

Volume 136/Number 1 November 2023

The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

In this issue

President's Message	1
National Officers	72
Branch Election Notices	89
Branch Items	96



THANK YOU FOR YOUR SERVICE

—PAGES 22-71



Looking for the latest NALC news? Give it a listen wherever you stream your favorite podcasts!

NALC's podcast "You Are the Current Resident" is available on Apple Podcasts, Spotify, Google Podcasts, and wherever you listen to podcasts.

During each episode, NALC President Brian Renfroe and guests discuss vital topics affecting the letter carrier craft and the union. The show's format also includes interviews with other NALC leaders to talk in depth about issues affecting letter carriers and the union.



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A busy time for health benefits



**Brian L.
Renfro**

As you read this month's magazine, we are on the doorstep of another Open Season for health benefits. This period of time gives all NALC members the opportunity to select the health benefit plan that is best for them and their families. If you are not currently a member of the NALC Health Benefit Plan, I guarantee nearly all of you that we offer a plan that is best for you and your family.

As Director of Health Benefits Stephanie Stewart writes in this month's *Postal Record*, the NALC Health Benefit Plan is built by letter carriers and run by letter carriers. Our Plan

exists to provide the best health benefits at the most affordable cost to NALC members. Under Stephanie's leadership, around 300 dedicated employees work at the Plan to serve you, the members of NALC, on a daily basis. The level of customer service they provide is unmatched. Their work for our members is emblematic of the spirit of service and solidarity that makes our union and our Health Benefit Plan strong.

If you are not a member of our Plan, I strongly encourage you to take a close look at it this open season. No other plan offers our level of coverage, vast provider network and affordability. Add in the highest quality customer service and a central focus on serving NALC members, and you have the best option for health care available.

If you're a retired member and are currently enrolled in Medicare Part B, we also offer a Medicare Advantage Plan that may suit your needs and save you a significant amount of money through rebates to help offset the monthly cost of your Medicare premium. For information on all that the NALC Health Benefit Plan offers, please see the insert included in this month's magazine, and of course, you may always call customer service at the Plan at 888-636-NALC (6252) for answers to all your questions.

In addition to this Open Season, NALC Headquarters as well as the NALC Health Benefit Plan are hard at work with both the Postal Service and the Office of Personnel Management leadership on the implementation of the provi-

sions of the Postal Service Reform Act of 2022 that was signed into law by President Biden in April 2022.

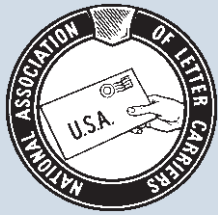
Let's start with the impact of the bill and the reason it was needed. Back in 2006, a bill called the Postal Accountability and Enhancement Act became law and required the Postal Service to pre-fund future retiree health benefits—a requirement that cost the Postal Service \$5 billion to \$6 billion each year. No other public or private company was mandated to make such a payment. This requirement was responsible for nearly 90 percent of the Postal Service's financial losses over the last decade-plus.

“If you are not a member of our Plan, I strongly encourage you to take a close look at it this Open Season. No other plan offers our level of coverage, vast provider network, and affordability.”

The Postal Reform Act of 2022 repealed this pre-funding mandate and also integrates Medicare with postal retirees' health care at a much higher level, which results in a positive impact on health care premiums. The cost of premiums is shared by the Postal Service and the employee or retiree, so integrating Medicare at a higher level saves both the Postal Service and us money.

Our members have many questions about the timing of when and how this integration will take place. The provisions of this bill will begin to be implemented in calendar year 2024. There is nothing required of anyone during the current Open Season. There will be detailed information and education materials readily available to our members in future editions of this magazine, on the NALC website, and more.

If you are interested in learning more, please check out the NALC's official podcast, “You Are the Current Resident.” It is available anywhere you listen to podcasts. On a recent episode, Director of Health Benefits Stephanie Stewart joined the podcast, where we discussed the benefits for 2024 and the impact of the Postal Service Reform Act of 2022 in detail.



