

Volume 138/Number 5 May 2025

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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When branches fundraise for

MDA

we've got it in the bag

—PAGES 22-28

The fight of our lives



**Brian L.
Renfroe**

In February we launched our “Fight Like Hell!” campaign. When faced with the threat of privatization, NALC’s members banded together in solidarity, took to the streets of this great nation and sent a strong message that our answer to this kind of attack on us and the service we provide is “Hell no!” The power of our union was undoubtedly felt on Capitol Hill. It was a source of great pride to stand side by side with our brothers and sisters to fight against unprecedented threats to our organiza-

tion and institution.

However, this fight is far from over. Our rights at work, enforcement of our collective-bargaining agreement and our very jobs are under attack, and the threat looms closer every day. Now is not the time to be complacent. We cannot stand by and assume our own safety while other unions are being dismantled one executive order at a time. An offense against one is an offense against all, and there are so many grave offenses.

“This fight is far from over. Our rights at work, enforcement of our collective-bargaining agreement and our very jobs are under attack, and the threat looms closer every day.”

The current administration is strategically and systematically undermining labor unions and the laws that protect workers’ rights against the greed and power of corporate America. Shortly after taking office, President Trump unilaterally rescinded collective-bargaining agreements reached with fed-

eral workers in the 30 days prior to his inauguration. Then, at the beginning of March, the Department of Homeland Security nullified its contract with the American Federation of Government Employees, announcing the end of collective bargaining for TSA agents. In the same month, President Trump signed an executive order unilaterally canceling collective-bargaining rights for about two-thirds of the federal workforce under the guise of national security. And just two weeks ago as I write this, the administration ended payroll union dues collection for most federal workers without any notice, leaving the unions scrambling to implement an alternative way to collect dues to survive. This is no coincidence. Unions are on the presidential chopping block.

Perhaps the clearest attack on the existence of unions is the administration’s methodical dismantling of the National Labor Relations Board (NLRB), the independent agency that enforces U.S. labor law in the private sector, ensuring fair labor practices and protecting workers’ rights to organize and bargain collectively. Shortly after his inauguration, President Trump removed the agency’s general counsel and fired Gwynne Wilcox from her position as a member of the board without a hearing. He effectively crippled the agency’s operations since it cannot produce decisions without a quorum. Outside of reforms to federal labor law, attacks on the NLRB are the administration’s most powerful tool to limit labor power in the private sector. Without a functioning NLRB, unions have few, if any, ways to challenge unfair labor practices, hold union elections or hold employers accountable.

It does not stop there. Occupational Safety and Health Administration enforcement was drastically scaled back by the administration when it reduced inspectors and ordered the Department of Labor (DOL) to cease enforcing certain rules about employment discrimination by federal contractors. President Trump nominated Jonathan Berry to be solicitor of labor at the DOL—the same Jonathan Berry who authored Project 2025’s labor provisions aiming to weaken the federal minimum wage, limit overtime eligibility, and undermine workers’ rights to a union.

In Congress, Sen. Marsha Blackburn (R-TN) has introduced a bill seeking to prohibit federal employees from organizing, joining or participating in labor

unions for collective bargaining or representation purposes. Other notable anti-labor legislative proposals include a national right-to-work law, a law making it harder to classify a worker as an employee, and a law allowing the president to negotiate and modify collective-bargaining agreements.

Unions are experiencing hostility from every direction, and NALC is no exception. Postal employees fall under the jurisdiction of the NLRB. Plans to significantly restructure the Postal Service are being encouraged by this administration, as is the installation of private-industry executives into Postal Service leadership. The end game is to weaken postal unions, reduce the workforce and its associated costs, and introduce additional anti-union tactics.

In fact, as this issue was going to print, the House Committee on Oversight and Accountability was weighing several recycled proposals aimed at federal employee benefits, including:

- Raising the Federal Employees Retirement System (FERS) contribution rate to 4.4 percent—increasing out-of-pocket costs for workers.
- Eliminating FERS Supplemental Retirement Payments—cutting early retirement income.
- Basing FERS retiree benefit on high-5 instead of high-3 salary—reducing final benefit amounts.
- Enacting Federal Employees Health Benefits Protection Act (H.R. 7868)—reworking eligibility or cost-sharing.
- Converting new federal workers to at-will employment unless they accept higher FERS con-

tributions—weakening job protections unless employees agree to pay more into retirement.

- Charging fees for federal employee Merit Systems Protection Board appeals—potentially pricing out workers from fair due process.

“The end game is to weaken postal unions, reduce the workforce and its associated costs, and introduce additional anti-union tactics.”

Our solidarity is our strength. We will not stand by while Trump’s administration implements policies designed to lure unions into lengthy and expensive legal battles. We will not watch in silence while our ability to represent members on the job, in Congress, and at the bargaining table is strategically weakened.

Brothers and sisters, these attacks are unlike anything our union has ever experienced. We have no time to rest, no time for internal squabbles. All our energy and focus must be unified and centered.

“Fight like hell” is not just a catchy phrase; I chose it to invoke Mother Jones’s fierce appeal for agitation: “Pray for the dead and fight like hell for the living.” We are indeed fighting like hell for our lives, our rights and our livelihoods.



Scan the QR code to go to the NALC Legislative Action Center or go to nalc.org/government-affairs/legislative-action-center



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Crafting the message



**Philip
Dine**

In March, we discussed the three-step process of effectively communicating NALC's message: determining the relevant theme at a given time, crafting it to achieve maximum impact, then delivering it to the public and policymakers by interacting with those idiosyncratic folks known as journalists.

Given your superb track record both in identifying the existential challenges facing us and in dealing with media outlets, we homed in on the second aspect cited above: producing persuasive messages.

As noted at the time, the column was heavy on theory and overall approach but light on concrete examples; we added that we'd "revisit the topic with examples moving forward."

So, buckle up. What follows will be brisk and terse, for dual reasons. There's much to address in limited space. Moreover, concise and efficient word use is, well, sort of the whole point. You engage in fluff, you meander or ramble, and two things result—you obscure your point(s) and eventually you lose your audience.

We'll focus on three essential areas:

- Be succinct and disciplined in your wording, lest key points be lost amid excessive verbiage or not even made, if verbosity squeezes them out.
- Be clear and unambiguous in your phrasing, lest the audience be confused or even misinterpret what you mean.
- Be accurate in your word usage and grammar, lest readers, viewers and listeners question your chops and be less favorably disposed to your message.

One way to write tightly is to use verbs instead of nouns when possible. Instead of "I'm a firm believer in the importance of early voting," say, "I believe that early voting is important." You've not only cut a third; you've also identified the issue at the outset rather than forcing your audience to first wade through other words. Don't say the governor's positions "are in conflict with his party's views"; rather, they "conflict with his party's views."

Trim the transitions and delete redundancies. "That having been said" should be "that said." Never say, "He set a *new* record"—by definition, if you set a record, it's new. The legislator didn't cite three *different* reasons why her party lost; she cited three reasons. Obviously they're different or there'd just be one reason.

Ambiguity or lack of clarity can result from poor word placement. For instance, "The senator promised to be mindful of the needs of letter carriers when he spoke at the Democrat-

ic National Convention..." means, taken literally, that for that limited period he respected us. Better, "The senator promised, when he spoke at the Democratic National Convention, to be mindful of the needs of letter carriers..."

Similarly, the word "only" is almost invariably misplaced, creating confusion. A few minutes ago, I heard on the radio, "Only call if you want to file a complaint." That told listeners not to write, not to visit, but to contact the agency solely by phone. What the speaker meant was, "Call only if you want to file a complaint," i.e., don't call for any other reason.

Be a stickler for correct grammar and word use, to retain your credibility. It's always wrong to say, "The reason the supervisor disciplined the worker is *because...*" Instead say, "The reason the supervisor disciplined the worker is *that...*" A reason can't be "because"; it has to be the actual factor in play. Better yet, "The supervisor disciplined the worker because..." That's simultaneously grammatically proper *and* shorter.

Don't conflate similar words. "There were two *incidences* of federal overreach last month" should be two "*incidents.*" Incidence doesn't mean event; it means rate of occurrence; i.e., the more incidents of burglary there are, the higher the incidence. Similarly, historical and historic aren't interchangeable. A historical book addresses history. A historic book is groundbreaking and can be about anything.

This category also extends—when speaking—to pronunciation, including the different emphasis between verbs and nouns. You conTRAST two policies, but you draw a CONTRast between them. His actions conFLICT with the statute, but there's a PROConflict between them. You support PROgress, but things progRESS slowly. (Verb forms typically emphasize the second syllable.) Not everyone will recognize that you nailed it, but you'll win over those who do.

While this was, indeed, a cursory look at the topic, two takeaways, please. Absorb these specific examples and find others that in your experience flow from them. More broadly, apply these general principles when crafting a message. This goes for composing a letter to the editor or op-ed; being interviewed by a newspaper/TV/radio reporter; or, to some degree, addressing a rally.

As you continue to set the standard in communicating with the press, public and pols, we're here when needed.

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News from Washington

NALC's priority resolutions continue to gain support

The 119th Congress presents a critical opportunity to build new relationships and advance legislation that strengthens the Postal Service and supports letter carriers. With 63 new members in the House and 14 new senators, NALC has been hard at work educating lawmakers on the essential role of the Postal Service and the importance of protecting good-paying union jobs, strong benefits and high-quality service.

Already, three key NALC legislative priorities introduced earlier this year are gaining significant traction:

Anti-Privatization Resolution

(H.Res. 70/S.Res. 147)—As this magazine went to press, the resolution reached 194 co-sponsors in the House, including 12 Republicans and seven co-sponsors in the Senate. It was introduced Jan. 28 in the House by Reps. Stephen Lynch (D-MA), Nick LaLota (R-NY), Gerry Connolly (D-VA) and Andrew Garbarino (R-NY), and introduced March 27 in the Senate by Sens. Gary Peters (D-MI) and Dan Sullivan (R-AK). It signals strong bipartisan support for maintaining the Postal Service as a public, independent institution. For comparison: A similar resolution in the 115th Congress (2017-2018) reached 239 co-sponsors.

Protect Our Letter Carriers Act

(POLCA) (H.R. 1065/S. 463)—At press time, the bill had 112 bipartisan co-sponsors in the House and three co-sponsors in the Senate. It was reintroduced Feb. 6 by Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) in the House, and Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) in the Senate. It focuses on enhancing safety and security for letter carriers on their routes.

Federal Retirement Fairness Act

(H.R. 1522)—As this issue went to print,

the bill had 76 bipartisan House co-sponsors, including 24 original co-sponsors. It was reintroduced Feb. 24 by Reps. Gerry Connolly (D-VA), David Valadao (R-CA), Nikki Budzinski (D-IL) and Don Bacon (R-NE) and addresses retirement fairness for former non-career postal employees, allowing them to buy back time toward their federal retirement.

While none of these measures has yet become law, all three are on track to gain majority support with continued advocacy from NALC members across the country. Though resolutions like the anti-privatization measure are non-binding, they serve as important barometers of congressional sentiment—helping to shape what legislation the leadership may or may not bring forward.

For instance, if 218 or more members of Congress signal support for keeping the Postal Service a public entity, it sends a powerful message to House leaders that privatization efforts will face strong bipartisan resistance. This resolution was introduced early in the session, in part due to President Donald Trump's hostile posture toward the Postal Service—and bipartisan backing will be essential to counter any threats.

As Congress continues its work and looks toward the 2026 midterms, NALC activists must remain engaged, urging their lawmakers to support policies that strengthen the Postal Service, protect our jobs, and ensure fairness for all postal employees.

For updates, visit the Legislative and Political Affairs page at nalc.org and download the NALC Member App for alerts and notifications.

Attacks on federal workers front and center

Since convening in January, the 119th Congress has largely focused on adjusting

to President Trump's return to the White House, propelling an agenda that has tested the limits of executive power and moved aggressively to reshape the federal government.

On Capitol Hill, an aggressive push to lock down changes proposed in the FY26 budget resolution will use budget reconciliation—a legislative shortcut that bypasses the Senate filibuster—to move their tax and spending plans forward with a simple majority vote in both chambers.

As they have in years past, conservative lawmakers want a radical transformation of the civil service and a removal of worker protections. In the 119th Congress, we have seen various legislative proposals aimed at changing these benefits. In fact, as this issue was going to print, the House Committee on Oversight was weighing several recycled proposals aimed at federal employee benefits, and included the following in their reconciliation bill text:

- Raising the FERS contribution rate to 4.4 percent—increasing out-of-pocket costs for workers.
- Eliminating FERS Supplemental Retirement Payments—cutting early retirement income.
- Basing FERS retiree benefit on high-5 instead of high-3 salary—reducing final benefit amounts.
- Enacting Federal Employee Health Benefits Protection Act (H.R. 7868)—reworking eligibility or cost-sharing.
- Converting new federal workers to at-will employment unless they accept higher FERS contribution—weakening job protections unless employees agree to pay more into retirement.
- Charging fees for federal employee Merit Systems Protection Board appeals—potentially pricing out workers from fair due process.

On April 8, NALC President Brian L. Renfroe rallies on Capitol Hill in solidarity with the National Association of Postal Supervisors in the fight to protect our jobs and a strong public USPS for generations to come.



Other proposals that are still being considered include:

- Eliminating official time unless unions compensate the federal government—undermining union representation for non-postal federal workers.
- Adjusting limit of federal employee buyouts—possibly reducing voluntary separation incentives.
- Moving FEHB from a premium-share model to a voucher model—shifting from shared premiums, likely raising costs for employees.

The budget reconciliation process allows Republican leaders in Congress to pass these provisions with a simple majority and bypass Democratic opposition, making it easier for them to slash services, many directly targeting active and retired letter carriers and federal employees.

As letter carriers know, no other group of Americans has contributed to congressional priorities in a manner similar to that endured by federal employees. And with this White House continuing to target federal worker jobs, it is time for Congress to find other ways to cut federal spending than by, once again, taking from the middle-class federal employees and retirees who have dedicated their lives to serving the public. NALC will continue to urge members of Congress to reject attacks on earned benefits that serve only to hurt working-class families in every community in the country. Join the fight by contacting your representatives and senators to let them know you do not support such measures.

100 days in: The aggressive push to reshape government, undermine worker protections

April 29 was the second Trump administration's 100th day—a traditional mile-

stone used to gauge the early direction of a presidency.

In just these first 100 days, the administration has moved swiftly to shrink the federal government through the newly created Department of Government Efficiency (better known as DOGE) and has issued a wave of executive orders aimed at removing perceived opponents. Dozens of officials, including prosecutors and FBI agents involved in investigations related to Trump and the Jan. 6, 2021, attack on the U.S. Capitol, have been demoted or fired.

At the core of this effort is Project 2025—a sweeping 900-page blueprint authored by the conservative Heritage Foundation. Its rapid implementation has tested the boundaries of executive power while undermining labor rights and worker protections.

Here are some of the most egregious actions:

- At the National Labor Relations Board (NLRB), the president has fired both pro-worker General Counsel Jennifer Abruzzo and NLRB Chair Gwynne Wilcox, removing the quorum required to operate. It no longer has the ability to resolve disputes between unions and employers—a devastating blow to organizing campaigns and grievance resolutions nationwide. In addition, President Trump has removed two commissioners from the Equal Employment Opportunity Commission, hampering the agency's ability to protect workers from discrimination and retaliation.
- On Jan. 20, the administration reinstated Schedule F, a destructive executive order from Trump's first term that reclassifies tens of thousands of federal employees from civil service workers to at-will employees, stripping them of

civil service protections and making them vulnerable to political firings. Though letter carriers are not directly affected, this effort undermines job security and professional integrity across the federal workforce.

- On Jan. 31, Trump issued an executive order invalidating collective-bargaining agreements that were signed and agreed to prior to his taking office.
- On Feb. 7, the administration halted the use of labor agreements on construction projects at the Department of Defense and expanded the order on March 14 to include all federally funded projects.
- On March 28, President Trump signed an executive order stripping the right to organize from hundreds of thousands of federal employees across more than 30 agencies. The order carved out exemptions for agencies that have been supportive of the administration.
- On April 23, President Trump signed an executive order undermining the use of Registered Apprenticeship programs at the Department of Labor, weakening job training in skilled trades.

The federal government is being fundamentally transformed in ways that endanger workers' rights, union power, and the very foundation of public service. From Capitol Hill to federal agencies, this is shaping up to be the most aggressive anti-worker agenda in modern history.

But Trump still has a long to-do list that will depend on the cooperation of Congress. While Republicans control the House and the Senate, slim majorities in both chambers have complicated their ability to pass sweeping legislation.

Looking ahead, as Congress works to advance Trump's policy priorities, the re-

News from Washington (continued)

remainder of the 119th Congress will involve high-stakes legislative battles over the budget, immigration and taxation—with far-reaching implications for the country and the federal workforce.

“NALC will continue doing what we do best—working on both sides of the aisle to protect letter carriers and the network,” NALC President Brian L. Renfroe said. “I encourage all letter carriers to use the resources in our Legislative Action Center. Know who your members of Congress are, reach out to them about NALC’s issues, and set up district meetings with them when Congress is in recess.

“Letter carriers’ district-level work is our strongest legislative tool. I urge you to get involved and join us in the fight.”

Check the “Government Affairs” section of nalc.org for the latest updates and visit NALC’s Legislative Action Center at nalc.org/action.

House passes controversial voter ID bill, H.R. 22

On April 10, the House passed H.R. 22, the Safeguard American Voter Eligibility (SAVE) Act, in a largely party-line vote. Introduced by Rep. Chip Roy (R-TX), the bill would require all individuals registering to vote in federal elections to provide in-person proof of U.S. citizenship—including those who use mail-in registration. Under the bill, mail applicants would have to visit an election office or polling site to present qualifying documents before their registration is accepted. States would also be required to verify citizenship through federal databases and remove noncitizens from voter rolls.

While proponents claim that the bill aims to secure elections, it creates significant new challenges for public services—especially the Postal Service and its workforce. The legislation would

impose new burdens on election infrastructure that has long depended on USPS for reliable, nonpartisan delivery of registration forms, ballots and voter communications. USPS would face a rise in time-sensitive, legally critical mail and stricter document-tracking requirements—all without added resources or staffing support. Though not directly targeted by the bill, postal workers—especially letter carriers—will be on the front lines of public confusion, frustration and increased scrutiny, especially in areas where mail is the main conduit for civic engagement.

In rural and underserved communities, where post offices often serve as the only direct link to government services, the added strain could be particularly severe. The SAVE Act threatens to disrupt mail voting systems and undermine public trust in the Postal Service’s long-standing role as a nonpartisan, reliable partner in the democratic process.

Compounding these challenges, President Trump signed a supportive executive order on March 25, directing federal agencies to prioritize enforcement of voting-related documentation requirements and enhance interagency coordination.

Together, the bill and executive order would place new barriers between voters and the ballot box—barriers that also burden the very infrastructure supporting them, including USPS and its essential workers. These changes could erode public confidence in vote-by-mail and affect millions of Americans who rely on it to participate in elections.

The bill now heads to the Senate, where it faces an uncertain path. A companion measure, S. 128, introduced by Sen. Mike Lee (R-UT), is currently pending in the Senate Rules and Administration Committee.

NALC will continue to monitor developments in the Senate and provide updates as this legislation progresses.

House reintroduces bill to allow USPS to ship alcohol

On April 24, Rep. Dan Newhouse (R-WA) introduced the Shipping Equity Act (H.R. 3011) in the 119th Congress.

The bill, which is identical to legislation introduced in the House in May 2023, would allow the Postal Service to ship beer, wine, and other alcoholic beverages directly from licensed producers and retailers to legal customers.

Current law prohibits the Postal Service from shipping alcoholic goods, making private shippers such as FedEx and UPS the only option for wineries, breweries and other producers to have goods delivered directly to customers. This bill would allow USPS to ship these beverages and would generate an estimated \$190 million annually in new revenue for the Postal Service.

If passed into law, USPS would have two years to develop regulations ensuring that the Postal Service is prepared to safely deliver alcoholic beverages to adult consumers with appropriate identification checks. The bill also would expand access for direct-to-consumer alcoholic shipments.

Unlike private shippers, USPS delivers to every address in the nation. The current ban on the Postal Service from shipping alcohol limits access to these products for many Americans, especially in rural areas.

“NALC applauds Rep. Newhouse for introducing the Shipping Equity Act,” President Renfroe said. “The bill is an important step toward meeting the growing needs of our customers while generating revenue for the Postal Service, expanding the agency’s service opportunities, and supporting small businesses nationwide.” **PR**

Food Drive Day is Saturday, May 10

The nation's largest single-day food drive is almost here. The Letter Carriers' Stamp Out Hunger® Food Drive will be held on Saturday, May 10.

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

One in 5 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The Stamp Out Hunger Food Drive helps to replenish food pantry shelves for the spring and summer, when holiday food donations are usually depleted and schools are closing for the summer, meaning that they are not offering meals to students.

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

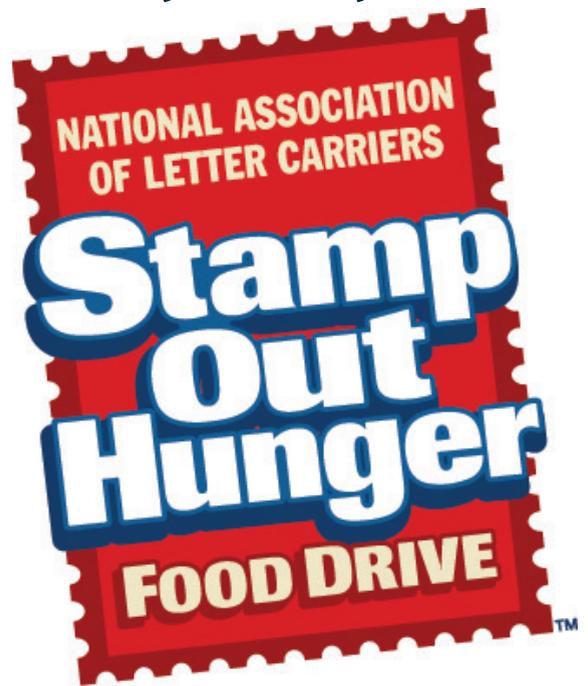
The annual food drive wouldn't be possible without the support of our national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, RR Donnelley, United Way Worldwide, the AFL-CIO, Valpak, Kellanova and CVS Health. These partners help by paying for the specially marked postcards, donating thousands of pounds of food and thousands of dollars to food pantries, donating bags that letter carriers

distribute to customers, gathering volunteers, or getting out the message about the food drive.

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

Food Drive Day doesn't end until we weigh the donations to measure our success. Branches need to report the number of pounds of food they collect via the Members Only portal by June 6.

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



The notorious PMGs

After nearly five years on the job, Postmaster General (PMG) Louis DeJoy resigned on March 24. Deputy PMG Douglas Tulino was appointed acting PMG while the Postal Board of Governors searches for a new one.

As the Postal Service seeks a successor for DeJoy, *The Postal Record* takes a look back at some of the most notable (and sometimes notorious) PMGs among the 75 previous occupants of the job, including how they affected the postal system and its workers—for better or worse.

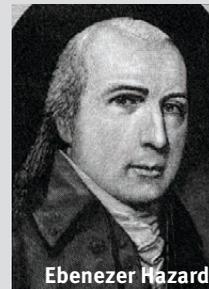
The job of PMG was created as the nation was forming. The first PMG, Benjamin Franklin, was appointed by the Second Continental Congress in 1775

during the Revolutionary War. Congress knew that a universal communications network was key to uniting the vast emerging nation.

Franklin's postal career had begun decades earlier, in 1737, when he was named postmaster of Philadelphia, a job he had obtained by virtue of running a print shop. In 1753, he became postmaster general of America, the British colonial title for the overseer of postal delivery in the 13 colonies. He made many improvements to postal roads, along

with expanding service. King George III dismissed Franklin in 1774 because of his growing sympathy for the independence movement. After Congress convened and gave him the job again

in 1775, Franklin served for a little more than a year before his son-in-law, Richard Bache, replaced him.



Ebenezer Hazard

The next PMG, Ebenezer Hazard, served until he earned the ire of George Washington, who saw Hazard's withdrawal of newspaper circulation by post as a threat to free speech just as the U.S. Constitution was under debate. "It is extremely to be lamented that a new arrangement in the Post Office, unfavorable to the circulation of intelligence, should have taken place at the instant when the momentous question of a general government was to come before the People," Washington wrote in a letter to John Jay, who, like Ben Franklin, was one of the country's Founding Fathers. Shortly after the Constitution was ratified and Washington was elected the first president, he dumped Hazard.



Gideon Granger

Thomas Jefferson, who was a political rival to Washington, appointed Gideon Granger as PMG shortly after Jefferson took office as president in 1801. Granger stayed through Jefferson's two terms and into James Madison's, becoming the longest-serving PMG in history when he left in 1814. (The shortest tenure was that of Horatio King, who held the job only 21 days in 1861.)



Benjamin Franklin

William Barry



The Post Office Department became a Cabinet-level agency in 1829, and President Andrew Jackson appointed William Barry to the role. Barry's other claim to fame is being the only member of Jackson's Cabinet not to resign in the wake of the Petticoat

Affair, which involved the social ostracizing of the secretary of war's wife by Cabinet members and their wives, and which even led Vice President John C. Calhoun to resign from office.

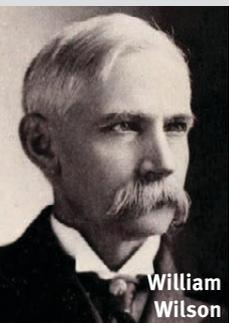
As the nation grew, so did the Post Office. As in other industries, growth and innovation led to the rise of the labor movement, and NALC was founded in August of 1889. John Wanamaker was at the helm of the Post Office at the time.



Wanamaker was the first of several PMGs who presided over a policy of resisting NALC and other postal unions,

trying to curtail their influence in Congress and sidestepping laws that benefited postal employees.

In 1895, PMG William Wilson moved to stop postal employees from lobbying Congress. Since postal unions did not have collective-bargaining rights, the only way at the time for postal employees to advocate for pay increases or other benefits was to appeal to Congress. Wilson issued a harsh "gag rule" on postal employees:



Hereafter no Postmaster, Post-office Clerk, Letter Carrier, Railway Postal Clerk, or other postal employee, shall visit Washington, whether on leave with or without pay, for the purpose of influencing legislation before Congress.

Violators could be fired.

Wilson's gag order was difficult to enforce and largely ignored. President Theodore Roosevelt, however, imposed a similar order on all federal workers when he took office in 1901. It was one in a series of restrictions on postal workers' democratic rights that NALC and other unions would struggle with over the following decade.

Congress passed several laws overturning gag rules and bolstering workers' rights in 1912, but the struggle began anew when Albert S. Burleson ascended to the post of PMG the following year. Burleson was strongly anti-union and intended to run the Post Office at a profit at the expense of its workers.

Burleson refused to meet with union leaders, called for the dissolution of postal unions, and refused to grant leave without pay for union leaders—Edward Gainor, NALC president at the time, was forced to resign from his job as a letter carrier to continue his union duties. Burleson advocated for repealing the 1912 laws protecting workers' rights to lobby Congress and tried to stop pay increases despite a rapid rise in the cost of living during World War I. He managed to exclude postal employees from a pay raise enacted for other federal workers and opposed the creation of pensions for retired postal employees.

But Burleson was too late—the laws protecting letter carriers' access to Congress protected their right to lobby to overrule him. NALC sprang into action, fighting his draconian rule on Capitol



Albert S. Burleson

Hill. NALC won new pay increases (and laws that prevented Burleson from using shady ways to avoid paying them), and most notably helped to pass the Federal Employees' Compensation Act (FECA), which provides workers' compensation benefits for employees injured or killed on the job.

Burleson's policies led to extremes. In one tragic incident, a postmaster in West Virginia, following the PMG's standing order, fired an aging letter carrier who was slowing down on his route. Enraged, the other 25 carriers in his station resigned—but were all arrested and jailed for striking even though they had simply left their jobs permanently. They were all fined, save one who hanged himself in jail.

But the conflicts with Burleson, who left office in 1921 when President Wilson's tenure ended, only energized NALC and its activism. Slowly but surely, the union won victories for letter carriers over the following decades.

The next president, Warren G. Harding, appointed Will H. Hays as PMG. Four days after taking office, Hays signaled that he would be the polar opposite of Burleson by issuing a proclamation that included these words:

Every effort shall be exercised to humanize the ... [Post Office Department]. Labor is not a commodity ... There are 300,000 employees. They have the brain[s] and they have the hand[s] to do the job well; and they shall have the heart to do it as well.

A week later, Hays invited postal union leaders for discussions and



Will H. Hays

promised an open-door policy. Though collective bargaining was a long way away, Hays developed a close relationship with the unions and established a council of union representatives to open discussions on work conditions and other issues.

Hays left office after only a year to become the first chairman of the Motion Picture Producers and Distributors of America. To thank him, NALC named him an honorary lifetime member. Though Hays's tenure was short, his legacy endured, setting the tone for mutual respect between the upper ranks of the Post Office and its workers, and boosting the confidence of the unions.

Nevertheless, the stubborn problem of low pay remained. NALC struggled to convince Congress to boost pay, with modest success, until the following two decades, when the Great Depression brought furloughs and World War II diverted attention from postal workers' needs.

The end of the war brought new hope—but that was quickly dashed. President Harry Truman appointed Jesse



Jesse Donaldson

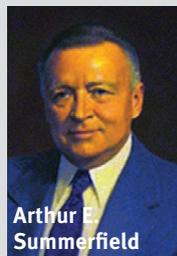
Donaldson as PMG in 1947. Donaldson had risen in the ranks and had once carried mail, so NALC had high hopes. Instead, Donaldson meekly accepted budget cuts and then, on April 18, 1950,

issued a shocking order to save money. In those days, carriers often did two rounds on their routes to deliver mail twice a day. Donaldson's order reduced residential mail delivery to once a day and severely curtailed many other services.

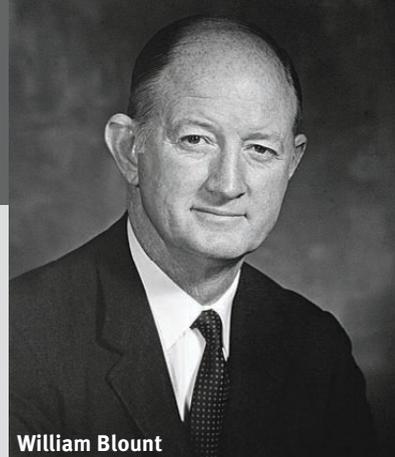
The order had the effect of eliminating an office break for carriers, forcing them to stay out all day and eat lunch on the street, with only 30 minutes provided for a lunch break. Carriers bitterly protested the change but could not convince Donaldson or Congress to overturn it. The standard of only one delivery per day, as every carrier knows, continues to this day.

In 1953, the new president, Dwight D. Eisenhower, replaced Donaldson with businessman Arthur E. Summerfield as PMG. Eisenhower had raised the hopes of letter carriers during the presidential campaign of 1952, promising when he spoke at the NALC convention in New York City that year to be fair and listen to carriers' concerns.

Summerfield rapidly modernized the Post Office, but his plans didn't



Arthur E. Summerfield



William Blount

include taking care of its employees. The businessman pushed to keep letter carrier pay as low as he could. The union battled Summerfield in Congress and won the passage of some modest pay increases—only to see Eisenhower veto them.

President John F. Kennedy brought some progress to the process by issuing orders that granted rights to federal unions, including the right to bargain for a contract on certain issues. It was a precursor to full collective-bargaining rights that were on the horizon.

Still, the cycle of struggle and disappointment over pay dragged on until it reached a boiling point in 1970. Most letter carriers know of, or even remember, the Great Postal Strike that began with New York's Branch 36. The strike not only brought immediate improvements in pay, but also led to the right of collective bargaining by NALC and other postal unions, while also moving Congress to enact a fundamental reorganization of the Post Office Department. The new entity would become today's U.S. Postal Service, a self-funding agency with a Postal Board of Governors (BOG) to oversee it—and to choose the PMG.

The PMG at the helm during the strike, William Blount, would be the last chosen under the old system of appointment by the president and the last to be a member of a president's Cabinet. The new system was professionalized, with PMGs intended to be selected more like corporate CEOs than for their political connections. Some would be career postal employees who worked their way to the top.

The first PMG chosen by the BOG, Ted Klassen, became the first to negotiate contracts with NALC and the other unions that now had the right to bargain for wages and working conditions.

Ted Klassen



Klassen, who had no college degree, had started his career as a messenger for the American Can Company and rose to become its CEO. He was deputy PMG when the board chose him to head the new Postal Service. Negotiating the contracts went smoothly, though Klassen later ruffled feathers with job cuts.

One of the most prominent PMGs chosen from the ranks of corporate America was Marvin Runyon, a former auto industry executive who served from 1992 to 1998. Runyon, who already had the nickname “Carvin’ Marvin” from his previous jobs, started by eliminating many postal management jobs, but hired new letter carriers and other craft workers to make USPS the largest civilian employer in the country, boosting its workforce from 730,000 to 765,000.



Marvin Runyon

Jack Potter, son of a letter carrier, started his own USPS career as a clerk in New York City, moving up in the ranks to PMG in 2001. Potter offered up the idea of dropping Saturday delivery. Potter also confronted an unexpected crisis when anthrax spores were sent through the mailstream to members of Congress, killing two postal employees in Washington, DC, and requiring new procedures for handling mail there. He left in 2010.

After a long career in postal management that began after he was hired as a clerk, Patrick Donahoe was chosen as PMG in 2011. Donahoe pushed for cutting a day of delivery, citing the hole in the postal budget caused by the congressional mandate to pre-fund retiree health care benefits, and the

John E. “Jack” Potter



failure of Congress to fix that problem. He didn’t wait for permission: In early 2013, Donahoe announced that USPS would stop delivering on Saturdays, despite the fact that he didn’t have the authority. Every year during the budget cycle, Congress routinely included a requirement in an appropriations bill that the agency deliver six days a week. NALC and other stakeholders pushed back against Donahoe’s decision, and he backed down nine weeks later.

Donahoe’s successor, Megan Brennan, was the first woman to hold the job. She served from 2015 until 2020, when DeJoy replaced her. Brennan also rose through the ranks of USPS—she started her career as a letter carrier.



Megan Brennan

DeJoy came from a business background in logistics and oversaw USPS as it faced the challenges of delivering the mail during the COVID-19 pandemic—including trying to keep employees safe, confronting the changed nature of deliveries as carriers brought essential items so residents could shelter safely at home, and overseeing the delivery of ballots during the 2020 presidential and congressional elections with the dramatic rise in voting by mail. He was halfway through his 10-year Delivering for America plan when he was pressured to step down so the administration could promote a candidate more in line with its priorities.

The Board of Governors has announced its hiring of advisory firm Egon Zehnder to lead the search for the 76th PMG. “The firm will work closely with the Governors to identify, evaluate, and select a forward-looking and

effective leader to guide the Postal Service into its next chapter,” the BOG said in a press release.

All of which leads us to the present moment.

As NALC President Brian L. Renfroe stated, “The USPS Board of Governors’ search for a new leader of the agency comes at a critical time for letter carriers and everyone who depends on our service. The next postmaster general must continue modernizing and investing in USPS infrastructure while maintaining quality universal service funded by postage, not taxpayer dollars. They must value and empower the 640,000 Postal Service employees, more than 73,000 of whom are veterans, who serve the American people. They must work in good faith with NALC, our sister unions and other stakeholders to get necessary retirement fund investment and accounting policy changes done in Congress. Finally, the next postmaster general must fundamentally believe in the agency as a public service and be committed to guaranteeing the universal service Americans rely on.

“NALC urges the board to seek out a candidate who meets these criteria. The future of the Postal Service is on the line, and choosing someone with innovative ideas and appreciation for our constitutionally mandated service is essential. NALC stands ready to work with whoever the board selects as the next postmaster general. We will fight like hell to ensure that our members’ perspectives and experiences are considered when the next postmaster general makes decisions that affect letter carriers’ working lives.” PR



Patrick Donahoe



Louis DeJoy

Opting (hold-down) assignments explained

As a new carrier, you may have heard the phrase “opting on a vacant route,” but not understood what it meant. Or someone might have asked you, “Did you put in a bid for a hold-down?” and you weren’t sure what they were asking. These phrases can be confusing if you don’t know the definition of an opt or hold-down assignment. Maybe you know what the terms mean but are uncertain about all the applicable rules. This article will help new members understand what opting is and how it works for city carriers.

The terms “opting” and “hold-down” mean the same thing. Opts are also called “hold-downs” because an employee is said to be “holding down” the assignment until the regular letter carrier returns or a regular letter carrier is assigned. An assignment is a route or other work performed by a full-time regular letter carrier on a daily basis.

When a regular assignment is temporarily vacant for five days or more (because the regular letter carrier is on vacation, is ill, the assignment temporarily has no regular letter carrier assigned, or for other reasons), eligible letter carriers may exercise their right in the delivery unit to which they are assigned to opt to work (or hold down) that assignment for the duration of the temporary vacancy. You do this by submitting a request to the supervisor who oversees the full-time assignment. The request should be submitted in writing, and you should keep a copy of the request.

Full-time reserve (FTR), full-time flexible (FTF), unassigned full-time regular (UAR), part-time flexible (PTF) and city carrier assistant (CCA) letter carriers all have the right to

“opt” on temporarily vacant full-time regular assignments. Requests for opt assignments are awarded first to eligible career carriers by seniority. If no eligible career letter carrier has requested to work the assignment, the opt will be awarded to the eligible CCA with the highest relative standing who requested it and who is not already on another opt.

New CCAs with no experience as a career city carrier must fulfill a 60-calendar-day waiting period before they can opt on a hold-down assignment. Once the CCA has met this requirement, there is no additional waiting period for applying for/being awarded a hold-down when the employee is converted to career.

Article 41, Section 2.B.4 of the 2023-2026 National Agreement addresses opting or hold-down rights for city carriers. Pages 41-9 through 41-15 of the 2022 USPS-NALC *Joint Contract Administration Manual (JCAM)* incorporates language that further explains the national parties’ understanding of the opting provisions and the related rules. The *JCAM* has not yet been updated to reflect the changes contained in the 2023-2026 National Agreement; however, the new agreement does not contain anything that would change the opting provisions.

The National Agreement does not include specific procedures for announcing vacancies available for hold-downs. However, procedures for announcing vacancies and procedures for opting for hold-down assignments may be governed by local memorandums of understanding (LMOUs) or past practice. The LMOU or past practice may include the method of making known the availability of assignments for opting, the method for submitting

requests, a cutoff time for submission, and the duration of hold-down. In the absence of an LMOU provision or mutually agreed-upon local policy, there is no requirement that management post a vacancy, and carriers who wish to opt must learn of available assignments by word of mouth or by reviewing scheduling documents. For the posting procedures in your office, consult your shop steward or NALC branch officer.

The National Agreement provides that once an available hold-down position is awarded, the opting employee “shall work that duty assignment for its duration.” An opt is not necessarily ended by the end of a service week. Rather, it is ended when the regular carrier returns, even if only to perform part of the duties—for example, to case but not carry mail. However, there are some exceptions to this duration clause. These exceptions are for situations in which carriers temporarily vacate hold-down positions for which they have opted—for example, vacation. In those cases, such an employee may reclaim and continue a hold-down upon returning to duty. If the opting employee’s absence is expected to include at least five days of work, the vacancy qualifies as a new hold-down within the original hold-down. These openings are filled as regular hold-downs, and the first opting carrier resumes their hold-down upon returning to duty—until the regular carrier returns.

Another exception to the duration clause is when CCAs reach their five-day service break between 360-day terms. If the CCA’s five-day break in service creates a vacancy of five workdays, an “opt within an opt” can be created. In such cases, the new opt

is for the five-day period of the break. The original CCA holding the opt assignment will reclaim the opt when they return, unless the regular carrier has resumed work on the assignment in the interim.

