted by secret ballot at 7 p.m. on Nov. 20 at the Branch 782 union office, 2628 F St., Ba-

kersfield. Any member who will be unable to vote on Nov. 20 may obtain an absentee ballot by submitting a signed written request to: Election Committee, Golden Empire Branch 782, 2628 F St., Bakersfield, CA 93301, after nominations have been closed but no later than Nov. 6. Write-in votes are not permitted.

Of the delegates from the Bakersfield local area selected to attend the state convention, the requirements of eligibility for conventions funds will be: attendance at 10 of the 12 regular general meetings just prior to the state convention. Of the delegates selected from the outlying associate offices (excess of 30 miles from Bakersfield), the requirements of eligibility for convention funds shall be: attendance at least two meetings (any combination of regular general meetings and/or quarterly area meetings) in the 12 months just prior to the state convention.

Mike Towery, Pres., Br. 782

Bergen Co. Mgd., New Jersey

This is official notice to all Branch 425 members of nominations and elections. Nominations of candidates for all officers and trustees, along with the members in each station to nominate the primary shop steward(s), shall be made at the regular meeting on Oct. 8.

A member must be of good standing to accept nomination to office. The president will appoint alternate shop stewards.

The term of office for all elected officers, trustees and shop stewards of this branch shall be for three years, 2025 through 2027.

The president shall appoint an election committee consisting of a chairman and two tellers to conduct the election. They are to keep a record of the members voting, count ballots, and announce the results of the election at the Dec. 10 meeting.

Elections will be by secret mail-in ballot. Ballots will be mailed to all members in good standing within three weeks of nominations. Ballots must be returned by mail, to the address designated by the election committee, and postmarked no later than the Dec. 1. No "walk-in" ballots will be accepted under any circumstances.

John Dudek, Sec.-Treas., Br. 425

Beverly Hills, California

This is an official notice to all active and retired members of Branch 2293 that nominations of all officers and trustees for the 2024-2026 term will take place at our regular membership meeting at 8 p.m. on Oct. 15, which will take place at the branch union office, located at 9201 Wilshire Blvd., #106, Beverly Hills.

All candidates must be members in good standing, and if you owe the branch any back dues, it is your responsibility to pay the branch prior to the regular membership meeting on Oct. 15. If a nominee is not going to be present, they must provide a signed/dated written acceptance and personally hand it over to Recording Secretary Shavonda Taylor prior to the meeting on Oct. 15.

All elected officers are open for nominations and are for a term of two years, which are: president, vice president, recording secretary, financial secretary treasurer, sergeant-at-arms, health benefits representative, branch steward(s) and three trustees. The president of

the branch shall be the chairman of the delegates to the national and state conventions, and by the virtue of their election to the office of president of Branch 2293, they shall also be an elected and paid delegate to these conventions.

The election shall be conducted by secret ballot. The election ballots will be mailed with a return envelope and must be received by 5 p.m. on Nov. 26; all others will be voided. If you have moved recently, please update your new address with the branch recording secretary.

Henry Cordero, Pres., Br. 2293

Bridgeport, Connecticut

This is official notice to all Branch 32 members in good standing that nominations for all officers will be accepted at the Oct. 16 meeting at Boothe Memorial Park, North Main Street, Stratford, at 7 p.m.

Elections, if needed, will be held at the branch meeting on Nov. 20 from 4 p.m. to 7 p.m. Absentee ballots may be requested from Branch 32 Election Committee, P.O. Box 9241, Bridgeport, CT 06602, and must be returned by Nov. 20.

Installation will take place at the Dec. 18 meeting.

Lynda Mariotti, Sec., Br. 32

Brookfield, Wisconsin

This is a notice to all members of Branch 4811 that nominations for the next two-year term for the following offices will be accepted at the Aug. 13 meeting, which will be conducted at Champps Americana, 1240 S. Moorland Road, Brookfield: president, vice president, two stewards, secretary/treasurer and safety captain.

Any member in good standing is eligible for nomination. Those wishing to be nominated must accept such nominations during the Aug. 13 meeting or must submit their willingness to be nominated in writing to the branch secretary prior to August meeting.

If an election is warranted, it will be held during our October meeting. Voting will be by secret ballot. The results will be announced at the end of the October meeting.

Craig Topel, Pres., Br. 4811

Brunswick, Georgia

In accordance with Article 5 of the *NALC Constitution*, this is official notice of election for the officers of Branch 313. Nominations will be held for the office of president, vice president, secretary, treasurer, three trustees and sergeant-at-arms. Nominations will be held at the Oct. 8 branch meeting. You must be present to accept nomination or accept in writing, giving your letter to the branch secretary before the meeting.

If an election occurs, it will be conducted by secret ballot. Ballots will be mailed to members' address of record. Ballots will be counted at the Nov. 12 branch meeting at 7 p.m., located at 1321 Albany St., Brunswick.

Ernest Wilson, Pres., Br. 313

Canton, Ohio

In accordance with Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled Oct. 8 meeting. The election will take place at the Nov. 12 meeting. Nominations and the election will take place at the William

O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7 p.m.

The following offices are open for nomination/election for a one-year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, trustee three-year, (one three-year term), building manager, director of retirees, health benefits representative, mutual benefits representative, and delegates to national convention and/or seminars. Nominees must have attended six of the last 11 regularly scheduled meetings to be eligible as paid delegates to the convention. Nominees must accept in person when nominated, or must submit acceptance in writing to the branch secretary by Oct. 8.

The election will be by secret ballot on Nov. 12. Election ads will be accepted for publication in the *Branch Reporter* at a cost of \$10 per ad and must be in the hands of the editor of the *Branch Reporter* no later than 10 days after a regular scheduled meeting.

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

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

Carmel, Indiana

This is official notice to all members of Merged Branch 888 that nominations for the following branch offices will be held at the regular membership meeting on Oct. 3 at the Carmel American Legion, located at 852 W. Main St., Carmel, in accordance with Article 5 of the *NALC Constitution* and the branch bylaws: president, vice president, secretary/sergeant-at-arms, treasurer, health benefits representative and three trustees. The terms of office will be three years, beginning Jan. 1, 2025. Candidates may accept nomination to only one office.

The president and vice-president, by virtue of their office, are delegates to all state and national conventions

during their terms of office. All candidates are required to be present at the meeting when nominated or signify in writing their willingness to serve if elected. Nominees must signify that they have not applied for, accepted or served in any supervisory capacity in the Postal Service for a period of 24 months prior to nomination.

The election, if necessary, will be conducted by secret ballot mailed to the most current home address of record of all members. Ballots must be returned to the election committee prior to the regular branch meeting at 7 p.m. on Nov. 7. The election will be at the regular branch meeting at 7 p.m. on Nov. 7.

Alex Doolin, Sec., Br. 888

Centennial, Colorado

In accordance with Article V of the *NALC Constitution* and Article IV of the branch bylaws, this is official notice to all members of Branch 5996 that nominations for the following offices and positions will be held at 7:30 p.m. at the regular Oct. 3 branch meeting at the Centennial Branch Office, located at 1010 S. Joliet St., Suite 204, Aurora: one Trustee (three-year term), shop stewards—all stations (one-year term), delegates to the NALC Colorado state convention, three delegates to the Colorado AFL-CIO convention, and three delegates for the Denver Area Labor Federation.