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Contents

Volume 136/Number 11 November 2023

The Postal Record

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Departments

- 1 **President's Message**
- 3 **Letter from the Editor**
- 4 **News**
- 14 **Proud to Serve**
- 17 **Veterans Group**
- 72 **Executive Vice President**
- 73 **Vice President**
- 74 **Secretary-Treasurer**
- 75 **Assistant Secretary-Treasurer**
- 76 **Director of City Delivery**
- 77 **Director of Safety and Health**
- 78 **Director of Retired Members**
- 79 **Director of Life Insurance**
- 80 **Director, Health Benefit Plan**
- 81 **Contract Talk**
- 83 **MDA Report**
- 84 **Staff Reports**
- 86 **Annuity charts**
- 88 **State Summaries**
- 89 **Election Notices**
- 91 **Auxiliary Update**
- 92 **Retiree Reports**
- 93 **Honor Roll**
- 95 **Nalcrest Update**
- 96 **Branch Items**
- 101 **Cost-of-living adjustment**
- 104 **Mutual Exchange ads/
In Memoriam**

Features

- 4 **News from Washington**
Senate confirms two PRC commissioners; Congress narrowly avoids government shutdown; House speaker battle continues
- 6 **Enough is enough**
Two California branches hold rallies to highlight the surge in criminal attacks on letter carriers nationwide
- 18 **A model veteran**
A retired Indiana carrier and Navy veteran tells us about his hobby of making model ships, including one he served on
- 20 **Veterans reflect on service**
We talk to members who are veterans about their military experience and how it has helped them as letter carriers
- 22 **Thank you for your service**
We honor the service of all veterans in our ranks and recognize NALC Veterans Group members

Our veterans



**Philip
Dine**

I never served a day in uniform, but I have always admired those who have served or do serve.

The affinity began with my father, who led an infantry unit in fierce battles during World War II, though like others in the Greatest Generation he rarely spoke about it. They had done their duty, accomplished the mission, and they returned home and simply tried to pursue their careers and take care of their families.

I watched with pride, though, as he put on his crisp Army uniform every so often and left home to do his reserve training, or when he traveled periodically to Boston University to teach communications to Air Force officers. Or, later, as he put on the

uniform and, retired both from the military and journalism, would march in a Fourth of July parade.

The fact that he rarely spoke about the war, and almost never about his own role in it, only increased my respect—and my curiosity.

My second interaction with the military occurred during my time as a journalist, which broadened my understanding of the service and sacrifice of our men and women in uniform. I had the opportunity to cover conflicts behind the Iron Curtain and then in Kosovo, to report from a damaged Pentagon on 9/11, to cover the global war on terror and homeland security and our counter-intel activities, to report on wars in the Middle East and Afghanistan and to interview ordinary people in neighboring countries who were affected by those conflicts.

It was fascinating, if sometimes harrowing—whether living in Army tents in the Kuwaiti desert with U.S. soldiers about to enter Iraq; spending time on an aircraft carrier where for security reasons my stories could only carry a dateline of somewhere in the Arabian Sea, though I knew we were right off the coast of Iran; flying in a military helicopter over remote Helmand province, from where Osama bin Laden had planned the terror attacks on our country—but most of all it was revealing in terms of the courage, focus and skills of those I was writing about.

To be clear, I knew full well that you could combine my experiences over two decades and together they wouldn't approach the valor, bravery and patriotism reflected in just one day's service of a single soldier, sailor, airman or Marine. On the contrary, the point is that those experiences helped me better appreciate what was required of them to meet the unending challenges, and how they unflinchingly did so.

Which brings me to NALC, where I have the fortune to work for and with letter carriers, who uniformly (pun intended) respect the job and the public service aspect—on top of which so many are wearing your second uniform for our country.