An opting employee may bid for and obtain a new, permanent full-time assignment during a hold-down. A national pre-arbitration settlement established that in such an instance, the employee must be reassigned to the new assignment. If there are five or more days of work remaining in the hold-down, then the remainder of the hold-down becomes available to be filled by another opting carrier. If a CCA is converted to career while on a hold-down opt, the CCA has the option to remain on the hold-down assignment for its duration or move to the new bid assignment. Management may decide to assign a full-time employee to a residual vacancy at any time, but the opting employee may not be required to work the new assignment until the hold-down ends. However, if this happens, the employee may voluntarily choose to end the hold-down at any time and assume the new assignment.

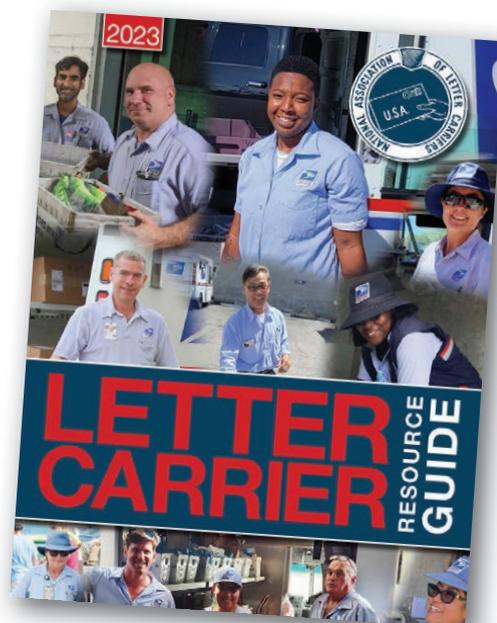
PTFs and CCAs may be “bumped” from their hold-downs to provide sufficient work for full-time employees. Since full-time employees are guaranteed 40 hours of work per service week, they may be assigned work on routes held down by PTF or CCA employees, if there is not sufficient work available for them on a particular day. In these situations, the PTF or CCA’s opt is not terminated. Rather, the employee is temporarily “bumped” on a day-to-day basis. In a national Step 4 settlement, the parties agreed that a PTF or CCA temporarily assigned to an

opted route shall work the duty assignment, unless there is no other eight-hour assignment available to which a full-time carrier could be assigned. A regular carrier can be required to work parts, or “relays,” of routes to make up a full-time assignment. Additionally, in some cases, the route of the hold-down to which the PTF or CCA has opted may be pivoted if there is insufficient work available to provide a full-time carrier with eight hours of work.

A CCA also may be bumped from a hold-down to provide a PTF assigned to the same work location with 40 hours of straight time work to which the PTF is entitled under Article 7.1.C of the National Agreement. The National Agreement clarifies that in this situation, the opt is not terminated. Rather, the CCA is temporarily taken off the assignment as necessary on a day-to-day basis. However, these exceptions do not mean that management can automatically bump a CCA from their hold-down to provide work for PTF or full-time regular letter carriers. Removal from hold-downs should be a last resort, provided that there is no other work available in the delivery unit that the PTF or full-time employees can perform.

Another bumping exception occurs if the LMOU allows the regular carrier on a route to bump the carrier technician to another route when the regular carrier is called in on a non-scheduled day to work on their own route. On these occasions, the carrier technician is allowed to displace an employee who has opted on an assignment on the technician’s string if none of the other routes on the string is available.

Although a PTF or CCA who obtains a hold-down must be allowed to work an assignment for the duration of the



vacancy, they do not assume the pay status of the full-time regular carrier being replaced. A PTF or CCA who assumes the duties of a full-time regular by opting still is paid as a PTF or CCA, as appropriate, during the hold-down.

While they must be allowed to work the assignment for the duration of the vacancy, PTFs and CCAs are not guaranteed eight hours daily or 40 hours weekly work by virtue of the hold-down alone. Additionally, PTFs and CCAs on a hold-down opt are not entitled to the non-scheduled day of the assignment. PTFs and CCAs still may be scheduled to work, perhaps on another assignment.

Because opting employees are entitled to work the scheduled days and hours of an opted assignment, opting in some instances may create a six-day workweek. Management may not swap scheduled workdays with days off in order to shift hours to another service week to avoid overtime or for any other reason. Doing so would violate the guarantee to work all of the scheduled days of the hold-down.

If you believe that the Postal Service is violating any of your rights related to opting on vacant assignments, be sure to promptly inform your shop steward or an NALC branch officer. For more information on opting, seniority, relative standing and many other topics important to letter carriers, read the *Letter Carrier Resource Guide* available at nalc.org/resourceguide. **PR**

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.

From pen pals to married couple

Alena and Chad were teenagers in 1986 when they began writing to each other. Chad was living in England while Alena was living in Singapore, about 7,000 miles apart from each other. They were connected through the International Youth Service, which was the world's biggest pen pal communications service before it closed in 2008.

They continued to write to each other and eventually sent more than 100 tape recordings of themselves chatting as well. They kept corresponding for seven years until Alena reached the age of 23 and decided she wanted to visit Chad.

Chad told Good News Network that when he saw Alena for the first time, he thought to himself, "Wow, is she my pen pal?"

Alena spent 19 days in the United Kingdom, and during that time they

realized that they had a stronger connection than friendship. Once Alena returned home, the couple began calling each other on the phone nearly every day, which added up to monthly phone bills of £350 and £450 each.

The year after Alena's initial visit, Chad traveled to Singapore to see Alena. During the trip, Chad proposed.

"My parents were not accepting," Alena told the website. "I realized that we have so much history together and I couldn't just let it go."

Despite Alena's parents initially disapproving, the pair got married and are still happily married with three adult children.

Art of letter writing revived by *New Yorker* writer

Speaking of pen pals, *New Yorker* writer Rachel Syme is working to bring back the practice by creating Penpalooza, a pen pal exchange service with thousands of users.

Writing letters has always been something she loved to do. Her loneliness when she first moved to New York City at the age of 22 prompted Syme to

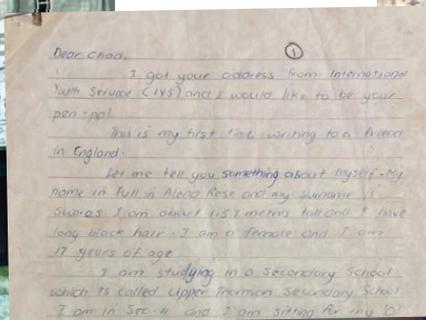
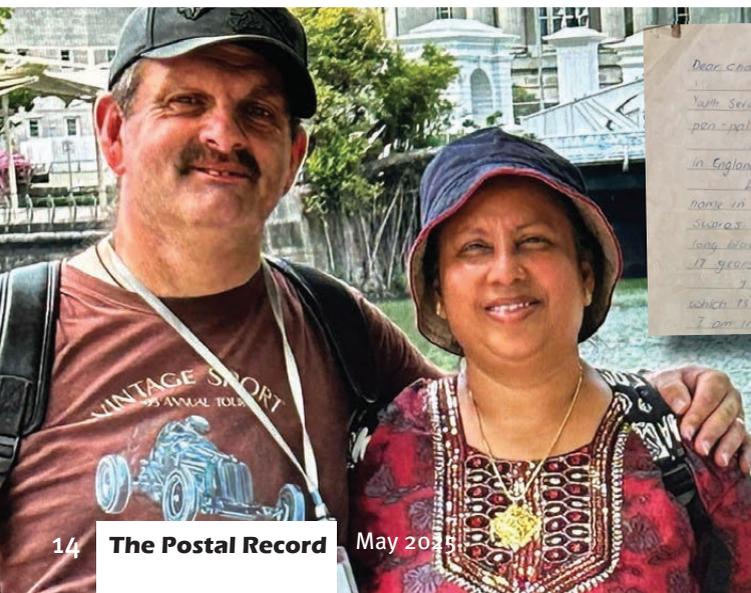
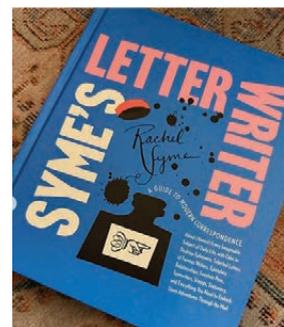
write letters to her college friends.

"I've always craved mail from people," she told *Vanity Fair*. "I always asked friends to write me, and then if I ever went abroad somewhere, I would send postcards back. I

mean, I was very much into the physical marking of something with mail."

Feeling restless and bored at home during the COVID-19 pandemic, Syme wrote letters to friends and family. Then, expanding her recipient list, Syme posted on social media asking the public to become her pen pals. A surprising 15,000 people agreed. More than four years later, her fingers are stained from ink and she continues to correspond with her pen pals globally.

She expanded her efforts by starting a pen pal exchange service, Penpalooza, which was done by using a gift-exchange site. The initial pen pal exchange had about 10,000 people involved, so Syme has continued by periodically putting out more calls for pen pals.



Left: Chad and Alena
Above: Alena's first letter to Chad in 1986
Right: An older photo of Chad and Alena



This experience has led Syme to write her book, *Syme's Letter Writer*, jokingly named after the strict letter-writing guide from 1867, *Frost's Original Letter Writer*.

"There's something about that kind of connection that a letter provides," she said. "It's private and it's safe, and it feels like everybody is in on the joke and is signed up for the same thing."



Residents along his route celebrate John Beckett's retirement in March.

Photo by Connor Markey

Letter carrier celebrated for four decades of service

John Beckett of Branch 60 in Stamford, CT, started delivering letters in 1985 and retired at the end of March.

Beckett, who grew to appreciate his time at the Postal Service, told New Canaanite, "They put a roof over my head, food on the table, I've raised the family, and I've met people that I never would have met if I hadn't done this job."

Although he delivered a few routes throughout his time as a carrier, he served on his last route for 13 years. On his last day, customers left notes and balloons on their mailboxes thanking Beckett for his service to the community.

One of his customers, Jeanne Disturco, told the website that Beckett "feels like he's part of the family, part of the community. We're really going to miss him."

Although he spent 40 years walking virtually every day, he doesn't plan to stop after retirement. He and his wife had plans to fly to Portugal to walk the Camino de Santiago for 13 days, ending in Spain.

Italy honors luxury brand with postage stamp

The Italian Ministry of Enterprises issued a postage stamp on April 4 that honors 100 years of Fendi, an Italian luxury fashion brand that was founded in Rome in 1925. The Fendi stamp is part of a series of stamps that spotlight Italian brands on their centenaries for the impact they have had on both Italy's economy and culture.

The stamp uses Fendi's signature yellow color for the wording and the iconic "FF" monogrammed brown and black background. The design was created by Karl Lagerfeld, the artistic director of the fashion house from 1965 until his death in 2019. Although Lagerfeld is said to have produced it in just five seconds, the design has shaped the brand to this day. Underneath "FENDI" is the numeral "1" and the infinity symbol—∞—which is a nod to the brand's long endurance now and in the future.

The collectable Fendi stamps can be purchased as part of a four-flap and a philatelic A4 folder. The folder contains a block of four stamps, a stamped and canceled philatelic postcard, a first-day envelope and a philatelic card.

Washington letter up for sale

For an estimated \$150,000, you can be the owner of a rare letter written by the first president of the United States, in which George Washington expresses his faith in the American Revolution.

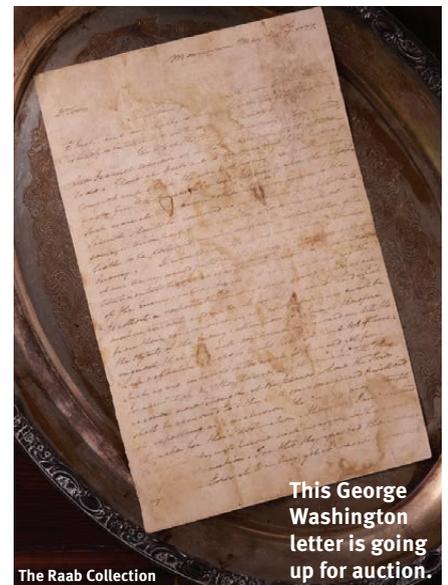
Nathan Raab is the president of the firm selling the letter. In a statement, he called the letter "a truly remarkable find and an evocative piece of our national history."

It is believed that the signed letter was dictated and sent to an aide at his field headquarters in Morristown, NJ, about 250 years ago. The letter may bear a fingerprint from Washington himself.

The letter is a reply to a wary subordinate who had informed Washington that a crucial supply depot in Danbury, CT, had been raided by the British, leaving thousands of barrels of oats, flour, beef, wheat and corn destroyed, according to *Smithsonian Magazine*.

Washington's reply was optimistic, focusing on what could be done, not on the devastation that had occurred. He ordered other depots to be moved even farther inland and ordered counterattacks by citizen militias.

"The loss of the flour at Danbury is to be regretted," Washington wrote in the letter, "but I cannot consider it in the important light you seem to do." **PR**



This George Washington letter is going up for auction.

The Raab Collection

The Letter Carrier Game

I always thought about developing a game,” Frank Kaminski said. But not a game about buying properties or taking over the world; rather, a game that showcases all that letter carriers do.

The Bridgeport, CT Branch 32 member has long thought that the letter carrier experience is interesting, and that it might be nice to “educate and teach people what actually happens in reality,” he said. “They go out and help people that are trapped in ... fires and other accidents such as that. But there are other things that were occurring on a daily basis ... on the route that were quite unusual—sometimes funny.”

Kaminski served as a letter carrier for nearly 20 years before retiring in 2001. But he never could forget the day-to-day of the job. The following year, his family of five set out to develop a board game from all these situations that carriers deal with as they go about their daily rounds. It is named, aptly, The Letter Carrier Game.

“It took a few years of trying out different rules and game play. We came up with a game that involved decision making, chance, route optimization, and the ability for anyone to win up to the last play of the game,” he said.

The game is designed to be easy to play. A player first rolls the dice. If the roll is seven or 11, you draw one of the 128 “chance” cards, and do what it says. The chance cards represent a random circumstance that a carrier might possibly encounter, such as an obstacle or incident, a decision (like whether they should cross a patron’s lawn), a task, and so on. If doubles are rolled, you go again. Players go about making deliveries, and then the first player to return to their home station, with no mail, after earning at least 10 “merits,” wins the game.

Kaminski says they didn’t design the setup of the game to be an “overhead drone experience,” rather it is on the ground, “as you were carrying, walking through a neighborhood.”

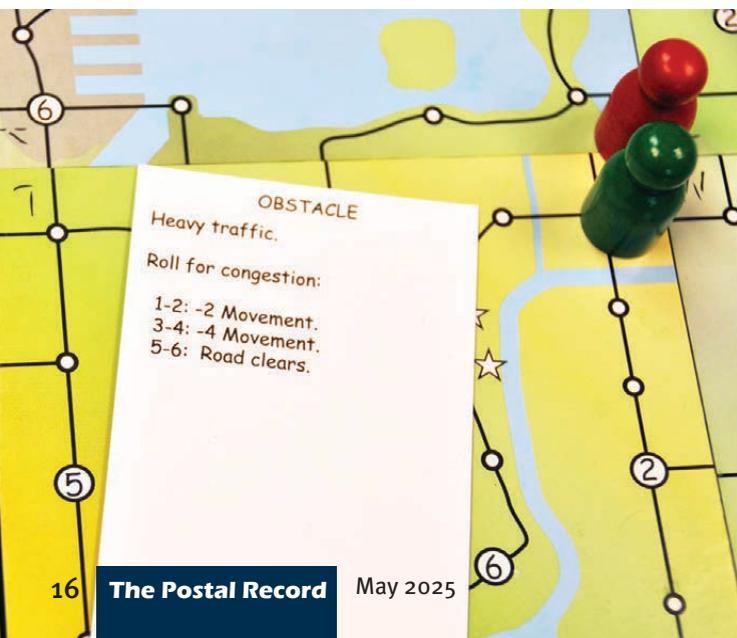
as players pick up mail delivery cards. Players start with three, and can pick up to three when passing through any mail station.”

With some help from friends, the Kaminski family designed the elements of the game themselves. After they settled on a prototype they were satisfied with, in 2008 they produced 1,000 games working with a union print shop in New England. “We had it union printed and domestically sourced,” the carrier said. They colored, in their back yard, many of the wooden pieces used for gameplay. It has 292 pieces, wooden tokens, 32 neighborhoods, 96 delivery cards, and weighs almost 2 1/2 pounds.

Of course, being a letter carrier for so long, a lot of thought went into how the game would be packaged. They decided on a size that could easily fit in a cardboard mailer and it is shipped USPS Ground from Connecticut to anywhere in the United States, with taxes and shipping included in the price of \$60. “We had thoughts and hopes that maybe it could be sold at post offices,” Kaminski said. “People could buy it and immediately send it as a gift to someone.”

Kaminski and his family pride themselves on having a sound product because of its rigid safety testing. “After we developed it, there was an upheaval in the industry,” he explained. “Large game companies were having their products made overseas, and there were toxic paints, etc. Laws to protect consumers followed.” They retooled their packaging to make sure their product complied.

As a delegate, Kaminski attended a number of NALC’s national conven-





tions in the early 2000s, and he and some of his family debuted the board game as a part of branch sales at the Biennial National Convention in Boston in 2008, followed by the next three conventions across the country. The carrier took a break from convention sales for a while after that, but placed cards in the convention center and many hotels in Boston during the 2024 convention last summer to garner sales.

While at conventions, they sold individual games as well as cases of 12. “We had people come to us at conventions letting us know how much they enjoyed it, ordering more,” Kaminski said. “We even sold a couple cases to a branch in North Pole, AK.”

Over the years, they’ve sold hundreds of games. “We never made a profit, after travel expenses and game creation costs, but we had a great deal of fun,” Kaminski said, adding that they also contributed to the Muscular Dystrophy Association and COLCPE (the forerunner to the Letter Carrier Political Fund) each time they were at a convention.

His son Matt concurred. “We resolved at some point that it wasn’t going to be a money-making endeavor,” he said. “But the family all got to do something together, and our friends all had it, so it was good in that way. We always had fun going to the convention.”

They sent a direct-mail effort to branches at one point, and a direct-mail effort to small game stores. “After about 10 years without a web presence, we put up a website this past summer 2024,” Kaminski said, adding that people can check out the game and order one for themselves at lettercarriergame.com.

Where do they hope to go from here with the game? “Oh, the White House!” Kaminski joked, but added that selling through post offices or postal museums is a goal, and they could see it being turned into a video game one day.

But mostly, Kaminski would simply love to get The Letter Carrier Game in people’s hands so that they can enjoy it like his family always has. “We love playing the game,” he said. “We can make other people enjoy this experience, too, if we can get it out there.” **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

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 their 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 attempts to save gunshot victim

On March 20, **Sharralle Williams-Stanley**, a Chicago, IL Branch 11 letter carrier, worked an overtime route that she didn't usually serve. What started out as a regular workday turned into a heartbreaking scene that she said left her mentally scarred and unable to return to work for weeks.

As Williams-Stanley walked along her route that day, a woman yelled from one of the houses across the street.

"She needed help," the six-year carrier said. "She was frantic and emotional and freaking out. When I ran over there, I saw that a man had brought a child outside the house. They had laid him on a porch."

A group of about six kids had been playing with an improperly stored gun when it accidentally fired. An 8-year-old was hit in the head after the same bullet grazed his 5-year-old brother.

The woman told Williams-Stanley that the child had merely collapsed, not knowing that he had been shot. Once the letter carrier got to him, she realized what had happened and called 911.

She began CPR chest compressions, and the father performed rescue breathing in an attempt to save the child's life. Williams-Stanley told him, "You gotta breathe for the baby."

"I was trying to take my sweater to stop the bleeding from the back of his head and the side of his head," she said. "There was so much happening. My mind went blank, and I was basically, like, ignoring everything around me except for the dispatch."

For about four minutes, Williams-Stanley continued chest compressions until paramedics arrived and took over. The child was taken to the hospital, where he was pronounced dead. She told the police what she had witnessed.

"Then I rushed to go and get my boys, because I just knew he was around the same age," she said. "I was crying so bad. As a mother, this is heartbreaking. There's no words that I can say."

Truck flips and carrier runs to rescue passengers

On Dec. 14, **Steven Blaney**, a Lynn, MA Branch 7 letter carrier, had just delivered to a few houses and was getting in his truck when he saw a large pickup truck lose control and hit a telephone pole.

"The pole snapped in half, and it's being held up by the power lines the moment the truck hit the pole," the eight-year letter carrier said. "I started running over to it, and when I got there the truck was on its side."

Blaney recognized the passengers as a father and a teenage daughter who lived only a few doors down from where they had hit the pole.



Sharralle Williams-Stanley



Steven Blaney



“They were shaken up,” Blaney said. “Airbags had deployed. So, when I got the door open, there was all the smoke and powder from the airbags going off in there. They were definitely in shock.”

Realizing they were trapped, he “climbed up on top of the truck and opened up the door and helped her out,” he said.

A neighbor came over to help Blaney get the dad out of the truck. The father and daughter were unscathed, but the truck was totaled. The father expressed his gratitude to Blaney for helping them.

“He said he was very thankful for that, getting his daughter out of there,” the carrier said.

Blaney found out later that there was a mechanical issue with the vehicle that had caused it to lose control unexpectedly.

“Somebody was calling 911 like right after it happened—it was very loud,” he said. The emergency response team was there about five minutes after it happened, so Blaney returned to his route once everything was under control.

“It felt nice that they were OK,” he said.

This wasn’t Blaney’s first heroic act, though. The carrier was featured in the February 2022 *Postal Record* for providing CPR to someone while on his route.

Carrier saves house from being engulfed by fire

At the start of a loop on his route in his mail truck, **Pjerin Kita** pulled up to a Worcester, MA, neighborhood on the windy morning of Jan. 2 and saw smoke coming from down the street.

“I don’t think it’s coming from steam or anything, like, it was very extensive smoke,” the Branch 12 member said. “I

drove down there and I see the siding of the house was on fire from the trash barrel.”

The 11-year carrier knew that two sisters, Sharon and Cheryl Collaro, lived there—one of them uses a wheelchair and the other helped care for her.

When Kita arrived at the house, one of the sisters “was outside yelling, like, ‘Hey! Fire! Fire!’ ”

Kita moved the bin from the side of the house. “He picked it up with his two hands,” Sharon Collaro told the local CBS news affiliate. “Flames were coming out of everywhere and he threw it in the back yard. He saved our lives.”

He then went into the house to make sure that everyone was all right, but he noticed a large amount of smoke despite there being no fire inside the home. The siding was still on fire, it turned out, and smoke was entering the house.

“One of the sisters, she gave me buckets with water,” he said, which he then threw onto the siding.

After a few minutes, firefighters arrived and finished putting out the smoldering siding, as Kita returned to his route. He’s not sure of the cause of the fire. The house was still damaged as of the beginning of April, but the Collaro sisters continue to live there.

Shrewsbury Fire Chief Seth Colby thanked Kita by telling CBS, “In this day and age, it’s easy to look the other way and not get involved. It was great he stepped up and was in the right place at the right time.”

Carrier helps woman who falls on icy ground

Massachusetts Northeast Merged Branch 25 letter carrier **James Metilinos** was delivering his route one December day in Lowell when he saw his customer, Cheryl Yarosie, standing

outside her house with her dog on a leash. It had recently snowed and the ground was icy.

When Yarosie saw the letter carrier, she turned to go grab her outgoing mail from inside her house. As she did so, the dog pulled her to the side, toppling her. Yarosie fell on her head and arm and lost her handle on the leash, so the dog went running down the street.

“I ran over to her to make sure she was OK,” the 13-year carrier said. “You know what you have to do. It’s just a reaction.”

“The property that she owns, because of the way that it’s situated on top of a hill, it tends to be icy and slick over there,” he said. “She has a lot of runoff from the roof.”

Metilinos told her to use her phone to call 911. The dispatcher told him to make sure she didn’t get up, to avoid further aggravating any possible injury.

Then Yarosie told him that her son lived with her, and he called the son. He had just left for a work trip, but Metilinos told him what had happened, so he began driving back.

Then, the letter carrier ran down the street, found the dog, and securely brought it in the house.

The ambulance arrived after about 10 minutes. Soon after, her son got there and Metilinos gave him a run-down of what had just happened.

“I’ve seen them since,” the carrier said. “She had a small fracture in her arm [and] they put a stitch on her head because she did have a nice little split. “She’s doing well.”

Branch 25 Vice President **Gilbert Paredes** wrote to *The Postal Record*, “James’s quick thinking and compassion in this situation exemplify the best qualities of a letter carrier.” **PR**



Making deposits for military service

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Alternatively, you may contact the NALC Retirement Department at 202-393-4695 or 800-424-5186 (Monday, Wednesday or Thursday) to request a mailed copy.

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

Veteran profile: Eddie Murphy

Eddie Murphy of Greater East Bay, CA Branch 1111 joined the Army at 17 years of age and served for four years.

“I joined the military in 1988 not thinking there was going to be a war, but war broke out,” he said.

Murphy said that he joined up because things weren’t going well at home and he “needed some structure.” He did basic training at Fort Bliss, TX, then went on to Bitburg, West Germany, where he was stationed for three years.

“From there, I was emergency deployed to Saudi Arabia for Desert Storm,” he said. During Operation Desert Storm, he served as a Patriot missile crewmember or 16 Tango, aiding the Air Force in sending up missiles from the ground to defend U.S. military bases. After six months in Saudi Arabia, he went back to Germany and finished out his service there.

Despite the seriousness of his military duties, Murphy was still able to have fun at times. While in Germany he made it onto the Air Force softball team. He traveled through Europe playing other military teams as well as civilian teams. Because he was representing the United States, it was considered part of his job, so his duties

were cut during practices and tournaments.

He appreciated being able to meet people from all over the United States and abroad, as well as learning about their culture.

“You meet people from all walks of life, and they are just like me,” he said. “I’m just like them and you have this bond.”

Once his four years were up, Murphy decided to leave the military and return to California. He planned to go to college, but the economy wasn’t doing well at the time. He heard that he could test into the Postal Service, so Murphy took the exam and was hired by the Postal Service in 1994.

His postal career has now spanned more than three decades, and Murphy served one route for 27 years.

In 2018, a shop steward at his branch was removed, so Murphy’s branch president appointed him to the position.

“They appointed me because they knew I was a fighter,” he said. “I always called up to the branch complaining about things not being done by the local shop steward and how my rights were being violated. I accepted the position.”

He became a full-time union officer in

2023 and has been doing that since.

He compared his military service and postal career, saying, “Once you get instructions, they expect you to follow through and get it done. There’s a lot of similarities. People depend on you. You can feel it.”

Murphy wants letter carriers to know about the benefits that they may be entitled to as veterans. Military service is treated as prior employment in the Postal Service and can be used as credit toward retirement so long as it is classified as “Honorable” or “General.” For those hoping to be hired at USPS, veterans are given preference in hiring so long as they can prove their veteran status with appropriate documentation. If a letter carrier was injured during their military service and their job responsibilities caused their injury to be aggravated, they may be eligible for Department of Veterans Affairs disability benefits and Federal Employees’ Compensation Act benefits.

For more on veterans’ benefits, see the NALC *Veterans Guide* at nalc.org/veterans.



Eddie Murphy

Join the NALC Veterans Group

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

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

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



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Free
to join

Building on our support for



NALC has remained among the strongest fundraising partners for the Muscular Dystrophy Association (MDA) for more than seven decades. Our secret weapon? The commitment and creativity of letter carriers at the branch and state association level who dream up new fundraisers or find ways to boost the effectiveness of old standbys.

“Our goal with MDA is not to sustain our fundraising each year, but to build on it,” NALC President Brian L. Renfroe said. “To do that, we rely on letter carriers at the local level to volunteer, raise funds, and have fun in the process.”

Letter carriers’ efforts to support MDA help children and adults with neuromuscular diseases, as well as their families, who depend on MDA for medical research and support. NALC has been one of MDA’s top supporters since the charity was founded in 1950. Two years later, the union adopted MDA as its official charity and became its first national sponsor. Branches nationwide took their commitment to MDA into their communities.

Since then, NALC branches have stepped up with fundraising events that increased our fundraising totals to millions of dollars each year. With bowlathons, golf and poker tournaments, fill-the-satchel drives and dozens of other kinds of events, branches and state associations bring donors in. Letter carriers also support MDA by volunteering at MDA Summer Camps and other events.

Carriers also rely on internet tools created when the COVID-19 pandemic forced the suspension of traditional fundraising events. Those tools were so successful that NALC kept them in place to supplement in-person fundraising.

MDA works in close collaboration with NALC to offer similar online tools so that letter carriers can focus on the fundraising, such as event websites that track donations. Branches add the details of their events and enter the RSVPs, payments and other data, which automatically go to MDA.

MDA can help with fundraising details as well, from tax information to assist-



ing with donation letters to offering an MDA-branded template for publicity materials. The popular shamrock, summer camp and holiday pinups that donors can buy and display their names on a wall also are available. The charity can even arrange for a nearby MDA ambassador with muscular dystrophy to attend an event to represent the people whose lives MDA affects.

“We have the technical tools ready for you,” Assistant to the President for Community Services Christina Vela Davidson said. “All you have to do is plan the event and get people there. This is how we’ve succeeded in building our support for MDA for so long.”

Every year, NALC recognizes the top fundraising branches. On page 27, you’ll find the MDA Honor Roll, listing branches that collected the most donations for MDA in 2024, along with the list of what each contributing branch and other offices brought in. This year, representatives from the top branches will be recognized with a trip to an MDA Summer Camp in Wisconsin.

We also bring you some highlights of the events from across the country that carriers organized to raise a total of \$1,125,912.18 for MDA last year.

“I’m so proud of what they’ve accomplished and thank them for their hard work,” Vela Davidson said. “We’re here to help them with whatever they need to support their efforts.”



An outsize effort

Representing carriers in a large geographic area, Northeastern New York Branch 358 has many carriers in several communities to work with when raising money for MDA. It’s enough to support multiple events in different places.

“Our area is huge,” Branch President **Chris Jackson** said. “We’re 260 miles long, our branch. So, we do two—we do a golf tournament up north of our branch, then we do a golf tournament down south.”

Jackson organizes one of the branch’s two golf tournaments held at different courses many miles apart. “Most of our members are towards the south, but I live up north. So, I’ve been running one up north since something along the lines of 2009,” he said. “I started out with a bowling tournament

Members of Northeastern New York Branch 358 play golf at the branch’s Plattsburgh golf tournament.

Southeast Massachusetts Merged Branch 18 members Tom Rebello and Tom Mendonca won the cornhole competition at Stone Path Malt in Wareham.



up here. Then in 2015, I went to the golf tournament.”

That tournament, in Plattsburgh, also organized by branch member **Ann Beatty**, honors “Mighty Matthew” Chech, a young man with muscular dystrophy and grandson of retired Branch 358 member **Patrick Henry**. Chech attended and played in the tournament, which attracted about 40 players in all.

Outside of Mechanicville, 150 miles south of Plattsburgh, the branch’s other annual golf tournament brought a record 140 golfers last year. With raffles of donated items and hole sponsors included, the two events roughly raised a combined \$17,000.

At the 73rd Biennial Convention in Boston last August, Branch 358 was recognized as the top fundraiser for its size group. Jackson said the branch takes advantage of its size and location. “We end up usually raising more money per person,” he said, “because we’re kind of geographically isolated.”

But the branch’s success is about more. With Chech among them as a personal reminder of their impact, and another young man with muscular dystrophy who unfortunately died last year, Derek Murphy—nephew of branch MDA volunteer **Michael Curran**—the branch has embraced MDA’s mission and sponsors several other events, including a pub crawl to honor Murphy.

“It’s always been a goal of the branch to be one of the leaders at MDA,” Jackson said. “We’ve got personal stakes in it.”

Baggers compete for MDA

After a chance visit to a “baggers” venue, **Nick Langenfeld** revived a lost

idea for a cornhole tournament at his branch.

A few years earlier, another member of Southeast Massachusetts Merged Branch 18 had mentioned the idea of an event involving “baggers,” as cornhole players call themselves. In cornhole, players toss beanbags at the hole in an inclined wooden platform. But the pandemic nipped the event in the bud. Then hunger jogged Langenfeld’s memory. He happened to visit Stone Path Malt in Wareham, which often hosts cornhole competitions.

“It was probably early in 2022 that I happened to go to the venue,” he said, “just to go in and grab a bite to eat and stuff. They had a tournament going on. So, I was watching the tournament and just was like, ‘Man, this looks like a lot of fun.’ And it was for a fundraiser as well.”

Langenfeld, a Branch 18 carrier for 20 years, approached the people holding the tournament and learned that using it as a fundraiser would be easy. The cornhole tournament organizers had all the equipment and technology—a scoreboard and system of iPads for each pair of cornhole boards, along with a host on a microphone to organize play. All Langenfeld had to do was pick a date, recruit players, and raise money for raffle prizes to boost the fundraiser.

Langenfeld signed up enough carriers for 28 teams of baggers, each paying a small entry fee. The organizers found an additional 12 teams of regular players to fill up the remaining spaces, divided into a “postal division” and a “competitive division.” The venue space was free—Stone Path Malt provided the space to help sell food and drink.

The Illinois State Association hosted a “Groovy Disco Party” at a roller rink in Summit to raise funds for MDA.

After paying the organizers, the amount raised for MDA came to \$3,700 last year, the third year of the event. Carriers **Tom Rebello** and **Tom Mendonca** won the competition.

The best part of the event, Langenfeld said, is that anyone can play cornhole.

“We’ve done golf tournaments. We’ve had basketball games,” he said. “Not everyone can run up and down a basketball court. Not everyone has the skills to just do a golf tournament. This is something that pretty much everyone can do—all ages and all skill levels.”

Langenfeld said the event lends itself to getting non-players to attend, too, which boosts sales of raffle tickets. “We always tell the membership that even if they don’t want to participate in the tournament, they are more than welcome to come and hang out with their brothers and sisters.”

“Cornhole is a very social activity,” he added. “With teams of two, partners stand at opposite ends of the court, and you share your end of the court with one of your opponents for the duration of the match. Usually conversations start like, ‘What office are you from?’ or ‘How many years do you have in?’ and can go anywhere from there. I love seeing the 30-year vets talking it up with the newer members.”

Rolling for dollars, '70s style

With help from carriers from across her state, Illinois State Association MDA Coordinator **Miriah McMillan** organized a roller rink fundraiser with a 1970s theme.

After selling tickets to both postal employees and the public at \$25 (\$15 for youngsters) and selling raffle



tickets, the event at a rink in Summit, just outside Chicago, brought in more than \$1,500.

The “Groovy Disco Party,” as they called it, was especially popular among those who actually remember the 1970s, she said.

“Of course, there was an older crowd. You know, people were nostalgic about their childhood,” McMillan added. The event, hosted by a DJ spinning all the old-school music, included friendly skating and clothing competitions.

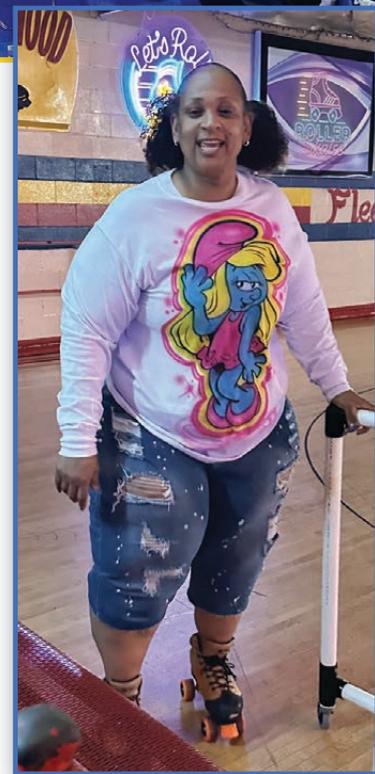
McMillan, a member of South Suburban Merged Branch 4016, leveraged the talents of carriers across the state to make the event a success.

It started with the idea from the former state MDA coordinator, **Hope Miles** of Chicago Branch 11.

“She came along and developed the committee of us. We were all from different branches in the state of Illinois,” McMillan said. “We came together, we delegated different tasks such as securing a venue, advertising, decoration, theme.”

The group members brought benefits like business connections in the area, which **Diana Hani-Taylor** of Oak Brook Branch 825 used to secure prizes for raffles, and **Tenisha Hart** of Melrose Park Branch 2183, who created many prizes by hand.

“It really came together because we all played our roles and made it happen because we wanted it to be successful,” McMillan said. “Nothing was just on one person.”





McMillan is planning another skating event this year—this time with a 1980s theme. She hopes to invite an MDA ambassador to participate.

MDA's mission

Since it was founded, MDA has used the funds raised by letter carriers to support medical research on dozens of neuromuscular diseases to develop medications and treatments that ease symptoms, some of which might extend life spans. For instance, most children with Duchenne muscular dystrophy, the most common and severe type of the disease, once died in their teens. Today, there are adults in their 40s living with Duchenne.

MDA is the nation's largest nonprofit supporter of research on neuromuscular diseases, funding hundreds of physicians and scientists in the struggle to free children, and the families who love them, from the harm caused by muscular dystrophy and by more than 40 related muscle-debilitating diseases, including amyotrophic lateral sclerosis (ALS). MDA's efforts have contributed to numerous major advances in muscle biology and therapy development.

MDA has been involved in research into basic muscle and nerve biology since its inception, when little was known about how muscles were formed or how they functioned. Since then, thousands of published scientific papers have explained how the tissues work and what goes wrong in neuromuscular diseases, building a knowledge base for finding treatments. MDA funding supported the research that led to the identification of the genetic causes of dozens of diseases, starting with the discovery of the dystrophin gene in 1986. This research is paying dividends as new medications and therapies are being developed.

The charity also supports children and adults with neuromuscular diseases, and their families, by improving their quality of life. One way it provides this support is by sponsoring summer camps for children. At these adaptive camps, children participate in traditional summer camp events, including swimming, arts and crafts, sports and games. Letter carriers not only help fund these camps—some carriers volunteer their time to work directly with the children.

MDA Honor Roll

To recognize the efforts of NALC branches in supporting MDA's mission each year, *The Postal Record* publishes the MDA fundraising results of every branch from the previous year, as reported to us by MDA. The branches listed on the following pages have helped to fulfill the shared vision of support for NALC's official charity.

If your branch didn't participate in the fundraising drive for MDA last year, perhaps it is time to contact your branch leadership and volunteer as an MDA coordinator or event volunteer. If your branch raised funds last year but you do not see your branch's donations listed or the amount is inaccurate, please contact NALC Assistant to the President for Community Services Davidson at mda@nalc.org or 202-662-2489 as soon as possible.