The election will be by secret mail ballot and results will be announced at the Dec. 5 regular branch meeting.

Candidates must accept nomination at the time made or must signify in writing to the branch financial/recording secretary prior to the meeting their willingness to serve in the desired position.

All regular members shall be eligible to hold any office or position in the branch, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or other position for a period of two years after termination of such supervisory status. Upon nomination, candidates must verify that they have not served in a supervisory capacity for

the 24 months prior to the nomination.

In accordance with Article IV, Section 2 of the branch bylaws, the branch president and vice president shall be delegates to the national and state conventions by virtue of their office provided they were elected pursuant to the NALC election regulations.

Barbara Larson, Fin./Rec. Sec., Br. 5996

Central Maine Merged

This is official notice to all members of Branch 391 that we are having elections for all officers in Branch 391. The positions are president, vice president, secretary/treasurer, trustees, health benefits officer, director of retirees, director of education, and newsletter editor. Written nominations to P.O. Box 665, Hampden, ME 04444 or in-person nominations are due at the branch meeting on Oct. 15 at 20 Ivers St., Brewer.

Election of officers will take place on Nov. 19, and those elected will take over in January 2025. The terms for all listed officers are for three years.

Timothy White, Sec., Br. 391

Champaign, Illinois

This is the official notice to all members of Branch 671 that nomination and election of officers for the 2025-2026 term. Nomination for the following officers will be held at the regular October meeting and online via Zoom: president, vice president, secretary-treasurer, two stewards, one Rantoul steward, sergeant-at-arms, three trustees, delegates to state convention and delegates to national convention (elected officers will be automatic delegates to each convention, and others will be ranked as alternates by vote).

Each member in good standing and current in dues may run for office and must be present to accept a nomination or have a signed written acceptance in possession of the secretary.

Balloting will be done by mail and secret ballot with the election at the December meeting. The installation will take place at the January meeting.

Don Thompson, Sec.-Treas., Br. 671

Chicago, Illinois

This is official notice to all members of Branch 11. Nominations of delegates to the 2025 Illinois state convention, to be held June 26-28, 2025, in Peoria, will be held at the regular Branch 11 meeting at 7 p.m. on Nov. 14 at Branch 11 headquarters, the James E. Worsham Building, located at 3850 S. Wabash Ave.

Nomination forms will be available at the Oct. 10 meeting. Election of delegates to the 2025 Illinois state convention will be held at the regular Branch 11 meeting on Dec. 12.

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

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

Columbia, South Carolina

This is to serve as official notice to all members of Branch 233 that nominations for all officers of Branch 233, except for one trustee, will be accepted at the regular branch meeting at 7 p.m. on Sept. 10, located at 4921-B Broad River Road.

Article 4, Section 2 of Branch 233 bylaws provides, in part, the follow-

ing: "Except for the Board of Trustees, officers shall be elected every two (2) years and hold office for two (2) years or until successors are duly elected and installed. Two Trustees shall be elected for a term of two (2) years at the regular election of officers on the even year and one for a term of two (2) years on the odd year. Elections will be conducted in accordance with Article 5."

When there are two or more candidates for any office, the election shall be by ballot and the plurality of votes cast for such office shall be necessary to elect. Elections for branch officers shall be by mail balloting in accordance with Section 14.0 of *NALC Regulations Governing Branch Elections Procedures*.

Every regular member present will be given the opportunity to nominate the person of their choice before nominations for that office is closed. All candidates for office or delegate shall be present at the meeting when nominated or submit in writing to the secretary prior to nomination their willingness to serve if elected. No part of this requirement shall be applied as to deny a candidate an alternate means of accepting a nomination should such candidate be unavoidably detained.

All regular members shall be eligible to hold any office or position in the branch, except that a member who, voluntarily or otherwise, holds, accepts or applies for a supervisory position in the Postal Career Service for any period of time, whether one day or a fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office, or position to be a delegate to any convention for a period of 24 months after the termination of such supervisory status. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

Nominations for NALC convention delegates shall be at the October meeting preceding the convention year, with the election to be held at the November meeting preceding the convention year.

Nominations for South Carolina Association of Letter Carriers convention delegates shall be at the October meeting and the election held at the November meeting annually.

Any member of Branch 233 serving as a delegate to the state convention, whose expenses are paid in whole or in part from Branch 233 funds, shall not be eligible to be nominated or elected as an expenses-paid delegate, unless the member has attended at least eight regular or special meetings in the preceding 12 months (October-September) prior to nomination.

Joseph W. Baker, Sec., Br. 233

Connecticut Merged

This is official notification to all members of Branch 20 that nominations for delegates to the 2025 Connecticut state convention will be held at the regular November branch meeting on Nov. 6. If any candidate seeking nomination is unable to be present at the meeting, they must signify in writing their desire to be placed in nomination. Notification must be received by the branch secretary by Nov. 5.

Tonya Currier, Sec., Br. 20

Regarding Election Notices

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

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

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

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

Election Notices

Davenport, Iowa

This is official notice to members of Branch 506 that nominations for the Iowa state convention will be held at the regular scheduled branch meetings on Thursday, Oct. 10, and Thursday, Nov. 14. The voting will take place at the Thursday, Dec. 12, meeting.

Jennifer Rushton, Sec., Br. 506

Downers Grove, Illinois

Nominations for the election of delegates of Branch 1870 (Downers Grove/Woodridge, IL) will be held at the regular branch meeting at 7 p.m. on Sept. 12 at the Knights of Columbus hall, 25 N. Cass Ave., Westmont. Candidates must accept nominations at the time made or, if absent, in writing. Nominations will be held for the delegates for the 2025 state convention in Springfield.

Elections will be conducted through mail-in ballots, and all ballots will be counted during the meeting at 7 p.m. on Nov. 14. Meetings are held at the Knights of Columbus hall, 25 N. Cass Ave., Westmont. Any member in good standing is eligible for nomination.

Jeanie Williams, Sec., Br. 1870

El Paso, Texas

This is an official notice to all Branch 505 members that the nominations for branch delegates to the state convention in 2025 and president, vice president, recording secretary, treasurer, secretary treasurer, assistant secretary treasurer, health benefits rep, sergeant-at-arms, newsletter editor, assistant editor, director of retirees/OWCP, mutual benefits rep and one trustee will be accepted from the floor at our regular branch meeting on Wednesday, Oct. 2. Nominees not present must submit their acceptance for nomination in writing to the branch recording secretary prior to the start of nominations.

Elections shall be by secret ballot via mail from Nov. 1 to Nov. 21. The term for the trustee shall be for three consecutive years, from Jan. 1, 2025, to Dec. 31, 2027.

Arturo Gallardo, Rec. Sec., Br. 505

Elmira, New York

In accordance with Article 5 of the NALC Constitution, this is official notice to all members of Branch 21 that nominations for the following offices will be held at the regular monthly meeting at 6 p.m. on Oct. 2 at the American Legion, 316 Lake St., Elmira: president, vice president, secretary/treasurer, health benefits representative/sergeant-at-arms, director of retirees and three trustees. All offices are for a three-year term.