I have the pleasure of conversing with hundreds or perhaps more of you about where you served, what you did, what it meant to you and how it translates into your work at the Postal Service and your role in NALC. Better still, I've had the chance to observe all of that play out in action, through your singular focus on completing the mission, your determination to overcome any obstacles, the manner in which you exert leadership, or the situational awareness that often leads to heroic actions on the route, including saving residents from fires or criminal threats, health crises or car crashes.

At every level of this union (carriers, activists or leaders) I know the odds are high that I will encounter people who have risked all to keep this nation free—after all, more than 1 in 5 of you have done so—and that I will not only hear intriguing tales but also will emerge ever more informed about the military and how it functions.

The NALC benefits immeasurably from your presence, and in particular the sense of cohesion and determination to get the task done that you bring with you. Some of this is described in ways far more profound than I ever could by our veterans themselves—men and women alike, active or retired, from across our nation—elsewhere in this *Postal Record*. If you retain anything about veterans from this magazine, let it be the words of Jennefer and Ben and Linda, of Ted and Dawn and the other vets.

To all our NALC military veterans, thank you for your past and present service, the example you set for so many others, your attention both to the smallest details and the big picture, and your friendship. You have made our craft better, our union stronger, and our country safer.

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News from Washington

Federal Retirement Fairness Act expected to be reintroduced in House

As this magazine was going to print, the Federal Retirement Fairness Act was expected to be reintroduced any day. Reps. Derek Kilmer (D-WA), David Valadao (R-CA), Don Bacon (R-NE) and Gerry Connolly (D-VA) were expected to reintroduce the bill, which would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making it creditable service under the Federal Employees Retirement System.

The legislation would cover letter carriers who were employed as casuals, transitional employees or city carrier assistants, providing them with greater retirement security.

“NALC is pleased to see the Federal Retirement Fairness Act reintroduced in the House,” NALC President Brian L. Renfroe said. “We urge the House to pass this bill, which would benefit letter carriers and other federal employees who have devoted their working lives to public service. A significant number of active city letter carriers have worked in a non-career position, and that time is not currently creditable for retirement. This bill would change that, allowing letter carriers, and millions of other federal employees, to buy back this time and plan for their well-earned retirements.”

This bill is a top priority for NALC. For the latest information, please check the “Government Affairs” section of nalc.org and visit nalc.org/factsheets.

Taub and Day confirmed for PRC

On Sept. 28, the Senate confirmed the nominations of Thom-

as G. Day and Robert G. Taub to be commissioners of the Postal Regulatory Commission (PRC). After they were nominated by President Biden to serve as PRC commissioners, the Senate Committee on Homeland Security and Governmental Affairs had advanced their nominations following hearings earlier in September.

The PRC is an independent agency that exercises regulatory oversight over the Postal Service. Its responsibilities include preventing anticompetitive practices, promoting accountability, adjudicating complaints, setting postal rates and helping oversee delivery service standards.

The PRC is made up of five commissioners who are nominated by the president for six-year terms and confirmed by the Senate. Taub is a two-time appointee to the commission following unanimous confirmations by the Senate in 2011 and 2016. Taub previously served as chairman of the commission from December 2014 until January 2021. Day, a first-term commissioner, will bring broad experience in both the global and domestic postal

sectors, including 35 years working in senior roles at the Postal Service. Day and Taub were both confirmed for terms that will expire on Oct. 14, 2028.

“NALC congratulates Thomas Day and Robert Taub on their confirmations to this important agency,” President Renfroe said. “We look forward to working with them to ensure that the Postal Regulatory Commission fulfills its oversight responsibilities to promote a Postal Service that benefits the letter carriers who deliver America’s mail and our customers.”

Congress narrowly funds government through Nov. 17; House speaker battle continues

On Sept. 30, President Biden signed a continuing resolution that Congress had passed hours before, narrowly avoiding a government shutdown that would have been triggered the next day.