"Our commitment to MDA has never stopped—it has only grown," President Renfroe said. "The potential is unlimited. Any letter carrier can organize events, volunteer or participate. We are proud of what our union has accomplished to make the lives of people affected by neuromuscular diseases better. I can't wait to see what letter carriers accomplish together for MDA again this year!" **PR**

2024 MDA Honor Roll

Category 1 (2,000+ members)

New Jersey Mgd. Br. 38	\$51,558.28
Boston, MA Br. 34	\$34,470.00
Chicago, IL Br. 11	\$29,317.06

Category 2 (1,500-1,999)

Portland, OR Br. 82	\$20,715.00
St. Louis, MO Br. 343	\$17,140.00
Seattle, WA Br. 79	\$10,950.84

Category 3 (1,000-1,499)

Louisville, KY Br. 14	\$19,220.21
Royal Oak, MI Br. 3126	\$17,235.08
Arizona Mgd. Br. 1902	\$16,492.74

Category 4 (700-999)

Northeastern NY Br. 358	\$16,650.00
Western MA Br. 46	\$9,784.25
Clearwater, FL Br. 2008	\$9,730.00

Category 5 (500-699)

Fort Wayne, IN Br. 116	\$19,214.36
Grand Rapids, MI Br. 56	\$9,755.00
Stockton, CA Br. 213	\$4,655.00

Category 6 (350-499)

Erie, PA Br. 284	\$16,752.00
Central CA Coast Br. 52	\$10,157.80
Stamford, CT Br. 60	\$8,100.00

Category 7 (200-349)

South Central IN Br. 828	\$14,020.02
Mansfield, OH Br. 118	\$12,866.00
Saginaw, MI Br. 74	\$11,803.00

Category 8 (100-199)

Zanesville, OH Br. 63	\$9,996.80
Greeley, CO Br. 324	\$7,457.00
Westfield, NJ Br. 1492	\$6,448.61

Category 9 (50-99)

Manitowoc, WI Br. 490	\$12,780.00
Jefferson City, MO Br. 127	\$4,639.00
Albany, OR Br. 959	\$4,319.85

Category 10 (1-49)

Astoria-Seaside OR Br. 295	\$3,476.00
Wheatland, WY Br. 4387	\$1,608.00
Los Alamos, NM Br. 4112	\$1,000.00

Alabama

Montgomery Br. 106	\$100.00
Anniston Br. 448	\$20.00
Huntsville Br. 462	\$4,229.50
Mobile Br. 469	\$935.00
Birmingham Br. 530	\$540.00
Florence Br. 892	\$1,415.00
Tuscaloosa Br. 1096	\$180.00
Decatur Br. 1314	\$140.00
Dothan Br. 1630	\$40.00

Alaska

Anchorage Br. 4319	\$260.00
Fairbanks Br. 4491	\$20.00

Arizona

Phoenix Br. 576	\$966.99
Tucson Br. 704	\$2,560.00
Sun City Br. 6156	\$2,990.50

Arkansas

Little Rock Br. 35	\$60.00
Pine Bluff Br. 240	\$80.00
Fort Smith Br. 399	\$790.00
Hot Springs Natl. Park Br. 543	\$95.00
Jonesboro Br. 1131	\$40.00
Conway Br. 1592	\$20.00
N. Little Rock Br. 3745	\$120.00
W. Memphis Br. 4189	\$20.00

California

Los Angeles Br. 24	\$180.00
San Diego Br. 70	\$11,535.00
Sacramento Br. 133	\$6,273.55
Santa Rosa Br. 183	\$40.00
San Jose Br. 193	\$455.00
San Francisco Br. 214	\$280.00
Central CA Br. 231	\$1,221.00
Santa Barbara Br. 290	\$290.00
San Bernardino Br. 411	\$569.90
Napa Br. 627	\$225.00
Bakersfield Br. 782	\$110.00
Garden Grove Br. 1100	\$18,200.66
Greater East Bay Br. 1111	\$7,065.67
San Mateo Br. 1280	\$80.00
Modesto Br. 1291	\$20.00
Santa Clara Br. 1427	\$3,920.00
Ontario Br. 1439	\$20.00
Ukiah Br. 1563	\$20.00
Hayward Br. 1707	\$985.00
Burbank Br. 2086	\$1,865.00
Upland Br. 2168	\$193.30
Pasadena Br. 2200	\$2,605.00
Torrance Br. 2207	\$60.00
Van Nuys Br. 2462	\$3,320.00

Escondido Br. 2525	\$20.00
Tri-Valley Br. 2902	\$3,402.00
Rialto Br. 3982	\$160.00
Canoga Park Br. 4006	\$40.00
Lancaster Br. 4430	\$120.00
Carmichael Br. 4494	\$1,084.00

Colorado

Denver Br. 47	\$831.00
Colorado Springs Br. 204	\$2,660.00
Pueblo Br. 229	\$20.00
Boulder Br. 642	\$40.00
Fort Collins Br. 849	\$1,837.00
Longmont Br. 1105	\$20.00
Arvada Br. 4405	\$20.00
Centennial Br. 5996	\$4,996.00

Connecticut

New Haven Br. 19	\$60.00
Connecticut Mgd. Br. 20	\$4,825.00
Bridgeport Br. 32	\$550.00
Hartford Br. 86	\$10,485.00
Derby Br. 109	\$100.00
Norwalk Br. 147	\$567.00
Fairfield Br. 2313	\$60.00

Delaware

Southern DE Br. 906	\$20.00
Newark Br. 1977	\$432.00

District of Columbia

Washington Br. 142	\$5,158.50
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Florida

North FL Br. 53	\$5,042.00
Pensacola Br. 321	\$763.50
Tampa Br. 599	\$11,014.19
South FL Br. 1071	\$3,459.00
Central FL Br. 1091	\$1,723.00
Ocala Br. 1103	\$40.00
Tallahassee Br. 1172	\$20.00
West Coast Br. 1477	\$60.00
West Palm Beach Br. 1690	\$629.50
Bradenton Br. 1753	\$520.00
Lakeland Br. 1779	\$120.00
Fort Myers Br. 2072	\$180.00
Sarasota Br. 2148	\$60.00
Fort Lauderdale Br. 2550	\$4,206.00
Deland Br. 2591	\$440.00
Spacecoast FL Br. 2689	\$440.00
Panama City Br. 3367	\$520.00
Emerald Coast Br. 4559	\$220.00
Naples Br. 4716	\$1,635.00
Apopka Br. 5192	\$20.00
Venice Br. 5480	\$100.00
Altamonte Springs Br. 5955	\$20.00

Georgia

Atlanta Br. 73	\$180.00
Augusta Br. 263	\$40.00
Macon Br. 270	\$20.00
Brunswick Br. 313	\$520.00
Columbus Br. 546	\$5,036.72
Savannah Br. 578	\$1,135.00
Athens Br. 588	\$40.00
Marietta Br. 1119	\$3,800.00
Griffin Br. 1230	\$20.00
Lilburn Br. 1537	\$40.00
Decatur Br. 2225	\$300.00
Warner Robins Br. 4057	\$40.00
Roswell Br. 4862	\$1,040.00

Hawaii

Honolulu Br. 860	\$100.00
Aiea-Pearl City Br. 4682	\$1,560.00
Wahiawa Br. 4837	\$1,000.00
Kailua Kona Br. 5516	\$160.00
Waianae Br. 5579	\$20.00

Idaho

Boise Br. 331	\$80.00
Pocatello Br. 927	\$80.00

Illinois

Peoria Br. 31	\$1,635.00
Springfield Br. 80	\$320.00
Galesburg Br. 88	\$625.00
Aurora Br. 219	\$2,645.00
Rockford Br. 245	\$5,442.00
Rock Island Br. 292	\$40.00
Joliet Br. 305	\$822.00
Decatur Br. 317	\$110.00
Moline Br. 318	\$4,520.00
E. St. Louis Br. 319	\$40.00
Bloomington Br. 522	\$662.94
Oak Park Br. 608	\$70.00
De Kalb Br. 706	\$540.00
Oak Brook Br. 825	\$21,431.01
Granite City Br. 1132	\$233.00
Naperville Br. 1151	\$1,276.00
Southern IL Mgd. Br. 1197	\$100.00
Downers Grove Br. 1870	\$616.00
Des Plaines Br. 2076	\$734.00
Melrose Park Br. 2183	\$45.00
Arlington Hgts. Br. 2810	\$200.00
S. Suburban Mgd. Br. 4016	\$4,398.00
Mundelein Br. 4364	\$10.00

Indiana

Indianapolis Br. 39	\$2,820.00
Logansport Br. 323	\$20.00
South Bend Br. 330	\$1,351.00

Evansville Br. 377	\$1,600.00
Marion Br. 378	\$20.00
Lafayette Br. 466	\$60.00
Anderson Br. 489	\$1,600.00
Kokomo Br. 533	\$20.00
Elkhart Br. 547	\$300.00
Hammond Br. 580	\$190.00
Valparaiso Br. 753	\$354.00
Carmel Br. 888	\$210.00
Lawrenceburg Br. 1395	\$80.00

Iowa

Clinton Br. 126	\$100.00
Council Bluffs Br. 314	\$170.00
Central IA Mgd. Br. 352	\$120.00
Cedar Rapids Br. 373	\$20.00
Mason City Br. 471	\$20.00
Davenport Br. 506	\$540.00
Waterloo Br. 512	\$6,288.07
Boone Br. 611	\$210.00
Fort Dodge Br. 645	\$560.00

Kansas

Topeka Br. 10	\$20.00
Lawrence Br. 104	\$25.00
Wichita Br. 201	\$1,430.22
Hutchinson Br. 485	\$220.00
Kansas City Br. 499	\$1,080.00

Kentucky

Lexington Br. 361	\$2,860.49
Northern KY Br. 374	\$104.00

Louisiana

New Orleans Br. 124	\$7,116.00
Baton Rouge Br. 129	\$2,100.00
Monroe Br. 136	\$20.00
Shreveport Br. 197	\$20.00
Lake Charles Br. 914	\$140.00
New Iberia Br. 988	\$20.00
Lafayette Br. 1760	\$580.00
Hammond Br. 2223	\$20.00
Houma-Thibodaux-Lockport Br. 2464	\$1,490.00
Marrero Br. 4323	\$60.00
Kenner/Norco Br. 4342	\$20.00
Metairie Br. 6119	\$60.00

Maine

Maine Mgd. Br. 92	\$595.00
Lewiston Br. 241	\$20.00

Maryland

Baltimore Br. 176	\$1,372.75
Hagerstown Br. 443	\$500.00
Cumberland Br. 638	\$20.00

2024 MDA Honor Roll

Annapolis Br. 651	\$20.00	Somerville Br. 768	\$40.00	Grants Pass Br. 1349	\$20.00	Virginia	
Silver Spring Br. 2611	\$60.00	Cherry Hill/Haddonfield Br. 769	\$10,616.00	Medford Br. 1433	\$40.00	Tidewater Br. 247	\$40.00
Rockville Br. 3825	\$80.00	Cape Atlantic Br. 903	\$20.00	Central OR Br. 1937	\$100.00	Lynchburg Br. 325	\$200.00
Massachusetts		South Jersey Br. 908	\$6,790.00	Pennsylvania		Richmond Br. 496	\$20.00
Lynn Br. 7	\$1,593.00	Freehold Br. 924	\$1,149.30	Scranton Br. 17	\$90.00	Staunton Br. 513	\$40.00
Worcester Br. 12	\$1,962.00	Toms River Br. 2128	\$580.00	New Castle Br. 22	\$199.00	Roanoke Br. 524	\$20.00
Southeast MA Mgd. Br. 18	\$7,266.22	Linden Br. 2876	\$80.00	Williamsport Br. 50	\$20.00	Alexandria Br. 567	\$40.00
MA Northeast Mgd. Br. 25	\$1,873.00	Scotch Plains Br. 4102	\$60.00	Pittsburgh Br. 84	\$12,645.00	Newport News Br. 609	\$100.00
Fall River Br. 51	\$1,794.00	Brick Town Br. 5420	\$1,700.50	Wilkes Barre Br. 115	\$140.00	Fredericksburg Br. 685	\$1,069.00
Pittsfield Br. 286	\$20.00	New Mexico		Philadelphia Br. 157	\$9,264.35	Suffolk Br. 1112	\$20.00
Framingham Br. 334	\$40.00	Albuquerque Br. 504	\$675.00	Bethlehem Br. 254	\$45.00	Hopewell Br. 2153	\$20.00
Norwood Br. 742	\$20.00	Las Cruces Br. 2905	\$60.00	Reading Br. 258	\$2,928.00	Virginia Beach Br. 2819	\$1,233.00
Dedham Br. 764	\$40.00	Hobbs Br. 3727	\$20.00	Lancaster Br. 273	\$60.00	Northern VA Br. 3520	\$9,580.00
Michigan		Santa Rosa Br. 4347	\$20.00	Lehigh Valley Br. 274	\$1,040.00	Woodbridge Br. 5921	\$20.00
Detroit Br. 1	\$1,393.00	New York		Johnstown Br. 451	\$1,800.00	Chesapeake Br. 6066	\$20.00
Muskegon Br. 13	\$2,260.00	Buffalo-Western NY Br. 3	\$8,254.09	Allentown Br. 500	\$3,560.00	Washington	
Lansing Br. 122	\$140.00	Elmira Br. 21	\$782.00	Uniontown Br. 520	\$4,000.00	Tacoma Br. 130	\$1,227.00
Bay City Br. 187	\$2,270.00	Albany Br. 29	\$1,060.00	Southeast PA Mgd. Br. 725	\$5,440.00	Olympia Br. 351	\$120.00
Southwestern MI Br. 246	\$6,254.35	New York Br. 36	\$140.00	Bux-Mont Br. 920	\$1,100.00	Spokane Br. 442	\$4,732.00
Mid-Michigan Br. 256	\$2,029.00	Brooklyn Br. 41	\$1,510.00	State College Br. 1495	\$5.00	North Sound Br. 450	\$540.00
N. Oakland Co. Br. 320	\$660.00	Syracuse Br. 134	\$9,092.00	Great Valley Mgd. Br. 4317	\$1,255.00	Snohomish Co. Br. 791	\$2,669.25
Ann Arbor Br. 434	\$20.00	Hudson Valley Mgd. Br. 137	\$3,055.00	Puerto Rico		Yakima Br. 852	\$160.00
Port Huron Br. 529	\$347.50	Rochester Br. 210	\$7,340.00	Ponce Br. 826	\$115.00	Vancouver Br. 1104	\$1,808.90
Adrian Br. 579	\$2,259.00	Flushing Br. 294	\$40.00	San Juan Br. 869	\$20.00	Lewis Co. Br. 1266	\$730.00
Holland Br. 601	\$165.00	Thousand Islands Br. 302	\$785.00	Rhode Island		Wenatchee Br. 1350	\$20.00
Mount Clemens Br. 654	\$5,038.00	Binghamton Br. 333	\$40.00	Providence Br. 15	\$295.00	Kitsap Peninsula Br. 1414	\$500.00
Southeast MI Br. 2184	\$6,313.63	Long Island City Br. 357	\$1,700.00	Pawtucket Br. 55	\$655.00	Puyallup/Sumner Mgd. Br. 1484	\$60.00
Midland Br. 2317	\$3,711.00	Yonkers Br. 387	\$6,570.00	Newport Br. 57	\$966.00	Pasco Br. 1528	\$120.00
South Macomb Br. 4374	\$1,174.00	Westchester Mgd. Br. 693	\$593.00	Warwick Br. 3166	\$405.00	Kent Br. 2038	\$80.00
Minnesota		New City Br. 5229	\$700.00	South Carolina		Longview Br. 2214	\$80.00
Minneapolis Br. 9	\$7,920.00	Long Island Mgd. Br. 6000	\$16,040.00	Columbia Br. 233	\$7,060.00	Richland/W. Richland Br. 3877	\$20.00
St. Paul Br. 28	\$140.00	North Carolina		Greenville Br. 439	\$780.00	West Virginia	
Duluth Br. 114	\$340.00	Asheville Br. 248	\$40.00	Spartanburg Br. 628	\$80.00	Charleston Br. 531	\$80.00
St. Cloud Br. 388	\$80.00	Durham Br. 382	\$1,570.00	Anderson Br. 1871	\$160.00	Beckley Br. 2420	\$20.00
Rochester Br. 440	\$537.00	Raleigh Br. 459	\$6,360.00	Charleston Br. 3902	\$120.00	Wyoming	
Hopkins Br. 2942	\$394.00	Winston-Salem Br. 461	\$160.00	Cayce-W. Columbia Br. 4616	\$100.00	Laramie Br. 463	\$20.00
Mississippi		Wilmington Br. 464	\$40.00	Myrtle Beach Br. 4645	\$40.00	Casper Br. 1681	\$40.00
Vicksburg Br. 94	\$20.00	Charlotte Br. 545	\$2,805.22	South Dakota		Wisconsin	
Jackson Br. 217	\$3,375.38	Greensboro Br. 630	\$55.50	Sioux Falls Br. 491	\$3,081.28	Milwaukee Br. 2	\$1,910.00
Meridian Br. 487	\$20.00	Hickory Br. 1250	\$40.00	Tennessee		Sheboygan Br. 102	\$20.00
Greenwood Br. 1080	\$40.00	Gastonia Br. 1512	\$436.00	Nashville Br. 4	\$4,577.50	Fond Du Lac Br. 125	\$20.00
Clarksdale Br. 1195	\$700.00	Burlington Br. 2262	\$454.00	Memphis Br. 27	\$2,632.00	Oshkosh Br. 173	\$20.00
Gulf Coast Mgd. Br. 1374	\$40.00	Asheboro Br. 2560	\$80.00	Chattanooga Br. 62	\$40.00	Racine Br. 436	\$541.00
Ocean Springs Br. 3827	\$550.00	Chapel Hill Br. 2613	\$40.00	Knoxville Br. 419	\$1,420.00	Madison Br. 507	\$20.00
Missouri		Roanoke Rapids Br. 3331	\$40.00	Cleveland Br. 1995	\$500.00	Janesville Br. 572	\$1,770.00
Kansas City Br. 30	\$190.00	Jacksonville Br. 3984	\$40.00	Texas		Kenosha Br. 574	\$310.00
Springfield Br. 203	\$990.00	North Dakota		Dallas Br. 132	\$920.00	Green Bay Br. 619	\$3,195.00
Crystal City Br. 4050	\$20.00	Fargo-W. Fargo Br. 205	\$20.00	Austin Br. 181	\$200.00	Watertown Br. 649	\$20.00
Florissant Br. 4839	\$45.00	Grand Forks Br. 517	\$520.00	Fort Worth Br. 226	\$80.00	Beloit Br. 715	\$20.00
Ballwin Br. 5050	\$2,000.00	Bismarck Br. 957	\$3,457.00	Houston Br. 283	\$1,265.00	Eau Claire Br. 728	\$40.00
Hazelwood Br. 5847	\$1,152.00	Ohio		Waco Br. 404	\$1,760.00	Fort Atkinson Br. 729	\$20.00
Nebraska		Cleveland Br. 40	\$1,581.50	San Antonio Br. 421	\$1,100.00	Appleton Br. 822	\$4,192.50
Omaha Br. 5	\$20.00	Cincinnati Br. 43	\$380.00	Tyler Br. 493	\$20.00	State Associations	
Lincoln Br. 8	\$2,160.00	Springfield Br. 45	\$20.00	El Paso Br. 505	\$160.00	Arkansas	\$650.00
Fremont Br. 89	\$20.00	Columbus Br. 78	\$5,277.00	Beaumont Br. 842	\$60.00	California	\$1,470.00
Kearney Br. 312	\$200.00	Toledo Br. 100	\$200.00	Abilene Br. 950	\$60.00	Georgia	\$800.00
North Platte Br. 1258	\$500.00	Findlay Br. 143	\$508.50	Amarillo Br. 1037	\$100.00	Illinois	\$255.00
Nevada		Akron Br. 148	\$4,212.53	Wichita Falls Br. 1227	\$1,040.00	Indiana	\$2,336.50
Reno Br. 709	\$655.00	Dayton Br. 182	\$590.00	Brownsville Br. 1456	\$100.00	Maryland	\$1,121.00
Las Vegas Br. 2502	\$3,091.00	Elyria Br. 196	\$6,165.00	Arlington Br. 2309	\$180.00	Minnesota	\$7,343.52
Sparks Br. 2778	\$80.00	Canton Br. 238	\$20.00	Lubbock Br. 2589	\$40.00	Montana	\$7,003.75
New Hampshire		Marion Br. 280	\$100.00	New Braunfels Br. 2805	\$80.00	North Dakota	\$925.00
NH Mgd. Br. 44	\$3,905.75	Youngstown Br. 385	\$9,700.00	Midland Br. 3792	\$80.00	Pennsylvania	\$4,146.00
Concord Br. 72	\$40.00	Hamilton Br. 426	\$634.00	Pasadena Br. 3867	\$639.00	South Carolina	\$209.00
Nashua Br. 230	\$80.00	Ashtabula Br. 482	\$40.00	Odessa Br. 3964	\$120.00	South Dakota	\$925.00
New Jersey		Lorain Br. 583	\$1,712.00	North TX Br. 4065	\$815.00	Virginia	\$118.00
Jersey City Br. 42	\$1,860.00	Cuyahoga Falls Br. 1629	\$80.00	Irving Br. 4240	\$80.00	Washington	\$6,375.00
Elizabeth Br. 67	\$1,355.00	Willoughby Br. 3688	\$65.00	Lake Jackson Br. 4723	\$20.00	Wisconsin	\$925.00
Paterson Br. 120	\$440.00	Oklahoma		Utah		Regions	
Princeton Br. 268	\$40.00	Oklahoma City Br. 458	\$3,362.00	Ogden Br. 68	\$5,860.00	Region 6	\$1,592.00
Trenton Br. 380	\$1,140.00	Muskogee Br. 1042	\$20.00	Salt Lake City Br. 111	\$5,745.00	Region 15	\$347.00
Bergen Co. Mgd. Br. 425	\$40.00	Tulsa Br. 1358	\$5,040.00	Price Br. 2171	\$40.00	Headquarters	
Garden State Mgd. Br. 444	\$800.00	Norman Br. 1491	\$60.00	Saint George Br. 4043	\$20.00	Convention, Nalcrest, COP, etc.	\$81,876.00
Camden Mgd. Br. 540	\$6,160.80	Stillwater Br. 1595	\$20.00	Vermont		Grand total	\$1,125,912.18
		Oregon		Rutland Br. 495	\$25.00		
		Salem Br. 347	\$1,063.00				
		Eugene Br. 916	\$1,595.00				

Should NALC intervene or not?



**Paul
Barner**

Sometimes other postal unions will file grievances on issues that could directly or indirectly affect city carriers. Because all four postal unions—NALC, APWU, NRLCA and NPMHU—have members who work together in various facilities, there often are situations where contractual provisions and rights overlap. If these grievance issues are impassed to arbitration, the resulting arbitrator decisions could affect city carriers.

Article 15, Section 4.A.9 of the National Agreement gives NALC the right to intervene in other postal unions' arbitration proceedings to

protect the interests and contractual rights of city carriers. When the subject of the arbitration hearing involves craft jurisdictional issues, safety, work methods or working conditions for city carriers, it's important that NALC get involved in the case to make sure that NALC will decide whether to participate in the hearing, observe the proceedings, or avoid the arbitration altogether.

Recently, NALC chose to intervene in a national-level dispute filed by APWU. This national-level grievance regards the National Agency Check with Inquiries (NACI) background check required for all newly hired postal employees. In this case, APWU filed a grievance for one of its members whom the Postal Service had removed from employment based on an unfavorable NACI after completing the probationary period. USPS is taking the position that new employees receive a conditional appointment job offer and may be separated/removed at any time if they receive an unfavorable NACI, regardless of their length of employment or completion of the probationary period. USPS also contends that the resulting separation is an administrative action and not subject to appeal through the grievance procedure. USPS claims that these separations are not disciplinary in nature; therefore, USPS does not have to prove cause existed to remove the employee. This case was impassed to arbitration and declared an interpretive issue.

After APWU filed this case, NALC also had a member who was issued a notice of separation and removed from USPS employment in a comparable situation. The NALC member was hired in April 2023, completed pro-

bation in August, and was then terminated in October based on an "unfavorable" NACI.

NALC filed a grievance citing a violation of the National Agreement and the *Employee and Labor Relations Manual's* Section 365, which defines a "removal" as "an action involuntarily separating an employee, other than an employee serving under a temporary appointment or a career employee who has not completed the applicable probationary period, for cause." Based on this definition, NALC believes that once a career employee completes the probationary period, the employee cannot be separated administratively for an unfavorable NACI.

A grievance was filed, the case was referred to the national level as an interpretive issue, and it is pending arbitration. Because the APWU case was scheduled first, NALC intervened at the hearing offering our own arguments and evidence. As of the date of this writing, this case is still awaiting the arbitrator's decision.

In another recent case impassed at the regional level, NPMHU filed a grievance concerning the movement of parcels in a Sorting and Delivery Center. NPMHU asserts that the Postal Service violated its collective-bargaining agreement when letter carriers were instructed to retrieve parcel hampers from the Small Delivery Unit Sorter package-sorting machine once the package sortation was completed. Historically, in most locations, city carriers transport their full parcel hampers back to their cases to load the residual mail into their hampers before moving to the parking lot/garage area and loading their delivery vehicle.

In the grievance, NPMHU argues that in facilities where mail handlers are present, transportation of mail, including the movement of full hampers to the dispatch area, is work that should be assigned to mail handlers. The union goes on to argue that the "dispatch area" is the point where the mail leaves the building, which in this case would be the carriers' cases and the dock. USPS contends that the movement of hampers after parcel distribution has been completed is work that belongs to city carriers. In this circumstance, NALC agrees with the Postal Service. Based on our National Agreement and the provisions of *Handbooks M-41, City Carriers Duties and Responsibilities and M-39, Management of Delivery Services*, city carriers retrieve the full hampers and transport them to their vehicles. This work is the jurisdiction of city carriers. While it is rare, there are times when NALC intervenes in sup-

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Stay ready for local negotiations



James D. Henry

If you stay ready, you don't have to get ready. The time has come to think of a proper course of action and how it could be the key to successful local negotiations.

What are local negotiations? The contractual rights of letter carriers are negotiated at the national level. However, Article 30, Section B of the National Agreement lists 22 subject items to be negotiated at the local level and incorporated into what is commonly referred to as the local memorandum of understanding (LMOU).

Some of the 22 subject items deal with duration of the wash-up period, vacation planning/other annual leave rules, holiday pecking order, and whether non-scheduled days will be on a fixed or rotating basis. Local management and the union are obligated to bargain in good faith over each of the 22 items.

It is of the utmost importance that we protect the rights of all letter carriers during the local negotiations. Additionally, each branch must ensure that all LMOUs include city carrier assistants' (CCAs) annual leave-planning rights.

What can you do to start preparing? Create an LMOU committee to review and create new proposals for the 22 subject items. Some branches might avoid opening local negotiations in fear of losing something that was previously accomplished, or might feel that the language in their LMOU does not require updating. Success is not fed by fear! Rather, focus on the goals of what the branch is trying to obtain during local negotiations. With the right mindset and preparation, you can attain positive results. Furthermore, it is always important to brush up any language due to new memorandums, e.g., Re: Article 8 provisions, City Carrier Assistants (CCA) Annual Leave located on pages 138-139 of the National Agreement. Let us not become complacent by saying, "We have a verbal agreement with management." The simple fact is, if you don't have it in writing, *you don't have it!*

Do not only take into consideration the CCA annual leave provision, get familiarized with all 22 items in

Article 30 of the National Agreement, which will be discussed below. Keep in mind, there is only a 30-day period in which the parties can negotiate at the local level. Being prepared will not only aid in having successful local negotiations, but will also have positive results to ensure that the rights of the members are valued.

"If you stay ready, you don't have to get ready. The time has come to think of a proper course of action and how it could be the key to successful local negotiations."

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

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

- 1. Additional or longer wash-up periods.** In addition to the National Agreement language that grants reasonable wash-up time to employees who perform dirty work or work with toxic materials, the local parties may negotiate to establish what is "reasonable wash-up time," such as when, how often, and how long wash-up time occurs or lasts.
- 2. The establishment of a regular workweek of five days with either fixed or rotating days off.** Negotiating fixed or rotating days off for all carriers in the office, or negotiating both rotating and fixed days off, specifying exactly what kinds of routes (e.g., parcel post, business, etc.) receiving rotating or fixed days off.
- 3. Guidelines for the curtailment or termination of postal operations to conform to orders of**

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

4. **Formulation of local leave program.** Among the items that may be negotiated are date of notification for making choice period selections, method for making choice selections, quota of carriers off during non-choice period, re-posting of cancellations, transfers with leave, military leave, FMLA leave, and posting of leave schedules.
5. **The duration of the choice vacation period(s).** Some LMOUs have year-round choice vacation periods and no non-choice vacation periods. Other LMOUs have Memorial Day to Labor Day for the choice vacation period and the rest of the year as a non-choice vacation period. Many LMOUs have something in between these two examples.
6. **The determination of the beginning day of an employee's vacation period.** Generally, the vacation period begins either on a Saturday or on a Monday.
7. **Whether employees at their option may request two selections during the choice vacation period, in units of either five or 10 days.** The local parties can simply state whether there will be one or two selections during the choice vacation period.
8. **Whether jury duty and attendance at national or state conventions shall be charged to the choice vacation period.** The local parties negotiate whether an employee's attendance shall be charged against the total number of employees off during any week of the choice period.
9. **Determination of the maximum number of employees who shall receive leave each week during the choice vacation period.** Local NALC representatives should decide whether to negotiate a percentage formula or an absolute number. What might be likely to happen to the size of the workforce in the individual post office in which the LMOU is being negotiated should first be considered. If the size of the workforce is on the decline, then negotiating an absolute number will probably be advantageous. If, however, the workforce is expanding, then a percentage formula will be to the workforce's advantage.
10. **The issuance of official notices to each employee of the vacation schedule approved for such employee.** It is recommended that local NALC representatives negotiate language requiring the Postal Service to give each employee a copy of Form 3971 approving their vacation schedule.
11. **Determination of the date and means of notifying employees of the beginning of the new leave year.** Local NALC representatives may wish to include Article 10, Section 4.A in the LMOU. This language provides that the employer must post on bulletin boards, etc., the beginning date of the leave year no later than Nov. 1. Of course, local NALC representatives may wish to negotiate another date, depending on the needs and wishes of the members.
12. **The procedures for submission of applications for annual leave during other than the choice vacation period.** This item allows branches to negotiate procedures for obtaining leave during periods of the year other than the choice vacation period. There are two general types of provisions the branch should consider here—procedures for making non-choice period vacation selections and procedures for applying for incidental leave. Some branches also negotiate a percentage of letter carriers allowed to take leave during this period.
13. **The method of selecting employees to work on a holiday.** This simply determines the order in which employees will be selected to work on a holiday. The *Joint Contract Administration Manual* provides a default pecking order; however, the local parties may negotiate different holiday scheduling provisions as long as they are consistent with the provisions outlined in Article 11.6 of the National Agreement.

(continued on next page)

Stay ready for local negotiations (continued)

(continued from previous page)

14. **Whether “Overtime Desired” lists in Article 8 shall be by section and/or tour.** Some branches identify the individual sections by number or name in the LMOU.
15. **The number of light-duty assignments within each craft or occupational group to be reserved for temporary or permanent light-duty assignment.** In negotiating the number of light-duty assignments, local NALC representatives should first assess what the office’s needs have been in the past and then allow for abnormal circumstances that might require more light-duty assignments than have generally been required.
16. **The method to be used in reserving light-duty assignments so that no regularly assigned member of the regular work force will be adversely affected.** As part of the method to be used in reserving light-duty assignments so as to minimize the impact of these assignments on the regular workforce, local NALC representatives might attempt to negotiate that management reduce the hours of the non-career workforce to reserve a sufficient number of light-duty assignments.
17. **The identification of assignments that are to be considered light duty within each craft represented in the office.** Management typically finds limited-duty work for city letter carriers injured on duty. Consequently, one way to define light-duty assignments is to identify limited-duty work and attempt to negotiate these same duties into a definition of light-duty assignments for city letter carriers.
18. **The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section.** Some branches separate their installations into sections by station, while other branches separate their installations into sections by zone.
19. **The assignment of employee parking spaces.** The intent of this item is for the parties to negotiate about the number of existing parking spaces that will be allocated to letter carriers. It is not—and never has been—the intention to negotiate about the construction of additional spaces.
20. **The determination as to whether annual leave to attend union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan.** It is important to note that “union activities” in this item differs from the “national and state conventions” referenced in Item 8.
21. **Those other items that are subject to local negotiations as provided in the craft provisions of this Agreement.** Since Items 21 and 22 incorporate areas that overlap with one another, it is suggested that these items be negotiated together.
22. **Local implementation of this Agreement relating to seniority, reassignments and posting.** Some categories that should be negotiated are frequency of posting, the scope and method of posting and bidding, and whether a branch chooses to incorporate Article 41, Section 3.0 into its LMOU.

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

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

The current local implementation period will occur from May 27 to June 26, 2025. It is important to understand what you are negotiating. Negotiating an LMOU can seem overwhelming for NALC local representatives, especially for those who have not been through the local implementation process. This is why it is essential for you to develop an action plan. Reach out to your branch’s local membership to determine what they would like to see improved in the LMOU.

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

The Reciprocal Agreement/ obtaining a branch checking account



**Nicole
Rhine**

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

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

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

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

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

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

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

One other important point: Not every letter carrier moving into another postal craft should terminate their NALC membership. If a NALC member changes crafts but still wishes to retain enrollment in the NALC Health Benefit Plan, they must continue membership in the NALC.

For more information, please see the Reciprocal Agreement handbook, which was mailed to every branch. The handbook can also be found on the NALC website from the "Secretary-treasurer" page. Click on the link to "NALC membership and dues."

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

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

- The name and address of the branch and the branch's IRS identification number (Employer Identification Number). If you have a Form 990 or 990-EZ, take it with you, as well as an invoice billed to the branch's address.
- NALC and its branches are 501(c)(5) labor organizations, not a 501(c)(3) as many people incorrectly assume. You should print out the IRS Determination Letter available on the website at nalc.org. (Click on the link on the secretary-treasurer page titled "What to do if your branch lost its tax-exempt status.") Although not all banks ask for the same documentation, you should have the letter available and be aware that NALC's Group Exemption Number (GEN) is 0685.
- NALC and its branches are also unincorporated associations. If the bank asks you for articles of incorporation, they are unaware of our status as unincorporated associations and are making the request in error.
- If the branch has bylaws, take a copy along as well as a copy of the *NALC Constitution*. Also take the branch charter if it is available, or a photocopy.
- A resolution must be submitted to the bank to identify the individuals who are authorized to use the branch's bank account. The resolution should include the name, address and position of each person authorized to use the account.

A resolution is separate from the actual signature card, which the bank should provide. Many banks will have a resolution ready which, if the officers are not all present at the bank, you may take with you to have signed and then return to the bank.

Bylaws denied?



**Mack I.
Julion**

In the past I have written about the process of submitting bylaws. What is required, the timeline for response and even those common items that we receive that are denied. I realize now that some might not have understood exactly what should be done when your submission has been rejected by the Committee of Laws.

Generally, when we receive multiple submissions, there may be one or more proposals that are in conflict with the *NALC Constitution*. The decision that is returned will reflect that they are “approved with exception.” It’s basically pointing out that your proposed amendments are good except for

a submission that has been denied. You will also receive that response when everything you submit is approved, but there is something in your current bylaws that is now in conflict with the *Constitution*. You may say, “How can that be when they were previously approved by the Committee of Laws?” Well, that’s a good question, and I am glad you asked!

Quite simply, things change. It may be a constitutional change at a convention and/or a presidential ruling. Just as it is the responsibility of the local president to make sure we are adhering to the branch or state bylaws, our national president often makes rulings and applies interpretations that may affect something previously approved. This is why we teach and encourage those who are creating or amending bylaws to be as transparent as possible with their intent. The less ambiguity the better. That way there is no misunderstanding about the original intent. Either way, it can affect your bylaws to the extent that they will need to be amended, which means following the full process outlined in Article 15 of the *NALC Constitution*. To be clear, some things denied might not have to be amended.

If the proposed change is to a provision that is good, your bylaws will remain with the original language. There is no need to change what already existed. Although it may be the desire of the branch and approved by the members, it cannot be implemented because of the noted conflict.

Now, if it is something that was previously approved but now is in conflict, it needs to be changed. It can either be reworded to comply, or it can be completely deleted if it is not required. There have been occasions when none of the pro-

posals is approved, and they are completely denied. Other times, there are denials on both the items that are being amended and those that have been previously approved. Corrections should be made based on what is required. That brings us back to Article 15, which states in relevant part:

[B]y-law must be submitted in duplicate to the Chairperson of the Committee of Laws and shall not become effective until approved by the Committee of Laws as provided in Article 11 Sec. 3, of this *Constitution*.

We have recently noticed that when bylaws are returned, corrections sometimes are made based on our letter, without following the amendment process. Whether it’s a matter of removing by deletion or correcting that which requires it, the process must be followed and re-submitted for approval. I know this can be confusing, especially when trying to adhere to the will of your members without violating the *Constitution*, so I am always willing to assist when I can. Remember, even making corrections is not good unless approved by the Committee of Laws!

My buddy Pete—I would be remiss if I didn’t acknowledge the passing of a longtime friend, branch officer



and strong union advocate: Peter J. Skrzypczynski. Pete served our branch for more than 40 years as an officer under five presidents. Positions

served included auditor, trustee, health benefits representative, scribe and editor of the *Branch 11 News*, director of retirees, and as my full-time recording secretary. I often joked with him about also serving unofficially as my “consigliere” during my tenure as president. He was just that, too: a trusted advisor and confidant! In the picture above, we were protesting with the 99 percent and we were sitting on a bridge in downtown Chicago. Pete was vigilant about assessing the situation and, despite several warnings from the police, he noticed when they practically had us surrounded and many were now on horseback and about to move in. He whispered to me that we had about 10 minutes to get up and out before being arrested. Needless to say, we were not arrested that day. On behalf of all the members of Branch 11—thanks, Pete, and rest well, my brother!



City Delivery updates



Christopher Jackson

In this month's article, I am going to share recent updates on scanning devices and Carrier Academy training discussions.

MDD-TR software update 8.15: In March, NALC was notified that the latest update to the Mobile Delivery Device-Technical Refresh (MDD-TR), Release 8.15, would go into effect on March 17. Many changes implemented through this update will probably go unnoticed, but one change carriers will likely see is related to the Certified Mail and Return Receipt (3811 Green Card) alert features.

USPS identified an issue with MDD-TR devices experiencing Application Not Responding (ANR) messages when numerous Certified Mail pieces were to be delivered within the geofence of a delivery address. Experiencing these messages caused the scanners to stop working and required them to be rebooted. With Release 8.15, the MDD-TR will now group Certified Mail alerts for neighboring delivery addresses into a single alert when three or more Certified Mail alerts are triggered as a carrier approaches an address. A separate notification box titled "CMIncmp" will appear on the scanner once the group alert is triggered. Each address included in the group alert will be shown in red under the Certified Mail Lookahead feature until the pieces are attempted or delivered.

This change, which applies similarly to return receipt alerts, will prevent the scanner from receiving alerts for each individual piece at nearby delivery locations and will eliminate the ANR message issue. The grouped alert message will include the total number of pieces, the total number of delivery addresses, and the distance to the delivery address measured in feet.

Carrier Academy Roundtable Discussion—Week 2: In my column for my December 2024 column of, I detailed efforts being made in City Delivery to update training materials for newly hired city letter carriers. Currently, all newly hired city carriers must complete the Postal Service's Standard Training Program for City Letter Carriers and the Carrier Academy. The complete training program consists of five phases: orientation, driver training, shadow day, Carrier Academy and on-the-job training. Updating the training program is a process that requires cooperation both from NALC and the Postal Service. Thankfully, offi-

cial at USPS Headquarters welcomed the opportunity to review the program and we were able to begin ongoing discussions.

I am a firm believer in the idea that gaining input from city carriers actively teaching at Carrier Academies across the country is a vital part of updating the program. To get their input, I requested that each national business agent across the 15 NALC regions select a local Carrier Academy facilitator to join me and my staff in a weeklong roundtable discussion regarding the program. In October, my staff and I met with the regionally selected facilitators at the NALC Region 9 Conference Center in Marietta, GA. The result of the meeting was a thorough review of the training materials and a lengthy discussion on how to improve the program. Hearing the perspective of the facilitators helped us get a clear idea of what changes would best assist them.

After several meetings between City Delivery and USPS Headquarters officials, we agreed to hold a joint meeting on the program at the NALC Region 9 Conference Center the week of March 24-28. The purpose of the meeting was to have the parties jointly review the materials with the regionally selected facilitators present to share their firsthand experience with the Postal Service representatives. USPS Director of Contract Administration (NALC) James Lloyd and several other USPS officials joined me, my staff, 13 of the Carrier Academy facilitators from the October meeting, and an additional 14 designees from NALC regional offices for a larger weeklong roundtable discussion.