Ballots will be mailed out Nov. 6 with a return date for the ballots to be postmarked by the fourth Wednesday of November (Nov. 27). Results will be announced at the Dec. 4 meeting.

All elected officers will take office on Jan. 1, 2025.

Cheryl Van Ness, Sec./Treas., Br. 21

Eugene, Oregon

This is official notice to all members of Branch 916 that nomination for state delegates will occur on Oct. 3 at 711 Shelley St. in Springfield at the Teamsters hall in accordance with our bylaws. The voting method will follow all applicable laws set forth by National and our bylaws. The new bylaws affecting our election will only take place if

they pass our vote in July and are approved by National ahead of time, and such information will be properly disseminated to all members once that information is known. Results will be announced at the Dec. 5 branch meeting.

Please read the monthly *Relay Box* for more information. If you are not receiving the *Relay Box*, please reach out to the union as soon as possible to resolve the issue.

Glenda Whaley, Sec., Br. 916

Eureka, California

This is to serve as official notice to all members of Branch 348 that the nominations for all officer positions and one trustee position will be taking place at the regular branch meeting Nov. 13. The meeting will be held at 7 p.m. at the Labor Temple (840 E St., Eureka) and over Zoom. All nominees should be present or, if absent, should submit written acceptance of nomination. The elections will be held at the regular Dec. 11 meeting at 7 p.m. Nominations can be mailed to P.O. Box 3788, Eureka, CA 95502. There will be a future mailing with more information as we get closer to elections.

Danielle Sproul, Sec., Br. 348

Fayetteville, North Carolina

This is an official notice to all members of Lewis M. Tucker Merged Branch 1128 that nominations of delegates for the 2025 NALC North Carolina state convention and nominations for one branch trustee. Nominations will be held during the October monthly membership meeting. By virtue of their position, the president, vice president, secretary and treasurer will be delegates to the convention. Nominees shall either attend said meeting or will have placed in writing their wish to accept or decline said nomination or call/text the branch secretary on the night of nominations as to their intentions.

Elections, if necessary, will be by secret mail-in ballots and results will be announced at the November membership meeting.

Rodney L. Redding, Sec., Br. 1128

Findlay, Ohio

This will serve as official notice to all Branch 143 members that nominations for the offices of president, vice president, secretary, treasurer and three trustee positions will take place at 7 p.m. on Nov. 14. The meeting will be held at 2111 Milestone Drive, Findlay.

Elections for the above offices will take place at the Dec. 12 branch meeting at 7 p.m.

Joie Morgan, Sec., Br. 143

Gadsden, Alabama

This is a notice to all members of Branch 1047 that nominations for the next two-year term for the following offices will be accepted at the Nov. 12 meeting at 7 p.m. at the Main Post Office Swing Room, 700 Chestnut St., Gadsden: president, vice president, secretary/treasurer, sergeant-at-arms, three board of trustees members, and a health benefits representative.

The election will be held at 7 p.m. on Dec. 10 at the Main Post Office union office, 700 Chestnut St., Gadsden. Voting will be by secret ballot. Requests for absentee ballots after the nominations are complete must be made in writing

to: NALC Branch 1047, Attn: Branch Election Committee, P.O. Box 104, Gadsden, AL 35902. Completed absentee ballots must be received by the branch election committee no later than Dec. 5.

Keith Mitchell, Sec., Br. 1047

Granite City, Illinois

This is official notice that nominations for delegates to the state conventions of Branch 1132 will be conducted at the monthly regular branch meeting on Oct. 17, located at the Venice Social Club, 4168 Hwy. 162, Granite City. Nominations will be accepted from the floor or as provided by Article 5, Section 3 of the branch bylaws. Any member in good standing may nominate any other member who is in good standing, and self-nomination is permissible at the nominating meeting or by nomination in writing received a minimum of 30 days in advance of the date of the election by the secretary. The secretary will announce the nomination, so the member need not be present at the meeting.

All members nominated must certify in writing that they are accepting nomination, that they are a member in good standing, and eligible in accordance with Article 5, Section 2 of the NALC Constitution. Absentee ballots must be requested after nominations have been closed but 15 days before election and received by the Election Committee Branch 1132, P.O. Box 1635, Granite City, IL 62040. Absentee ballots must be received back to the election committee prior to Nov. 16.

The election will be by secret ballot at the Nov. 21 regular branch meeting, located at the Venice Social Club, 4168 Hwy. 162, Granite City. Write-in votes are not permitted and will not be counted.

All elected delegates to the Illinois conventions will be for 2025. Elected delegates must have attended six regular branch meetings in the 12 months prior to the month of the convention to qualify as a paid delegate. In accordance with Article 5, Section 2(a) of the branch bylaws, the president of Branch 1132, by virtue of their office, shall be an automatic delegate to all conventions and affiliated organizations. This provision will be noted on the election notice and ballot.

Tim Swigert, Pres., Br. 1132

Greenville, North Carolina

Nominations for the following positions will be held at the regular branch meeting on Tuesday, Oct. 8, at Parker's Barbecue, 3109 S. Memorial Blvd., Greenville: branch president, branch vice president, secretary-treasurer, assistant secretary, three trustees, and delegates for the state and national conventions. Nominations will be accepted until 7:30 p.m.

Any voting will be conducted at the regular branch meeting on Tuesday, Nov. 5, for the listed positions at Parker's Barbecue, 3109 S. Memorial Blvd., Greenville.

W. Mark Wilson, Pres., Br. 1729

Harrisburg, Pennsylvania

This is official notice to all members of Allen L. Stuart Branch 500. Nominations for the election of officers will be held at the Nov. 5 members' meeting at the Kimberly Ann Fahnestock-Voelz Memorial VFW Post 7530 (4545 Westport Drive, Mechanicsburg).

Nominations will be held for the fol-

lowing branch offices: president, vice president, secretary, treasurer, assistant secretary, health benefits rep (HBR), mutual benefits representative (MBR), sergeant-at-arms and three trustee positions. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. The terms of each office will be three years.

The election will be conducted by secret ballot at the Dec. 3 members' meeting conducted at the Kimberly Ann Fahnestock-Voelz Memorial VFW Post 7530. Any member who, for any reason, will be unable to vote at the regular branch meeting may obtain a mail-in ballot by writing to the election committee after nominations.

Travis C. Hossler, Sec., Branch 500

Hattiesburg, Mississippi

This is official notice to the members of Pine Belt Merged Branch 938 that nominations for delegates to the 2025 state convention, all branch officers and one board of trustee will take place at the Oct. 17 regular meeting.

The elections will take place on Nov. 21 at the regular meeting.

Both the nominations and elections will be held at the Jackie Dole Sherrill Community Center, 220 West Front St., Hattiesburg.

Sam T. Hill, Pres., Br. 938

Hayward, California

Nominations for the election of officers of Branch 1707 will be held at the regular branch meeting held at 7 p.m. on Oct. 3 at the union office, 26250 Industrial Blvd., Hayward. Candidates must accept nominations at the time made or, if absent, in writing before or on the day of nominations. Candidates may accept nominations for only one office.

Nominations will be held for the following branch officers: president (first delegate to all conventions), executive vice president, vice president, secretary, treasurer, sergeant-at-arms, three trustees, health benefits rep, mutual benefits rep, and five shop stewards (three from Hayward and two from Castro Valley office). The term of office will be two years, beginning Jan. 1.

The election will be conducted by secret ballot at the regular branch meeting at 7 p.m. on Nov. 7 at the union office, 26250 Industrial Blvd., Hayward. Any member who, for any reason, will be unable to vote on Nov. 7 may obtain an absentee ballot after the close of nominations by submitting a signed written request to: Election Committee, NALC Br. 1707, P.O. Box 4122, Hayward, CA 94544. The deadline for these requests is no later than Oct. 24. Absentee ballots must be received by or on Nov. 7. Write-in votes are not permitted.

Fou Tern, Pres., Br. 1707

Hopkins, Minnesota

This is official notice to all members of Branch 2942 that nominations for all executive board positions, one trustee position and delegates to the 2025 Minnesota State Association convention shall be taken at the regularly scheduled branch meeting on Oct. 3.

Elections will be held during the meeting on Nov. 7.

Leanne Steinbrunn, Rec. Sec., Br. 2942

Hudson Valley Mgd., New York

Please be advised that nominations for the election of officers of Branch 137 will be held at the regular membership meeting on Oct. 16. The meeting will be held at 7 p.m. at the American Legion, which is located at 55 Overlook Road, Poughkeepsie. All regular members have a right to nominate a candidate for any office, and for those nominees unable to attend the meeting, written acceptance is permissible.

Nominations will be held for the following positions: 1) president; 2) executive vice president/MBA; 3) 1st vice president; 4) 2nd vice president; 5) secretary/treasurer/health benefits; 6) assistant secretary/treasurer; 7) director of education; 8) director of retirees; 9) sergeant-at-arms; and all three trustee positions. All elected offices are for three-year terms, and listed officers 1-8 are delegates to local, state and national conventions.

Positions 1-5 will be voted on by secret mail ballot, and Positions 6-9 and the three trustee positions will be voted on at our election meeting on Dec. 18 at 7 p.m. at Knights of Columbus, which is located at 327 Westchester Ave., Port Chester 10573 by secret ballot. Write-in votes are not permitted, and retired members who wish to vote and are unable to attend this meeting can contact the election committee at P.O. Box 10666, Newburgh, NY 12552, by Nov. 12 to make arrangements for an absentee ballot.

Isaac Harper, Sec./Treas., Br. 137

Lafayette, Indiana

This is an official notice to all members of Branch 466 that we will be accepting nominations for all elected positions and delegates to the 2025 state convention at the October meeting in the main post office break room.

D. Lyn Hairston, Sec., Br. 466

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the NALC Constitution and Article 4, Section 2, and Article 5 of the Branch 273 bylaws, nominations for trustee shall be conducted at the monthly branch meeting on Sept. 18, commencing at 7 p.m.

The one trustee position (Joanne McNamara's position) is a three-year term, commencing on Jan. 1, 2025, after the installation ceremony held at the regular December branch meeting.

If an election is necessary, it shall be conducted by secret mail ballot. The election committee shall mail a ballot to each member's last known address at least 20 days before the Nov. 20 regular branch meeting.

The president shall appoint the election committee immediately following the close of nominations. The deadline for returning marked ballots shall be 5 p.m. on Nov. 20. All election results will be announced after the official opening of the Nov. 20 monthly meeting.

Christian Oatman, Rec. Sec., Br. 273

Laramie, Wyoming

This is an official notice to all members in good standing of Branch 463 that nominations for elected branch officers will be held at our regular monthly meeting at 6 p.m. on Oct. 10 at the American Legion, 417 Iverson Ave., Laramie. Nomi-

nations will be held for the following branch offices: president, vice president, secretary and treasurer (each serving a term of one year) and two trustee positions (serving a term of two years).

Elections will be held at our regular monthly meeting at 6 p.m. on Nov. 14 at the American Legion, 417 Iverson Ave.

Andrew Lamb, Sec., Br. 463

Lewiston, Idaho

This is an official notice to all members of Branch 1192 for the nominations and election of the following offices for the year starting Jan. 1, 2025: president (one-year term), vice president (one-year term), secretary/treasurer (one-year term), and one audit committee trustee (three-year term).

Nominations will be accepted starting at our regular scheduled meeting at 6 p.m. on the third Wednesday, on Sept. 18, and close on Oct. 16, at the close of the meeting. If submitting a nomination for an office by mailing, a nomination must be received by the secretary/treasurer or election committee chairman by 6 p.m. on Oct. 16. Candidates may accept nomination for only one office. Write-ins on ballots will not be permitted. Nominees attending meeting in September or October will accept or decline nomination at time of nomination. Any members nominated not in attendance of meeting have until Oct. 26 to accept or decline nomination. Accept/decline letters must be received by the secretary/treasurer or election committee chairman no later than 4 p.m. on Oct. 26.

Elections will be held at the regular scheduled meeting at 6 p.m. on Nov. 20.

Any member who is unable to attend the November meeting or would prefer to cast their vote through an absentee ballot can request a ballot by writing to: Election Committee, P.O. Box 534, Lewiston, ID 83501, at any time after the September meeting and prior to Oct. 25. Absentee ballots will be mailed by Oct. 30. Absentee ballots must be requested by Nov. 2. Absentee ballots will be available to all working members until Nov. 8.

Ballots must be received by 3 p.m. on Election Day. Election results will be announced at the end of the November meeting and posted on the NALC bulletin board within one week.

All meetings are scheduled to be held at Jollymore's, 1516 Main St., Lewiston.

Matthew James, Pres., Br. 1192

Lima, Ohio

This is official notice to all members of Branch 105 that nominations for delegates to the 2025 state convention will be held at the regular meeting in November.

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

Todd J. Friemuth, Sec., Br. 105

Melrose Park, Illinois

This shall serve as official notice to all members of Branch 2183.

Nominations of election for officers of Branch 2183 and also delegates to the 2025 Illinois state convention will take place at the regular scheduled union meeting at 6:45 p.m. on Oct. 16 at the American Legion hall, located at 9757 Pacific Ave., Franklin Park.

The election will be conducted by secret mail ballot. Ballots with instruc-

tions will be mailed to the home addresses (of record/on file) of eligible members in good standing. Ballots must be received to the election committee at designated address by 3 p.m. on Nov. 20. Results will be announced at the Nov. 20 meeting.

Valerie Henry, Rec. Sec., Br. 2183

Midland, Michigan

This letter is to serve as an official notice to all members of Branch 2317 for the election of officers for the 2025-2026 term. Nomination of officers will be held at the Oct. 17 meeting for all officers, trustees and delegates at 3510 James Savage Road.

Ballots will be mailed out to members and elections will take place at the Nov. 21 meeting to be held at 3510 James Savage Road.

Crystal Hearn, Sec., Br. 2317

Minneapolis, Minnesota

This is an official notification to the membership of Jerome J. Keating Branch 9 and is in accordance with the Branch 9 bylaws for the election of officers and delegates. Nominations for the offices of president, executive vice president, recording secretary, financial secretary, treasurer, editor, sergeant-at-arms, health benefits representative, director of retirees, three trustees, delegates to the 2025 MSALC convention, four delegates to the Minnesota AFL-CIO/Minneapolis Regional Labor Federation (RLF), and two delegates to the St. Paul Regional Labor Federation (RLF) will be held at the September general membership meeting at 7 p.m. on Tuesday, Sept. 24. This meeting may be attended either virtually or in person at the Crystal VFW, 5222 56th Ave. North, Crystal.