USPS and NALC Headquarters staff took turns leading a review of the Carrier Academy guides and the current version of the PowerPoint presentation. Both parties proposed changes throughout the materials, and the Postal Service was receptive to the input provided by the facilitators and regional designees. Though nothing was finalized during this meeting, I believe that including all parties in the discussion was a step in the right direction. Overall, feedback from the attendees was positive and many hope this is a process that we can build on to develop the best training for new hires.

I want to thank everyone who took the time to join us for the second roundtable discussion in Georgia. I want to specifically thank USPS Director of Contract Administration (NALC) James Lloyd and his team for attending.

I will continue to share updates to Carrier Academy materials and MDD-TR devices with the membership as they progress. Be sure to read my article each month and visit nalc.org for more information.

Heat illness resources



Manuel L. Peralta Jr.

During the week of March 31, I was provided with a copy of the new USPS Heat Safety Training material. The documents were received through a district in the West Pac Area. By letter dated April 4, 2025, USPS headquarters provided the NALC with a General Interest notice confirming the authenticity of the same materials. As I write this column, I have a few questions that I have posed to management and will update you as the information is received. The materials as provided are helpful in many respects. There are a number of documents that were provided, so I will address a few of them,

highlighting some of the material.

The first document I want to address is titled “FY25 Heat Illness Prevention Program Final.” This is a nine-page typed document, which instructs as follows:

This written program documents the procedure necessary to comply with the required elements of the Postal Service’s Heat Illness Prevention Program (HIPP). This document will be reviewed annually to ensure effectiveness and compliance. Copies of this document are available to employees upon request.

The HIPP is triggered during the period of April 1 through October 31 and at any other time when weather reports issued by the National Weather Service (NWS)¹ for a particular work location indicate that the outdoor heat index temperatures are expected to exceed 80 degrees Fahrenheit during the course of a workday or work shift.

Please take a close look at the document to know which responsibilities fall on the shoulders of your local managers and which fall on the shoulders of district and area managers. On page 2 of the material, it spells out training requirements for new employees and refresher training for the employees who had already taken the full formal training in the past. It states:

Training

1. Initial

The Postal Service will require initial completion of an online training course on heat stress by all employees in every facility, during employee orientation. This course will discuss the effects of heat on the body, outline the risk factors for heat-related illness, and describe the associated

responses for each. This training will also explain several control measure techniques and safe work practices that can be used to prevent heat-related illness, as outlined in this document.

2. Annual Refresher

Each employee shall receive the Heat Illness and Prevention #2501, refresher training as an annual refresher prior to April 1 each year. Employees who are absent when the refresher training is provided are required to be provided with the training prior to returning to street duties during the period April 1 through October 31.

This document includes planning and expectations as follows:

Emergency Planning and Response

All employees are encouraged to take immediate action if they observe another employee exhibiting signs or symptoms of heat-related illness. Employees should err on the side of caution and immediately call 911 whenever an employee complains of or is observed exhibiting signs of heat-related illness and it is determined medical intervention may be necessary. Other emergency planning and response procedures will include, but are not limited to, the following actions:

- Employees will be trained to recognize symptoms of heat-related illness and taught basic first aid measures related to heat stress as described in the Training section above.
- Employees observed by management exhibiting signs or symptoms of a heat-related illness will be monitored and shall not be left alone or sent home without being provided with emergency medical service.

Please take serious note of the fact that management is training us to err on the side of caution and to call 911 whenever an employee complains of or is exhibiting signs of heat-related illness.

If you are with a co-worker who is exhibiting the signs of heat illness, don’t delay in making a prompt assessment and don’t delay in contacting 911 if necessary. The effects of heat exhaustion or heat stroke may make your co-worker unable to realize that they are in a dangerous situation and, absent your involvement, the situation could turn into a tragedy. Keep an eye on each other.

Page 6 of the materials contains a listing of the necessary Engineering and Administrative Controls, among which we draw your attention to the following:

- ! Potable water sources are available in all facilities and are monitored during regular safety inspections.
- ! An escalation process is put in place to prioritize all requests for HVAC repairs and temporary abatement efforts in postal facilities.

- ! When the HIPP is in effect, supervisors, while performing required street observations, will remind employees to continue to hydrate while on their route, take necessary breaks and to call 911 if they experience heat related illnesses. Supervisors should emphasize these instructions to employees who are newly hired or returning from extended absence of seven or more consecutive days, if known.

Appendix 1 of the material addresses management's additional responsibilities, that is, to make sure everyone receives the necessary training.

There are two HIPP stand-up talks. They are not thorough, so do not rely on them alone:

- Heat Illness Prevention Program—Safety Talk | HIPP—#2068 is contained in the material. Make sure it is given to all employees.
- Heat Illness and Prevention—Annual Refresher—#2501

One of the additional items is a document labeled as FAQs, which include the following examples:

#3 How often do we do train for the Heat Illness Prevention Program (HIPP)?

New Employees are required to complete the Heat Stress Recognition and Prevention course during Orientation. Annually all employees are required to receive safety talk 2501 – Heat Illness and Prevention. Prior to April 1st of each year. A pamphlet will also be mailed to every employee annually.

#13. What is the escalation process for HVAC repairs?

Facilities and Maintenance have an internal escalation notification for HVAC repairs. No action is necessary from the field. If repairs are not addressed, the HIPP coordinator can contact the Sr. Field Safety and Health specialist for assistance.

#15. Why do you need a new poster, employee badges and vehicle stickers?

The wording on the graphic has been updated. Therefore, all three must be replaced with the new 2025 version. On the left side of the image that lists signs for heat exhaustion, the wording “Heavy Sweating” replaced “Excessive Sweating”. On the right side of the image that lists signs for heat stroke, the wording “Excessive sweating or red, hot dry skin” replaced, “No sweating” and “Very high body temperature” replaced “Body temperature above 103°. Red, hot dry skin”.

Lastly, there is an item that will be mailed to your homes. It is a six-page document with a great deal of information. Take the time to read it and preserve it. We will rely on this item for many nuggets of information that will protect our interests.

On the fourth page (as I review the PDF version), there is a detailed explanation of how our bodies react to the heat.

On the last page, there is a summary in a section titled “Stay Safe,” which closes with maintaining good nutrition, getting adequate sleep and, believe it or not, “Take breaks to cool down as needed.”

Most important for our union activists is to approach management and request that these materials be shared with all letter carriers in the form of training through stand-up talks that reach their audience.

Keep an eye on each other, especially the most vulnerable.

Executive Vice
President

Should NALC intervene or not? (continued)

(continued from page 29)

port of the Postal Service.

There also are circumstances where other unions arbitrate grievances NALC believes are not in the best interest of city carriers to get involved in. In those cases, NALC will choose not to intervene because we do not

want other unions' positions, agreements and remedies to potentially affect city carriers. Staying away from the hearing is sometimes the best option. Whether to intervene, or not, in another union's arbitration case is an important decision.

Whatever decision NALC makes, rest assured that we will always protect the rights of city carriers.

Where to live in retirement



Dan
Toth

Deciding where to live during retirement is easy for some. It could be a place they already know and love and have planned their life around. They might even be living and working in that location already. There are many possible considerations for those who are tossing around the idea of relocating for retirement. This article will explore some of these considerations.

The cost of living is a big factor for many. The cost of living includes goods and services, housing, health care, transportation, state and local taxes, and other necessities. There are many websites aimed exactly at helping de-

termine the cost of living for a particular area. These tools can be used to find affordable locations, or to help compare one locale to another.

Some states have friendly tax codes for retirees. What state is the best generally depends on each person's financial circumstances, but things to consider are retirement income taxes, capital gains taxes, property taxes and sales taxes. Reducing one's tax burden is a popular way to stretch a fixed retirement income.

Will you be able to see your friends and family? Remember that we are social creatures, and during our career we become accustomed to seeing our co-workers and customers day in and day out. After retiring, some retirees may feel lonely as their daily social interactions decline when they aren't forced into work every day. Having friends and family nearby can be an important component to a healthy retirement.

Once you retire, a major portion of your life becomes free to do what you want. That means local amenities may become vital in how you spend your time. You should ask yourself if you want access to parks, museums, shopping centers, beaches and sports venues, to name a few possibilities.

No matter what, we all start to experience our age and will subsequently require medical facilities. The United States has many medical deserts, which are areas where the population's health care needs are unmet partially or totally due to a lack of adequate access or quality health care services. As we age, the frequency of medical visits tends to increase, and the negative effects of poor health care will disproportionately have an impact on retirees. Retirees may want to plan on having local and quality

health care facilities. (See my May 2023 column for ideas on staying healthy.)

Weather is a major consideration. Do you want to throw your feet up on a chaise lounge surrounded by sand as the sun and ocean breeze hit your skin? Or do you prefer a location where you need to get out your warm wool sweater as you cozy up to a fire? Do you prefer a mild climate or the dry desert heat? Maybe your hobbies help determine if you want to be near a ski mountain, a large lake, or both.

Transportation within and outside of your community can be important. Even if you own a car, physical ailments (e.g., decreased vision, mobility issues) can reduce the safety and ease of driving. Public transportation can become necessary and vital to get around. It can also be used to avoid the sometimes high costs of owning a car (initial expense, maintenance, fuel and insurance).

Age-restricted communities (i.e., 55-plus communities) may offer many of these considerations in one package. Being surrounded by others in your age group may provide opportunities for social interaction, activities and events. They also tend to include amenities such as swimming pools and exercise facilities that can keep you healthy and occupied.

Nalcrest, the NALC-sponsored retirement community, is in central Florida on Lake Weohyakapka and is a haven for boating and fishing enthusiasts. This community is available only to retired NALC members. And because it's a community created by letter carriers, for letter carriers, it's not about making a buck for a shareholder. It offers very low rents—efficiencies start at \$423, one-bedrooms at \$460, and two-bedrooms at \$543 a month. In addition, these prices include utilities and maintenance. Because these apartments are such a great value and there are only 500, there is a lot of competition to secure a unit. The current waitlist is for approximately three years, so interested retirees and future-retirees should be sure to check out the facility and apply.

Relocating is often a major transition. If you're unsure about a particular area, you could dip your toes by taking a "vacation" or even starting with a short-term rental. Keeping some flexibility will allow you to adapt as you learn what your retirement should look like. A tremendous benefit of our large and diverse country is that there may be a perfect retirement location for each of us. After many years of serving the country, we should all be able to enjoy a healthy and happy retirement.

The Mutual Benefit Association 2024 financial report



**James W.
“Jim” Yates**

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

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

sons were made of MBA’s financial condition between its prior two years of performance, ending Dec. 31, 2024, and Dec. 31, 2023.

United States Letter Carriers Mutual Benefit Association (MBA)

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

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

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

BALANCE SHEET*

	Dec. 31, 2024	Dec. 31, 2023
Assets		
Cash	1,195,467	687,435
Short Term	0	0
Investments		
Stocks	22,100,835	23,752,752
Bonds - amortized value	229,176,129	230,532,725
Policy loans	2,096,577	2,169,710
Accrued investment income	2,451,205	2,426,227
Security Lending	0	0
Misc, including unearned premium and EDP equipment	57,922	9,825
Total assets	257,078,135	259,578,674
Liabilities and Reserves		
Liabilities		
Unpaid claims	393,962	612,772
Deposit - type contracts	3,442,706	3,717,991
General expenses due and accrued	292,958	300,922
Taxes due and accrued	0	0
Unearned income	165,996	171,632
Escrow and suspense	402,187	348,525
Experience refund provision	117,172	119,732
Securities Lending Collateral	0	0
Other - FAS 106 medical plan	4,548,128	4,780,582
Reserves		
For the benefit and protection of policyholders	200,052,132	206,180,320
For dividends to policyholders	379,339	380,844
Required securities valuation	7,233,186	7,770,170
Total Liabilities and Reserves	217,027,766	224,383,490
Fund Balance (Surplus)		
Allocated for contingencies	350,000	350,000
Unassigned	39,700,369	34,845,184
Total Fund Balance (Surplus)	40,050,369	35,195,184
Total Liabilities, Reserves and Fund Balance	257,078,135	259,578,674
Surplus Ratio	18.45%	15.69%
Ratio with AVR and IMR	22.54%	19.84%

*Per NAIC statutory accounting rules

INCOME STATEMENT*

	Dec. 31, 2024	Dec. 31, 2023
Operations		
Premiums earned	9,628,185	10,106,137
+Investment income	9,385,202	9,581,586
+SCILC considerations	3,149,139	3,698,316
-Increase in reserves	(6,128,190)	(10,064,947)
+Miscellaneous Income	142,324	132,599
-Experience refund provision + Misc. Inc.	117,172	118,895
=Provision for benefits and expense	28,315,868	33,464,690
Incurred benefits		
Deaths	1,660,703	1,253,545
Maturities	0	0
Waiver of premium, life/annuities	16,294	19,721
Hospital indemnity	69,426	73,645
Disability income	350,329	350,798
NSBA	0	0
Cash surrenders, life	15,005,390	15,921,920
Annuity benefits	3,680,487	8,632,877
SCILC contract Payments	3,216,443	2,894,039
Interest on deposit contracts	118,483	146,242
-Total incurred benefits	24,117,555	29,292,787
-Dividends to policyholders	333,901	363,559
-General expenses	4,129,404	3,950,001
-Taxes	120,819	109,314
=Net income from operations	(385,811)	(250,971)
+Realized capital gains/losses	3,818,179	3,472,999
=Net income	3,432,368	3,222,028
Other Surplus Gains (Losses)		
+Unrealized capital gains/losses	919,342	1,392,664
+AVR change	252,359	(3,805,441)
Change in valuations basis	0	0
+NAA change	18,664	25,238
Miscellaneous (FAS 106 & EDP)	232,454	(625,190)
=Change in fund balance (surplus)	4,855,187	209,299

*Per NAIC statutory accounting rules

Medicare Part D coverage



Stephanie Stewart

Over the last few months, we have received many questions surrounding Medicare and how the various parts might affect eligible members of the NALC Health Benefit Plan (the Plan).

I understand that some of our members are overwhelmed. The changes and choices caused by the Postal Service Health Benefits (PSHB) Medicare integration requirement can be confusing, and separating and/or defining the Plan's programs can be a challenge.

In this article, I will do my best to deconstruct the topic, hopefully leaving you with a better understanding. Let's start with the

basics of each Medicare part:

- **Medicare Part A** is generally cost-free and helps to cover inpatient hospital care, inpatient skilled nursing facility care, home health and hospice care.
- **Medicare Part B** helps you pay for doctor charges, diagnostic services, ambulance charges, surgeries, medical equipment and covered services that are not payable under Medicare Part A.
- **Medicare Part C** is offered by private companies and is referred to as Medicare Advantage. There are many types of Medicare Advantage plans on the market; some may provide hospital insurance (Medicare Part A), medical insurance (Medicare Part B) prescription coverage (Medicare Part D), and have extra benefits such as vision, hearing and dental.
- **Medicare Part D** is specific to prescription benefits only.

Since most of the questions we receive pertain to Medicare Part D, I will focus on that topic. To have this discussion, we need to mention the Postal Service Reform Act of 2022, Public Law 117-108. As part of this law, the Office of Personnel Management determined that all health plans participating in the PSHB program are required to provide Medicare Part D prescription drug benefits to all eligible members and dependents.

NALC HBP is compliant with that requirement, and we have incorporated two options within the High Option plan that include Medicare Part D coverage.

To discuss Option 1, we need to rewind the calendar back to 2023, where we recognized the need and moved forward in introducing the NALC High Option Plan—Aetna Medicare Advantage Plan. To outline the program's purpose or scope, it is important to note that this is a Medicare Part C plan with a bundled Part D coverage and extra benefits not offered to our traditional High Option plan members.

This was an exciting enhancement to the NALC High Option Plan; however, we soon realized that this standalone option might not be a perfect fit for all eligible members; therefore, we would need to expand our Medicare Part D benefit structure.

In 2024, this came to fruition when we added Option 2, the SilverScript Prescription Drug Program (PDP) for our members who did not want to participate in our Aetna Medicare Advantage Plan.

What does this mean to you as the member? All eligible PSHB annuitants who have Medicare Part A or Medicare Part B must be enrolled in a Medicare Part D plan offered by the NALC Health Benefit Plan to retain prescription coverage. Should a member opt out or disenroll from the Medicare Part D option, they will lose all prescription benefits under PSHB.

For High Option members, there is a choice. You can choose either to continue traditional coverage with Medicare paying as primary, the Plan paying as secondary and be enrolled in our SilverScript (PDP) or, if you are eligible, you can choose to opt in to our NALC High Option—Aetna Medicare Advantage Plan. It is very important to understand that these are two different programs that offer Medicare Part D compliance, and members must select one or the other, as Medicare does not permit dual enrollment into both programs.

As a default, the Plan will auto-enroll all members who currently have Medicare Part A and/or Medicare Part B, into the SilverScript PDP. Only those members who have previously selected to opt into the Plan's NALC High Option Plan—Aetna Medicare Advantage Plan will not be auto-enrolled. Note: Members auto-enrolled into SilverScript can still select to opt into the Aetna Medicare Program throughout the 2025 plan year. This will result in a transfer of Medicare Part D coverage from SilverScript to Aetna Medicare Advantage once the enrollment is processed.

Consumer-Driven Health Plan members with Medicare A or Medicare B must be enrolled in the SilverScript PDP to maintain prescription coverage, as this is the only Medicare D option for the CDHP.

I understand that this is a complicated subject, but I hope that I have brought some clarity. To learn more about our benefits, make sure to visit nalchbp.org

Heat-related safety

Kansas City, MO Branch 30 letter carrier John Watzlawick died while in the performance of his duties on July 24, 2012. He is identified as the first letter carrier who died as a result of the heat but is not the last.

On June 8, 2018, brand-new city carrier assistant (CCA) Daniel Rosenbach, of Georgetown, KY, died of a heart attack, which was later proven to be triggered by the extreme heat.

Just one month later, on July 6, 2018, Tri-Valley, CA Branch 2902 letter carrier Peggy Frank, who had just returned to work following a three-month medical absence, walked into a heat wave with the temperature reaching 117 degrees. She died that afternoon.

The following summer, CCA Roslyn Westfall died as a result of the heat on June 27, 2019, in St. Louis, MO.

Two years later, brand-new letter carrier Dalvir Bassi of Branch 193, San Jose, CA, who was delivering his route for the first time by himself, died on June 19, 2021.

On June 20, 2023, Dallas, TX Branch 132 letter carrier Eugene Gates Jr. died as a result of the heat.

In all of the above tragedies, our brothers and sisters were relatively new to the job or had just returned to work following an absence (illness or vacation). The NALC draws your attention to the seriousness of heat illness by reminding ourselves that the above letter carriers paid the ultimate price in the performance of their duties.

What should you do to prepare for the heat of the summer before it arrives? Letter carriers should first educate themselves on heat safety by reading available information. The Occupational Safety and Health Administration (OSHA) maintains a website displaying its heat safety material at [osha.gov/heat](https://www.osha.gov/heat) and instructs employers as follows:

Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer with workers exposed to high temperatures should establish a complete heat illness prevention program.

- Provide workers with water, rest and shade.
- Allow new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize, or build a tolerance for working in the heat.
- Plan for emergencies and train workers on prevention.
- Monitor workers for signs of illness.

The NALC Safety and Health page on the NALC website ([nalc.org/workplace-issues/safety-and-health](https://www.nalc.org/workplace-issues/safety-and-health)) also provides material on heat safety. Under the heading “Ex-

reme weather” are sections titled “Safety in extreme heat,” “Enforcing heat safety rules,” “OSHA/NIOSH Heat Safety Tool” and “OSHA Citations relating to heat safety.” Each of these sections contain information important to letter carriers working in the heat of the summer.

This year the USPS has updated its HIPP training material which is referenced in this month’s Safety and Health column. Copies of all these documents are now available on Safety and Health Extreme Weather page ([nalc.org/workplace-issues/safety-and-health/extreme-weather](https://www.nalc.org/workplace-issues/safety-and-health/extreme-weather)).

Local NALC representatives should initiate a conversation with their supervisors/managers/postmasters asking that they share their plans to prevent letter carriers from suffering a heat injury, including copies of the training materials that will be used in stand-up talks. If there is pushback, shop stewards have the right to investigate what management plans to do to prevent you from suffering harm.

In the event a letter carrier suffers a heat-related injury, the following steps should be taken:

The very first thing that needs to be done is to provide the injured employee with medical attention by transporting the employee to a medical facility or immediately calling 911 for emergency care. Bringing the employee back to the office to fill out paperwork before medical care is provided could further jeopardize the employee’s

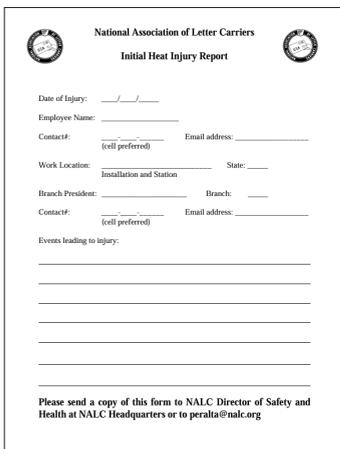
(continued on next page)

Heat-related safety (continued)

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health and is not required. An employee does not need permission to seek emergency treatment. Section 866.1 of the *Employee and Labor Relations Manual* provides that “In the event of a medical emergency, immediate and appropriate medical care must be provided.” (See the August 2017 *Postal Record* article by NALC Director of Safety and Health Manuel L. Peralta Jr.)

The employee, a union representative, or a member of the family should request a CA-1, and complete the form requesting Continuation of Pay and submit to management. When the form is submitted to management, we should immediately obtain the receipt of the CA-1 from management.



The image shows a form titled "National Association of Letter Carriers Initial Heat Injury Report". The form includes fields for Date of Injury, Employee Name, Contact (with a note "(cell preferred)"), Email address, Work Location (with sub-fields for Installation and Station and State), Branch President, Branch, and another Contact/Email address field. Below these fields is a section for "Events leading to injury:" with several horizontal lines for text entry. At the bottom of the form, it says "Please send a copy of this form to NALC Director of Safety and Health at NALC Headquarters or to peralta@nalc.org".

Obtain a Form CA-16, signed by management, and then provide it to the treating physician.

After medical care is provided, NALC requests that the employee or a union representative fill out an NALC “Initial Heat Injury Report.” The NALC seeks contact information for the injured employee as well as the branch president. We then need a description

from the employee as to what happened leading up to the injury. When filling out the form, please share what type of delivery is involved (mounted, park and loop, centralized), temperature (heat, humidity and heat index if possible) symptoms experienced by the injured employee, communication with management and their response. All these factors are very helpful in getting a picture as to what went wrong.

Once the form is completed, it should be forwarded to the NALC’s director of safety and health as well as the appropriate national business agent (NBA). A copy of the form can be found on the NALC’s Safety and Health page in the section titled “Enforcing heat safety rules.”

Once the form is received at NALC Headquarters, it will be tracked and a copy will be forwarded to the appropriate NBA. The NBA then can follow up as neces-

sary with the injured employee, make sure that they have received the necessary medical care, and assist, if necessary, with workers’ compensation paperwork and processing, a service that is provided to NALC members only.

The local representative should then investigate the facts leading up to the injury. The following represents some issues that need to be explored, but many other questions might need to be asked:

- Did the employer properly train all letter carriers (including the injured employee) on how to prevent a heat injury? If so, when was this training last provided?
- Did the employer provide water, rest and shade as recommended by OSHA and NIOSH?
- If the employee or someone else communicated with management to advise of the employee’s condition, did management act appropriately and get the employee out of harm’s way, or did they fail their responsibilities to the employee? If they failed, what did they do?

After making a determination of the facts leading to the injury, the NALC representative may need to complete some or all of the following steps, depending on the circumstances:

- Fill out a PS Form 1767 to report the hazard (keeping a copy for your records).
- A grievance may need to be initiated.
- A complaint may need to be initiated with the U.S. Department of Labor. (The fifth panel on the OSHA-NIOSH Heat Safety app provides contact information. You can press the “Contact” button and call or connect with the OSHA web page. Scroll down to the “Take Action” section and press “File a safety and health complaint.” This takes you to the page identified as “How to File a Safety and Health Complaint,” which lists your options.) Alternatively, you can do the same by going to osha.gov.

If you do file a complaint and/or grievance, please forward a copy to NALC’s director of safety and health. It is recommended that each letter carrier use the OSHA/NIOSH Heat Safety Tool app each morning (during the heat season) to help determine what should be done each day to prevent heat injuries.

Emotional injuries and OWCP, Part 2: In-house injuries and the employee's burden of proof



Regional Workers' Compensation Assistant Coby Jones

Last month's column made a distinction between in-house and out-of-house emotional injuries. This month's column will focus on in-house emotional injuries that arise from the injured worker's interactions with USPS management and will focus on those injuries that result from harassment or abusive behavior.

Workers' compensation law does not apply to each and every illness that is somehow related to a worker's employment. The Employees' Compensation Appeals Board (ECAB) made this

statement in *Lillian Cutler*, 28 ECAB 125, the watershed case on emotional conditions that arise within the workplace.¹ And while *Lillian Cutler* established the compensability of workplace-generated emotional injuries, it also imposed a specific burden of proof on the employee claiming such an injury.

Establishing the first three basic elements of an in-house emotional reaction claim—1) time; 2) civil employee; and 3) fact of injury—is fairly straightforward. OWCP will readily accept in these claims both the fact that an incident or series of incidents occurred at work (fact of injury/work component) and a diagnosed emotional condition (fact of injury/medical component). The hard part comes with the fourth basic element: performance of duty.

According to *Lillian Cutler*, when an employee experiences emotional stress in carrying out assigned employment duties, or has fear and anxiety regarding the employee's ability to carry out these duties, a resulting injury (or occupational disease) is considered to have "arisen out of and in the course of employment" and comes within the coverage of the Federal Employees' Compensation Act (FECA). This is known as the *Cutler* rule. But in *Cutler*—a case where the employee became upset over not receiving an anticipated promotion—the ECAB held that the resulting disability was not compensable because her emotional reaction was self-generated and did not relate to her employment duties. In short, a self-generated reaction takes the employee out of performance of duty.

In the wake of *Lillian Cutler*, the ECAB in hundreds of cases has established the principle that in order for an emotional injury related to the conduct of the employer to be covered by FECA, the employee assumes an additional burden of proof to provide evidence that the injury resulted from agency error or abuse, and hence within performance of duty. Absent such evidence, OWCP will treat the emotional injury as self-generated.

¹ Note that if the claim involves a CA-2 occupational disease—as is the case for most in-house injuries—the medical evidence must come from a psychiatrist or licensed clinical psychologist.

So how does a claimant meet their burden of proof to establish agency error or abuse in emotional injury cases? First, claimants should be aware that OWCP is highly reluctant to be the party that determines whether or not agency error or abuse has occurred. Any NALC shop steward who has worked on Joint Statement, dignity and respect, or harassment grievances knows that these grievances can involve complex histories of interpersonal interactions, conflicting he said/she said statements, and mountains of evidence. It often takes an arbitrator sifting through the evidence, weighing conflicting statements, and observing the demeanor of witnesses to resolve the grievance. Witness statements are crucial to winning these grievances.

Not so with OWCP. It determined long ago that it does not have the time or resources to be the arbiter of workplace disputes. Even though ECAB precedent requires OWCP to develop the case file and obtain witness statements in order to establish fact of injury², it gives witness statements little probative weight in determining performance of duty.³ It wants someone else—a neutral fact-finder in another forum, such as the grievance procedure, the Equal Employment Opportunity Commission (EEOC) or the Merit Systems Protection Board—to establish whether or not agency error or abuse has occurred.

Because of this, letter carriers filing in-house emotional injury claims should pursue parallel grievances and/or EEO cases. The decisions and settlements from these other venues should specifically and unequivocally find that the alleged error or abuse did, in fact, occur. For example, OWCP would give little weight to a grievance settlement involving dignity and respect where the parties generically agree that "management will cease and desist violating the *M-39 115.4* mandate to maintain an atmosphere of mutual respect." It requires something more specific along the lines of "the parties agree that the Agency erred when it allowed the abusive language to continue." Similarly, an effective EEO settlement should be fully citable and specifically find that agency error or abuse occurred.

Once the injured employee has met their burden of proof demonstrating agency error or abuse to establish that they were within performance of duty, they will still need their attending physician to provide a causal explanation as to how that error or abuse caused or contributed to their diagnosed emotional condition in order to establish the fifth basic element of their claim: causal relationship.

² "[OWCP's] procedures require that, in development of an emotional condition claim, it must obtain statements from witnesses, coworkers and supervisors, among others, before it makes a determination of whether the incidents alleged by a claimant occurred and whether such incidents or factors constitute compensable factors of employment." A.K. and U.S. Postal Service Docket No. 13-0079 (2013).

³ That being said, witness statements are very helpful in establishing the background optics of the abusive behavior and should be added to the OWCP file.

Q1 Branch Challenge results

MDA is thrilled to share the results of the first Branch Challenge of the year. During the Q1 Challenge (Jan. 1-March 31), 65 branches raised \$75,855.77 for MDA. You will be sending 25 kids to MDA Summer Camp this summer.

Here are the Top 10 fundraising branches for the Q1 challenge and the Top 3 overall winners:

1. NALC Branch 490, Manitowoc, WI—\$15,291
2. NALC Branch 462, Huntsville, AL—\$3,750
3. NALC Branch 504, Albuquerque, NM—\$3,083
4. NALC Branch 111, Salt Lake City, UT—\$3,014.47
5. NALC Branch 442, Spokane, WA—\$2,115
6. NALC Branch 14, Louisville, KY—\$1,404
7. NALC Branch 40, Cleveland, OH—\$1,380
8. NALC Branch 4317, Great Valley, PA—\$1,180
9. NALC Branch 984, St. Charles, MO—\$1,026
10. NALC Branch 52, Central California Coast and California State Association—\$1,000

Top 3 overall winners for Q1 will receive an MDA Swag Box as a thank-you. Be on the lookout for that package to arrive in the coming weeks. Congratulations!



This year, MDA will offer 23 in-person summer camp sessions and two virtual camp options, at no cost to families. MDA Summer Camp is a magical place where anything is possible. Every summer, youth living with neuromuscular diseases can attend weeklong sessions of overnight camp filled with accessible adventures—swimming, fishing, zip-lining, horseback riding, dancing under a disco ball, singing around a campfire, gaining valuable life skills and lifelong friendships. Your support will give kids a life-changing, confidence-building experience.

Friendly reminder—the Q2 challenge starts now! Donations received April 1-June 30 will count toward the Q2 challenge. Let's send more kids to summer camp!

Keep up the great work! Remember to send NALC a copy of the allocation forms and checks for your branch to get the proper credit.

Questions? Call us at 312-392-1100 or send an email to nalc@mdausa.org.

When an active letter carrier dies...

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

Arlington Heights, Illinois

This is the official notice to the members of Chris Malinowski Branch 2810 for nominations for delegates to the 2026 Illinois State Association convention and 2026 national convention. By virtue of their office, the president shall be an automatic convention delegate.

Nominations shall be held at the regular branch meeting on Sept. 4 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 weeks after nominations have occurred.

Veronica Ramirez, Rec. Sec., Br. 2810

Belleville, Illinois

This is to serve as an official notice to all members of Branch 155 that nominations for Branch 155 officers will be held at the regular branch union meeting on Wednesday, Sept. 10. The meeting will be held at the Danny's Irish Pub and Banquet Center, 5500 N. Belt W., Belleville. The meeting will begin at 7:30 p.m.

Candidates may accept nominations for only one office. The positions for nominations are as follows: president (automatically state convention delegate and national convention delegate), vice president, sergeant-at-arms, treasurer, secretary, financial secretary, health benefits and MBA representative, all stewards, up to five trustees, up to 20 state convention delegates, and up to 15 national convention delegates. The terms of office will be for two years, beginning Dec. 10. All Branch 155 members in good standing are eligible for these positions. Candidates must accept nominations at the time a nomination is made or, if absent, a letter must be submitted to the branch in writing prior to Sept. 24, stating that they will accept nominations.

The election for these positions will be held via mail and will be sent to the address on file with the NALC Headquarters (if needed). All ballots must be received by noon on Nov. 11 by the nominating committee. Write-in votes will not be permitted.

Brian Stahlheber, Pres., Br. 155

Decatur, Georgia

This is to notify the members of Branch 2225 that nominations for delegates for the national and state conventions will be held at the regular monthly branch meeting on Oct. 2. All members in good standing shall have the right to nominate or be nominated. Members need not be present for the nomination, but the member in good standing must submit a written notice of intent to the secretary by 5 p.m. on Oct. 2. Meeting will be held at the regular meeting location: 1842 Candler Road, Decatur.

Leigh Smith, Pres., Br. 2225

Morrisville, Pennsylvania

This notification is to all members of Branch 2572 that, having been read at the May meeting, proposed changes to the branch bylaws will be voted on at the regular monthly meeting Thursday, June 5. Regular meetings begin at 6:30 p.m.

and are held at Kasdon's Restaurant & Tavern, 8736 New Falls Road, Levittown.

Jordan Costa, Pres., Branch 2572

New Mexico

Welcome to our New Mexico State convention June 6-7. It will be held in Las Cruces at Springhill Suites, Featuring NALC Vice President James Henry as a special guest. This year is an election year for our state officers, for president, vice president, secretary/treasurer, director of retirees, NE District president, NW District president, SW District president and SE District president. Any member in good standing is eligible to apply.

Gloria E. Baros, Sec./Treas., NMSALC

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 from January 2025 to January 2027.

Nominations will be held during the regular branch meeting beginning at 7 p.m. on June 28 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 June 28 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 July 26.

Cheryl A. Davis, Sec., Br. 124

New York

This is official notice to all members of the New York State Association of Letter Carriers that nomination and election for the following positions will be held at the New York State Biennial Convention in Syracuse on June 23: president; vice president; secretary; treasurer; delegate at large; alternate delegate at large; director of legislation; director of education; director of retirees; and the eight executive board district positions—Tinnelly, Central, Southern Tier, Niagara Frontier, Hudson Valley, Tri-Boro, Long Island and Caribbean.

All elected positions will be nominated and voted on during this convention. Elected officers will serve a two-year term.

Jay Jackson, Sec., NYSALC

Norman, Oklahoma

This is to notify all members of Branch 1491, who meet in Norman, OK, that we will begin the election process in May for officers and delegates.

To our leaders who faithfully show up every month to do the tireless work of the union—to protect our jobs, train our members and stewards, and be accountable for our finances—we thank

you! We are grateful.

Officers and delegates take office in September every year. Thank you to all who participate in this process.

Barbara Semke, Sec., Br. 1491

Ponce, Puerto Rico

This is an official notice to all members in good standing of Branch 826 for nominations and elections for a three-year term, from 2025-2028, for the following positions: president, vice president, health benefits representative, recording secretary, secretary-treasurer, three trustees, three area representatives and sergeant-at-arms. The nominations will take place at the regular branch meeting at 11 a.m. on May 25 during the Family Day event at the Mayaguez Resort.

The elections will be held at the regular branch meeting at 11 a.m. on June 29 at the Branch 826 Union Hall in Ponce.

All members in good standing are invited to participate in the nomination and election process. The election process will be conducted in June by mail and will be done in accordance with local Branch 826 bylaws and the NALC Regulations Governing Branch Election Procedures.

Roberto M. Santini Sierra, President, Br. 826

Tennessee

This shall serve as official notice to all members and retirees of the Tennessee State Association of Letter Carriers. Nominations for the election of all officers/executive board members for two years. Nominations and elections will be held June 7 during the state convention in Gatlinburg. If one cannot attend, a letter accepting the nomination must be received by the secretary/president prior to elections.

Anthony E. "Geno" Lauderdale Sr., Pres., TSALC

Texas

This is official notice to all members of the Texas State Association of Letter Carriers. Nominations and elections will be held at the convention July 28-30 in Austin at the DoubleTree by Hilton Hotel at 6505 N. Interstate 35, for the following positions: president, vice president, secretary, treasurer, director of retirees and district board members for each

District—1, 2, 3, 4, 5 and 6.

Members who have held, accepted or applied for a supervisory position are ineligible to run for or hold office for a period of two years after termination of such status. All candidates must verify, upon nomination, that they have not served, accepted or applied for a supervisory position in the last 24 months.

Nominations will take place during the session on Tuesday, July 29, and voting will take place on Wednesday, July 30.

Kimberly Arnhold, Sec., TSALC

Wilmington, Delaware

This is official notice to all members of Branch 191 that a special election will be held within 90 days due to the declared vacancy of the office of treasurer as of March 22.

Nominations for the office of treasurer position will be held at the regular branch meeting on Wednesday, May 14, at the branch hall, located at 409 Old Dupont Road, Wilmington. The incumbent treasurer shall serve the remainder two-year term. Upon nomination, every nominee must certify that he or she has not served in a supervisory position for the 24 months prior to being nominated. As per the Branch 191 bylaws, the nomination form must be filled out and received at the union office within 14 days following the date of nomination.

Elections will be held by secret ballot from 4 p.m. to 8:15 p.m. at the regular branch monthly meeting on June 11 at the union office, located at 409 Old Dupont Road, Wilmington, and results will be announced at the end of the June 11 branch meeting.

Write-in votes are not permitted.

David M. Smith, Pres., Br. 191

Yonkers, New York

To all members in good standing: At the June 10 general meeting, Branch 387 will be voting on changes to bylaw Article 5, Section 7 and Article 11, Sections 2, 5, 7, 9 and 10. The articles pertain to the election committee, trustees, sergeant-at-arms, director of retirees, secretary and treasurer. The vote will take place at 6:30 p.m. sharp at VFW Post 375 at 10 Huber Place, Yonkers. Your attendance is greatly appreciated.

Anthony M. Giobbe, Sec., Br. 387

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., May's deadline is for the June 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**.

State Summaries

California

Donald Trump recently tweeted that he wants postal workers to be “happy and healthy” and that he loves us. He then endorsed House Concurrent Resolution 14, which directs the House Oversight and Government Reform Committee to find \$50 billion in cuts. Cuts to what, you might wonder? Federal and postal retirement annuities and health benefits!

I’ve written this before, and I’ll write it again here. Donald Trump is not your friend. He is willing to slash your retirement benefits to pay for a \$4.5 trillion tax cut for billionaires and millionaires.

As an academy instructor, I see the following firsthand. The attrition rate among new employees is atrocious. More than half of our city carrier assistants quit within their first year of employment. If Congress votes to slash our benefits by eliminating the bridge payment (effectively raising our retirement age from 57 to 62), changing our retirement formula from high-3 to high-5, and raising our health care contribution from 25 percent indexed for inflation to a floating amount (the USPS would pay a flat fee, which would raise our health care premium), then how can I stand before the new CCAs and PTFs who are hired and tell them how great our benefits are as career employees?

I hope that we, as federal and postal employees, escape this round of budget cuts without damage to our standard of living. But House and Senate Republicans have the votes to pass the aforementioned cuts without being subject to the 60-vote threshold in the Senate. All they need is a simple majority in both the House and Senate through reconciliation. Now we will see who votes to maintain your standard of living.

Thanks to all who participated in the March 23 “Fight Like Hell” rallies. Please give to the Letter Carrier Political Fund.

Eric Ellis

Kentucky

Thanks to all the branch leaders and members across the commonwealth who participated in the NALC’s “Fight Like Hell” rallies on March 23. Branches 14, Falls City; Central Kentucky Bluegrass Branch 361, Lexington; Northern Kentucky Branch 374 and others met on the steps of the capitol that day. We got great coverage from the NBC affiliate in Greater Lexington. We are educating our members and the public about what is at risk from this privatization threat.

Recently I spoke at a comprehensive rally at the courthouse plaza in Lexington to amplify what the loss of U.S. Mail service would do to harm our citizens at 169 million addresses. Medicines, checks, secure communications, packages and commerce would become insecure and kick off a recession. For 250 years, mail has bound the nation together across all economic and social boundaries. People are against this loss and are keenly aware that mail is an essential service we want from our government.

NALC got an arbitration award on the contract. So, now is the time to unite behind President Renfroe’s team at union HQ to oppose the sell-off of USPS to private companies for profit. He is

right to lead NALC to fight like hell for U.S. Mail. No companies for profit will step up to include the costly deliveries, like the back roads of Kentucky.