With the exception of MSALC delegates, the term for all offices will be three years, beginning in January 2025. The president and executive vice president shall be delegates to the NALC convention, MSALC convention and Minnesota AFL-CIO/Minneapolis RLF by virtue of their office.

Candidates must complete the appropriate letter of intent and return the same to the recording secretary at the general membership meeting for which they are nominated, or within 10 days thereafter, to the Branch 9 office, by no later than 5 p.m.

Elections for contested officer positions and Minnesota AFL-CIO/Minneapolis or St. Paul RLF delegates will be by referendum ballots that must be returned to the designated post office box selected by the election committee by 9 a.m. on Tuesday, Nov. 26. Should an election of delegates to the MSALC convention be necessary, it will be held at the October general membership meeting on Oct. 22.

Scott Bultena, Pres., Br. 9

Monterey, California

In accordance with Article 5 of the NALC Constitution, this is official notice that nominations for delegates to the state convention and for branch officers will be held at the regular meeting of Branch 1310 on Sept. 19. All members in good standing are eligible for nomination.

If you have held a supervisory position the previous 24 months, prior to nomination, you are not eligible for nomination.

If you are unable to attend the meeting, you must submit a letter in writing

that you will accept a nomination. Send it to the Branch P.O. Box 1383, Monterey, no later than 5 p.m. on Sept. 29.

Elections will be held in October by secret ballot.

Scott Bedell, Sec., Br. 1310

Montgomery, Alabama

Capital City Branch 106 will have nominations for president, vice president, recording secretary, financial secretary, treasurer and one trustee position. Nominations will be held at our October and November meetings, with voting being held at the December meeting.

Breonna Jackson, Sec., Br. 106

Morristown, New Jersey

This is official notice to all Branch 272 members that nominations for the offices of president, executive vice president, vice president, secretary/treasurer, director of retirees, sergeant-at-arms and three trustees will be held at the regular branch meeting on Oct. 24 at the Watnong VFW, 45 Tabor Road, Morris Plains. Any member in good standing may nominate. Candidates must accept nominations at the time made or, if absent, in writing. Terms for the office will be for three years, beginning on Jan. 1, 2025, and ending on Dec. 31, 2028.

The elections will be conducted at the Dec. 6 meeting.

John Simpson, Sec./Treas., Br. 272

Naperville, Illinois

This is to notify the members of Branch 1151 that nominations for all branch officers and delegates to the 2025 state convention will take place at the regular monthly meeting on Nov. 5, at the VFW, 908 W. Jackson Ave.

Nominees need not be present at the meeting provided that they submit written notice of their intention of running to the recording secretary prior to nominations or within one week after the meeting.

The election will be held at the same location on Dec. 3 between 6 p.m. and 6:45 p.m. The president, vice president, secretary and treasurer, by virtue of the office, shall be automatic delegates to the state convention.

Lyphus Stevenson, Pres., Br. 1151

New Braunfels, Texas

This is to serve as official notice to all members of Branch 2805. Nominations for officers will be held at the regular branch meeting Oct. 9, with elections to be held at the regular branch meeting Nov. 13.

Jeffrey Wagner, Sec./Treas., Br. 2805

New Castle, Pennsylvania

This is official notification to all members of Branch 22 that nominations for all officers will be held at the regular branch meetings in October.

The elections, if necessary, will take place in December.

Michael Powles, Sec.-Treas., Br. 22

New City, New York

Nominations for the election of officers of Branch 5229 will be held at the regular branch meeting at 5:15 p.m. on Oct. 16 at The Rivercourt, 16 S. Main St., New City. Candidates must accept nomination at the time made or, if absent, in writing. Nominations may

Election Notices

also be made in writing but must be received by the branch secretary no later than Oct. 21.

Nominations will be held for the following branch offices: president, vice president, secretary-treasurer, sergeant-at-arms and three trustees. The term of the office will be three years, beginning Jan. 1, 2025.

Elections will be done by secret ballot. Ballots with instructions will be mailed to each active and retired member in good standing. Election will begin Oct. 26 and end on Nov. 19 at 4:30 p.m.

At the regular branch meeting at 5:15 p.m. on Nov. 19 at The Rivercourt, 16 S. Main St., New City, votes will be tallied, and winner(s) will be revealed by the election committee.

Write-in votes are not permitted.

Rosa Rodriguez, Pres., Br. 5229

New Orleans, Louisiana

This is official notice to all Branch 124 members of nominations for the following positions: branch president (official delegate to the national and state conventions), vice president, recording secretary, financial secretary-treasurer, assistant secretary, sergeant-at-arms, three trustees, health benefit representative, shop steward(s) for each unit, and delegates to the 2025 state and 2026 national conventions. The term in office will be two years, from January 2025 to January 2027. Nominations will be held during the regular branch meeting beginning at 7 p.m. on Oct. 27 at 4200 Elysian Fields Ave., New Orleans.

All ballots will be by mail only, as provided by Article 5 of the NALC Constitution. All regular members in good standing shall have the right to nominate candidates. All candidates must be present at the October meeting when nominations are made or signify in writing to the branch secretary of their willingness to serve if elected.

If there are two or more candidates for any office, the plurality of all votes cast shall be necessary to elect. There shall be no write-in votes for candidate(s) not officially on the ballot. Ballots must be received no later than 1 p.m. on Nov. 23.

Troy Joseph, Sec., Br. 124

Niles, Michigan

This is official notice to all Branch 775 members that nominations for the offices of president, vice president, secretary, treasurer and trustees will be held at the regular branch meeting on Nov. 14. This will be a two-year term. The regular meeting will be at 7 p.m. at the Fraternal Order of Eagles, located at 34 Sycamore St., Niles.

David Henning, Sec., Br. 775

North Sound, Washington

This is the official notice to all members of Branch 450 that, per branch bylaws, nominations for elected officers and convention delegates will take place at the Nov. 14 regular branch meeting at 1155 N. State St., Bellingham. Nominations for one trustee position and delegates for the 2025 Washington state convention will be accepted. Article 5, Section 1 states that nominations for all candidates of the elective officers and delegates will be signed by one member in good standing and must be presented in

person or by mail to the Committee of Nominations by the November meeting. Nominations can be mailed to P.O. Box 727, Bellingham, WA 98227.

The election will be conducted at the regular branch meeting on Dec. 12 at 1155 N. State St., Bellingham, by the election committee.

Sarah Hubbard, Rec. Sec., Br. 450

Oak Park, Illinois

This is the official notice to all Branch 608 members that nominations for president, vice president, secretary-treasurer, health benefits representative, sergeant-at-arms, three trustees, and delegates to the state conventions in 2025 will be accepted from the floor at the regular branch meeting at 5:30 p.m. on Tuesday, Oct. 22, at Commodore Barry American Legion Hall, 6919 W. Roosevelt Road, Berwyn. All terms are for three years. By virtue of their office, the president and secretary-treasurer are delegates to national and state conventions.

The balloting will be done by mail, and the secret ballots will be opened and counted at the regular branch meeting on Tuesday, Nov. 26, at the same location. Any nominee not present must notify the secretary-treasurer in writing prior to the October meeting, giving assent for nomination.

Charles Kindahl, Sec.-Treas., Br. 608

Ocala, Florida

In accordance with Article 5 of the NALC Constitution, this is official notice of election for the officers and delegates of Branch 1103.

In accordance with local bylaws, nominations will be accepted at the general meetings on Oct. 8 and again on Nov. 12. Positions open for nomination will be president, vice president, secretary, treasurer and steward, as well as convention delegates for the 2025 Florida state convention and 2026 national convention. You must be present to accept a nomination or provide written notice to an officer prior to said meeting.

An election will then be held at the December general meeting in accordance with local bylaws.

Gary Smith, Pres., Br. 1103

Palatine, Illinois

Nominations for the election of officers of Branch 4268 will be held at the regular branch meeting at 6:30 p.m. on Oct. 9 at the American Legion Hall Post 690, 122 W. Palatine Road, Palatine. Candidates must accept nominations at the time made or, if absent, in writing within five days. Nominations may also be made in writing, but must be received by the branch secretary no later than 4 p.m. on Oct. 8. Nominations will be held for the following branch offices: president, executive vice president, recording secretary, treasurer, sergeant-at-arms, financial secretary, HBR/MBA officer, safety officer, retiree officer, three trustees, and eight delegates to the 2025 Illinois state convention. The terms of office will be three years, beginning Jan. 8, 2025. Candidates may accept nominations for only one office.

The election will be conducted by secret mail ballot. Ballots will be mailed to the last known home address of eligible members on Oct. 19. Ballots

must be mailed back to the election committee in the stamped addressed envelope, addressed to election committee at the P.O. box listed on the envelope. Ballots must be received by 3 p.m. on Nov. 20. At this time, the election committee will collect the ballots, bring them to the American Legion Hall, and begin the tally.

Robin Brown, Rec. Sec., Br. 4268

Parkersburg, West Virginia

This is the official notice that Branch 481 will be accepting nominations for the following during the Nov. 8 monthly meeting at 7 p.m.: 1) five branch officer positions, which include president, vice president, treasurer, secretary, and health benefits representative; 2) one trustee for a three-year term; and 3) delegates for the 2025 West Virginia state convention.

If an election is needed, it will be held at 6 p.m., one hour prior to the Dec. 12 monthly meeting.

Shelly Elschlager, Sec., Br. 481

Pasadena, California

This is official notice of nomination and election of branch officers and convention delegates for Branch 2200.

Nominations for the election of officers of Branch 2200, and nominations for delegates for the conventions within the term of office, will be held at the regular branch meeting at 7 p.m. on Oct. 9 at the union hall at 1310 North Oxford Ave., Pasadena. Members may also attend and make nominations via the Zoom platform. Candidates for office and delegates must accept nominations on our pre-printed branch form for each position within three days. If you are seeking nomination and will not be present in person, you may request the form be mailed to you at any time by calling the branch office at 626-798-6122. It is your responsibility to return the form to the branch no later than midnight on Oct. 12.

Nominations will be held for the following Branch offices: president, vice president, secretary-treasurer, financial secretary, sergeant-at-arms, health benefits representative, MBA representative and three trustees.

The term of office will be three years, beginning Jan. 8, 2025. The candidates elected president, vice president and secretary-treasurer in the forthcoming election shall be delegates to the state and national conventions that take place during their term of office. Candidates may accept nomination for only one branch office and as a delegate to the conventions.

The election will be conducted by secret mail ballot. Ballots and instructions will be mailed by the election committee to the last known home address of eligible members. Election results will be announced at the regular branch meeting at 7 p.m. on Dec. 11 at the union hall at 1310 North Oxford Ave., Pasadena, and via the Zoom platform.

Nancy Norman, Sec.-Treas., Br. 2200

Pasadena, Texas

This is the official notice to all members of Branch 3867 for nominations and election of offices for the 2025-2026 term and delegates to the 2025 state convention. Nominations will be held for president, vice president, secretary, treasurer, three trustees,

health benefits representative, MBA representative, sergeant-at-arms and union stewards. Any member in good standing and current in their payment of dues may run for office.

Nominations will be held at 7 p.m. at the union hall at 130 S. Munger St. in Pasadena during the regular monthly meeting on Sept. 17. Nominations may also be made in writing but must be received by the branch secretary no later than start of meeting. If a nominee is not present at the meeting, written acceptance is permissible. Nominees must certify that they have not served, accepted or applied for any supervisory position within two years. Candidates may accept nominations for only one office.

Election will be held by secret ballot, if necessary, at the regular monthly meeting at 7 p.m. on Oct. 15 at the union hall. Any member who, for any reason, will be unable to vote on Oct. 15 may obtain absentee ballots by writing to: Election Committee, Branch 3867, 130 S. Munger St., Pasadena, TX 77506. Requests for absentee ballots must be received by the election committee postmarked no later than Oct. 1. Write-in votes are not permitted.

Lydia Amador, Sec., Br. 3867

Pensacola, Florida

This is official notice to the members of Branch 321 that nominations will be taken during the Sept. 10 monthly meeting, located at the union hall, 3817 North S St., Pensacola, for the branch and corporation's three-year trustee, delegate(s) and alternate(s) delegates to the 2025 Florida state convention.

To be nominated, a member must be either present at the nomination meeting, signify in writing their willingness to accept a nomination, or orally inform the president or recording/financial secretary of their willingness to accept a nomination. Any oral or written acceptance of a nomination must be made prior to the nomination.

The election will be held during the Nov. 19 monthly meeting. Voting will begin at 8 p.m. and shall continue until such time that all members present or those who have given prior notification that they will be present to vote, have completed their ballot. Voting will close at the end of the regular branch meeting on Nov. 19.

Philip M. Skipper, Pres., Br. 321

Pueblo, Colorado

This is official notification to all members of Branch 229 that nominations of branch officers will take place at 7 p.m. on Oct. 10 at the regular meeting at 1240 Lake Ave. All members in good standing shall have the right to nominate candidates.

The offices to be filled are president, vice president, secretary, treasurer, sergeant-at-arms, board of trustees (three), MBA representative and health benefits representative. The term in office will be two years, beginning Jan. 9, 2025. Nominations for delegates to 2025 state convention will also be held.

Donald Hemphill, Pres., Br. 229

Roanoke, Virginia

Due to a vacancy of the office of vice president and in accordance with Article 5 of the NALC Constitution and

the bylaws of Branch 524, this is an official notice to all members of Branch 524 of nominations for vice president of Branch 524. All nominees must be in attendance to accept their nomination and willingness to serve if elected, either orally, or in writing to the branch secretary if they cannot be present. Branch 524 provides in its bylaws that nominations may be in writing, with the nominations to be received by the branch secretary not less than 30 days before the date of the election. The elected vice president's term will begin January 2025 and end December 2025. Nominations will take place at the regular business meeting held on Nov. 19.

Elections, if necessary, will take place at the regular business meeting held on Dec. 10 between 6 p.m. and 9 p.m.

The Branch 524 business meetings are held at the union hall, located at 1015 Georgia Ave. NE, Roanoke.