Support NALC legislation like opposing postal privatization (H.Res. 70/S.147), the Protect our Letter Carriers Act (H.R. 1065/S. 463), and the Federal Retirement Fairness Act (H.R. 1522). Get off the sidelines and mobilize; give to LCPF, our PAC.

Bob McNulty

Tennessee

Hello, brothers and sisters!

Privatization? If you haven’t heard this word in recent weeks, you need to get your head out and into sunshine. It’s as serious as asking for overtime on your route. Now, we need you to write, email or call your congressional representative and demand that they co-sponsor H.Res. 70, which is our anti-privatization bill that has bipartisanship, including Reps. Stephen Lynch (D-MA) and Nick LaLota (R-NY).

Go to nalc.org, click “Government Affairs,” click “NALC Legislative Action Center,” and if you’re not registered, click on “New? Register Here.” It is worth \$5 a pay period to safeguard the future of your carrier jobs and benefits by contributing to the Letter Carrier Political Fund (LCPF). LCPF helps all candidates, regardless of party affiliation, who support letter carrier issues. If the administration privatizes us, we’ll need the funds to take them to court. Lawyers aren’t cheap, but they are our spearhead in protecting our jobs. Remember, we are only asking for \$5. Contact your branch for further sign-up information. *Bottom line: You need to get involved! Your future and your family’s future are on the line.*

Also, the 99th annual Tennessee State Association of Letter Carriers state convention will be held in Gatlinburg at the Glenstone Lodge June 5-7. Registration fees are \$50 per individual and an additional \$50 for spouse and friend. Checks are made out to “NALC Branch 419.” There will be a meet-and-greet at 6 p.m. on the 5th. We’ll have a NALC national officer and the vice chair of the Tennessee Democratic Party as speakers. The TSCALC’s mission is

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.



Members of the Tennessee State Association of Letter Carriers meet with Sen. Elizabeth Warren (D-MA) during a town hall meeting in Nashville. Pictured (l to r) are TSALC President Anthony “Geno” Lauderdale Sr., Warren and TSALC Legislative Liaison Officer James Brown.

primarily legislation, but other topics will be discussed.

Tony Rodriguez

Texas

Picture this: You wake up in the morning headed to work to do an honest day of work. On the way to the office, you think about your house bills, car loan, electric bill, children’s school expenses and groceries. When you get there, the doors are locked and there’s a note saying you no longer work here. This issue is affecting unionized labor workers across America, including veterans who are seeking to participate in the workforce. Although many have resumed work, the uncertainties surrounding the source of their next paycheck remain a significant concern.

In February, the Texas State Association of Letter Carriers established the Texas Scramble Task Force. This task force consists of the district board members and the LCCLs to visit local branches and their congressional representatives’ office. During branch visits, some members stated that the Post Office will never be privatized because it is part of the Constitution. My brothers and sisters, I’m here to tell you that might be true, but the way the president has been writing executive orders, anything can happen. Let’s not take anything for granted! Keep fighting—call and write to your representatives.

H.Res. 70, sponsored by Reps. Stephen Lynch, a Democrat from Massachusetts, and Nick LaLota, a Republican from New York, is in place to protect us from becoming a private entity. Don’t forget to contribute to the Letter Carrier Political Fund—these funds are used to support representatives who support the NALC.

Continue to fight, my brothers and sisters. Stay the course, and at the end we will be victorious.

In solidarity!

Everett Wyllie

Wisconsin

On Sunday, March 23, Wisconsin NALC branches held local rallies to bring awareness to the potential privatization of the USPS. Members of the APWU, NRLCA and NPMHU participated in solidarity. The rallies were successful with hundreds in attendance, as they delivered the messages that the “U.S. Mail

is not for sale,” “Hell No to dismantling the USPS” and “Keep your hands off the people’s Post Office.”

Following the rallies, President Renfroe called the state presidents and Executive Council to Washington, DC, March 24-27. Several meetings were held with updates on legislation, current bills in the House, and the federal budget reconciliation that affects our pay, retirement and benefits. On Tuesday, March 25, the state chairs and Executive Council joined the NRLCA rally on Capitol Hill. Several members of Congress and

senators spoke in support.

Wisconsin’s April 1 election for high-profile state Supreme Court race between Susan Crawford and Brad Schimel was controversial, to say the least. Wisconsin’s attorney general, Josh Kaul, sought a court order against Elon Musk and America PAC from paying two Wisconsin Green Bay voters \$1 million each as a reward for casting ballots. A state appeals court denied Kaul’s request order, noting the court jurisdiction is limited when it comes to such orders. The empty seat attracted national attention and donations

of \$81 million, breaking the national record of spending. Crawford’s 55.5 percent victory marks the fourth win in the last five Supreme Court races for liberals. She serves a 10-year term.

“Today Wisconsinites fended off an unprecedented attack on our democracy, our fair elections and our Supreme Court,” Crawford said in her victory speech. “And Wisconsin stood up and said loudly that justice does not have a price; our courts are not for sale.”

Dawn M. Ahnen

In Memoriam

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

John P. Erickson	Br. 576	Phoenix, AZ	Ray B. Hauk	Br. 39	Indianapolis, IN	Vincent P. Wisniewski	Br. 6000	Long Island Mgd., NY
Michael W. Kamody	Br. 576	Phoenix, AZ	Roberta E. Skyles	Br. 39	Indianapolis, IN	Joseph M. Dinapoli	Br. 693	Westchester Mgd., NY
Clair H. Deitering	Br. 704	Tucson, AZ	Harold W. Seufferer	Br. 352	Central IA Mgd.	William P. Amos	Br. 630	Greensboro, NC
Theodore J. Holmes	Br. 704	Tucson, AZ	Daryl D. Boyd	Br. 104	Lawrence, KS	John E. Moody	Br. 297	Alliance, OH
Gerald H. Small	Br. 704	Tucson, AZ	Alice A. Randel	Br. 104	Lawrence, KS	William B. Saltzman	Br. 297	Alliance, OH
Gene A. Trujillo	Br. 704	Tucson, AZ	Paul D. Pickett	Br. 6094	Greensburg, KY	Edwin L. Stokli	Br. 297	Alliance, OH
William B. Dunn	Br. 399	Fort Smith, AR	Alexander J. Boss	Br. 361	Lexington, KY	Bernard W. Taylor	Br. 297	Alliance, OH
Steven D. Blodgett	Br. 231	Central CA	Steve E. Thomas	Br. 14	Louisville, KY	Thomas F. Schroeder	Br. 43	Cincinnati, OH
Walter Dodson Jr.	Br. 231	Central CA	Marion A. Cooley	Br. 932	Alexandria, LA	Thomas Little Jr.	Br. 40	Cleveland, OH
Clarence E. Falls	Br. 231	Central CA	Winston B. Chester Jr.	Br. 176	Baltimore, MD	Edward Lukander Jr.	Br. 647	Coshocton, OH
Henry F. Kirkland Jr.	Br. 231	Central CA	Dennis F. Burns	Br. 34	Boston, MA	Paul G. Keen	Br. 182	Dayton, OH
Willie R. Berryman	Br. 1726	El Centro, CA	W. P. Comeau Jr.	Br. 34	Boston, MA	Bobby G. Peters	Br. 182	Dayton, OH
Edward G. Chicots	Br. 1100	Garden Grove, CA	Anthony P. Cassaro	Br. 25	MA Northeast Mgd.	Nelson R. Gorley Jr.	Br. 281	Newark, OH
Jim J. Kim	Br. 1100	Garden Grove, CA	John E. McCarthy Jr.	Br. 25	MA Northeast Mgd.	Patrick D. Garver	Br. 100	Toledo, OH
John Scott	Br. 1100	Garden Grove, CA	Philip D. Tousignant	Br. 25	MA Northeast Mgd.	Carroll T. McClendon	Br. 458	Oklahoma City, OK
Thomas Tokeshi	Br. 1100	Garden Grove, CA	Arthur R. Nery	Br. 18	Southeast MA Mgd.	Devyn Stermer	Br. 458	Oklahoma City, OK
John H. Rybicki	Br. 1111	Greater E. Bay, CA	Edward F. Peterson	Br. 18	Southeast MA Mgd.	Kevin L. Dorsey	Br. 82	Portland, OR
Christophe E. Adkins	Br. 24	Los Angeles, CA	Raymond K. Seaver	Br. 18	Southeast MA Mgd.	Thomas S. Duncan	Br. 82	Portland, OR
Stuart P. Vautrain	Br. 2200	Pasadena, CA	Edward Flynn Jr.	Br. 1	Detroit, MI	Brian W. Tennant	Br. 82	Portland, OR
Donald G. Drummond	Br. 133	Sacramento, CA	Charles E. Holland	Br. 1	Detroit, MI	Earl L. Holland	Br. 389	Easton, PA
Robert G. Wild	Br. 183	Santa Rosa, CA	Caphers B. Philson	Br. 1	Detroit, MI	Raymond D. Baker	Br. 284	Erie, PA
Donald J. Schiller	Br. 2902	Tri-Valley, CA	Leonard J. Wiczorek	Br. 1	Detroit, MI	Philip N. Bagley	Br. 157	Philadelphia, PA
Gasper Pacheco	Br. 47	Denver, CO	Frank R. Wisniewski	Br. 1	Detroit, MI	Harvey L. Goldberg	Br. 157	Philadelphia, PA
Mark W. Rundquist	Br. 47	Denver, CO	Charles J. Gunning	Br. 95	Marquette, MI	Jacob T. Bradich	Br. 84	Pittsburgh, PA
Edward L. Kaminski	Br. 2313	Fairfield, CT	John W. Charles II	Br. 232	Jackson, MI	Steven Curry	Br. 725	Southeast PA Mgd.
Gilbert E. Hutchins	Br. 906	Southern DE	Francis M. Faber Jr.	Br. 232	Jackson, MI	Joseph S. Ettwein	Br. 50	Williamsport, PA
Artelia B. Johnson	Br. 142	Washington, DC	Douglas D. Harsch	Br. 232	Jackson, MI	Billy E. Nichols	Br. 1871	Anderson, SC
Darryl A. Thomas	Br. 142	Washington, DC	Ernest G. Hobart	Br. 232	Jackson, MI	John E. Hollis	Br. 233	Columbia, SC
John E. Smith	Br. 2008	Clearwater, FL	Deborah S. Marriott	Br. 232	Jackson, MI	David E. Fleming	Br. 439	Greenville, SC
Jonathan W. Curtis	Br. 2148	Sarasota, FL	Paul G. Moffitt	Br. 232	Jackson, MI	Donald D. Smith	Br. 3737	Gregory, SD
Larry A. Dean	Br. 2148	Sarasota, FL	Marvin L. Stotler	Br. 232	Jackson, MI	Willard E. Williams	Br. 27	Memphis, TN
Charles S. Luzier	Br. 2148	Sarasota, FL	Robert J. Ward	Br. 232	Jackson, MI	Jimmy L. Chandler	Br. 181	Austin, TX
Paul L. Peachey	Br. 2148	Sarasota, FL	James D. Arnold Sr.	Br. 320	N. Oakland Co., MI	Louis J. Della Fiora	Br. 1259	Corpus Christi, TX
Jack L. Refett	Br. 2148	Sarasota, FL	Leslie J. Fant	Br. 320	N. Oakland Co., MI	Larry S. Fitzhugh	Br. 132	Dallas, TX
Ibrahim Ghulam	Br. 73	Atlanta, GA	Melvin R. Schott	Br. 320	N. Oakland Co., MI	Donald J. Highsmith	Br. 226	Fort Worth, TX
William L. Sosebee	Br. 2225	Decatur, GA	Jack L. Seonder Sr.	Br. 320	N. Oakland Co., MI	Kenyon Johnson	Br. 283	Houston, TX
Ralph E. Ray	Br. 1119	Marietta, GA	Karl J. Guetschow	Br. 246	Southwestern MI	Ralph E. McGhee	Br. 4065	North TX
Ruben M. Hasty	Br. 536	Rome, GA	Leonard L. Weems	Br. 3126	Royal Oak, MI	Aaron T. Meneses	Br. 4065	North TX
Thomas H. Gargrave	Br. 219	Aurora, IL	Donald L. Berg	Br. 1317	Detroit Lakes, MN	Billy W. Johnson	Br. 3964	Odessa, TX
Richard L. Phillips	Br. 11	Chicago, IL	John E. Tapio Jr.	Br. 2548	Hutchinson, MN	Gilbert G. Mazuca	Br. 421	San Antonio, TX
Peter J. Skrzypczynski	Br. 11	Chicago, IL	William F. Winefeldt	Br. 9	Minneapolis, MN	Donald C. Troublefield	Br. 421	San Antonio, TX
Dennis L. McKee	Br. 317	Decatur, IL	Robert F. Avery	Br. 343	St. Louis, MO	Maxim Khlebnikov	Br. 111	Salt Lake City, UT
Charles M. Yates	Br. 317	Decatur, IL	Lloyd F. Bindle	Br. 1582	Falls City, NE	John R. Cramer	Br. 567	Alexandria, VA
Lawrence C. Hall	Br. 1870	Downers Grove, IL	James F. Titus	Br. 1582	Falls City, NE	Charles A. Martin	Br. 247	Tidewater, VA
Walter L. Meaden	Br. 1870	Downers Grove, IL	Troy J. Eberling	Br. 1836	Scottsbluff, NE	Steven L. Boman	Br. 279	Seattle, WA
Jennifer L. Colboth	Br. 825	Elmhurst, IL	Michael L. Murray	Br. 2502	Las Vegas, NV	Maria A. Jones	Br. 79	Seattle, WA
Raymond R. Boos	Br. 88	Galesburg, IL	William J. Eldridge	Br. 444	Garden State Mgd., NJ	Jemanuel R. Concepcion	Br. 130	Tacoma, WA
David Duke	Br. 88	Galesburg, IL	Murray Ross	Br. 120	Paterson, NJ	Stanley A. Junk	Br. 490	Manitowoc, WI
Marion A. Kubinsky	Br. 88	Galesburg, IL	John T. Argeanas	Br. 504	Albuquerque, NM	James J. Brusky	Br. 978	Marshfield, WI
Larry R. Stotts	Br. 88	Galesburg, IL	Mike J. Guzman	Br. 2905	Las Cruces, NM	George A. Konieczny	Br. 978	Marshfield, WI
Howard W. Sundberg	Br. 88	Galesburg, IL	Vincent J. Commisso	Br. 29	Albany, NY	Daniel T. Bode Jr.	Br. 2	Milwaukee, WI
John D. Vanfleet	Br. 88	Galesburg, IL	Bernard A. Pollutro	Br. 3	Buffalo-Western NY	Stephen N. Bodovinac	Br. 2	Milwaukee, WI
Greg F. Booth	Br. 216	Quincy, IL	Shantel M. Wright	Br. 36	New York, NY	Ted J. Jankowski	Br. 2	Milwaukee, WI
Frederick W. Garrison	Br. 670	Brazil, IN	Donald K. Stoutenger	Br. 134	Syracuse, NY	Warren D. Jackson	Br. 463	Laramie, WY
Don D. Ary	Br. 377	Evansville, IN	John R. Chirico	Br. 358	Northeastern NY	Chad E. Miller	Br. 1372	Rock Springs, WY
William T. Rizen	Br. 377	Evansville, IN	Paul Werth	Br. 661	N. Tonawanda, NY			
Jerry F. Colby	Br. 368	Frankfort, IN	Murdo Mackay	Br. 6000	Long Island Mgd., NY			

Retiree Reports

Anchorage, Alaska

I'm sad to report that one of our most senior carriers, Queen Walker, passed away recently. We spoke recently about meeting to complete her retirement paperwork. Yes, Queen was still working, all the while battling breast cancer. She wanted to retire this August with nearly 50 years of federal service (six years in the Air Force, leaving as a captain). She'd talked about her plans in retirement. And now, sadly, she won't be able to fulfill her dreams.

Every day is not promised. When to retire is a personal choice, and there are many factors to consider. So, re-evaluate when you want to retire and ask yourself, "Can I go earlier?" and enjoy the "fruits of your labor."

If you are still working, I recommend putting as much as you can into your TSP account so that you become a millionaire. Because millionaires are the only ones who will get any benefits in this administration. If you don't have the money to donate, you'll be left in the dust. The benefits you were promised when you were hired may not be there when you want to retire, hence the need to be a millionaire.

Even back when I started, benefits have changed. The pension is less, but costs more. The portion of the health benefit premiums have increased. The COLA that FERS retirees receive is less. Who knows what the future holds, but if the plan from the current administration is any indication, your benefit package is much too generous.

So, save as much as you can now, since you might need it to replace the benefits you may lose. And don't forget to put some aside each paycheck (or monthly for retirees) and donate to the LCPF. We need all the friends in Congress that we can afford.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

There are about 2,500 branches in the NALC, and yet there are only about seven or eight Retiree Reports in *The Postal Record*. I have seen articles by Anchorage, AK; Hartford, CT; Centennial, CO; Paterson, NJ; New Orleans, LA; Tacoma, WA; and our branch, Bergen County Merged. I know when you call NALC, they don't even have any director of retirees information; they know the branch president and, of course, the secretary/treasurer.

There have to be more branch retirees out there willing to share their stories and information. Looking forward to seeing some new articles by some other branches.

Our branch, Bergen County Merged Branch 425, has 23 non-members. I will not post their names, but you know who you are (most of them are new CCAs).

Attend union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Recently, our communications "goddess," Marcie Miller, graduated from the NALC Leadership Academy. Her project was assembling a short video of the history of Centennial Branch

5996. Working closely with active retirees, she assembled a YouTube-worthy submission explaining our collective past—mergers, conventions, social events, officers and activists, issues that were relevant to earlier years in our branch. Well done, Marcie, showing our younger members how we got where we are today. As a retiree, it was interesting to see how I, and fellow co-workers, were a part of this journey.

May is here, and you know what that means—food drive! I volunteer at a local pantry every week and I see firsthand how much the price of groceries is affecting our most vulnerable population. It's heartbreaking to see parents with young children asking for assistance. The group providing the food has been forced to allow families to only come twice a month.

The number of people being helped has dramatically increased in the last couple of years. They look forward to replenishing their pantry this time of year and have said it's the largest one-day donation they get.

Since this is an outdoor endeavor, I get to work in all kinds of weather, albeit it is only once a week. Letter carriers are a hearty bunch and Food Drive Day proves it. If you are a retiree reading this, please consider helping out at either the office you worked at, or the local one that delivers your mail. And if you are an active carrier reading this, know that every little bit helps. You may think what you collect isn't much, but when added together the results are amazing. Be a part of something bigger than you on May 10.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

On behalf of the National Association of Letter Carriers Branch 120, we extend our best wishes for a healthy and safe year of 2025. May the year bring many blessings to all our members with their families. May all good things come our way, and all bad things stay away.

As the month of January began, which is usually a slower month than usual, Branch 120 held its annual holiday party on Jan. 18 at the Barnyard Tavern and Carriage House located in Totowa Boro. With approximately 100 branch

members and their family members in attendance, this holiday event was full of great food, music entertainment and social gathering.

This union is at its best when members connect with each other, either at social events or meetings. We look forward to seeing as many members as possible at future events in order to make and keep this union strong.

Joseph Murone, Branch 120

Springfield, Ohio

Congratulations and a big thank-you to the following retirees for their many years of service and continued support of the NALC and Branch 45:

60 years—Rodger Whitman.

55 years—David Barletto, Margurite Chatfield, Claude "Butch" DeSantis, Brian Eames, Stephen Hubek, Robert Jones, Robert Kidd Jr., Stephen Pellin and Darrel Strome.

Last month was the first month of me writing the Retiree Report, and I am very interested in what the retirees would like to see in this column. So, if anyone has something they would like to see printed in this column, give me a call at 937-901-8241.

Those things can be like what retirees have been doing. Birthdays and major events, like the birth of grandchildren, hobbies, and when and where retirees meet for breakfast and lunch are some of the ideas that come to mind. Tell me anything you would like to share, and I will write about it if possible.

Keep in mind that I must have the monthly articles submitted by the 10th of the previous month of publication. For example, the article for the May issue of *The Postal Record* must be submitted by April 10.

Also, I usually turn my article in early (this article was turned in April 6). So, don't wait until the last minute.

Branch meetings are the second Thursday of each month at 6:30 p.m., second floor of the post office. Elevator is available. Free pizza and soda. Hope to see you there.

Brian Gourilis, Branch 45

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.

NALC
Member
App

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



Nalcrest Update

From the Trustees

The annual Nalcrest Trustees meeting was held at Nalcrest the week of Feb. 24. Fred Rolando and I held our monthly Nalcrest Committee meeting Feb. 25-26. We were joined Feb. 27-28 by the other Nalcrest Trustees—Secretary Treasurer Nicole Rhine, Director of Retired Members Dan Toth and Assistant Secretary-Treasurer Mack Julion. Executive Vice President Paul Barner was not able to attend because of another obligation. The Nalcrest Trustees normally are comprised of seven members, but with Matty Rose retiring, there are currently six members.

The week ended on Friday, Feb. 28, with the annual Nalcrest residents meeting. Fred and I welcomed all of the residents—more than 250 were in attendance. We updated them on finances, current and future projects, and operations in general. In addition, Nicole, Dan and Mack presented informative reports and at the end we answered 50-plus questions the residents had either submitted prior to the meeting or asked at the meeting. It was a very good meeting, and there were many excellent questions and concerns, several having already been addressed during the presentation.

The feedback has been very positive, as we are getting things done, making positive changes, and acting on the residents' concerns. Fred and I are in daily contact with Nalcrest Property Manager Lisa Senecal as we discuss and deal with issues in the best interest of our residents and Nalcrest.

A special tribute

On Saturday, March 29, a celebration of life ceremony was held at the Nalcrest softball field for Carl Rader, who passed away on March 1. He was 70 years old, and both he and his wife, Becky, were active NALC members for many years. Carl was a former branch president and Becky served as a steward in Branch 5521, Shawnee Mission, KS. They were married just shy of 28 years, and both retired in 2015 and began living at Nalcrest part time. In 2018, they moved to Nalcrest permanently and Carl began volunteering many, many hours maintaining and manicuring the softball field.

Much to Becky's surprise, this was not only a celebration of life, but it was also a ceremony to dedicate and name the Nalcrest softball field itself the Carl Rader Field of Dreams at Nalcrest. Several softball players carried out to Becky a 4-foot-by-8-foot sign that will become a permanent and very visible part of the softball field. There wasn't a dry eye on the field. Becky will continue to live at Nalcrest.

Tony Diaz



Nalcrest resident and Shawnee Mission, KS Branch 5521 member Becky Woolsey holds a banner honoring her late husband, Carl Rader.

Apply to live at Nalcrest

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

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz

NALC scholarship contributions

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

\$50 Hartford, CT Br. 86 In memory of of Claudio Pastor, an active member of Branch 86.

\$500 Jane Hoffman-Weis and John Weis of Minneapolis, MN Br. 9 In honor of her daughter, Rena Weis, a 2013 William C. Doherty Scholarship recipient.

\$50 Milwaukee, WI Br. 2 Quarterly contribution.

\$50 Hartford, CT Br. 86 In memory of Omar A. Guzman, an active member of Branch 86.

\$200 Judy King of Pompano Beach, FL King is a former William C. Doherty Scholarship recipient.

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

Branch Items

Albany, New York

On March 23, letter carriers and postal workers from across the capital region came together in an extraordinary show of unity for the NALC's "Hell no" rally. NALC Branch 29, NALC Branch 358 and APWU Branch 390 stood shoulder to shoulder on Central Avenue making our voices heard in defense of our jobs, our rights, and the future of the USPS. Approximately 100 to 150 people showed up to push back against the latest attacks on our collective-bargaining rights and the very existence of USPS as a public service.

With the Trump administration's ongoing efforts to seize control of the Postal Service and cancel collective-bargaining agreements, this moment demanded a strong, united response. And we delivered. In cities across the country, letter carriers flooded congressional offices with calls, shut down phone lines, and took to the streets to ensure that our message was clear: We will not allow Trump and DOGE to dismantle our jobs and the service we proudly provide to the American people.

The rally brought together three postal unions, our elected representatives and the media, proving that when we stand together, we are a force that cannot be ignored. Solidarity between all postal unions is more critical than ever. An attack on one is an attack on all postal unions and affects us all. By uniting in action, we amplify our voices and strengthen our ability to fight back against threats to our livelihoods.

To every member who showed up, made calls and took action: Thank you—your efforts matter! But this fight isn't over. We must stay engaged, stay informed, and continue to stand together. Visit nalc.org, follow legislative updates, and be ready to act when called upon again. The future of the NALC and the Postal Service depends on it.

Norris Beswick, Branch 29

Arlington Heights, Illinois

The Chris Malinowski Branch 2810 would like to recognize our fellow brothers and sisters who have passed in the last year: Jacqueline O'Neal, Margaret Ann "Onnie" Smith, Robert Burke III and Daniel Bertram Showalter.

Veroncia Ramirez, Branch 2810

Camden, New Jersey Merged

We held our "Fight Like Hell" rally on the March 23 day of action. We combined with our sister branches 769 and 908, and along with members of the local community, we had well over 250 people in attendance. It was a beautiful day and the energy was amazing. I want to thank my brother presidents, Bill Phillips and Gary DiGiacomo, for mobilizing their members and providing refreshments. I also thank Anthony Guddo for assisting me with some of the planning legwork, and also Bill Lambert and Ken Mueller for their assistance in setting up the day of the event.

I shared pictures and video on my Facebook page. There was even a video of us on the page of Rep. Donald Norcross (NJ-1). If you read

some of the comments that were made on his page, you would see why we need to continue to educate the public about this threat to their Postal Service. Many people out there still, after all our efforts, aren't even aware the USPS is a self-sufficient entity and doesn't rely on taxpayer money for its operational expenses. It's weird what you see on social media.

For the first time since COVID, we are sending a delegation to Washington, DC, for our congressional reception. The New Jersey, Pennsylvania and New York state associations will all be together at the same time at our nation's capital; this is another first. We have a lot to discuss this year with our representatives. Everything from the bill to protect our letter carriers, to the anti-privatization bill in



Canton, OH Br. 238 honors Don Holder for 75 years of membership. Pictured (l to r) are NBA Mark Camilli, Branch President Emerita Gloria Miller, Branch President Scott Smith, Branch Vice President Josh Roe, Holder and Branch Director of Retirees Dave Crowe.

both houses, to protecting ballot access and everything in between. I'm looking forward to participating in a real "give and take" with our representatives.

Chuck Goushian, Branch 540

Charlotte, North Carolina

We at Branch 545 would like to thank all our members for their participation in this year's annual NALC food drive, and please know it does make a difference in our communities. We also want to take this time to wish all the mothers in our branch a happy Mother's Day. We want each and every one of you to know that we do notice all the energy, time, hard work and sacrifices each of you make to provide a better life for your families. Thank you so much for being such great role models not just for your own families, but for your postal family, too.

We would like to congratulate our fellow carrier, Bertram Wilson, on their recent retirement. Bertram was assigned to our Yorkmont Station and had 30 years of service. We thank you for your service and wish you the best in the next chapter of your life.

The union leadership would like to let all of our members know that we are continuing with our in-person meetings. We are holding our meetings on the third Tuesday of every month for anyone who is interested in attending. 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

Finally, the contract has been finalized, and as I write this article, the implementation was supposed to take place on the 19th of April, which we would see in our first paycheck in May, just in time for Mother's Day. I personally want to thank all the mothers out there in Carrier Land a happy Mother's Day.

As the weather gets warmer, the dogs seem to be more present outside. Please make sure to always have that head on a swivel and the ears listening with the eyes always looking for chains, electric fences, land mines and screen doors, or partially opened doors at all times.

For all the people who braved the rainy and cold temperatures on the 23rd of March for the "Hell no!" rally, thank you. I believe we let our voices be heard in a very positive way.

In late March, our station had a count and walk route day on a Monday with heavy DPS, flats and parcels. It was a beautiful sight to see, especially when most of the routes they walked with, the carrier went over eight hours. A good laugh was had by a few who witnessed at one time six supervisors just standing around the desk doing absolutely nothing.

A huge shout-out needs to go to Burt Hughes—talk about doing a superb job on the renovation of the hall. Wow, it looks amazing. I wish more people would come down and see firsthand what Burt has done.

Knowledge is power, and really the only way to get the information correctly is to come to the meetings every second Thursday of the month in Forest Park. We are lucky to have great officers who provide this vital info. Thanks again for all you do in the Queen City.

In solidarity!

Chris Rought, Branch 43

Cleveland, Ohio

"On a clear day you can see UrAnus." Actually, it's extremely difficult, but that's not the point. I needed to get your attention, so the rest of this article will focus on public opinion.

Regardless of all the misinformation and distortion of facts, the United States Postal Service is still one of the most important federal agencies, and you as letter carriers are its most important asset on the front line.

Throughout this country's history, there has been one constant: the men and women who wear Postal Blue. There are many examples of letter carriers providing a sense of normalcy by just doing their jobs—the attack on this country on 9/11 and the COVID-19 pandemic come to mind.

For these and many more reasons, it's imperative that you, as representatives of the NALC/USPS, take pride in your appearance and conduct. Most customers will never have an interaction with postal management; you are the

connection to providing a positive customer experience.

Uniform: remaining the same in all cases and at all times.

It's the one constant that the public sees, and that can have a negative impact when not maintained. With the higher cost and smaller increases in the allowance, it presents a challenge. Our branch accepts uniform donations to provide for active carriers. If you're a retiree, consider donating those items.

For the newer employees who may be experiencing issues getting their uniform allowance, don't hesitate to inform your union steward so that can be rectified.

Uniform: unchanging in form or character.

Providing accurate and professional service has led to and has resulted in positive public opinion, a key to fighting any efforts to privatize. You must strive as union members, despite management's best efforts to dismantle this agency, to be *uniform*.

Nestor J. Chaves, Branch 40

Emerald Coast, Florida

For the life of me, I do not understand why people want to change things that have been working for decades in our office, because they do it another way on their own. There is an old saying, "If it isn't broke, don't fix it." I wish our visitors from other offices would listen to that phase.

Something so simple as the leave calendar has become a major problem, because "we do it in our office this way." Well, first, if it works in your office that way, fine, I am happy for you. We are in Fort Walton Beach and we do it this way. Now we are going back and forth on who is correct. Even if we have it in our LMOU, they still want to interpret it in another way. We should focus more on the daily operation of Fort Walton Beach, rather than leave.

Recently we have had a former supervisor, now OIC, arrive in our office. There have been grievance settlements reached due to violations of the contract. An arbitrator decided that administrative leave should be granted to carriers for management violating the contract repeatedly, that now they want to change that. Sorry, Charlie—not going to happen.

Lastly, it seems like every time a certain person is off, something slick and a change is attempted in changing how we function, only to have it changed back and without confusing the carriers. Yes, the carriers work for the USPS and not the union, but the union works for the carriers as well and continues to protect the carriers' rights and marshal the contract. I want to thank our RGA for Region 9, Justin Hill, for his assistance in cooling the climate and grievance issues in FWB.

Percy Smith Jr., Branch 4559

Escondido, California

Awesome turnout at the recent Rally Across America event in Mira Mesa on Sunday, March 23! We had union and non-union city letter carriers, rural carriers, Branch 70, Branch

1100 and Branch 2525 all representing San Diego County in fashion.

As of April 1, we have had several changes in our executive board and shop steward staff. Congratulations to the following:

- President and chief steward and shop steward, Escondido Orange Glen—Susan Baker
- Executive vice president and newsletter editor—Conrad Beck
- Vice President and alternate shop steward, Escondido Main—Michael Bush
- Secretary and alternate shop steward, Carlsbad—Keenan Kash
- Treasurer—Dawn Dann
- OWCP rep and shop steward, La Costa—Gregorio Rebolledo
- Health Benefits rep and shop steward, San Marcos—Karina Rojas
- Mutual Benefit Association rep and shop steward, Carlsbad—Alberto Dorantes
- Sergeant-at-arms/alternate shop steward, Carlsbad—Dale Norling
- Trustee and shop steward, Escondido Main—Justin Ciocca
- Trustees—Olivia Quinn and Kathleen Klos
- Shop steward, La Costa—Brian Cummings
- Shop steward, Escondido Main—Chris Pearson

We still have openings for shop stewards at Fallbrook and Ramona. Contact Susan Baker if interested. We provide paid training every month for our shop stewards and alternates!

Dawn Dann, Branch 2525

Eugene, Oregon

The Oregon State Association of Letter Carriers has a long-standing tradition that every year, one member is selected to be the Outstanding Letter Carrier of the Year. This person is typically chosen for their exemplary resume, accomplishments and/or community service.

This year, our very own Terrence Graves was honored with this award. In addition to being our president and former vice president, he has held many roles within our union, including being a regional steward. He served in the military for many years and fought for members' rights for many more. He has even been an honored recipient of the Hero of the Year award and has been an advocate for unionism both inside the NALC and with other labor organizations. He has done more for our members than anyone can reasonably attempt to list.

I asked Terrence what this award means to him. He replied, in relevant part, "Honestly, I don't think I deserve it. I'm humbled that the union advocates who made this decision believe that I do ... I can't think of a better way to end my career as a letter carrier/union rep."

This is a sentiment he shared during his speech during the award ceremony. OSALC President Abe Redcloud and his own members disagree, and believe he is very deserving of this award.

Though he is poised to ride off into the sunset, he has left our branch and our union stronger for having been a part of it. There is no doubt that he has earned his reprieve. I have no doubt that after a deserved sabbatical, he

will poke his head into our branch meetings to say hello, because we will always be his family.

Frost, Branch 916

Fargo-West Fargo, North Dakota

Greetings from Branch 205.

We are always striving to improve life, living and working conditions for ourselves, our families and our communities, and obviously our workplace. This doesn't happen by itself. In the NALC, there are countless hours put in by our National, regional offices, union stewards, Branch 205 elected officers, and passionate members. Often, members just see the visible membership meeting, but there are countless hours put in at every level of the NALC or any organization for which one would belong.

Thanks to those who showed up at our "Hell no to dismantling the Postal Service" rally in Fargo. Thanks to the other unions that showed up to protest with us.

Branch 205 is at 100 percent union membership. New hires often don't understand the important role unions have and have had in the development of safety, working conditions, worker protections and benefits, among many others. What is noticeable to them, though, is the union dues taken from their paychecks. Yes, that is very quantifiable, but some of the benefits we enjoy today has been the result of our previous brotherhood making sacrifices and working to improve conditions for the generations that will follow. Think of the monetary sacrifice as paying it forward.

Consider getting involved and attending a membership meeting to better understand the workings of your organization, and remember that, as a member, you have a voice in decisions and the direction of your organization. Please pass on your thanks to those who are involved with our organization.

The arbitrator has made a decision on our contract. Everything isn't to everyone's liking. The NALC website has a summary. Think about local negotiation ideas and becoming a mentor.

Welcome to our newest member, Leah at Prairiewood. Please welcome Leah.

Just a thought—

Dave Steichen, Branch 205

Fayetteville, North Carolina

The leadership of Branch 1128 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 members the option of attending our meeting via Zoom. To receive the Zoom sign-in information, contact a member of our branch leadership.

Also, the membership meeting for June is canceled due to the North Carolina State Association of Letter Carriers state convention.

Rodney L. Redding, Branch 1128

Fresno, California

This month's article is to remind letter carriers that the hot weather is coming, along

Branch Items

with heat stroke and heat exhaustion season. Yes! Listing “Hot working condition outside. ___ degree weather” is a valid reason to put on your Form 3996. Management might complain, and deny it. But that’s because they are jerks, not caring about you. Your well-being and safety is something you deeply care about. Them providing you with a bottled water is not enough. More time to work more safely goes much further. Heat-related illness can have long-term effects on your body, your future, your family. I think most of us know of a letter carrier getting real sick working in the heat, getting light-headed, sweating profusely. Some have even died. All because management wants you to work harder, while they sit behind a desk, in an air-conditioned building? They always preach how to work more safely. Well, here is the time.

Far too often, when you do get sick in the heat, you are told to go back out because you still have mail to deliver. Wrong! You have a work-related illness. The Postal Service has mail to deliver. No amount of mail is worth more than your health. Take care of yourselves. The hell with some snaggle-toothed, uncaring, heartless supervisor who gets mad. Defend yourself and your future.

Jesse Dominguez, Branch 231

Hagerstown, Maryland

On behalf of Branch 443, I would like to extend our most sincere gratitude to Fitzgerald Auto Malls for their sponsorship and supplying our branch with 50,000 bags to deliver to each address for the food drive. With their support, we are hopeful that our donations will return to the level we saw prior to the coronavirus pandemic and that we will be able to continue this partnership for years to come.

Moving forward, we are once again heading into the summer months where the temperatures will rise. The heat is the most dangerous aspect of our job. Most of our day is spent outside, often with no air conditioning. While hopefully the new generation delivery vehicles will be delivered to all city carriers sooner rather than later, we must take every

precaution to ensure that we do not succumb to the heat. The best way to prevent this is to be properly hydrated before, during and after work and to take as many breaks as needed to prevent heat illness. Please do not hesitate to take a break and find a way to cool down if you feel that the heat is becoming too much. If management attempts to pressure you into not taking breaks as needed, please tell a steward immediately so that a grievance can be filed on your behalf. Our safety is paramount, and as a union we must be unyielding when it comes to our safety.

Lastly, there have been reports that management is using a computer program to monitor seat belt usage. The law and our safety both demand that we have on our seat belt when the vehicle is running. Please do not put yourself in a compromised, unsafe position. Take the extra few seconds to buckle your seat belt and work safely.

In solidarity—

Jeremy Kessel, Branch 443

Kansas City, Missouri

Kansas City, MO Branch 30 joined the nation’s postal employees in a show of unity. The “Fight Like Hell!” rally was held at Mill Creek Park, located in the J.C. Nichols Plaza, site of one of Kansas City’s most notable landmarks. Branch President Melvin Moore led a crowd of 400 to 500 supporters, including national, state and local NALC, APWU craft employees, the National Association of Postal Supervisors, NBA Craig Johnson, Missouri state Rep. Anthony Ealy Jr. (D-36), Missouri Rep. Emmanuel Cleaver, (D-5) and the Greater Kansas City AFL-CIO president, Patrick “Duke” Dujakovich. Each voiced their support for the USPS to remain as the only game in town, despite former PMG NoJoy’s capitulation and acquiescence to becoming a DOGE stooge.

Region 5 NBA David Teegarden spoke of the highly negative impact that privatization of the USPS would have upon the 640,000 employees, including 73,000 veterans and more than 7.9 million people associated with the mailing industry. Others spoke of the effect on universal services and the ultimate failure of not delivering mail to more than 51.5 million customers across the United States.

The past few months have been trying. An unapproved tentative agreement settled in arbitration, and we’re now riding on a pilot-less ship in uncharted waters.

This is our 1970.

Amid shouts of “When the Postal Service/its under attack!/What do we do?/We fight back!” In what had to be the phrase of all phrases, uttered by Rep. Cleaver, “That even a worm will wiggle if stepped on!” Which raises the question: Will those who constantly complain and say what the NALC is not doing become active to save their own jobs? Fortunately, the state of Missouri is the “Show Me State.” Time to put up or shut up.

Yours in survival—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, sisters and brothers!

May is the month in which we pay homage to our veterans who paid the ultimate price in defending our country. Likewise, in the future, we city carriers might be paying homage to what the Postal Service was before it was privatized. We have fought against privatization for years, but with a totalitarian president, it might be a few months away.

So how do we fight it? We take the bull by the horns with lawyers who will fight this battle in court. But to fight this on the legal battlefield requires money! We have friends in Congress who support unions—the middle class of America. Since it’s illegal to rely on union dues for this purpose, we rely on the Letter Carrier Political Fund (LCPF) to protect our jobs and benefits and continue the fight to protect our future as carriers. Let’s get onboard with the LCPF—your future depends on it!