Jack Green, Sec., Br. 524

Salem, Virginia

This is the official notification to all members of Branch 1605 that nominations of all branch officers for the 2025-2027 term will take place at the regular monthly union meeting in November. You must be present to accept nomination or signify in writing your willingness to serve if nominated or elected.

If an election is warranted, such election will take place by secret ballot at our regularly scheduled union meeting in December. The election will be conducted in accordance with the bylaws of Branch 1605. All eligible members must be present to vote. Absentee ballots may be requested in writing 14 days prior to the election date.

Dale Martin, Pres., Br. 1605

San Antonio, Texas

This is the official notice to all members of Alamo Branch 421 (San Antonio, TX, and merged cities) that nominations for station stewards for 2025 will be held at the respective stations on Nov. 2. Nominations may either be in person or by signed letter accepting the nomination before Nov. 2.

The election will be by popular vote of those eligible voters within each station. The term of office for a steward is one year. It begins on Jan. 1 and ends after the close of business on Dec. 31.

Voting will begin immediately after the nominations and will close at the end of the workday on Thursday of that week, or after all eligible voters have cast their ballot. Counting of the ballots will be conducted immediately following the close of voting.

The branch president shall be notified immediately of the election results and the results posted on the NALC bulletin board in the station.

In addition, this is the official notice to all members of Alamo Branch 421 (San Antonio, TX, and merged cities) that nominations for delegates to the Texas State Association of Letter Carriers (TSALC) state convention to be held in Austin, date to be determined 2025, and for eight delegates to the San Antonio AFL-CIO for 2025 will be at the regular branch meeting on Sept. 12. Members are encouraged to email their nomination to the branch office attention Dennis Alltop, recording secretary, at alamo-branch@nalc421.com or mail it to NALC Alamo Branch 421, 6218 Krepen Ave.,

San Antonio, TX 78233-4579. Nominations must be received before the Sept. 12 meeting. Members may also make their nomination at the branch meeting either in person or by Zoom. Nominations will be verified and closed by the election chairperson/or designee prior to the meeting being adjourned.

The election will be conducted on Oct. 11 at the regular branch meeting at the Branch 421 hall, 6218 Krepen Ave., San Antonio.

Dennis Alltop, Rec. Sec., Br. 421

Santa Clara, California

This is the official notice that nominations for the election of Branch 1427 officers will be held at the regular branch meeting at 7 p.m. on Oct. 2 at the branch office, located at 3350 Scott Blvd., Building #57, Santa Clara. Candidates must accept nomination at the time made or, if absent, in writing, and may accept nomination to only one office.

At the general membership meeting on Oct. 2, nominations will be for the following branch officers for the term of three years: president, executive vice president, senior vice president, 2nd executive vice president, vice president, secretary, treasurer, assistant secretary/treasurer, insurance/MDA, sergeant-at-arms, chairperson board of trustees, three trustees and two delegates-at-large.

The election will be conducted by secret mail ballot. Ballots will be mailed on Oct. 9 to the home and address of eligible members. To be eligible, a member must be in good standing as of July 1. If you do not receive a ballot by Oct. 16, notify the union office. Ballots must be mailed back to the election committee in the postage-paid, pre-addressed envelope to be received by 2 p.m. on Nov. 6. At this time, the election committee will collect the ballots, bring them to the branch office and begin the tally. Write-in votes are not permitted.

Newly elected officers shall be installed at the regular meeting in January 2025.

Hogan Navarro, Sec., Br. 1427

Shreveport, Louisiana

This is official notification to all members of Branch 197 that nominations of all branch officers for the 2025-2027 term will take place at the Sept. 12 union meeting at the American Legion. Nominations will be taken for the offices of president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefit representative and one trustee position. Shop steward nominations for each work unit will take place two weeks prior to the September union meeting. To be nominated for any union officer position, one must be in good standing and be a union member.

Danny Hatchett, Pres., Br. 197

Somerville, New Jersey

This is an official notice to all members of Branch 768 that nominations will be held at the branch monthly meeting for offices of president; vice president; secretary-treasurer; recording secretary; area representative; shop stewards for Bridgewater, Hillsborough, Somerville, Basking Ridge and Millington; health benefits representative, three trustees and sergeant-at-arms.

Nominations will be held at the Oct. 1 and Nov. 5 branch meetings. Elections will be held at the Dec. 3 branch meeting. All members must be members in good standing.

The meetings will take place at the American Legion Hall, 232 Union Ave., Somerville.

Elsworth Penn, Rec. Sec., Br. 768

State College, Pennsylvania

In accordance with Article 5 of the NALC Constitution and the branch bylaws of Branch 1495, this serves as the official notice to all members in good standing that nominations for the office of one trustee will be accepted at the regular monthly branch meeting on Oct. 8. Additionally, nominations will be accepted for those who wish to serve as branch delegates to the 2025 Pennsylvania state convention.

Following the nomination(s), elections will be held by secret mail-in ballot (if necessary). Election results will be announced at the Nov. 12 monthly branch meeting. Members wishing to be nominated must accept such nomination in person or must submit their willingness to be nominated in writing to the branch secretary prior to the October nomination meeting.

Kevin Sommers, Pres., Br. 1495

Stockton, California

This is the official notice to all members of Port City Branch 213 of nominations and elections of delegates for the 2025 California State Association of Letter convention Aug. 21-23, 2025, at the Hyatt Regency San Francisco Airport. Nominations will be held for delegates to the state convention at the Oct. 8 general meeting.

The election will be conducted on Nov. 13 at the general meeting. Those members present at the meeting on Nov. 13 will vote on delegates. There will be no mail ballot for convention delegates.

Ruben Figueroa Jr., Sec., Br. 213

Toms River, New Jersey

This is to serve as official notice to the members of Branch 2128 that nominations for delegates to the 2025 New Jersey state convention will be held at 6 p.m. at our Nov. 13 general membership meeting at the Elks Lodge, 600 Washington St., Toms River. Any member in good standing is eligible for nomination. Members must be present to accept a nomination or have submitted an acceptance letter, for nomination, to the recording secretary in advance of the meeting.

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

Edward Sedillo, Sec., Br. 2128

Valparaiso, Indiana

This is official notice to members of Branch 753 that nominations for delegates to the 2025 Indiana State Association of Letter Carriers convention will be taken at the regular meeting on Oct. 15.

The election will be held at the regular meeting on Nov. 19, with the results given at that meeting. Absentee ballots may be obtained from the election committee and returned no later than 4 p.m. on Nov. 19.

Donald Gulbransen, Sec., Br. 753

Visalia, California

This shall serve as notice to all members of Branch 866 that nominations for branch officers for the 2025-2026 term will be held during the regularly scheduled membership meeting on Oct. 10. Nominations for the following officers will be taken: president, vice president, secretary, treasurer, sergeant-at-arms, trustees (three of them) and shop stewards at each office/station (to be nominated for each office/station by a member assigned to that corresponding office/station).

If necessary, elections for the nominated positions will take place at the regularly scheduled membership meeting on Nov. 14, and the results will be tabulated and announced during the course of said meeting.

The regularly scheduled meetings will take place at the union office, located at 214 N. Floral Ave., Visalia, starting at 6 p.m.