Also, we need you all to contact your congressional representatives. National Headquarters has an app specifically for this! Go to nalc.org, click on “Government Affairs,” click on “NALC Legislative Action Center,” and follow the prompts to send letters to your congressional representatives. If you’re not registered, click on the “New? Register Here” block and afterward, send your letter/email/phone message to your representatives.

Remember, the future of your loved ones is at stake! Your career is at stake! Your future is at stake! We’re only asking for a \$5 donation! Five dollars is worth saving your career!

Tony Rodriguez, Branch 419

Louisville, Kentucky

We only sprung into spring for one week before it started kicking our butts! Here in Louisville, we went from multiple tornadoes to flooding and, for the first time since 2018, the floodgates were closed downtown. Even with all the inconveniences of the rising water, we are still more fortunate than some of our surrounding counties. It’s leaving us to do the only thing we can—pray! Pray that our neighbors are safe and that our customers are not displaced where we can’t give them the necessities that we deliver daily. We can only pray that the waters will soon crest and that we’ve overcome the worst of it.

Due to the flooding, Thunder Over Louisville was canceled. So, the next events to look forward to are Derby and the food drive, LOL. Branch 14 has really been working to get our members involved in the events we’re having. In March we had a Trivia Nite, in April we had our retirees dinner, followed by a Paint Nite. In May, we have another Trivia Nite and a Community Pop-Up Shop. We look forward to the camaraderie and the efforts to raise awareness for MDA.

As we’re all aware, the Post Office is under attack. Get to a rally near you so that your voice is heard. We need to “Fight Like Hell” to make sure we have the support from our representatives. Log into your NALC app and take action! Do your part, and remember, knowledge is power!

Adriane Shanklin, Branch 14

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Minneapolis, Minnesota

Once upon a time...in a station just outside of downtown, there worked a carrier named Heidi. Heidi took pride in spreading joy throughout the community that she served so faithfully. But one day, Heidi had issues coming up outside of work that she needed to attend to, so she called in requesting unscheduled leave.

Management didn't approve. In fact, there was an evil boss who wanted to punish Heidi for missing work. This boss, often referred to as "the Unwanted One" by a neighboring twin city, called for a telecon so that the devious plan could be implemented. "Give that Heidi discipline—and make it swift and painful!" So, the local supervisor, without the ability to think independently, acted without further delay.

The supervisor called Heidi to the office and reluctantly allowed steward Emmett to witness the event. The supervisor quickly and nervously read through the questions printed on the paper. In fact, she read so quickly that she frequently tripped over her own words.

Emmett, the hero of our story, finally had enough and interrupted, asking a few questions of his own. The supervisor erupted: "You are *not* allowed to speak during this indictment—er, I mean, investigatory interview!" Emmett stopped talking and diligently began to write down everything that had just happened.

Emmett filed a grievance and discussed the events with the station manager and even sent his grievance to the parties at Formal Step A. Finally, Emmett's grievance was heard at Step B. They ruled that management violated Heidi's Weingarten rights when they denied Emmett the ability to speak during her "day in court."

Recently, Heidi was quoted as saying, "Seriously, Emmett should be wearing a cape. That kid might change the world! The world of the Post Office, at least."

Together, we're unstoppable!

William Mathes, Branch 9

Monterey, California

Hello, brothers and sisters—hoping you are all surviving the storms and staying safe. Mother Nature shows no mercy!

I'm feeling a little bit frustrated these days. Despite numerous decisions against management for the way they treat carriers, it continues. I've always been a firm believer that sooner or later the truth shall prevail and those who commit atrocities against others will have to pay. Only time will tell.

I've always taught those who want to be involved in the union to always tell the truth and always be sure to explain your decisions to carriers when they ask a question. If you always do that, you'll never have to worry about where you stand. Management, not so much. Despite having numerous witnesses, management continues to lie when interviewed. There will always be a judgment day, and then you'll have to answer for your behavior. Just saying!

To those of you who are struggling with your treatment by management: Don't give up, con-

tact your steward, write a statement, stand up when others are being bullied, and be willing to tell the truth. If you stick together and support one another, you will be successful!

I'm very proud of Branch 1310 members for their efforts on March 23. Apparently there were more than 150 participants from



Minneapolis, MN Br. 9 steward Emmett Bongaarts (r) stood up for Br. 9 member Heidi Fahey over unscheduled leave.

the branch, labor, city officials and customers. Great job, Phil! Write your representatives—it just takes a few minutes. Believe me when I say they need to hear from you! Rep. Jimmy Panetta—831-424-2229, Sen. Adam Schiff—202-224-3841, Sen. Alex Padilla—202-224-3553. It's easy—tell them you are a letter carrier and you oppose the privatization or destruction of the Postal Service.

This Memorial Day, please remember all our veterans who gave the ultimate sacrifice in the line of duty.

United we bargain; divided we beg.

Patty Cramer, Branch 1310

New Orleans, Louisiana

We are living in tough times, because Elon, Donald John, and the rest of the regime of this administration have declared war on federal workers, unions and the United States Postal Service. The attack on health care, Medicare and Social Security is an attack on seniors. These older workers paid into these various programs. They aren't entitlements. They earned these benefits. For all, the sacrifices made and the perseverance endured to attain those benefits were well worth it! This is meanness and vengeance at its highest.

There's an old saying: "When times are tough, the tough get going." Be not in despair; change is coming! We know not in what form or exactly how. Possibly with the courts or midterm elections. We never lose sight of hope.

When you attack veterans, demeaning them and overturning benefits they qualified for by defending this country, and you attack federal workers and federal unions, and yet you want another term, that could and should never happen! It's a violation of the Constitution.

Draw closer to your union! Stick with the NALC. Continue to fight like hell. Hell no—we are not giving up, nor are we going away! We are the NALC, and we're here to stay!

Stay tuned—this story is far from over. Continue attending union meetings! Be strong in attendance. Be vigilant. Give to LCPF. As we say

when we're about to sail, anchors aweigh! I do believe we shall overcome. Keep the faith!

The LSALC officers will descend on the nation's capital April 27.

Yours in unionism—

Marshall Wayne Smith, Branch 124

Norristown, Pennsylvania

Hello from the tiny little town of Eagleville, PA, population: 4,880. We are a cool, hard-working town on the outskirts of Philly. I have to give a shout-out to our *awesome* president, Brian, and vice president, Kate! They work extremely hard representing the brothers and sisters of Branch 542 in Eagleville, King of Prussia, Bridgeport and Harleysville.

There is one thing that bothers me, of all the people they have worked hard to represent: I never see them at a union meeting (which is the last Wednesday of the month at the union office, located at 1 West Mount Kirk Ave.). You would think they would want to learn how to navigate post office management and be a better letter carrier. (I know we are all working long hours, 'cause management hires ya then turns around and tries to fire you for the rest of your career and succeeds on getting people to quit.) Then we are shorthanded, hence working the long hours. Ya know when we say "knowledge is power," it's not just a saying, it's a fact!

Management will take your lack of knowledge and take advantage of you, they will outright lie, knowing that you don't know any better. But if you came to a meeting, you definitely learn something. The weather is starting to get nicer and daylight will be later, so we won't be working in the dark anymore. (Major safety hazard when you can't see hazards and safety teams aren't out in the dark 'cause it's unsafe for them and they can't see you.) You know what, soon I won't have to deal with all of this, 'cause I'll be riding off into the sunset of my career; a lot of you still will be. One or two meetings are better than none!

Joel Stimmler, Branch 542

Northeastern New York

I had the privilege of presenting a 50-year plaque at our recent union meeting to an individual who served our branch in many capacities. John Foley started assisting members as a shop steward at the Schenectady Main post office in Schenectady. He processed grievances at informal and formal levels. He became an arbitration advocate for our branch, and was successful in many decisions. John also served as secretary and vice president of Branch 358. After he retired from the Postal Service, he served as a trustee for the branch. John also served the community as president of the Schenectady School Board. John has been a great asset to our branch, and a role model for many.

I attended the Region 11 rap session in Schenectady in March. John Walsh from Branch 29 received the Robert Massaroni Award for his dedication to the NALC. John was president of Branch 29 and served as an RAA for Region 11.

Branch Items

I have known John for many years, and he is a great advocate for all members.

Also, Bob Riley received the Region 11 Activist Award. Rabbit received letters from various political leaders, including Sen. Kirsten Gillibrand and Rep. Paul Tonko, for all his legislative endeavors.

Congratulations to all these individuals!

Frank P. Maresca, Branch 358

North Florida

Branch 53 held a “Fight Like Hell” rally on March 23 in Jacksonville and another in Port Orange. Both active and retired letter carriers, along with members of other unions and concerned postal customers, participated. In Port Orange, former NBA Matty Rose and Branch 53 Health Benefits Rep Frank Marinacci organized the rally, which included NALC President Emeritus Fred Rolando.

In Jacksonville we had NALC retirees Lenny and Lou Edelen from New Albany, IN, interrupt their vacation to participate. These rallies sent a clear message that privatization of USPS is not the way to go.

Clearly, we have become a political football that the general public is not going to allow. Still, we must not let up; there are way too many in Congress who think everything coming out of the White House has to be gospel. Thankfully, as I write this, some in Congress are starting to have doubts and are actually starting to do something.

Keep contacting legislators and participating in rallies until they finally see that a dictatorship is not the answer. Say no to privatization!

Bob Henning, Branch 53

Pittsburgh, Pennsylvania

Discipline is on the rise around the PA-1 district. It's not really surprising when you consider that a lot of dead-weight management are trying to justify their existence in the face of the unprecedented times we find ourselves in at the moment. With that, here are some quick points of information that you need to be aware of:

- PS Form 1017-B—This is when management asks what took you so long the day before. Recently, they have been performing them as carriers return from the street. Your answer should be “steward.”
- PS Form 1838-C—Management is obligated to give you “a day's advance notice” when doing an 1838-C mail count. *Anything less than 24 hours does not qualify.* You also have the right to count and verify every piece of mail, including your DPS.
- PS Form 3996—It is *your* responsibility to inform management when you cannot complete your assignment in eight hours. This is your best weapon against discipline and for non-maximization of the ODL. Also, management should *not* be writing things such as “volume does not justify request” anywhere on the form.
- PS Form 3999—The route examiner should not be setting the pace, not suggesting or forbidding rest stops, and refrain from discussing mail volume or route evaluation on the day of inspection, instead making de-

tailed notations for later review. Advanced notice is not required.

- Emergency Placement—Management is unjustifiably placing carriers on EP. Contractually, they can invoke EP if an employee is “a danger to themselves or others” and must be *immediate*.

If any of the above are happening in your office or you need more information, reach out to your steward or the branch hall. Remember: Those who have the hardest time justifying their existence use the ones who do not as ammunition.

John Conger II, Branch 84

Portland, Oregon

I've just returned from our state convention in Ashland. Thank you to the Medford branch and the state association for a successful convention. One highlight was when we broke from classes to participate in the national “Hands Off” rally. We were part of a huge turnout, and many of us had our “Fight Like Hell” shirts and matching banner, looking sharp. It's alarming how many things there are to be angry about, and they were all reflected in protesters' signs. It was a special experience to go there as a group of letter carrier unionists.

Special thanks to Dan Toth for joining us. He's always a pleasure to have around, and we're looking forward to the next time we see him. As always, thank you to John Beaumont for spreading the LCPF message. Branch 82 has a long way to go to get our numbers to where they should be, and I value all the information Beaumont shares to educate the membership.

Here in Portland, the overtime is drying up. Hiring to PTF has been a success story for us, but we still have a handful of members holding signs demanding no mandatory overtime. Those of us who have been around a while know that everything in the post office is cyclical. I've been warning carriers in my office that soon enough they'll go from complaining about having to work late to not having any OT at all, and that time has come. For the most part, work assignment carriers are wrapping it up in eight, and ODL'ers are sweating their paychecks. Every installation is different, and who knows when it will flip back around, but for now, in this political climate, it would be nice to stick to the message of pro-Post Office and keeping our jobs.

Suzanne Miller, Branch 82

Providence, Rhode Island

First, President Phil Riggi wants to thank everyone who participated in the March National Rally to Combat Privatization of the USPS. The large number of members who showed up to support the cause was very pleasing. An all-out attack on federal employees, including postal workers, is in full swing; we must stand united.

In local news, management has started to use a report generated by telematics devices in postal vehicles to question and discipline carriers for not wearing their seat belts while driving. The report calculates the percentage of the time spent driving more than 5 mph without the seat belt clicked in. As with stationary events, management must witness you driving without your seat belt to successfully issue discipline, unless you admit to not wearing one.

Please wear your seat belts. This report is telling them who to look at.

In other news, there is a need for more academy instructors. If anyone is interested, please let President Phil Riggi know.

Lastly, in March, four individuals claiming to be postal inspectors approached a carrier here in Providence. One of the individuals asked the carrier for his badge and Arrow Key. The carrier called his supervisor, and when the individuals heard him on the phone, they fled the scene. The same individuals slowly drove by the T-6 on the route the next day. Please be aware that attempts to obtain Arrow Keys continue to happen. Always call the police first; they are your best defense, not your supervisor.

Until next time, be safe.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Anyone remember watching “Chico and the Man” while growing up? Meanwhile, on the other side of the world, Japan just released a sushi-inspired Kit-Kat. We are so far behind the times.

Thoughts and prayers to the family of my good friend Vaughn Zenko, a retired carrier from Baker, MT, who recently passed away. Thank you for sharing Vaughn with me all these years. Inspirational and an amazing man. Smile on, Vaughn.

Branch 436 congratulates our newest, freshest, right-out-of-the-box newbie retiree and my friend Jim Wegner on his recent retirement after 30 years with the USPS. Working together our entire career, always positive, and always cheerful. Laid back and casual, Jim never had a bad day at the office. Jim had the downtown business route the past 15 years. I've been Jim's T-6 (floater) the entire time. To say it was fun and a pleasure to be his T-6 is an understatement. He made it fun. My day(s) on his route never felt like work. They felt like that free space on a Bingo card. A good Roma Lodge Bingo. Jim, enjoy your retirement up North where the livin' is easy with plenty of front-porch sittin'. Don't forget Pickle.

Time stops for no one, however, and the years just tick by. Much like Jim, we have seen plenty of changes over the years. From Jeeps to LLVs, DPS, introduction of scanners and there was no automated call-in line. And it was fun.

For someone who can't remember the two buttons to hold down on the remote to re-boot the TV, it's time for me to CTL-ALT-DEL my way out. I reached my word limit. Until next month.

Jim, congratulations. Here's to a long, happy, healthy retirement.

Chris Paige, Branch 436

Rockville, Maryland

Most of our members participated in the March 23 rally organized by Mike Ridgely and Silver Spring, MD Branch 2611. We wish to thank them for the outstanding job they did. At least 150 people attended this rally. We had great support from the community as they honked their horns in support of the Postal Service and our union, the NALC!

All of the speakers did a good job, starting with AFL-CIO President Liz Shuler. Next up was Vada Preston, our NBA, followed by Del Wilson, president of Branch 2611, Silver Spring. I was the next speaker, followed by our Potomac and Pike Station chief steward, Kevin Abernathy.

The last speaker was APWU President Mark Dimondstein.

There was a lot of passion in the crowd as we all chanted “Trump and Musk say cut back, we say fight back!” We said that we are going to win this battle where the current administration said they were going to fire the Board of Governors and merge the Postal Service into the Commerce Department. I said, “How are we going to win this monumental fight to protect the Postal Service and our jobs? We need constant pressure on Trump and Musk with rallies like this, and the solidarity of the communities we serve and all poor and working people. When we have that kind of solidarity, we can achieve anything.” “For the people, united, will never be defeated!”

In my speech, I pointed out that the billionaires don’t need any tax breaks. To give this some perspective, I told the crowd, “If a billionaire were to spend \$100,000 every day, 365 days per year, how long would it take to reach \$1 billion? More than 27 years! Clearly, the billionaires do not need any more tax breaks!”

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

The “Fight Like Hell” rally in St. Louis on March 23 was a rousing success. Ten area NALC union branches joined Branch 343, which hosted the event. More than 300 union brothers and sisters, along with friends and family, marched in protest in front of the Main Post Office downtown.

Officers of the branch were interviewed by the press and local television stations regarding the threats being made by the current administration to throw the U.S. Postal Service under the Department of Commerce and dismantle all postal unions to privatize the Postal Service.

Make no mistake: These aren’t idle threats, and it would be a mistake to think that they are. Every postal employee needs to be aware that actions can be taken with the stroke of a pen and suddenly your job, your pay, your health care and your pension can disappear in a heartbeat.

I can assure you this was just the first of many rallies to come. These threats to dismantle the Postal Service are growing. Just look at what’s happened to the Service in the last few years. Incompetent management from the postmaster general all the way down to the workroom floor have systematically run this company into the ground. Service standards have been compromised and are a joke. How many stamp increases have occurred over the last several years? And there is serious lack of trained letter carriers to do the job properly.

This is a recipe for disaster, and it was purposely executed to make the Postal Service look inefficient and ripe for privatization. Billionaires are licking their chops at the thought of selling off the lucrative parts of the Service to the highest bidders.

When the call comes for the next “Fight Like Hell” rally, you better be ready.

Tom Schulte, Branch 343

St. Paul, Minnesota

April has come and gone, and across the nation we held rallies against privatization and for a fair contract. Here in St. Paul, our

brothers and sisters across the river in Branch 9 hosted a rally at the state capitol. The turnout was impressive, and the speakers were all excellent. They spoke with a fire needed in the coming fight to keep the Post Office public and working for the American people.

Days later, our finalized contract was announced, keeping many of the things we saw in the presented tentative agreement that was resoundingly voted down. While the rally for the contract is over, the rally against the hollowing out of our great American institution continues on. We all have a voice in this fight. With a lot of work and solidarity, we can hopefully fight like hell against privatization. At least we can fight a lot harder than they did for a fair contract that we deserve.

In more local news, our retirees banquet was held in the middle of April and was a rousing success, thanks to President Lemm and Social and Rec. chair Pierce’s hard work. Buy them a drink next time you see them. Putting on an event of that size is a ton of work! Otherwise, we’ve been descended upon by these “safety pods” who’ve been swooping in all across the nation. They’re dead set on pulling carriers off the street (and off the clock) for any safety violation, real or imagined. Make sure you know your rights and call a steward right away if approached by them. Stay safe and stick together.

Solidarity forever!

Kaylee Valerius, Branch 28

Seattle, Washington

We, the general public, hear a lot of news-noise about mandates lately. How about that billion-dollar debacle back in 2006, the Postal Accountability and Enhancement Act (PAEA), when the Postal Service was mandated to pre-fund its future retiree health benefits 75 years into the future. What? Now there’s a lament from way back.

When did they finally quit wrecking the good ship USPS with that billion-dollar anchor they tied to its bottom? Well, that graciously ended in 2022—only 16 years of rape and pillage of our centuries-old institution. Who’s next? Lady Liberty? I digress.

Back in 2006, that darn Postal Service somehow became such a detriment to the national debt. Hey! The USPS wasn’t a drag on anyone’s budget until Congress tied that billion-dollar bilge water bill to it. Here’s an idea: Maybe Congress could make up another bill and require that those billions of pre-funded dollars

the Post Office had to pay be given back. How about that? No other company in the United States, before or since, has ever had such a monetary requirement attached to its bottom line. Now isn’t that special? The Post Office isn’t broken—it’s broke, and since 2013, that pre-funding mandate is responsible!

Hey, I’m going to beat this dead horse all the way back to the barn. Again, in 2006 the USPS was not just treading water, we were making money. Here’s another hinky mandate of sorts—the USPS is not supposed to be a money-maker. The USPS is a semi-independent federal agency, required to be revenue-neutral (break even) rather than a profit-making business. So—what did Congress do? Congress creates a bill that allows itself to tap into that money; the PAEA was created, which dragged the USPS fiscally underwater. There, I’m done. Fed up.

Don Nokes, Branch 99

South Jersey, New Jersey

DOGE is the word!

It is amazing how some words become household names in a matter of days, and that is what we have here. Ever since the new regime has started its attack on every agency in the government, we now have to really pay attention to how it wants to approach our jobs, even though it really has no right to do it.

I can understand how those in every new administration want to make sure all of our taxes are being used properly, and if there is waste and abuse, it should be addressed. The problem I have here is how they are looking at the Postal Service, which none of them have any clue on what makes it really go. What they should be doing is asking the unions what can be done to right-size this ship, not politicians, who have an agenda to privatize us.

Let’s take a look at one easy way to save the organization money. An internal memo is out there that shows that our union, the NALC, just received more than \$55 million in grievance settlements last quarter. That is one quarter, and just our union! Who knows how much the others have been paid due to management’s non-compliance with our contract. This is an easy fix for the DOGE boys. Hold all managers accountable for their ignorance and stubbornness to resolve grievances at the lowest level, and make them abide by our contract. If they don’t, they are gone.

We are not trying to become unjustly enriched, as some politicians would have you believe, but have no other way to get relief other than to file grievances. Get them to start

COLA: Cost-of-living adjustment

- The 2026 projected COLAs for the Civil Service Retirement System (CSRS) is **1.5 percent**, and for the Federal Employees Retirement System (FERS), **1.5 percent**, following the release of the March consumer price index (CPI). The 2026 COLAs will be finalized with the publication of the September 2025 CPI in October 2025.
- The 2026 projected COLA under the Federal Employees’ Compensation Act (FECA) is **1.4 percent** following the release of the March CPI. This COLA will be based on the change in the CPI between December 2024 and December 2025.
- Visit nalc.org for the latest updates.

Branch Items

following the contract, and millions and millions of dollars will go back in the coffers for infrastructure!

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Stay positive! Stay strong! Thank you to all who came to our last meeting. It is encouraged that all attendees invite other members to attend the next meeting. There is so much to discuss as we fight for our very existence.

We need everyone in our sphere of influence to aid us in our time of need. Letter carriers have a long tradition of assisting others. Political action is what's most needed currently. Now that the contract is resolved, internal disagreements have resumed. It is OK to disagree, but we can do both at the same time.

Let's keep it 100, NALC is a democratic organization. Any person can run for any position (provided they meet the requirements set forth in the *Constitution/bylaws*). When we focus on other things, like saying an election is rigged, etc., we diminish the intellect of everyone who hears that bull--t!

The very premise of what we were founded on is at stake. And that is *unity*! That we can do more together and apart. Everyone in the union recognizes that anyone has a right to run for a position if they think they can do better. The members only want the best leadership. But the same energy applies to the more important challenge of our survival. So, cut the b.s!

A couple questions: Are you signed up for the LCPF? Do you attend regular branch meetings? Do you...? To sit on the sidelines and be an internet commentator only is cowardly. Let's indulge, interact, communicate, and resolve our differences. Oh, snap—that is what we are supposed to do with management, but with our own blood, we set expectations so high that we can't meet the expectations.

The next step is local negotiations. Training is coming. Will you be there?

Eric Jackson, Branch 725

Springfield, Ohio

Does anyone else remember having a job where there was a daily performance review? I can't remember having one like that. Most jobs have a quarterly or yearly performance review. But not for the men in blue. The P.O. holds daily telecons/pep rallies where management has some serious 'splainin' to do as to what transpired the day before.

I'd like to give a shout-out to fellow scribe Chris Paige of Branch 436 in Racine, WI. I concur with his statement regarding the LLV. It's a great design in need of a little tweaking to keep up with the growing parcel loads. But whoever signed off on the Metris fiasco should be fired. Help me to understand why the USPS would spend millions of dollars on a stopgap vehicle that was never designed for mail delivery when they could have kept the LLVs until the NextGen truck came on board. I'd take my chances with an LLV that may spontaneously combust over a Beverly Hillbillies-designed Metris.

We were told the other day of carriers being caught scanning a cell phone photo of a collection box scan. Let me see if I get this right. You are a letter carrier. Your salary is paid by people mailing items, some of which are dropped

in collection boxes. Ergo, that mail has to be removed from the collection box for you to get paid. By not removing the mail, carriers are jeopardizing their own jobs. Mr. Spock would say, "Highly illogical."

Ours is not to reason why, ours is but to say, "How high?" A wise man once said, "Ask not what your post office can do for you, but what you can do for your post office." Meetings are the second Thursday of the month, second floor of the P.O.

Jerry Martens, Branch 45

Staunton, Virginia

So proud of Staunton Branch 513! Together with Branch 518, APWU 1657 and RLCA VA state and Local 30, we put on a heck of a "Hell no to dismantling the Post Office" rally.

Members of the community joined us as we walked right through downtown chanting, "U.S. Mail is not for sale; Say 'hell no' to dissolution, we are in the Constitution; We deliver here, there and everywhere; On every town and every street, U.S. Mail can not be beat; USPS belongs to the people, not the billionaires."

As we walked, passersby told us "We are with you!" Even the front-page article in the *News Leader* said the support was nearly 100 percent.

We gathered in front of the old courthouse downtown, a fitting location due to its historical significance and position on a well-traveled street. There we heard remarks from our president, Stoney Caricofe, other letter carriers, a clerk, a rural carrier and a teacher. A teacher? Yes, she spoke passionately about being married to a member of the military and how the mail was their lifeline for their loved ones when they traveled extensively.

One attendee was walking down the street and saw her letter carrier and knew she had to lend her support. She grabbed a sign and joined in. It is inspiring to see the trust and respect the community has for letter carriers.

A customer said to me before she left, "I was already with you, but today I learned so much more about why." That statement says we got our message across.

Our goal is to continue the relationships we cultivated while planning this event. The only way we save our service is to work together. The same is true for all our beloved federal services. Time to fight like hell.

Solidarity forever!

Cindy Connors, Branch 513

Toledo, Ohio

Our branch lost two outstanding members in March. Mike Miskiel, who served for many years as chief steward and was a strong and outspoken advocate for his fellow letter carriers, passed away after a lengthy illness. Ron Brasher, who would do almost anything to help with branch functions and attended almost every convention proudly representing our branch, also passed following a lengthy illness. Ron was instrumental in making our Labor Day picnic the success it has become. Both brothers will be sorely missed.

Along with many other branches across the country, Branch 100 held a rally protesting the threat of privatizing the Postal Service on Sunday, March 23. There were 200-plus carri-

ers, retirees, family and friends. The protestors were joined by members of Toledo City Council, Ohio Legislature representatives, Ohio State Association President Jeff Kranz and Ohio Rep. Marcy Kaptur. Many of you may not know it, but Marcy was once a letter carrier. From the news reports I've seen, there were large crowds in many cities.

National sent out, through the Postal Service, T-shirts for the participants in the rallies, but two branches in Region 11 didn't receive them by the day of the rally. One of them was our branch. Our packages were not scanned during processing. Something has got to be done about that processing center. Mail is disappearing for a month, then showing up with no tracking of where it's been! The Postal Service I knew could do better.

We had a special guest at our April branch meeting. Brother Michael Caref, national business agent from Chicago, spoke to our membership. While not endorsing any candidate, we welcome all to our meetings.

Ray Bricker, Branch 100

Tri-Valley, California

We must continue to "Fight Like Hell" in more ways than one. As most are aware, we recently fought like hell over the 2023-2026 collective-bargaining agreement and participated in rallies to save the P.O. from privatization. However, there's a new fight that our branch has encountered, which involves management's attempt to remove routes throughout the district.

During a recent district president meeting, we were informed that mail volumes were down in some offices. They stated that the efficiency of the USPS is being questioned under the current White House administration. Allegedly, mail volumes in some installations are not justifying the total operation hours used to deliver mail. Management's objective is to address the administration's possible assessment by conducting route inspections to remove routes in selected installations.

During these inspections, our branch received reports that carriers' rights were violated. Examples: Carriers were not allowed to use comfort stops, were denied wash-up time, and were denied complete 30-minute lunch breaks. It's also reported that management's actions to remove as many as 11 routes after inspecting one of three zones at our Woodland Hills installation was predetermined. Nevertheless, we will fight like hell to ensure that letter carriers' rights are not violated and received fair route adjustments based on individual performance and the appropriate data—not predetermined objectives that caters to DOGE!

This applies to all installations under our branch that are affected by management's inappropriate tactics to steal and cheat letter carriers out of time to justify their unreasonable actions. Now, some offices may have declining mail volume, which may need to be inspected. However, management is contractually obligated to adjust routes to as close to eight hours as possible when appropriate and necessary.

Our branch will continue to fight like hell against any of management's illegal transgressions.

James C. Perryman Jr., Branch 2902



National Auxiliary Board

News and updates from the officers

Cynthia Martinez
President



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Greetings, my dear sisters and brothers: I am excited to announce that we are having a guest contributor share with us this month—Karen Heil, my special friend and current president of Auxiliary #47 in Baltimore, Maryland.

Cynthia A. Martinez

Baltimore, MD Aux. #47 hosts special guest speaker: Letter Carrier Barbie

Auxiliary #47 of Baltimore, MD, was thrilled to host our special guest speaker, Letter Carrier Barbie, at our monthly meeting at Oriole Branch Union Hall. The atmosphere was buzzing with excitement as Letter Carrier Barbie greeted each letter carrier upon arrival, selling raffle tickets to sponsor the Muscular Dystrophy Association. (See Photo 1 of Aux. #47 Trustee Evelyn Jones, Secretary Darleen Smith, Vice President Linda Samples and me.)

In conjunction with the Auxiliary, Letter Carrier Barbie handed out appreciation pins to our dedicated letter carriers in honor of National Thank Your Mail Carrier Day. This gesture was met with heartfelt gratitude from all the attendees, highlighting the significance of recognizing the hard work and dedication of our postal workers. (See Photos 2-4.)

Letter Carrier Barbie was honored to ad-

dress the Oriole Branch membership, presenting a proposal to commission a U.S. postal stamp in honor of Henrietta Lacks. Her passionate speech emphasized the importance of acknowledging contributions by Lacks to medical science and the legacy she has left behind. (See Photo 5 of Baltimore Branch 176 President Antoine “Tony” Vaughn, who called the meeting to order with Letter Carrier Barbie.)

Adding to the day’s excitement, Barbie had the opportunity to do a “ride along” with a fellow letter carrier. This experience gave her a unique perspective on the daily routines and challenges faced by postal workers. She also had the chance to explore the vibrant Charm City, culminating in a delightful feast of a bushel of crabs, a refreshing Natty Boh and a Berger cookie! (See Photos 6-7 of Letter Carrier Barbie on duty around Baltimore.)

The event was a resounding success, leaving everyone inspired and motivated. Carrier Barbie’s visit not only celebrated the invaluable contributions of our letter carriers, but also fostered a sense of community and appreciation among all present.

Karen Heil

AUXILIARY OFFICERS

Cynthia Martinez, President

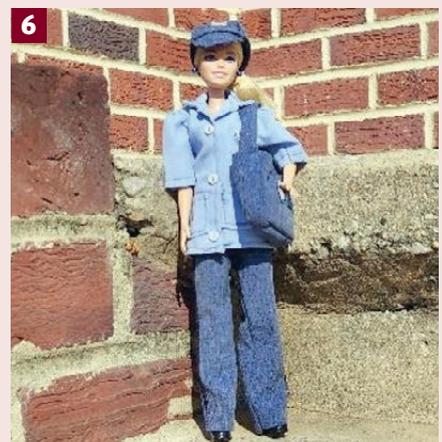
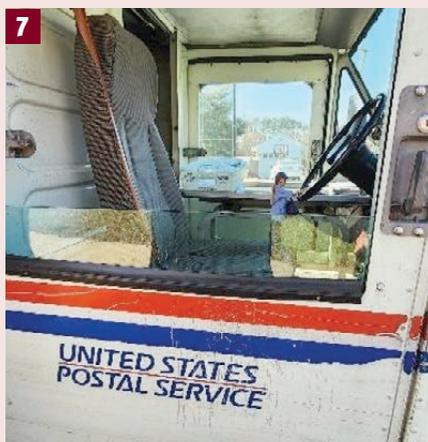
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Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

85-year plaques

George R. Simon Chicago, IL Br. 11

80-year plaques

R. W. Brown Garden Grove, CA Br. 1100
 Ezra Epstein Garden Grove, CA Br. 1100
 Edward L. Filar Chicago, IL Br. 11
 Michael A. Osifcin Chicago, IL Br. 11
 George R. Simon Chicago, IL Br. 11
 Howard A. Pierce Lansing, MI Br. 122
 Stephen J. Labarber Buffalo-Western NY Br. 3

75-year plaques

Raymond E. Butler Birmingham, AL Br. 530
 Richard W. Layman Phoenix, AZ Br. 576
 Clifford W. Malone Phoenix, AZ Br. 576
 C. R. Wilson Phoenix, AZ Br. 576
 Luza Epstein Garden Grove, CA Br. 1100
 David V. Matusz Chicago, IL Br. 11
 Thomas W. Hogan Boston, MA Br. 34
 Henry A. Stratker Nebraska City, NE Br. 593
 Vincent D. Callahan Paterson, NJ Br. 120
 Tom R. Morris Paterson, NJ Br. 120
 Irwin J. Cohen Brooklyn, NY Br. 41
 James M. Raven Bux-Mont, PA Br. 920

70-year plaques

George M. Rodriguez Phoenix, AZ Br. 576
 Arnold R. Yeazell South FL Br. 1071
 Ernest A. Byloff Chicago, IL Br. 11
 Louis B. Hoffman Chicago, IL Br. 11
 Charles F. Schroeder Jr. Chicago, IL Br. 11
 Donald R. Wilder Chicago, IL Br. 11
 Floyd T. Williams Chicago, IL Br. 11
 Donald F. Devon Baltimore, MD Br. 176
 Bernard L. Phipps Baltimore, MD Br. 176
 George A. Meninno Framingham, MA Br. 334
 Curtis F. Britz Minneapolis, MN Br. 9
 Walter L. Staley Jr. Omaha, NE Br. 5
 Edward J. Mani Bergen Co. Mgd., NJ Br. 425
 Charles E. Menke Bergen Co. Mgd., NJ Br. 425
 Thomas H. Armstrong Columbus, OH Br. 78
 Herbert H. Henderson Columbus, OH Br. 78
 George W. Waggoner Knoxville, TN Br. 419

65-year pins

Everette G. Henley Jr. Birmingham, AL Br. 530
 Thomas A. Randle Birmingham, AL Br. 530
 Anthony D. Grubbs Los Angeles, CA Br. 24
 James R. Hurst Torrance, CA Br. 2207
 Dean R. Willey Torrance, CA Br. 2207
 Robert L. York Marietta, GA Br. 1119
 Frank E. Deneweth Chicago, IL Br. 11
 Grover J. Hartig Chicago, IL Br. 11
 Willie H. Horton Chicago, IL Br. 11

H. G. Johnson Chicago, IL Br. 11
 Joel Kohler Chicago, IL Br. 11
 Darryl J. Moore Chicago, IL Br. 11
 Joseph H. Saelens Chicago, IL Br. 11
 Dominick J. Salemi Chicago, IL Br. 11
 Ronald J. Szekeley Chicago, IL Br. 11
 Henry M. Wawrusiewicz Chicago, IL Br. 11
 James L. Williams Chicago, IL Br. 11
 Edward A. Cain Springfield, IL Br. 80
 Edgar T. Chesterson Indianapolis, IN Br. 39
 Richard G. Rusnak Shawnee Mission, KS Br. 5521
 Lewis H. Higgins Central ME Mgd. Br. 391
 Donald A. Shepley Central ME Mgd. Br. 391
 Roy L. Brewer Jr. Baltimore, MD Br. 176
 Charles A. Goode Baltimore, MD Br. 176
 Frank O. McCullough Baltimore, MD Br. 176
 William T. Mettle Baltimore, MD Br. 176
 Joseph J. Onorato Baltimore, MD Br. 176
 William B. Proctor Jr. Baltimore, MD Br. 176
 Louis E. Roth Baltimore, MD Br. 176
 John A. Chiavaroli Jr. Boston, MA Br. 34
 James F. Corbett Boston, MA Br. 34
 John W. Dimock Boston, MA Br. 34
 Edwin F. Gilbert Boston, MA Br. 34
 John J. Lynch Jr. Worcester, MA Br. 12
 Paul F. Weishar Jr. Lansing, MI Br. 122
 Doyle R. Delong Muskegon, MI Br. 13
 Tom J. Sweet Muskegon, MI Br. 13
 Walter E. Weber Muskegon, MI Br. 13
 Jay C. Bowman South Macomb, MI Br. 4374
 Martin S. Degasperis South Macomb, MI Br. 4374
 Richard J. Lobsinger South Macomb, MI Br. 4374
 John G. Bailey Minneapolis, MN Br. 9
 Harry A. Bloom Minneapolis, MN Br. 9
 Roger E. Lindahl Minneapolis, MN Br. 9
 Jerome M. Madsen Minneapolis, MN Br. 9
 Joseph F. Pasiowitz Minneapolis, MN Br. 9
 Wain D. Pearce Minneapolis, MN Br. 9
 Glen J. Trudell Minneapolis, MN Br. 9
 Gary J. Warner Missoula, MT Br. 701
 Lyle C. Andrew Omaha, NE Br. 5
 Roy A. Holmgren Omaha, NE Br. 5
 Loy E. Koehler Omaha, NE Br. 5
 John Ratynski Bergen Co. Mgd., NJ Br. 425
 Edward J. Adamko Garden State Mgd., NJ Br. 444
 Warren N. Reid South Jersey, NJ Br. 908
 Raymond A. Menzoni Vineland, NJ Br. 534
 R. A. Didier Brooklyn, NY Br. 41
 Patrick C. Divers Brooklyn, NY Br. 41
 Edwin J. Baker Columbus, OH Br. 78
 James A. Carter Columbus, OH Br. 78
 Patrick J. Finneran Columbus, OH Br. 78
 Raymond C. Morgan Columbus, OH Br. 78
 Isaiah B. Ransom Jr. Columbus, OH Br. 78
 John L. Mauger Bux-Mont, PA Br. 920
 Benedict J. Fogal Harrisburg, PA Br. 500
 Paul W. Laudig Harrisburg, PA Br. 500
 Charles A. Saul Harrisburg, PA Br. 500

Peter W. Weremedic Harrisburg, PA Br. 500
 Anthony A. Valentini Lehigh Valley, PA Br. 274
 Charles J. Aaron New Castle, PA Br. 22
 Thomas A. Dellasanta New Castle, PA Br. 22
 Arthur J. Paiva Newport, RI Br. 57
 John W. Evans Chattanooga, TN Br. 62

60-year pins

William M. Nail Jr. Birmingham, AL Br. 530
 Pete C. Zepeda Phoenix, AZ Br. 576
 Jerry C. Depoe Greater E. Bay, CA Br. 1111
 Herbert W. Hahn II Greater E. Bay, CA Br. 1111
 Hugh P. McNamara Greater E. Bay, CA Br. 1111
 Alan J. Surges Greater E. Bay, CA Br. 1111
 Lester A. Utley Greater E. Bay, CA Br. 1111
 Stanley L. Waters Greater E. Bay, CA Br. 1111
 Ping O. Wong Greater E. Bay, CA Br. 1111
 Kenneth J. Scheller Pasadena, CA Br. 2200
 Robert E. Anderson Torrance, CA Br. 2207
 Reba Byers Torrance, CA Br. 2207
 Ronald Medeiros Torrance, CA Br. 2207
 Frank J. Gerlits Centennial, CO Br. 5996
 Francis P. Murto Fort Myers, FL Br. 2072
 Robert L. York Marietta, GA Br. 1119
 Sam Bishop Jr. Chicago, IL Br. 11
 Cornel D. Booker Chicago, IL Br. 11
 Leonard M. Bryla Chicago, IL Br. 11
 Wade Cochran Chicago, IL Br. 11
 George T. Elieff Chicago, IL Br. 11
 Lawrence L. Hoffman Chicago, IL Br. 11
 Robert F. Holstrom Chicago, IL Br. 11
 Dimitri A. Hoteko Chicago, IL Br. 11
 Spencer H. Jurney Jr. Chicago, IL Br. 11
 Bennie L. Kelley Chicago, IL Br. 11
 Patrick J. Michael Chicago, IL Br. 11
 Cora L. Parsley Downs Chicago, IL Br. 11
 Robert L. Peterson Chicago, IL Br. 11
 Edward Reed Chicago, IL Br. 11
 Howard F. Salvay Chicago, IL Br. 11
 Roscoe Seay Jr. Chicago, IL Br. 11
 Paul L. Spencer Chicago, IL Br. 11
 Dominic L. Tocci Chicago, IL Br. 11
 Everett Wilkins Chicago, IL Br. 11
 Roy D. Stafford Palatine, IL Br. 4268
 Larry P. Burton Rockford, IL Br. 245
 Dale V. Fox Rockford, IL Br. 245
 Gene E. McGee Rockford, IL Br. 245
 Clyde V. Neubauer Rockford, IL Br. 245
 Harvey M. Cole S. Suburban Mgd., IL Br. 4016
 William R. Dahl S. Suburban Mgd., IL Br. 4016
 Alan T. Gustafson S. Suburban Mgd., IL Br. 4016
 Robert A. Hecht S. Suburban Mgd., IL Br. 4016
 Reynaldo Mireles S. Suburban Mgd., IL Br. 4016
 David P. Grammer Evansville, IN Br. 377
 Ray A. Smith Evansville, IN Br. 377
 Lawrence V. Stewart Jr. Indianapolis, IN Br. 39
 Ronald E. Blatchley Clinton, IA Br. 126

Honor Roll

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

Thomas J. O'Neill	Greater E. Bay, CA	Br. 1111	Ronald L. Zirger	Centennial, CO	Br. 5996	Sandra J. Thompson	Chicago, IL	Br. 11
Steven M. Oubichon	Greater E. Bay, CA	Br. 1111	Ronald C. Ebberts	Cortez, CO	Br. 5225	Leroy G. Toliver	Chicago, IL	Br. 11
Celso Pacheco	Greater E. Bay, CA	Br. 1111	Frederick A. Artman	Bridgeport, CT	Br. 32	Harriet Willis	Chicago, IL	Br. 11
Richard Palacios	Greater E. Bay, CA	Br. 1111	William S. Babcock	Bridgeport, CT	Br. 32	Lorrie A. Arnold	Rockford, IL	Br. 245
Lynnea J. Quinlin	Greater E. Bay, CA	Br. 1111	Fausto L. Garcia	Bridgeport, CT	Br. 32	Donald M. Cradic	Rockford, IL	Br. 245
Eugene Raines Jr.	Greater E. Bay, CA	Br. 1111	William J. Hill Jr.	Bridgeport, CT	Br. 32	Brian D. Diehl	Rockford, IL	Br. 245
Jesus Ramirez	Greater E. Bay, CA	Br. 1111	Robert Janik	Bridgeport, CT	Br. 32	Bernard W. Faith	Rockford, IL	Br. 245
Roger L. Reinhardt	Greater E. Bay, CA	Br. 1111	Stephen P. Lonergan	Bridgeport, CT	Br. 32	Weldon Hildreth	Rockford, IL	Br. 245
Alxndr J. Robert Jr.	Greater E. Bay, CA	Br. 1111	Gary J. Amend	Clearwater, FL	Br. 2008	Archie R. Hutchinson	Rockford, IL	Br. 245
C. C. Robinson	Greater E. Bay, CA	Br. 1111	Ralph C. Andrews	Clearwater, FL	Br. 2008	Patricia A. Johnson	Rockford, IL	Br. 245
Vernon R. Roemmich	Greater E. Bay, CA	Br. 1111	Raymnd C. Mahns	Fort Myers, FL	Br. 2072	Robert T. Keating	Rockford, IL	Br. 245
Gilbert Ruiz	Greater E. Bay, CA	Br. 1111	Michael A. Langdon	North FL	Br. 53	Philip W. Lester	Rockford, IL	Br. 245
Ronald D. Sanderson	Greater E. Bay, CA	Br. 1111	David C. Newman	Panama City, FL	Br. 3367	Donald W. Lowe	Rockford, IL	Br. 245
Donna J. Scott	Greater E. Bay, CA	Br. 1111	James A. Crumpler	Perry, FL	Br. 2889	John W. May	Rockford, IL	Br. 245
Dorothy A. Scott	Greater E. Bay, CA	Br. 1111	Elbert W. Bunkley Jr.	Sarasota, FL	Br. 2148	Jerry L. Melton	Rockford, IL	Br. 245
Beulah A. Shark	Greater E. Bay, CA	Br. 1111	Richard A. Dubarton Jr.	Sarasota, FL	Br. 2148	T. L. Miller	Rockford, IL	Br. 245
Raymond C. Sherman	Greater E. Bay, CA	Br. 1111	Mark E. Dunsmore	Sarasota, FL	Br. 2148	Vernon T. Nelson	Rockford, IL	Br. 245
Richard C. Snider	Greater E. Bay, CA	Br. 1111	Richard C. Ellis	Sarasota, FL	Br. 2148	Roger D. Norman	Rockford, IL	Br. 245
Lydia Sosa	Greater E. Bay, CA	Br. 1111	W. C. Freitag	Sarasota, FL	Br. 2148	Bubba lh Russell	Rockford, IL	Br. 245
Anthony A. Stasuik	Greater E. Bay, CA	Br. 1111	Barbara J. Glasnap	Sarasota, FL	Br. 2148	Robert O. Sumner	Rockford, IL	Br. 245
David L. Stevenson	Greater E. Bay, CA	Br. 1111	James Orze	Sarasota, FL	Br. 2148	Alvin B. Belle	S. Suburban Mgd., IL	Br. 4016
Richard H. Straesser	Greater E. Bay, CA	Br. 1111	Kenneth D. Clayton	Marietta, GA	Br. 1119	James C. Cook	S. Suburban Mgd., IL	Br. 4016
Yvonne Tanner	Greater E. Bay, CA	Br. 1111	Clifton L. Daniel	Marietta, GA	Br. 1119	Terry A. Cremer	S. Suburban Mgd., IL	Br. 4016
Carole J. Terry	Greater E. Bay, CA	Br. 1111	Thomas E. Lee	Marietta, GA	Br. 1119	Mary K. Gilliam	S. Suburban Mgd., IL	Br. 4016
Oren K. Van Buren Jr.	Greater E. Bay, CA	Br. 1111	Jack E. Lowery	Marietta, GA	Br. 1119	Donald W. Green	S. Suburban Mgd., IL	Br. 4016
Norman H. Vick	Greater E. Bay, CA	Br. 1111	Larry E. Meek	Marietta, GA	Br. 1119	Morgan M. Gruich	S. Suburban Mgd., IL	Br. 4016
Maris E. Von Behren	Greater E. Bay, CA	Br. 1111	James A. Moss	Marietta, GA	Br. 1119	Philip M. Gustafson	S. Suburban Mgd., IL	Br. 4016
Lydia M. Washington	Greater E. Bay, CA	Br. 1111	C. L. Murdock	Marietta, GA	Br. 1119	James M. Halama	S. Suburban Mgd., IL	Br. 4016
Robert W. Wellbrook	Greater E. Bay, CA	Br. 1111	Thomas E. Newell	Marietta, GA	Br. 1119	Christel C. Hansen	S. Suburban Mgd., IL	Br. 4016
Gordon H. Wind	Greater E. Bay, CA	Br. 1111	Ulysses Ontiveros Jr.	Marietta, GA	Br. 1119	Albert J. Hering	S. Suburban Mgd., IL	Br. 4016
Evalene Woodfill	Greater E. Bay, CA	Br. 1111	Harold E. Owenby	Marietta, GA	Br. 1119	Paul D. Huegel	S. Suburban Mgd., IL	Br. 4016
Linda J. Wysinger	Greater E. Bay, CA	Br. 1111	Tommy M. Parker	Marietta, GA	Br. 1119	Steven W. Josma	S. Suburban Mgd., IL	Br. 4016
Harrold S. Bortz Jr.	Santa Ana, CA	Br. 737	Roy E. Patrick Jr.	Marietta, GA	Br. 1119	Margaret A. Kealey	S. Suburban Mgd., IL	Br. 4016
Neal E. Brukardt	Santa Ana, CA	Br. 737	Phillip L. St. Clair	Marietta, GA	Br. 1119	Lowell F. Kincaid	S. Suburban Mgd., IL	Br. 4016
Linda A. Caggiano	Santa Ana, CA	Br. 737	Rembert W. Stewart	Marietta, GA	Br. 1119	William R. Kramer	S. Suburban Mgd., IL	Br. 4016
Raymnd T. Catalano	Santa Ana, CA	Br. 737	Vivian D. Stone	Marietta, GA	Br. 1119	Philip J. Krause	S. Suburban Mgd., IL	Br. 4016
Gerald L. Daggett	Santa Ana, CA	Br. 737	Charles H. Surrency	Marietta, GA	Br. 1119	Robert J. Lambrigger	S. Suburban Mgd., IL	Br. 4016
Julie A. Draayom	Santa Ana, CA	Br. 737	Albert B. Taff	Marietta, GA	Br. 1119	Gerald F. Likar	S. Suburban Mgd., IL	Br. 4016
Isidro J. Felan	Santa Ana, CA	Br. 737	Anita L. Taylor	Marietta, GA	Br. 1119	George P. Livingston	S. Suburban Mgd., IL	Br. 4016
John A. Francia	Santa Ana, CA	Br. 737	Douglas H. Vaughn	Marietta, GA	Br. 1119	Mary A. Meier Roche	S. Suburban Mgd., IL	Br. 4016
Robert D. Hernandez	Santa Ana, CA	Br. 737	John D. Voyles	Marietta, GA	Br. 1119	Charls R. Meisner	S. Suburban Mgd., IL	Br. 4016
Francis J. Kay	Santa Ana, CA	Br. 737	Clyde E. Dunahoo	Milledgeville, GA	Br. 1269	Jon A. Melby	S. Suburban Mgd., IL	Br. 4016
Charles H. Kline	Santa Ana, CA	Br. 737	James Hudson Jr.	Milledgeville, GA	Br. 1269	Joseph H. Minetti	S. Suburban Mgd., IL	Br. 4016
Willis E. Lawson	Santa Ana, CA	Br. 737	William P. Stevens	Milledgeville, GA	Br. 1269	Richard T. Mora	S. Suburban Mgd., IL	Br. 4016
Roy A. Longfellow	Santa Ana, CA	Br. 737	James D. Blakeslee	Twin Falls, ID	Br. 1392	Rudolph W. Morgan	S. Suburban Mgd., IL	Br. 4016
Michael E. Miller	Santa Ana, CA	Br. 737	Carl F. Norris	Twin Falls, ID	Br. 1392	Robert J. Neberz	S. Suburban Mgd., IL	Br. 4016
Iuga J. Tafulu	Santa Ana, CA	Br. 737	Lyndell R. Ornellas	Carrollton, IL	Br. 2603	John M. Nerren	S. Suburban Mgd., IL	Br. 4016
Frank Torres	Santa Ana, CA	Br. 737	Gilbert K. Allen	Chicago, IL	Br. 11	Lawrence T. O'Neil	S. Suburban Mgd., IL	Br. 4016
Gaetano T. Vinciguerra	Santa Ana, CA	Br. 737	Bruce Childs	Chicago, IL	Br. 11	David G. Perozzi	S. Suburban Mgd., IL	Br. 4016
John J. Wilson Jr.	Santa Ana, CA	Br. 737	Daniel W. Corey	Chicago, IL	Br. 11	John Radecky	S. Suburban Mgd., IL	Br. 4016
Sam Barreras	Torrance, CA	Br. 2207	Percy L. Crockrell	Chicago, IL	Br. 11	James L. Rozanski	S. Suburban Mgd., IL	Br. 4016
Ricky F. Bernier	Torrance, CA	Br. 2207	Emma M. Davis	Chicago, IL	Br. 11	Martin W. Scanlan	S. Suburban Mgd., IL	Br. 4016
Joan M. Hurst	Torrance, CA	Br. 2207	Joseph J. Dinovo	Chicago, IL	Br. 11	Joseph J. Schmitt	S. Suburban Mgd., IL	Br. 4016
Dale A. Johnson	Torrance, CA	Br. 2207	Willie M. Dobbins	Chicago, IL	Br. 11	Gene D. Snapp	S. Suburban Mgd., IL	Br. 4016
Roy L. Orr	Torrance, CA	Br. 2207	Cletter F. Dupree	Chicago, IL	Br. 11	Wilmer A. Stallinga	S. Suburban Mgd., IL	Br. 4016
William J. Ottaviano	Torrance, CA	Br. 2207	Jimmy L. Dupree	Chicago, IL	Br. 11	Harry J. Stephens	S. Suburban Mgd., IL	Br. 4016
Wayne A. Pfeiffer	Torrance, CA	Br. 2207	Carlos D. Garcia	Chicago, IL	Br. 11	Joseph W. Surges	S. Suburban Mgd., IL	Br. 4016
Gilbert F. Atencio	Centennial, CO	Br. 5996	Alvino V. Goree	Chicago, IL	Br. 11	Raymond S. Szabowski	S. Suburban Mgd., IL	Br. 4016
James C. Boaz	Centennial, CO	Br. 5996	James E. Gray	Chicago, IL	Br. 11	John P. Theis	S. Suburban Mgd., IL	Br. 4016
W. J. Bobb Sr.	Centennial, CO	Br. 5996	Sylvia E. Gray	Chicago, IL	Br. 11	Gary W. Weber	S. Suburban Mgd., IL	Br. 4016
Angelo V. Castro	Centennial, CO	Br. 5996	Dennis M. Hallberg	Chicago, IL	Br. 11	Stanley C. Wolf	S. Suburban Mgd., IL	Br. 4016
Peter K. Crossan	Centennial, CO	Br. 5996	Nikolas F. Himpelmann	Chicago, IL	Br. 11	Alan W. Wollenzien	S. Suburban Mgd., IL	Br. 4016
Martin P. Curtan	Centennial, CO	Br. 5996	Earnice Jackson	Chicago, IL	Br. 11	James R. Cox	Springfield, IL	Br. 80
George F. Downer	Centennial, CO	Br. 5996	Terry L. James Jr.	Chicago, IL	Br. 11	James R. Heady	Springfield, IL	Br. 80
Patrick W. Green	Centennial, CO	Br. 5996	Millage Jernigan Jr.	Chicago, IL	Br. 11	William R. Kook	Springfield, IL	Br. 80
Phillip E. Green	Centennial, CO	Br. 5996	Joseph F. Jones Jr.	Chicago, IL	Br. 11	Gary D. Liesman	Springfield, IL	Br. 80
Richard Guzman	Centennial, CO	Br. 5996	Joseph M. Juchnowski	Chicago, IL	Br. 11	George W. Geaugh	Columbia City, IN	Br. 1054
Ellwood W. Haines	Centennial, CO	Br. 5996	Edward Krzyspin	Chicago, IL	Br. 11	George A. Howard	Columbia City, IN	Br. 1054
Warren D. Hanchett	Centennial, CO	Br. 5996	Donald F. Marino	Chicago, IL	Br. 11	Richard D. Ressler	Columbia City, IN	Br. 1054
Robert B. Hoppe	Centennial, CO	Br. 5996	Edward H. Pyrzynski	Chicago, IL	Br. 11	Charles S. Bledsoe	Evansville, IN	Br. 377
Gene L. Janne	Centennial, CO	Br. 5996	Leroy Rogers	Chicago, IL	Br. 11	Russell K. Briody	Evansville, IN	Br. 377
William R. Lyle	Centennial, CO	Br. 5996	Johnny L. Rupert	Chicago, IL	Br. 11	Kenneth R. Brothers	Evansville, IN	Br. 377
David R. Maez	Centennial, CO	Br. 5996	Ralph W. Spight	Chicago, IL	Br. 11	James E. Chilton	Evansville, IN	Br. 377
Vincent J. Matero	Centennial, CO	Br. 5996	Mary Stricklin	Chicago, IL	Br. 11	Albert E. Daub	Evansville, IN	Br. 377
Charles R. Turner	Centennial, CO	Br. 5996	Kenneth J. Sutkus	Chicago, IL	Br. 11	James W. Doane	Evansville, IN	Br. 377

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

Edwin F. Fischer	Evansville, IN	Br. 377	Nelson J. Dupre	Houma-Thibodaux -Lockport, LA	Br. 2464	J. H. Cardarelli	Boston, MA	Br. 34
Robert L. Hagemeyer	Evansville, IN	Br. 377				Russell H. Carnes	Boston, MA	Br. 34
Clement J. Horstman	Evansville, IN	Br. 377	Robert J. Foret	Houma-Thibodaux -Lockport, LA	Br. 2464	Richard A. Carroll	Boston, MA	Br. 34
Donald R. Huber	Evansville, IN	Br. 377				Paul A. Cash	Boston, MA	Br. 34
David E. Koch	Evansville, IN	Br. 377	Egerald Gauche	Houma-Thibodaux -Lockport, LA	Br. 2464	George J. Castiello Jr.	Boston, MA	Br. 34
Calvin H. Mason	Evansville, IN	Br. 377				Anthony C. Casto	Boston, MA	Br. 34
Larry E. Mayes	Evansville, IN	Br. 377	Gerald J. Hebert Sr.	Houma-Thibodaux -Lockport, LA	Br. 2464	Forest E. Catron	Boston, MA	Br. 34
James J. Peters	Evansville, IN	Br. 377				Robert J. Cella	Boston, MA	Br. 34
James W. Reneer	Evansville, IN	Br. 377	Leslie J. Landry	Houma-Thibodaux -Lockport, LA	Br. 2464	E P. Chapin	Boston, MA	Br. 34
Barry J. Schaefer	Evansville, IN	Br. 377				Frank J. Chaplik	Boston, MA	Br. 34
Corbett R. Schnell	Evansville, IN	Br. 377	Russell P. Malbrough	Houma-Thibodaux -Lockport, LA	Br. 2464	Frank A. Ciccone	Boston, MA	Br. 34
Philip J. Spellazza	Evansville, IN	Br. 377				Robert F. Cinelli	Boston, MA	Br. 34
William M. Stephens	Evansville, IN	Br. 377	Thomas J. Martin	Houma-Thibodaux -Lockport, LA	Br. 2464	Paul N. Cioffi	Boston, MA	Br. 34
John S. Thompson	Evansville, IN	Br. 377				Augustine Ciulla Jr.	Boston, MA	Br. 34
Maurus R. Tooley	Evansville, IN	Br. 377	Jesus Martinez Jr.	Houma-Thibodaux -Lockport, LA	Br. 2464	David Clark	Boston, MA	Br. 34
John D. Wayman	Evansville, IN	Br. 377				Thomas S. Coleman	Boston, MA	Br. 34
David W. Werner	Evansville, IN	Br. 377	Alton W. Neil	Houma-Thibodaux -Lockport, LA	Br. 2464	William J. Coleman	Boston, MA	Br. 34
Dennis R. Willis	Evansville, IN	Br. 377				K. A. Collina	Boston, MA	Br. 34
Vodra L. Wilson Jr.	Evansville, IN	Br. 377	Philip J. Poche	Houma-Thibodaux -Lockport, LA	Br. 2464	J. J. Collins	Boston, MA	Br. 34
Kenneth R. Woodson	Evansville, IN	Br. 377				R. C. Conley Sr.	Boston, MA	Br. 34
William E. Cunningham	Centerville, IA	Br. 925	Bernard J. Soignet	Houma-Thibodaux -Lockport, LA	Br. 2464	Paul F. Connolly	Boston, MA	Br. 34
James A. Greene	Council Bluffs, IA	Br. 314				Joseph R. Conte Jr.	Boston, MA	Br. 34
Gerald S. Hopkins	Council Bluffs, IA	Br. 314	Kenneth F. Abbott	Central ME Mgd.	Br. 391	George P. Corr	Boston, MA	Br. 34
Richard F. Cole	Manchester, IA	Br. 2243	John A. Boone	Central ME Mgd.	Br. 391	S. A. Costello	Boston, MA	Br. 34
Edmund P. Chadwick	Ottumwa, IA	Br. 447	John W. Eisentrager	Central ME Mgd.	Br. 391	Robert J. Coughlin	Boston, MA	Br. 34
Mark A. Donnelly	Ottumwa, IA	Br. 447	Virgil J. Leblanc	Central ME Mgd.	Br. 391	James F. Courtney	Boston, MA	Br. 34
Rickey E. James	Ottumwa, IA	Br. 447	Charles E. Levesque	Central ME Mgd.	Br. 391	Richard J. Crecco	Boston, MA	Br. 34
James M. Parks	Ottumwa, IA	Br. 447	David E. Pratt	Central ME Mgd.	Br. 391	Richard F. Creedon	Boston, MA	Br. 34
Ralph L. Young	Ottumwa, IA	Br. 447	John M. White	Central ME Mgd.	Br. 391	William N. Cripps	Boston, MA	Br. 34
Thomas N. Maher	Shenandoah, IA	Br. 851	Marcellus M. Williams	Central ME Mgd.	Br. 391	Paul F. Cronin	Boston, MA	Br. 34
William P. Allred	Coffeyville, KS	Br. 766	Reginald D. Forgan	Baltimore, MD	Br. 176	Robert J. Cuddyer	Boston, MA	Br. 34
Daniel C. Blubaugh	Hays, KS	Br. 2161	Elton V. Howell Jr.	Baltimore, MD	Br. 176	Thomas L. Cummings	Boston, MA	Br. 34
James H. Miller	Hays, KS	Br. 2161	Robert E. Janney	Baltimore, MD	Br. 176	Phillip J. Cutler	Boston, MA	Br. 34
William L. Harmon	Lawrence, KS	Br. 104	Oswald E. Kinat	Baltimore, MD	Br. 176	Edward R. Daley	Boston, MA	Br. 34
Bruce D. Hett	Lawrence, KS	Br. 104	Jackie L. McCullough	Baltimore, MD	Br. 176	Howard S. Daley	Boston, MA	Br. 34
David A. McCrary	Lawrence, KS	Br. 104	Lawrence E. Oliver Jr.	Baltimore, MD	Br. 176	Ronald F. Dawson	Boston, MA	Br. 34
Robert E. Morgan	Lawrence, KS	Br. 104	Eula D. O'Neal	Baltimore, MD	Br. 176	M. T. Denehy	Boston, MA	Br. 34
Wendell C. Pohl	Lawrence, KS	Br. 104	Wenceslaus E. Smetana	Baltimore, MD	Br. 176	Douglas A. Derry	Boston, MA	Br. 34
Lester D. Smith	Lawrence, KS	Br. 104	Donald W. Wright	Baltimore, MD	Br. 176	Anthony J. Desisto	Boston, MA	Br. 34
Larry H. Venable	McPherson, KS	Br. 1171	Robert L. Zelechowski	Baltimore, MD	Br. 176	John T. Dinanno	Boston, MA	Br. 34
Robert K. Voth	McPherson, KS	Br. 1171	Andrew P. Diubaldo	Cumberland, MD	Br. 638	James J. Dodd	Boston, MA	Br. 34
Michael S. Cole	Pittsburg, KS	Br. 695	J. A. Albano	Boston, MA	Br. 34	Donald L. Donahue	Boston, MA	Br. 34
Calvin L. Jameson	Pittsburg, KS	Br. 695	Robert A. Alexanian	Boston, MA	Br. 34	Jeremiah J. Donahue	Boston, MA	Br. 34
Gary L. Mattson	Pittsburg, KS	Br. 695	James W. Alker Jr.	Boston, MA	Br. 34	Martin G. Dorfman	Boston, MA	Br. 34
Carl E. Mishmash Jr.	Pittsburg, KS	Br. 695	James J. Almeida	Boston, MA	Br. 34	Stephen M. Dorsey	Boston, MA	Br. 34
James H. Scott	Pittsburg, KS	Br. 695	George E. Anderson	Boston, MA	Br. 34	E. J. Duggan	Boston, MA	Br. 34
Ira M. Sponsel	Pittsburg, KS	Br. 695	R. F. Anderson	Boston, MA	Br. 34	Albert E. Egersheim	Boston, MA	Br. 34
Max V. Beets Jr.	Shawnee Mission, KS	Br. 5521	Paul J. Andrews	Boston, MA	Br. 34	Thomas E. Eggers	Boston, MA	Br. 34
Percy H. Buery	Shawnee Mission, KS	Br. 5521	T. F. Armour	Boston, MA	Br. 34	Robert N. Eichel	Boston, MA	Br. 34
Robert J. Casper Jr.	Shawnee Mission, KS	Br. 5521	Richard J. Auterio	Boston, MA	Br. 34	Robert N. Emma	Boston, MA	Br. 34
Michael L. Henry	Shawnee Mission, KS	Br. 5521	L. F. Baker	Boston, MA	Br. 34	Michael V. Eppoliti	Boston, MA	Br. 34
Wayne F. Jackson	Shawnee Mission, KS	Br. 5521	J. Baldassari	Boston, MA	Br. 34	David F. Epbs	Boston, MA	Br. 34
James A. Mitchell	Shawnee Mission, KS	Br. 5521	Peter G. Ballantyne	Boston, MA	Br. 34	Angelo J. Erba	Boston, MA	Br. 34
Richard A. Porter Jr.	Shawnee Mission, KS	Br. 5521	John T. Ballerino	Boston, MA	Br. 34	Jack P. Fabrizio	Boston, MA	Br. 34
Larry P. Rademann	Shawnee Mission, KS	Br. 5521	John G. Barrett	Boston, MA	Br. 34	Robert F. Fee	Boston, MA	Br. 34
John Rodriguez	Shawnee Mission, KS	Br. 5521	R. A. Bennett	Boston, MA	Br. 34	Zoltan N. Feher	Boston, MA	Br. 34
Leroy E. Snook	Shawnee Mission, KS	Br. 5521	J. A. Berardi	Boston, MA	Br. 34	Paul T. Ferla	Boston, MA	Br. 34
John M. Socha	Shawnee Mission, KS	Br. 5521	Leo T. Bergin Jr.	Boston, MA	Br. 34	Albert F. Ferrante	Boston, MA	Br. 34
Craig D. Stamm	Shawnee Mission, KS	Br. 5521	J. L. Booker	Boston, MA	Br. 34	Edward P. Firenzeza	Boston, MA	Br. 34
Lyle D. Struble	Shawnee Mission, KS	Br. 5521	J. D. Booras	Boston, MA	Br. 34	Thomas J. Flynn	Boston, MA	Br. 34
Joseph I. Augenstein Jr.	Owensboro, KY	Br. 234	Richard L. Bostrom	Boston, MA	Br. 34	James J. Foley	Boston, MA	Br. 34
Joseph A. Clark Jr.	Owensboro, KY	Br. 234	Robert Botelho	Boston, MA	Br. 34	H. G. Fox	Boston, MA	Br. 34
James W. Grimsley	Owensboro, KY	Br. 234	John J. Brady	Boston, MA	Br. 34	Gilbert F. Fuentes	Boston, MA	Br. 34
John N. Hayden	Owensboro, KY	Br. 234	Paul M. Bridges	Boston, MA	Br. 34	Edward J. Gavin	Boston, MA	Br. 34
Edward A. Henderson	Owensboro, KY	Br. 234	Ralph M. Brown	Boston, MA	Br. 34	Louis R. Gianattasio	Boston, MA	Br. 34
Bruce D. Johnstone	Owensboro, KY	Br. 234	Dennis M. Bryson	Boston, MA	Br. 34	Victor F. Gigliotti Jr.	Boston, MA	Br. 34
Anthony L. Kaelin	Owensboro, KY	Br. 234	Paul T. Buckley	Boston, MA	Br. 34	Paul J. Glennon	Boston, MA	Br. 34
James F. Marrett	Owensboro, KY	Br. 234	R. L. Buhlman	Boston, MA	Br. 34	Paul O. Glynn	Boston, MA	Br. 34
William W. Martin	Owensboro, KY	Br. 234	John P. Burke	Boston, MA	Br. 34	John Gomes	Boston, MA	Br. 34
Joseph L. Newton	Owensboro, KY	Br. 234	John L. Burns	Boston, MA	Br. 34	John W. Grant	Boston, MA	Br. 34
Dennis D. Ralph	Owensboro, KY	Br. 234	Leonard P. Bussolari	Boston, MA	Br. 34	David Graves	Boston, MA	Br. 34
Delvin J. Babin Jr.	Houma-Thibodaux -Lockport, LA	Br. 2464	Luis E. Cabezas	Boston, MA	Br. 34	David M. Griffin	Boston, MA	Br. 34
			Gerard K. Callahan	Boston, MA	Br. 34	William D. Grigas	Boston, MA	Br. 34
Carroll J. Champagne	Houma-Thibodaux -Lockport, LA	Br. 2464	Joseph Campanella	Boston, MA	Br. 34	Kevin R. Gullyey	Boston, MA	Br. 34
			Joseph J. Candora	Boston, MA	Br. 34	Leo F. Haley	Boston, MA	Br. 34

Honor Roll

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

John R. Hanley	Boston, MA	Br. 34	Stanley J. Tarlowicz Jr.	Wyandotte, MI	Br. 758	Ted L. Short	Great Falls, MT	Br. 650
Edward S. Hannon	Boston, MA	Br. 34	Edward A. Bos	Zeeland, MI	Br. 2178	Edgar F. Van Vleet	Great Falls, MT	Br. 650
Lawrence J. Hannon Jr.	Boston, MA	Br. 34	Gary L. Gebben	Zeeland, MI	Br. 2178	Michael D. Alderson	Missoula, MT	Br. 701
John D. Harrington	Boston, MA	Br. 34	Richard E. Celt	Brainerd, MN	Br. 864	James A. Bickel	Missoula, MT	Br. 701
Charles R. Harris	Boston, MA	Br. 34	Rick D. Lindquist	Brainerd, MN	Br. 864	Warren D. Block	Missoula, MT	Br. 701
Robert F. Hart	Boston, MA	Br. 34	Leonard E. Loukota	Brainerd, MN	Br. 864	Harold R. Cromwell	Missoula, MT	Br. 701
G E. Hartnett	Boston, MA	Br. 34	Victor Oelrich	Brainerd, MN	Br. 864	Fred G. Rush III	Missoula, MT	Br. 701
J. L. Hastings Jr.	Boston, MA	Br. 34	Harold W. Olson	Brainerd, MN	Br. 864	Earl R. Ulrigh	Missoula, MT	Br. 701
Chester O. Havey Jr.	Boston, MA	Br. 34	James A. Jordan	Detroit Lakes, MN	Br. 1317	Darrell L. Witt	Fairbury, NE	Br. 1014
Paul K. Hayes	Boston, MA	Br. 34	Morris E. Martinson	Detroit Lakes, MN	Br. 1317	Terry L. Bessey	Omaha, NE	Br. 5
Robert J. Henry	Boston, MA	Br. 34	Stephen C. Noll	Detroit Lakes, MN	Br. 1317	Paul H. Goetz	Omaha, NE	Br. 5
Hugh F. Hibbard	Boston, MA	Br. 34	Martin E. Muetzel	Hutchinson, MN	Br. 2548	William D. Looman	Omaha, NE	Br. 5
Bernard A. Higgins	Boston, MA	Br. 34	Burton P. Baker	Minneapolis, MN	Br. 9	Douglas M. Mundy	Omaha, NE	Br. 5
Thomas W. Hill	Boston, MA	Br. 34	Michael M. Bangsund	Minneapolis, MN	Br. 9	Henry A. Stratker	Nebraska City, NE	Br. 593
Mitchell C. Hilton	Boston, MA	Br. 34	Norman J. Cavalier	Minneapolis, MN	Br. 9	Wilhelm E. Witte	Nebraska City, NE	Br. 593
Clifton F. Holbrook	Boston, MA	Br. 34	Rodney H. Dirx	Minneapolis, MN	Br. 9	Bruce E. Campbell	Wymore, NE	Br. 2261
Lloyd W. Howes Jr.	Boston, MA	Br. 34	Thomas F. Dvorak	Minneapolis, MN	Br. 9	Mark E. Higgins	Reno, NV	Br. 709
William P. Pupfer	Boston, MA	Br. 34	Morris R. Gross	Minneapolis, MN	Br. 9	Richard A. Steingraber	Reno, NV	Br. 709
Robert M. Hyde	Boston, MA	Br. 34	John M. Hahn	Minneapolis, MN	Br. 9	David W. Bisbee	Nashua, NH	Br. 230
C. Jackson	Boston, MA	Br. 34	Garrett W. Hardenburgh	Minneapolis, MN	Br. 9	Robert P. Gallant	Nashua, NH	Br. 230
Edward A. Jacobs	Boston, MA	Br. 34	Thomas Holten	Minneapolis, MN	Br. 9	Brian A. Houle	Nashua, NH	Br. 230
Edward C. Jacobucci	Boston, MA	Br. 34	Marvin J. Kaderlik	Minneapolis, MN	Br. 9	John R. Soubosky	Nashua, NH	Br. 230
Lawrence M. Johnson	Boston, MA	Br. 34	James E. Kloster	Minneapolis, MN	Br. 9	Charles M. Venne	Nashua, NH	Br. 230
Thomas G. Jones	Boston, MA	Br. 34	Lloyd R. Matt	Minneapolis, MN	Br. 9	Robert M. Austin	Jaffrey, NH	Br. 4906
Edward F. Jordan	Boston, MA	Br. 34	David R. Millette	Minneapolis, MN	Br. 9	Michael Borshe Jr.	Bergen Co. Mgd., NJ	Br. 425
Charles G. Joy	Boston, MA	Br. 34	David L. Pierson	Minneapolis, MN	Br. 9	Paul D. Fragale	Bergen Co. Mgd., NJ	Br. 425
Stephen E. Karigianis	Boston, MA	Br. 34	Loretta E. Quick	Minneapolis, MN	Br. 9	Stephen Las III	Bergen Co. Mgd., NJ	Br. 425
John J. Keegan	Boston, MA	Br. 34	David M. Shingler	Minneapolis, MN	Br. 9	Dennis J. Spoto	Bergen Co. Mgd., NJ	Br. 425
P. F. Kelly	Boston, MA	Br. 34	Sonia M. Stark	Minneapolis, MN	Br. 9	Anthony Holobowski	Garden State Mgd., NJ	Br. 444
H. F. Kendall Jr.	Boston, MA	Br. 34	Joseph Steckler Jr.	Minneapolis, MN	Br. 9	James F. Ellison	Freehold, NJ	Br. 924
Francis X. Keough	Boston, MA	Br. 34	Roger M. Doetkott	Melrose, MN	Br. 3283	Paul J. Fitch	Freehold, NJ	Br. 924
Joseph W. Kraby Jr.	Boston, MA	Br. 34	Julius A. Ost	Montevideo, MN	Br. 1446	Ronald G. Kalista	Freehold, NJ	Br. 924
Philip J. Lang	Boston, MA	Br. 34	Eugene L. Pasche	Morris, MN	Br. 1927	Andrew K. Molnar	Freehold, NJ	Br. 924
Paul F. Larrabee	Boston, MA	Br. 34	Richrd A. Solheim	Red Wing, MN	Br. 401	Wilbur H. Morrow	Freehold, NJ	Br. 924
Andrew L. Larsen	Boston, MA	Br. 34	Maurice E. Tilderquist	Red Wing, MN	Br. 401	J. M. Paone	Freehold, NJ	Br. 924
Thomas J. Last	Boston, MA	Br. 34	Andrew J. Johnson	Brookhaven, MS	Br. 2396	Howard A. Sabo	Freehold, NJ	Br. 924
Raymond R. Last Jr.	Boston, MA	Br. 34	Richard W. Nations	Brookhaven, MS	Br. 2396	Edward E. Schultz	Freehold, NJ	Br. 924
Richard C. Lavey	Boston, MA	Br. 34	Roderick H. Winborne	Brookhaven, MS	Br. 2396	John A. Shanahan	Freehold, NJ	Br. 924
Richard P. Leach	Boston, MA	Br. 34	Joseph E. Atkins	Columbus, MS	Br. 1692	R. S. Soper	Freehold, NJ	Br. 924
Edward F. Leary Jr.	Boston, MA	Br. 34	Paul K. Atkins	Columbus, MS	Br. 1692	Robert W. Thomas	Freehold, NJ	Br. 924
Harold V. Barrows	Framingham, MA	Br. 334	Dennis L. Haines	Columbus, MS	Br. 1692	John J. Verducci Jr.	Freehold, NJ	Br. 924
Robert E. Burke	Framingham, MA	Br. 334	Harold W. Knoop	Columbus, MS	Br. 1692	Angelo L. Cepeda	Paterson, NJ	Br. 120
Kenneth Colonna	Framingham, MA	Br. 334	Carey L. Lavender III	Columbus, MS	Br. 1692	Edward G. Copeland	Paterson, NJ	Br. 120
John F. Lynch	Framingham, MA	Br. 334	Joe B. Wilkins	Columbus, MS	Br. 1692	Thomas J. McGowan	Paterson, NJ	Br. 120
Bernard P. Mackenzie	Framingham, MA	Br. 334	Herman L. Eldridge	Natchez, MS	Br. 476	Alfonse McKoy	Paterson, NJ	Br. 120
William T. Maguire Jr.	Framingham, MA	Br. 334	Norman E. Allen	Ocean Springs, MS	Br. 3827	Daniel M. Sang	Paterson, NJ	Br. 120
Charles L. Maher	Framingham, MA	Br. 334	John A. Drew	Crystal City, MO	Br. 4050	Jorge Perez	Vineland, NJ	Br. 534
James H. McDonald	Framingham, MA	Br. 334	John R. Bahr	Jefferson City, MO	Br. 127	Bertram C. Hansen	Westfield, NJ	Br. 1492
Arthur F. McHatton	Framingham, MA	Br. 334	Robert J. Berhorst	Jefferson City, MO	Br. 127	William D. Klapy	Westfield, NJ	Br. 1492
John J. O'Brien	Framingham, MA	Br. 334	Donald F. Brown	Jefferson City, MO	Br. 127	George J. Baranski Jr.	Albany, NY	Br. 29
David K. Oregon	Framingham, MA	Br. 334	Frank R. Carter	Jefferson City, MO	Br. 127	David J. Cyr	Albany, NY	Br. 29
Charles T. Sinclair Jr.	Framingham, MA	Br. 334	Gerald L. Cremer	Jefferson City, MO	Br. 127	Nicholas C. Alfieri	Brooklyn, NY	Br. 41
Richard M. Slamim	Framingham, MA	Br. 334	Larry D. Hall	Jefferson City, MO	Br. 127	John J. Basile	Brooklyn, NY	Br. 41
Richard W. Swinimer	Framingham, MA	Br. 334	Craig M. Holliday	Jefferson City, MO	Br. 127	Felice Benvenuto	Brooklyn, NY	Br. 41
Douglas R. Sylvester	Framingham, MA	Br. 334	Leon B. Kliethermes	Jefferson City, MO	Br. 127	R. Black	Brooklyn, NY	Br. 41
Warren G. Wales	Framingham, MA	Br. 334	John H. Neuner	Jefferson City, MO	Br. 127	Joseph F. Calabrese	Brooklyn, NY	Br. 41
George O. Johnson	N. Attleboro, MA	Br. 539	James B. Owens	Jefferson City, MO	Br. 127	Frank J. Caliendo	Brooklyn, NY	Br. 41
Floyd L. Leonard	N. Attleboro, MA	Br. 539	Marlin I. Runyan	Jefferson City, MO	Br. 127	Michael A. Cardillo	Brooklyn, NY	Br. 41
Phillip J. Cannell	Worcester, MA	Br. 12	Robert E. Schellman	Jefferson City, MO	Br. 127	Andrew G. Carrara	Brooklyn, NY	Br. 41
Thomas E. Oliver	Worcester, MA	Br. 12	Alfred W. Schulte	Jefferson City, MO	Br. 127	A. J. Ciarabella	Brooklyn, NY	Br. 41
Kenneth J. Fagan	Escanaba, MI	Br. 438	Terry G. Stone	Jefferson City, MO	Br. 127	Fred B. Citrin	Brooklyn, NY	Br. 41
Michael D. Kulack	Escanaba, MI	Br. 438	Donald E. Wilson	Jefferson City, MO	Br. 127	Thomas W. Creegan	Brooklyn, NY	Br. 41
Joseph L. Lafave Jr.	Escanaba, MI	Br. 438	Donald D. Moran	Vandalia, MO	Br. 3606	A. T. Criso	Brooklyn, NY	Br. 41
Larry G. Michael	Escanaba, MI	Br. 438	Leland R. Monson	Glasgow, MT	Br. 1698	A. J. Curatolo	Brooklyn, NY	Br. 41
Francis W. Nardi	Ishpeming, MI	Br. 386	Adam J. Gartner	Glendive, MT	Br. 1643	Leroy B. Davis Jr.	Brooklyn, NY	Br. 41
Gary R. Dummitt	Port Huron, MI	Br. 529	Ronald W. Yakel	Glendive, MT	Br. 1643	Thddus S. Decker	Brooklyn, NY	Br. 41
Ernest M. Falk	Port Huron, MI	Br. 529	Michael J. Beggs	Great Falls, MT	Br. 650	Frank A. DeCola	Brooklyn, NY	Br. 41
Larry J. Farrer	Port Huron, MI	Br. 529	Michael S. Boland	Great Falls, MT	Br. 650	Anthony DiBernardo	Brooklyn, NY	Br. 41
James L. Simmet	Sebewaing, MI	Br. 6530	Gary A. Byers	Great Falls, MT	Br. 650	Vincent J. DiLorenzo	Brooklyn, NY	Br. 41
Timothy A. Bosek	South Macomb, MI	Br. 4374	Maynard S. Clark	Great Falls, MT	Br. 650	Cosmo J. Elmo	Brooklyn, NY	Br. 41
Kenneth R. Braman	South Macomb, MI	Br. 4374	Michael R. Garrity	Great Falls, MT	Br. 650	M. F. Fardella	Brooklyn, NY	Br. 41
Rory D. Natzke	South Macomb, MI	Br. 4374	Jack L. McFetridge	Great Falls, MT	Br. 650	Joseph A. Fortini	Brooklyn, NY	Br. 41
Michael R. Spain	South Macomb, MI	Br. 4374	Dan A. Mitchell	Great Falls, MT	Br. 650	David Gallant	Brooklyn, NY	Br. 41
Donald L. Clark	Wyandotte, MI	Br. 758	Dale R. Muri	Great Falls, MT	Br. 650	Richard J. Garofalo	Brooklyn, NY	Br. 41
Jean E. Gossett	Wyandotte, MI	Br. 758	Andrew E. Paliga	Great Falls, MT	Br. 650	William H. Gundry	Brooklyn, NY	Br. 41