Kevin Worley, Sec., Br. 866

Washington, DC

This is the official notice, pursuant to Article 5 of the Branch 142 bylaws, of the nomination and election of delegates and alternate delegates to the 2025 Maryland/Washington, DC state convention. Nominations for all delegates will be made at the regular branch meeting on Oct. 2. The election of delegates and alternate delegates will take place at the regular branch meeting on Nov. 6. Capitol Branch 142 union meetings begin at 7:30 p.m. and the branch is located at 6310 Chillum Place NW, Washington, DC.

In the event of the COVID-19 pandemic and social gathering guidelines from the CDC changing and we are unable to have a regular branch meeting on Oct. 2, the membership will be notified by mail in reference to nominations and elections for all delegates. If there are any questions about the nominations for the 2025 Maryland/DC state convention, please contact the union hall at 202-291-4930.

All members in good standing as defined in the NALC Constitution must be present or they have a member in good standing place their name in nomination. All members in good standing must signify their acceptance of nominations in writing to the recording secretary no later than 72 hours after the Oct. 2 nominating meeting. By virtue of their office, all Branch 142 officers are delegates to all conventions. The nominee's written acceptance must also include that they have not, voluntarily or otherwise, held, accepted or applied for a supervisory position in the Postal Career Service for any period of time, whether one day or fraction thereof, either detailed, acting, probationary or permanently, at any time during the 24 months prior to the nominating meeting. Written acceptance of nomination can be faxed to 202-291-4944. It is the responsibility of the nominee to ensure that their faxed written acceptance has been received timely.

Karen R. Clark, Rec. Sec., Br. 142

Western Massachusetts

Nominations for the regular triennial elections of Western Mass. Branch 46 shall be held at the regular meeting at 7 p.m. on Oct. 8 at the AFL-CIO Hall, 640 Page Blvd., Springfield.

Self-nomination is permitted. Can-

Election Notices

didates must accept nomination at the time made or, if absent, in writing to the secretary (prior to the meeting, if possible). Each candidate must also certify that they have neither applied to serve nor served, even temporarily, in a USPS supervisory position during the preceding 24 months.

Nominations will be held for the

following offices: president, vice president, Upper Valley vice president, secretary, treasurer, health benefits/MBA representative, three trustees and sergeant-at-arms.

Candidates may accept nomination for only one office. Duties of these offices are found in the NALC Constitution for the Government of Subordinate and

Federal Branches, Article VI, and the branch bylaws, Article IV.

The president, vice president, Upper Valley vice president, secretary and treasurer shall serve as paid delegates to national and state conventions during their terms. The remaining officers, in the order above, shall serve as paid delegates to state conventions during their terms (up to the number of delegates we are entitled to).

In addition, nominations will be held for unpaid national convention delegates and alternates, and unpaid state convention alternates. Candidates may accept nomination for both paid and unpaid delegate positions. For example, a member may run for both president and unpaid delegate or alternate.

In addition, nominations will be held for stewards nominated and elected by respective tour or station, as designated by the president.

The election will be conducted by secret mail ballot in strict conformity with the *NALC Regulations Governing Branch Election Procedures* (copies available). The president shall appoint an election committee at the October regular meeting. Anyone interested in serving on the election committee should contact the president at this time and attend the meeting.

Ballots will be mailed to the last known home address of eligible members at least 20 days before the election on Dec. 10. They must be received no later than noon on Dec. 10, which is the date of the regular branch meeting, at which the results should be known.

Lesley A. Vila, Sec., Br. 46

Zanesville, Ohio

This is an official notice to members of Branch 63 that nominations for the election of officers will be held at the regular branch meeting at 7 p.m. on Oct.

16 at 275 Sunrise Center Drive, Zanesville. Candidates must accept nominations at the time made. If absent, nominations may also be made in writing, but must be received by the branch secretary at P.O. Box 3214, Zanesville, OH 43702-3214 no later than Oct. 15.

Nominations will be held for the following branch officers for a term of two years beginning Jan. 1, 2025: president, vice president/MBA/HBR, financial secretary/treasurer, recording secretary, sergeant-at-arms, chief trustee and trustees (not to exceed five). Candidates may accept nominations for only one office.

The candidates elected president and vice president shall be delegates to the national and state conventions that take place during their terms of office.

Elections will be held on Nov. 20 at the same time and location as the nominations and will be done by secret ballot. Retired members and merged branch members shall receive an official election ballot along with the following materials: a postcard indicating date, place and time of nominations of elections of branch officers and delegates, notice of election, and one official ballot with ballot envelope and one return addressed envelope with voter ID in left-hand corner. Postcard with the nomination information will be sent at least 15 days prior to nominations of officers and delegates. Election materials will be sent by first-class mail at least 15 days prior to the counting of the ballots. Ballots must be mailed back to the election committee in the return addressed envelope and must be received by 6 p.m. on Nov. 19. At that time, the election committee will collect the ballots begin to tally. Write-in votes are not permitted.

Michael Martin, Sec., Br. 63

Mutual Exchanges

NY: Hampton Bays (11/94) to Fruitland Park, Leesburg, Orlando, Ocala, Gainesville, Tampa, Clermont, Ocoee, Winter Garden, Dade City, Plant City, Brooksville, Zephyrhills, FL. City carrier. Mounted routes in suburbs. Short drive to NYC. Strong local union.

Good supervisor/PM. Jackie, 631-478-2257 (call or text).

SD: Wenster (11/15) to San Diego, CA or surrounding areas. 20F2 seniority walking route is majority of day. Great hunting and fishing with four seasons. Affordable housing. David, 605-590-0425 (call or text).

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., September's deadline is for the September/October publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

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

Nalcrest Update

From the Trustees

There are many benefits that NALC retirees experience while living at Nalcrest. The Nalcrest trustees have just added another one. The Nalcrest Trustees Scholarships are for *grandchildren* of Nalcrest residents. The student must have graduated from an accredited high school or have a GED. The student must be a grandchild of a member or the spouse of a deceased member who has not remarried. Remember, this is only for Nalcrest residents. The application and details are available at the Nalcrest office and at nalc.org/nalcrest.

The Nalcrest Foundation, Inc., during the early part of 1962, secured a mortgage in the amount of \$4,448,000 from the New Mexico Land Grant Permanent Fund to build Nalcrest. The mortgage was satisfied on March 12, 2003. Nalcrest operates as a Florida not-for-profit corporation.

In response to inquiries on how members or others can provide future support to Nalcrest, the Nalcrest page on the NALC website will soon have a link to a "Legacy Giving" document describing how bequests can be made through a donor's will, trust or beneficiary des-

ignation. Please contact the Nalcrest office for additional details if you are interested.

Summertime at Nalcrest is pool time, and the Nalcrest spa/pool has been refurbished and resurfaced, leaving a crystal-clear cooling-off experience. The spa/pool is a popular place for residents and guests to gather, as are many of the other amenities.

Just to let you know, there are more than 380 members on the waiting list wanting to live at

Nalcrest. So, follow us on Facebook, and if you are going to the national convention in Boston, visit us at the Nalcrest booth from Aug. 3-9.

Matty Rose



Residents enjoy the Nalcrest pool.

Nalcrest Trustees

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

Apply to live at Nalcrest

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



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

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

The app's features include:

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

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

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**