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

Robert R. Gunther	Brooklyn, NY	Br. 41	Robert E. Deighan Jr.	Yonkers, NY	Br. 387	D. R. Reese	Bux-Mont, PA	Br. 920
James G. Hansen	Brooklyn, NY	Br. 41	George A. Docos	Yonkers, NY	Br. 387	Donald K. Reese	Bux-Mont, PA	Br. 920
John U. Janata	Brooklyn, NY	Br. 41	Daniel H. Flax	Yonkers, NY	Br. 387	Earl G. Rosenberger	Bux-Mont, PA	Br. 920
Tristram C. Johnson	Brooklyn, NY	Br. 41	Michael Holowiak	Yonkers, NY	Br. 387	William J. Ryan Jr.	Bux-Mont, PA	Br. 920
Robert E. Justice	Brooklyn, NY	Br. 41	J. J. Izinicki	Yonkers, NY	Br. 387	D. W. Schneck	Bux-Mont, PA	Br. 920
William J. Karp	Brooklyn, NY	Br. 41	Jeff A. Klein	Yonkers, NY	Br. 387	Harold A. Schulz Jr.	Bux-Mont, PA	Br. 920
Stanley Kaufman	Brooklyn, NY	Br. 41	J. J. Kressman	Yonkers, NY	Br. 387	J. H. Schwartz	Bux-Mont, PA	Br. 920
R. G. Kemper	Brooklyn, NY	Br. 41	R J. Lutz	Yonkers, NY	Br. 387	Dominick J. Sottile	Bux-Mont, PA	Br. 920
Armondo J. Leone	Brooklyn, NY	Br. 41	Paul J. Marsk	Yonkers, NY	Br. 387	Frank Spier	Bux-Mont, PA	Br. 920
R. I. Lerman	Brooklyn, NY	Br. 41	Albert J. Porcaro	Yonkers, NY	Br. 387	Joseph M. Sullivan	Bux-Mont, PA	Br. 920
Robert J. Lohse	Brooklyn, NY	Br. 41	Michael J. Reagan	Yonkers, NY	Br. 387	George W. Thomas III	Bux-Mont, PA	Br. 920
Jack P. Malin	Brooklyn, NY	Br. 41	John M. Reynolds	Yonkers, NY	Br. 387	Richard E. Tindell Sr.	Bux-Mont, PA	Br. 920
Salvatore F. Mazza	Brooklyn, NY	Br. 41	S. H. Riti	Yonkers, NY	Br. 387	Sterling J. Yocom	Bux-Mont, PA	Br. 920
Joseph A. McCaul	Brooklyn, NY	Br. 41	Frederick M. Carnes	Fayetteville, NC	Br. 1128	Thomas R. Dalrymple	Easton, PA	Br. 389
Robert G. McDonnell	Brooklyn, NY	Br. 41	Geo F. Clark	Fayetteville, NC	Br. 1128	Ray A. Gerhart	Easton, PA	Br. 389
Jerome J. Meyers	Brooklyn, NY	Br. 41	Theodore A. DeBose	Fayetteville, NC	Br. 1128	Earl L. Holland	Easton, PA	Br. 389
Ronald A. Miller	Brooklyn, NY	Br. 41	Michael J. Dellay	Fayetteville, NC	Br. 1128	John A. Oyer	Easton, PA	Br. 389
D. A. Minerva	Brooklyn, NY	Br. 41	Marcus W. Faulkner	Fayetteville, NC	Br. 1128	Richard Pope	Easton, PA	Br. 389
Howard Mintzer	Brooklyn, NY	Br. 41	John A. Gainey	Fayetteville, NC	Br. 1128	Harry W. Siff	Easton, PA	Br. 389
Charles A. Minucci	Brooklyn, NY	Br. 41	Steve A. Grooms	Fayetteville, NC	Br. 1128	Robert D. Vine	Easton, PA	Br. 389
Frank M. Monti	Brooklyn, NY	Br. 41	Edwin W. Jarrell	Fayetteville, NC	Br. 1128	Raymond L. Wood	Easton, PA	Br. 389
Ronald Nussbaum	Brooklyn, NY	Br. 41	Wade M. McMillion	Fayetteville, NC	Br. 1128	Glenn R. Clinger	Great Valley Mgd., PA	Br. 4317
Emil J. Panzarino	Brooklyn, NY	Br. 41	Larry A. Reeves	Fayetteville, NC	Br. 1128	Hugh J. Detrick	Great Valley Mgd., PA	Br. 4317
Daniel Pistilli	Brooklyn, NY	Br. 41	James L. Walters	Fayetteville, NC	Br. 1128	G. A. Forbes	Great Valley Mgd., PA	Br. 4317
Tobias J. Purcell Jr.	Brooklyn, NY	Br. 41	David Q. Williams Jr.	Fayetteville, NC	Br. 1128	Alec D. Hayes	Great Valley Mgd., PA	Br. 4317
F. E. Rich	Brooklyn, NY	Br. 41	J. P. Gurley	Greensboro, NC	Br. 876	David L. Herr	Great Valley Mgd., PA	Br. 4317
Gabriel V. Riontino	Brooklyn, NY	Br. 41	Douglas McKeel	Greensboro, NC	Br. 876	John W. Horsey	Great Valley Mgd., PA	Br. 4317
Louis W. Robinson	Brooklyn, NY	Br. 41	James Webb Jr.	Greensboro, NC	Br. 876	Fred M. Marsico	Great Valley Mgd., PA	Br. 4317
Ralph J. Romano	Brooklyn, NY	Br. 41	Michael P. Branch	Greensboro, NC	Br. 630	William C. Saar Jr.	Great Valley Mgd., PA	Br. 4317
John N. Rosata	Brooklyn, NY	Br. 41	John C. Cole	Greensboro, NC	Br. 630	Charles W. Taylor	Great Valley Mgd., PA	Br. 4317
Frank A. Rossano	Brooklyn, NY	Br. 41	Joseph E. Dove	Greensboro, NC	Br. 630	William M. Valley	Great Valley Mgd., PA	Br. 4317
Philip A. Rubell	Brooklyn, NY	Br. 41	Billy M. Kiger	Greensboro, NC	Br. 630	Lewis E. Beddow	Harrisburg, PA	Br. 500
Abraham Sachs	Brooklyn, NY	Br. 41	Ronald K. Kiser	Greensboro, NC	Br. 630	Richard R. Benesh	Harrisburg, PA	Br. 500
Louis J. Schatz	Brooklyn, NY	Br. 41	James G. Lanning	Greensboro, NC	Br. 630	Robert P. Euker	Harrisburg, PA	Br. 500
A. Semeria	Brooklyn, NY	Br. 41	James H. Lineberry	Greensboro, NC	Br. 630	R. J. Harrison	Harrisburg, PA	Br. 500
Irving M. Silverstein	Brooklyn, NY	Br. 41	Eunice L. Walden	Greensboro, NC	Br. 630	James R. Hertzler Jr.	Harrisburg, PA	Br. 500
Edward E. Smith	Brooklyn, NY	Br. 41	Riley D. Welborn	Greensboro, NC	Br. 630	James E. Hoover	Harrisburg, PA	Br. 500
Thomas J. Somma	Brooklyn, NY	Br. 41	William F. Williams	Greensboro, NC	Br. 630	G. L. McAfee	Harrisburg, PA	Br. 500
Vincent J. Somma	Brooklyn, NY	Br. 41	Richard B. Wyrick	Greensboro, NC	Br. 630	F. L. Mowen	Harrisburg, PA	Br. 500
Michael E. Spiotta	Brooklyn, NY	Br. 41	Charles B. Hight	Oxford, NC	Br. 1510	Daniel P. Uahazie	Harrisburg, PA	Br. 500
Isidore Steinberg	Brooklyn, NY	Br. 41	Wayne A. Yohe	Sanford, NC	Br. 2731	John C. Beck Jr.	Lehigh Valley, PA	Br. 274
Joseph V. Tesoriero	Brooklyn, NY	Br. 41	Willie C. Caldwell Jr.	Columbus, OH	Br. 78	Harry E. Heebner	Lehigh Valley, PA	Br. 274
Scott D. Thomas	Brooklyn, NY	Br. 41	Glenn R. Gindlesperger	Columbus, OH	Br. 78	William D. Margeson	Lehigh Valley, PA	Br. 274
Joseph P. Tufano	Brooklyn, NY	Br. 41	Richard J. Grunwald	Columbus, OH	Br. 78	John J. Mulasits	Lehigh Valley, PA	Br. 274
Robert J. Veech	Brooklyn, NY	Br. 41	Charles F. Lantz	Columbus, OH	Br. 78	G. V. Bush	Levittown, PA	Br. 4973
John A. Vick	Brooklyn, NY	Br. 41	Patrick M. Lerum	Columbus, OH	Br. 78	A. G. Cantrell Jr.	Levittown, PA	Br. 4973
Vito S. Vivona	Brooklyn, NY	Br. 41	Larry R. Meade	Columbus, OH	Br. 78	W. E. Dolton	Levittown, PA	Br. 4973
John E. Warren	Brooklyn, NY	Br. 41	Earl T. Otey	Columbus, OH	Br. 78	Alfred J. Erdossy	Levittown, PA	Br. 4973
Henry W. Weller	Brooklyn, NY	Br. 41	Phillips H. Paulsen II	Columbus, OH	Br. 78	Thomas J. Logan Jr.	Levittown, PA	Br. 4973
James E. Wilds	Brooklyn, NY	Br. 41	Garry R. Pennington	Columbus, OH	Br. 78	Charles H. Parrish	Levittown, PA	Br. 4973
Irving H. Wolff	Brooklyn, NY	Br. 41	Mark D. Prince	Columbus, OH	Br. 78	David T. Rappe	Levittown, PA	Br. 4973
D. S. Nash	New City, NY	Br. 5229	David M. Pritchard	Columbus, OH	Br. 78	C. Thurber Jr.	Levittown, PA	Br. 4973
G. R. Oronzio	New City, NY	Br. 5229	Dennis J. Shore	Columbus, OH	Br. 78	Richard Adamski	New Castle, PA	Br. 22
T. J. Calvario	Port Jervis, NY	Br. 376	David A. Barletto	Springfield, OH	Br. 45	Thomas A. Anderson	New Castle, PA	Br. 22
Richard T. Gill	Port Jervis, NY	Br. 376	Margurite L. Chatfield	Springfield, OH	Br. 45	W. R. Anslinger	New Castle, PA	Br. 22
William R. Walker	Port Jervis, NY	Br. 376	Claude A. Desantis	Springfield, OH	Br. 45	Joseph J. Anton	New Castle, PA	Br. 22
Anthony J. Bertolone	Rochester, NY	Br. 210	Brian L. Eanes	Springfield, OH	Br. 45	Chester E. Baker Jr.	New Castle, PA	Br. 22
Gerard J. D'Ambrosia	Rochester, NY	Br. 210	Stephen M. Hubek	Springfield, OH	Br. 45	Richard W. Becker	New Castle, PA	Br. 22
Douglas R. Gionta	Rochester, NY	Br. 210	Robert H. Jones	Springfield, OH	Br. 45	Robert W. Billingslee	New Castle, PA	Br. 22
Wade B. Mahaney	Rochester, NY	Br. 210	Robert L. Kidd Jr.	Springfield, OH	Br. 45	Ronald I. Blum	New Castle, PA	Br. 22
Susanne M. Mikolajko	Rochester, NY	Br. 210	Antonio Laino	Springfield, OH	Br. 45	Charles K. Bolster	New Castle, PA	Br. 22
Arthur J. Muoio	Rochester, NY	Br. 210	Stephen E. Pellin	Springfield, OH	Br. 45	William T. Brooks	New Castle, PA	Br. 22
John J. Rivaldo Jr.	Rochester, NY	Br. 210	Darrel S. Strome	Springfield, OH	Br. 45	Charles L. Brown	New Castle, PA	Br. 22
Gary B. Vogt	Rochester, NY	Br. 210	Alfred E. Dessecker	Dover, OH	Br. 898	Charles R. Bumbarger	New Castle, PA	Br. 22
Stephen T. Walsh	Rochester, NY	Br. 210	William C. Kaser	Dover, OH	Br. 898	John R. Buonpane	New Castle, PA	Br. 22
Donald A. Ward	Rochester, NY	Br. 210	Kenneth C. Mobley	Dover, OH	Br. 898	Chester E. Call Jr.	New Castle, PA	Br. 22
Ronald Wood	Rochester, NY	Br. 210	Richard A. Lucas	OH Valley Mgd.	Br. 714	Patsy A. Cioppa	New Castle, PA	Br. 22
Michael P. Annunziato	Yonkers, NY	Br. 387	Frank J. Fornasaglio Jr.	Steubenville, OH	Br. 164	Robert B. Clark	New Castle, PA	Br. 22
Robert J. Antash	Yonkers, NY	Br. 387	Frank W. Lotzgeselle	Steubenville, OH	Br. 164	Gerald T. Corbin	New Castle, PA	Br. 22
Joseph J. Autero	Yonkers, NY	Br. 387	Raymond A. Matheus	Steubenville, OH	Br. 164	John L. Cowfer	New Castle, PA	Br. 22
Michael Babak	Yonkers, NY	Br. 387	Rita A. Robinson	Urbana, OH	Br. 307	Gordon L. Crecraft	New Castle, PA	Br. 22
David E. Badal	Yonkers, NY	Br. 387	William J. Virden	Lebanon, OR	Br. 2912	Gary L. Cruse	New Castle, PA	Br. 22
Anthony A. Carmosino	Yonkers, NY	Br. 387	Michael H. Gennaria	Bux-Mont, PA	Br. 920	John F. Curley	New Castle, PA	Br. 22
Richard J. Cieslinski	Yonkers, NY	Br. 387	Robert E. Nyce	Bux-Mont, PA	Br. 920	David L. Defibaugh	New Castle, PA	Br. 22
R. C. Curry Jr.	Yonkers, NY	Br. 387	Daniel Owarzani	Bux-Mont, PA	Br. 920	Ludwig DiCaprio Jr.	New Castle, PA	Br. 22

Honor Roll

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

Charles J. Dickey	New Castle, PA	Br. 22	Stanley J. Jarosynski	Reading, PA	Br. 258	William E. McClung	Bridgeport, WV	Br. 4458
Frank L. Dittmer	New Castle, PA	Br. 22	Scott R. Reichard	Reading, PA	Br. 258	William L. McMann	Bridgeport, WV	Br. 4458
C. L. Dixon	New Castle, PA	Br. 22	Donald G. Weller	Reading, PA	Br. 258	T. V. McVicker	Bridgeport, WV	Br. 4458
Dale E. Fruehstorfer	New Castle, PA	Br. 22	Kenneth S. Anderson	Tidioute, PA	Br. 3449	Rudy B. Rowan	Bridgeport, WV	Br. 4458
John D. Gallice	New Castle, PA	Br. 22	Westley S. Dennis	Uniontown, PA	Br. 520	Carroll L. Summers	Bridgeport, WV	Br. 4458
Adam T. Garczewski	New Castle, PA	Br. 22	Edward J. Donkers	Uniontown, PA	Br. 520	Marvin R. Swiger	Bridgeport, WV	Br. 4458
James L. Gilbert	New Castle, PA	Br. 22	Frank A. Gudac	Uniontown, PA	Br. 520	E. F. Gajtka	Weirton, WV	Br. 3677
Wayne L. Grinnell	New Castle, PA	Br. 22	Paul R. Guthrie	Uniontown, PA	Br. 520	Robert L. Reed Jr.	Weirton, WV	Br. 3677
Raymond P. Gundy	New Castle, PA	Br. 22	G. E. Kozak	Uniontown, PA	Br. 520	Phillip H. Barritt	Barron, WI	Br. 4124
James J. Hassan	New Castle, PA	Br. 22	James R. Matthews	Uniontown, PA	Br. 520	Rose Hoefler	Brookfield, WI	Br. 4811
Edwin L. Hause	New Castle, PA	Br. 22	Bennie Mitchell	Uniontown, PA	Br. 520	Glenferd H. Holtz	Brookfield, WI	Br. 4811
George H. Houck	New Castle, PA	Br. 22	Gary D. Rockwell	Uniontown, PA	Br. 520	Mesrope Kaishian	Brookfield, WI	Br. 4811
William T. Hunter	New Castle, PA	Br. 22	William L. Rozzell Jr.	Uniontown, PA	Br. 520	Alfred C. Liebau	Brookfield, WI	Br. 4811
Paul E. Keller	New Castle, PA	Br. 22	F. E. Rychtarsky	Uniontown, PA	Br. 520	Lee A. Peterson	Brookfield, WI	Br. 4811
Francis J. Kelly	New Castle, PA	Br. 22	R. Taylor	Uniontown, PA	Br. 520	Robert W. Stutzriem	Brookfield, WI	Br. 4811
Arthur L. King	New Castle, PA	Br. 22	Donald E. Brown	Warwick, RI	Br. 3166	Richard K. Braem	Marshfield, WI	Br. 978
John J. Koeck	New Castle, PA	Br. 22	Paul A. Buchanan	Warwick, RI	Br. 3166	Eugene R. Greenwald	Marshfield, WI	Br. 978
John D. Kornikoski	New Castle, PA	Br. 22	Linda P. Gebhardt	Rock Hill, SC	Br. 1003	Karl F. Lange	Mayville, WI	Br. 2186
E. F. Kwiatkowski	New Castle, PA	Br. 22	John W. Sandifer	York, SC	Br. 2804			
Gary J. Lackovic	New Castle, PA	Br. 22	Ronald E. Weisz	Sturgis, SD	Br. 3597			
Kenneth C. Lauer	New Castle, PA	Br. 22	Thomas D. Compton II	Knoxville, TN	Br. 419			
Henry L. Lindsey Jr.	New Castle, PA	Br. 22	Jackie W. Grafton	Memphis, TN	Br. 27	John A. Renteria	Brawley, CA	Br. 2704
Louis A. Lombardo	New Castle, PA	Br. 22	Gerald Johnson	Murfreesboro, TN	Br. 1402	James R. Lollar	Central CA	Br. 231
Richard M. Long	New Castle, PA	Br. 22	Andrew B. McKnight	Murfreesboro, TN	Br. 1402	Billy R. Moseley	Garden Grove, CA	Br. 1100
Donald S. Lutz	New Castle, PA	Br. 22	Raymond S. Moore	Murfreesboro, TN	Br. 1402	Mary E. Metoyer	Los Angeles, CA	Br. 24
Marvin L. Mackeprang Sr.	New Castle, PA	Br. 22	Bobby W. Boulware	Arlington, TX	Br. 2309	Robert M. Holden	Centennial, CO	Br. 5996
Anthony G. Martucci	New Castle, PA	Br. 22	James R. Keel	Arlington, TX	Br. 2309	Timothy B. Mikita	Centennial, CO	Br. 5996
Frank P. Massimilla	New Castle, PA	Br. 22	Ronald N. Moore	Arlington, TX	Br. 2309	James E. Prai	Centennial, CO	Br. 5996
John J. Mattiello	New Castle, PA	Br. 22	Fred P. Pennington Jr.	Arlington, TX	Br. 2309	Edward L. Sirokman	Centennial, CO	Br. 5996
Frank J. Mazurek	New Castle, PA	Br. 22	Raul Reyna	Arlington, TX	Br. 2309	Daniel A. Trujillo	Centennial, CO	Br. 5996
V. B. Misitano	New Castle, PA	Br. 22	Ronald J. Tarrant	Arlington, TX	Br. 2309	Theodore J. Sassi	Fort Myers, FL	Br. 2072
Robert N. Molnar	New Castle, PA	Br. 22	Johnnie C. Januszewski	Brenham, TX	Br. 1550	Robert G. Baker	Panama City, FL	Br. 3367
J. V. Mortimer	New Castle, PA	Br. 22	Harold E. Weidner	Brenham, TX	Br. 1550	Timothy L. McGill	Panama City, FL	Br. 3367
John R. Mrozek	New Castle, PA	Br. 22	Gilberto Diaz	Del Rio, TX	Br. 2511	Jack E. Lowery	Marietta, GA	Br. 1119
Robert P. Mrozek	New Castle, PA	Br. 22	Mario T. Garcia	Del Rio, TX	Br. 2511	Phillip L. St. Clair	Marietta, GA	Br. 1119
Donald H. Nickels	New Castle, PA	Br. 22	Claude D. Arthur	Denison, TX	Br. 251	Albert B. Taff	Marietta, GA	Br. 1119
Richard D. Ordy	New Castle, PA	Br. 22	Richard D. Conner	Denison, TX	Br. 251	Percy L. Crockrell	Chicago, IL	Br. 11
Donald L. Orr	New Castle, PA	Br. 22	Don L. Lineberry	Denison, TX	Br. 251	Donald F. Marino	Chicago, IL	Br. 11
R. M. Patton	New Castle, PA	Br. 22	John D. Scott	Denison, TX	Br. 251	Virgilio D. Veranga	Chicago, IL	Br. 11
Gene A. Peterson	New Castle, PA	Br. 22	Charles F. Phillips	North TX	Br. 4065	Phyllis J. Babb	Rockford, IL	Br. 245
John E. Phillips	New Castle, PA	Br. 22	Lynn R. Kee	Perryton, TX	Br. 3303	Donald A. Coupar	Rockford, IL	Br. 245
Jerry C. Pierce	New Castle, PA	Br. 22	Rey G. Sorensen	Manti, UT	Br. 3143	Wendy M. Hoopengartner	Rockford, IL	Br. 245
John M. Pinto	New Castle, PA	Br. 22	Michael J. Caslin	Bennington, VT	Br. 252	Philip J. Pfeifer	Rockford, IL	Br. 245
Tommie G. Polum	New Castle, PA	Br. 22	Rene C. Cassano	Bennington, VT	Br. 252	Jeanne A. Virtue	Rockford, IL	Br. 245
Raymond R. Rasavage	New Castle, PA	Br. 22	Gordon H. Demag	Burlington, VT	Br. 521	Gary A. Brines	Springfield, IL	Br. 80
Lawrence C. Reed	New Castle, PA	Br. 22	M. P. Fregeau	Burlington, VT	Br. 521	Robert L. Burchett	Springfield, IL	Br. 80
R. L. Reinard	New Castle, PA	Br. 22	Perry H. Grange	Burlington, VT	Br. 521	Mary A. Payne	Springfield, IL	Br. 80
Kenneth L. Ridgley	New Castle, PA	Br. 22	Henry B. Hamlin	Burlington, VT	Br. 521	Michael L. Richardson	Springfield, IL	Br. 80
John D. Robertson	New Castle, PA	Br. 22	Richard E. Hartmann	Burlington, VT	Br. 521	Thomas W. Reams	Central IA Mgd.	Br. 352
Ronald W. Robeson	New Castle, PA	Br. 22	Charles J. Lafayette	Burlington, VT	Br. 521	John P. Wulf	Lawrence, KS	Br. 104
Richard P. Roccio	New Castle, PA	Br. 22	James M. Lynch	Burlington, VT	Br. 521	John L. Carpenter	Wichita, KS	Br. 201
William F. Runco	New Castle, PA	Br. 22	Gary W. Murray	Burlington, VT	Br. 521	Joel E. Goforth	Wichita, KS	Br. 201
Thomas C. Schweikert	New Castle, PA	Br. 22	Howard C. Osborne	Burlington, VT	Br. 521	Steven H. Johnson	Wichita, KS	Br. 201
Ronald A. Scrim	New Castle, PA	Br. 22	Richard P. Rivers Jr.	Burlington, VT	Br. 521	Newton A. Webber	Wichita, KS	Br. 201
Ronald J. Sheehan	New Castle, PA	Br. 22	Casper F. Rudnick	Burlington, VT	Br. 521	Delvin J. Babin Jr.	Houma-Thibodaux-Lockport, LA	Br. 2464
Harold E. Shilling Jr.	New Castle, PA	Br. 22	A. L. Wright	Burlington, VT	Br. 521	Carroll J. Champagne	Houma-Thibodaux-Lockport, LA	Br. 2464
Barry W. Shimel	New Castle, PA	Br. 22	Merrill K. Hausenfluck	Winchester, VA	Br. 694	Nelson J. Dupre	Houma-Thibodaux-Lockport, LA	Br. 2464
Jack L. Stile	New Castle, PA	Br. 22	Charles E. Marshall	Kent, WA	Br. 2038	Robert J. Foret	Houma-Thibodaux-Lockport, LA	Br. 2464
Dennis A. Stormer	New Castle, PA	Br. 22	James T. Morris III	Kent, WA	Br. 2038	Egerald Gauche	Houma-Thibodaux-Lockport, LA	Br. 2464
Lester J. Stoudt	New Castle, PA	Br. 22	Solomon Nesbit	Kent, WA	Br. 2038	Gerald J. Hebert Sr.	Houma-Thibodaux-Lockport, LA	Br. 2464
Alexander Taddie	New Castle, PA	Br. 22	Frank J. Seligman	Kent, WA	Br. 2038	Leslie J. Landry	Houma-Thibodaux-Lockport, LA	Br. 2464
Bruce C. Taylor	New Castle, PA	Br. 22	Donald E. Swinth	Kent, WA	Br. 2038	Russell P. Malbrough	Houma-Thibodaux-Lockport, LA	Br. 2464
Howard L. Taylor	New Castle, PA	Br. 22	Thomas D. Taylor	Kent, WA	Br. 2038	Thomas J. Martin	Houma-Thibodaux-Lockport, LA	Br. 2464
W. E. Thomas	New Castle, PA	Br. 22	Sharon L. Frost Campbell	Longview, WA	Br. 2214	Jesus Martinez Jr.	Houma-Thibodaux-Lockport, LA	Br. 2464
Jack S. Troxell	New Castle, PA	Br. 22	Norvin M. Peer	Longview, WA	Br. 2214			
David Verdi Jr.	New Castle, PA	Br. 22	Samuel T. Ross	Longview, WA	Br. 2214			
Dorothy H. Walters	New Castle, PA	Br. 22	Michael A. Marson	Port Townsend, WA	Br. 1515			
Leonard E. Weiland	New Castle, PA	Br. 22	Joaquin A. Hawkins	Tacoma, WA	Br. 130			
Michael E. Weiland	New Castle, PA	Br. 22	Theodore R. Nelson	Tacoma, WA	Br. 130			
Gail L. Whitmire	New Castle, PA	Br. 22	Harry J. Bidinger	Bridgeport, WV	Br. 4458			
Frederick G. Woods	New Castle, PA	Br. 22	Donald K. Clise	Bridgeport, WV	Br. 4458			
George Apsokardu	Reading, PA	Br. 258	Larry A. Cozad	Bridgeport, WV	Br. 4458			
James H. Hoffman	Reading, PA	Br. 258	Jerry R. Greene	Bridgeport, WV	Br. 4458			

50-year gold cards and pins

John A. Renteria	Brawley, CA	Br. 2704
James R. Lollar	Central CA	Br. 231
Billy R. Moseley	Garden Grove, CA	Br. 1100
Mary E. Metoyer	Los Angeles, CA	Br. 24
Robert M. Holden	Centennial, CO	Br. 5996
Timothy B. Mikita	Centennial, CO	Br. 5996
James E. Prai	Centennial, CO	Br. 5996
Edward L. Sirokman	Centennial, CO	Br. 5996
Daniel A. Trujillo	Centennial, CO	Br. 5996
Theodore J. Sassi	Fort Myers, FL	Br. 2072
Robert G. Baker	Panama City, FL	Br. 3367
Timothy L. McGill	Panama City, FL	Br. 3367
Jack E. Lowery	Marietta, GA	Br. 1119
Phillip L. St. Clair	Marietta, GA	Br. 1119
Albert B. Taff	Marietta, GA	Br. 1119
Percy L. Crockrell	Chicago, IL	Br. 11
Donald F. Marino	Chicago, IL	Br. 11
Virgilio D. Veranga	Chicago, IL	Br. 11
Phyllis J. Babb	Rockford, IL	Br. 245
Donald A. Coupar	Rockford, IL	Br. 245
Wendy M. Hoopengartner	Rockford, IL	Br. 245
Philip J. Pfeifer	Rockford, IL	Br. 245
Jeanne A. Virtue	Rockford, IL	Br. 245
Gary A. Brines	Springfield, IL	Br. 80
Robert L. Burchett	Springfield, IL	Br. 80
Mary A. Payne	Springfield, IL	Br. 80
Michael L. Richardson	Springfield, IL	Br. 80
Thomas W. Reams	Central IA Mgd.	Br. 352
John P. Wulf	Lawrence, KS	Br. 104
John L. Carpenter	Wichita, KS	Br. 201
Joel E. Goforth	Wichita, KS	Br. 201
Steven H. Johnson	Wichita, KS	Br. 201
Newton A. Webber	Wichita, KS	Br. 201
Delvin J. Babin Jr.	Houma-Thibodaux-Lockport, LA	Br. 2464
Carroll J. Champagne	Houma-Thibodaux-Lockport, LA	Br. 2464
Nelson J. Dupre	Houma-Thibodaux-Lockport, LA	Br. 2464
Robert J. Foret	Houma-Thibodaux-Lockport, LA	Br. 2464
Egerald Gauche	Houma-Thibodaux-Lockport, LA	Br. 2464
Gerald J. Hebert Sr.	Houma-Thibodaux-Lockport, LA	Br. 2464
Leslie J. Landry	Houma-Thibodaux-Lockport, LA	Br. 2464
Russell P. Malbrough	Houma-Thibodaux-Lockport, LA	Br. 2464
Thomas J. Martin	Houma-Thibodaux-Lockport, LA	Br. 2464
Jesus Martinez Jr.	Houma-Thibodaux-Lockport, LA	Br. 2464

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

Alton W. Neil	Houma-Thibodaux-Lockport, LA	Br. 2464	Robert E. Baird	Minneapolis, MN	Br. 9	Eileen M. Snyder	Rochester, NY	Br. 210
Philip J. Poche	Houma-Thibodaux-Lockport, LA	Br. 2464	Timothy W. Bearth	Minneapolis, MN	Br. 9	Joseph M. Grant	Watertown, NY	Br. 302
Bernard J. Soignet	Houma-Thibodaux-Lockport, LA	Br. 2464	Steven W. Blom	Minneapolis, MN	Br. 9	John O. Johnson Jr.	Watertown, NY	Br. 302
Warren R. Beads	Baltimore, MD	Br. 176	Dale J. Carhill	Minneapolis, MN	Br. 9	Donald F. Prouty	Watertown, NY	Br. 302
Frank E. Bryant	Baltimore, MD	Br. 176	Gary J. Dzwonkowski	Minneapolis, MN	Br. 9	Robert M. Ward	Watertown, NY	Br. 302
Herbert J. Cottom	Baltimore, MD	Br. 176	Craig L. Hanschen	Minneapolis, MN	Br. 9	Charles B. Lewis	Lincolnton, NC	Br. 1957
Roger F. Evans	Baltimore, MD	Br. 176	Herbert J. Hess	Minneapolis, MN	Br. 9	Robert L. Yoder Jr.	Lincolnton, NC	Br. 1957
Lila S. Griswold	Baltimore, MD	Br. 176	Paul H. Hultgren	Minneapolis, MN	Br. 9	Wayne A. Yohe	Sanford, NC	Br. 2731
Charles R. Lefevres	Baltimore, MD	Br. 176	Rodney A. Kieffer	Minneapolis, MN	Br. 9	Michael G. Alabaster	Wilmington, NC	Br. 464
Virgil L. Pauley	Baltimore, MD	Br. 176	Thomas A. Krawczynski	Minneapolis, MN	Br. 9	Thomas F. Hickman	Wilmington, NC	Br. 464
William D. Riddle	Baltimore, MD	Br. 176	Charles E. Scheid	Minneapolis, MN	Br. 9	Robert L. Turnage	Wilmington, NC	Br. 464
Joseph W. Schwarzer	Baltimore, MD	Br. 176	Gerald K. Schrabner	Minneapolis, MN	Br. 9	David E. Bloom	Columbus, OH	Br. 78
John H. Smith Jr.	Baltimore, MD	Br. 176	Monroe D. Estenson	Morris, MN	Br. 1927	Rudolph H. Carter	Columbus, OH	Br. 78
Joseph W. Stack	Baltimore, MD	Br. 176	Richard A. Solheim	Red Wing, MN	Br. 401	Michael J. McGuire	Columbus, OH	Br. 78
Thomas J. Kimberley	Boston, MA	Br. 34	Maurice E. Tilderquist	Red Wing, MN	Br. 401	Charles R. Sharp	Columbus, OH	Br. 78
Anthony J. Lardiere	Boston, MA	Br. 34	Robert D. Heininger	St. Paul, MN	Br. 28	Gerald A. Werner	Columbus, OH	Br. 78
Dennis J. Godfrey	Worcester, MA	Br. 12	Mark W. Naughton	St. Paul, MN	Br. 28	Richard A. Lucas	OH Valley Mgd.	Br. 714
Gary F. Marsden	Worcester, MA	Br. 12	Richard J. Parkinson	St. Paul, MN	Br. 28	Rita A. Robinson	OH Valley Mgd.	Br. 307
Paul V. McHatton	Worcester, MA	Br. 12	Daniel S. Proesch	St. Paul, MN	Br. 28	Philip J. Flor	Bux-Mont, PA	Br. 920
Willis G. Thorpe	N. Oakland Co., MI	Br. 320	Keith F. Proesch	St. Paul, MN	Br. 28	John P. Herrera	Bux-Mont, PA	Br. 920
Charles A. Cummings	Port Huron, MI	Br. 529	Thomas M. Quinn	St. Paul, MN	Br. 28	William A. Wert	Lehigh Valley, PA	Br. 274
Thelma R. Balogh	Southeast MI	Br. 2184	Norman E. Allen	Ocean Springs, MS	Br. 3827	Peter E. Persson	New Castle, PA	Br. 22
Robert K. Thompson	South Macomb, MI	Br. 4374	William J. Osia	St. Louis, MO	Br. 343	Paul E. Auman Jr.	Philadelphia, PA	Br. 157
Edward A. Bos	Zeeland, MI	Br. 2178	Kenneth L. Rose	St. Louis, MO	Br. 343	John F. Fisher Jr.	Philadelphia, PA	Br. 157
Gary L. Gebben	Zeeland, MI	Br. 2178	Thomas M. Gordon	Omaha, NE	Br. 5	Joseph Jenkins	Philadelphia, PA	Br. 157
Richard E. Celt	Brainerd, MN	Br. 864	Lawrence S. Lukowski	Omaha, NE	Br. 5	Elizabeth L. Lux	Philadelphia, PA	Br. 157
Rick D. Lindquist	Brainerd, MN	Br. 864	Thomas D. Trudell	Omaha, NE	Br. 5	John J. Murphy	Philadelphia, PA	Br. 157
Leonard E. Loukota	Brainerd, MN	Br. 864	Anthony Holobowski	Garden State Mgd., NJ	Br. 444	James E. Rodgers	Philadelphia, PA	Br. 157
Victor Oelrich	Brainerd, MN	Br. 864	Leonard J. Daidone	Paterson, NJ	Br. 120	Kenneth S. Anderson	Tidioute, PA	Br. 3449
Harold W. Olson	Brainerd, MN	Br. 864	Larry D. Wilkerson	Paterson, NJ	Br. 120	Debra G. Rice	Knoxville, TN	Br. 419
James A. Jordan	Detroit Lakes, MN	Br. 1317	Dominic J. Coccio	Westfield, NJ	Br. 1492	Jackie W. Grafton	Memphis, TN	Br. 27
Morris E. Martinson	Detroit Lakes, MN	Br. 1317	Daniel A. Bertolone Jr.	Rochester, NY	Br. 210	Brian F. Hall	Austin, TX	Br. 181
Stephen C. Noll	Detroit Lakes, MN	Br. 1317	Melvin D. Jopson	Rochester, NY	Br. 210	Gilberto Diaz	Del Rio, TX	Br. 2511
			Alan P. Mikolajko	Rochester, NY	Br. 210	Mario T. Garcia	Del Rio, TX	Br. 2511
			David J. Riccardo	Rochester, NY	Br. 210			
			Frank J. Rivaldo	Rochester, NY	Br. 210			

MISSING CHILD



Samantha was last seen on January 17, 2025.

Samantha Ayako Chun
 NCIC# M65823798
 Missing Since: January 17, 2025
 Hialeah, HI
 Age Now: 17 Years Old
 Female



Honolulu Police
 Department (Hawaii)
 1-808-529-3111



Chicago Police
 Department (Illinois)
 1-312-743-5019



William was last seen on November 14, 2024.

William L. Carter
 NCIC# M608250954
 Missing Since: November 14, 2024
 Chicago, IL
 Age Now: 13 Years Old
 Male



NCMEC 203756

Mutual Exchanges

CA: Burbank (6/15) to Fresno, Clovis, CA. Regular city carrier. Great work environment, strong local union, and good weather. Not far from amazing beaches. Both Sun Valley and Burbank in bidding cluster. Overtime available. Taron, 818-299-1763 or taron299@gmail.com.

CA: San Francisco (2/15) to Las Vegas, NV. Seeking mutual exchange.

Regular only. Ray, 650-438-2907.

CO: Aurora (12/22) to Grand Rapids, MI. Regular city carrier. Looking to transfer to help care for family. Lisa, 616-780-0814 (call or text).

NV: Las Vegas (6/19) to Houston, TX or surrounding areas. Call or text with any questions. Jarrell, 832-800-7017.

How to place a Mutual Exchange ad

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

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

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

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
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Foundation**