After weeks of partisan fighting and failure of both chambers to pass the 12 appropriations bills needed to fund the government, the House voted 335-91 to extend government funding at current

IT TAKES ALL OF US



LETTER CARRIER POLITICAL FUND

LCPF is a non-partisan political action committee established for the purpose of electing qualified candidates who support letter carriers and a strong and innovative U.S. Postal Service. Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend us.

Join the LCPF at nalc.org/pac

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.

levels through Nov. 17. In a bipartisan vote, 209 Democratic members—all party members except Rep. Mike Quigley (D-IL)—voted for the measure while only 126 Republicans did so; 90 Republicans voted against the measure.

Hours after House passage, the Senate passed the continuing resolution in an 88-9 vote, sending the measure to President Biden's desk. He signed it the same night before the midnight deadline.

Despite the bipartisan nature of the stopgap bill, a small number of Republicans said they were furious that Rep. McCarthy had worked with Democrats to move the measure forward. On Oct. 3, Rep. Matt Gaetz (R-FL) acted on a threat he had been making for months by filing a motion to vacate the House speaker position. The same day, the House held a vote on the motion, which passed and removed Rep. McCarthy as speaker, the first time that has happened in history.

In a 216-210 vote, eight Republicans joined all Democrats to remove Rep. McCarthy from the leading House role. Republican Reps. Andy Biggs (AZ), Ken Buck (CO), Tim Burchett (TN), Eli Crane (AZ), Bob Good (VA), Nancy Mace (SC) and Matt Rosendale (MT) joined Gaetz in voting to oust Speaker McCarthy. Following the vote, Rep. Patrick McHenry (R-NC), who was named speaker pro tempore, immediately recessed the chamber.

After McCarthy announced that he would not seek the role of speaker again, there was no clear successor. Without a speaker, the House is essentially frozen and cannot consider any legislation on the House floor. With a government shutdown looming, a nonfunctional House has serious repercussions for all Americans.

On Oct. 11, more than a week after McCarthy was ousted, the Republican caucus held a closed-door meeting to choose its speaker nominee. In a 113-99 vote, Rep. Steve Scalise (R-LA), the current majority leader, defeated Rep. Jim Jordan (R-OH). However, a nominee needs a majority of House members (currently 217 votes, with two vacancies), to become speaker. Scalise was unable to whip enough votes to win the position, and he dropped out of the race just one day after GOP members had chosen him as their candidate. Jordan was then selected as the second Republican nominee. He lost a vote on the House floor as this magazine was going to print, with 20 Republicans opting not to vote for Jordan. As this magazine was going to print, it remained unclear who could become speaker or when.

While in-fighting in the Republican Party continues, the Democratic Party has been putting up a unified front, reiterating that their choice for House speaker has been and will remain Minority Leader Hakeem Jeffries (D-NY). While Jeffries would not receive a majority of House votes unless some Republicans unexpectedly decide to side with him, the House Democrats are using this moment to contrast their unity with the divided Republicans.

Regardless of who becomes speaker and how the remainder of the 118th Congress shakes out, it is all but certain that whichever party has control in the next Congress will have only a slim majority, meaning that to successfully govern, lawmakers will have to work in bipartisan manner to move any legislation forward.

This means that now, more than ever, it is important to have pro-letter

Have questions or need additional resources? Contact your LPO.

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carrier lawmakers on both sides of the aisle. Despite partisan divisions and contentious issues, when candidates who support letter carriers are elected, NALC comes out on top. Leadership and support from both sides of the aisle propelled the Postal Service Reform Act into law last year. NALC will continue to take a bipartisan approach to our issues to keep achieving victories for letter carriers.

Our success on Capitol Hill, including electing pro-letter carrier candidates, is made possible through the Letter Carrier Political Fund (LCPF). When you contribute to LCPF, you are contributing to your job and your retirement security. LCPF funds are used to help elect candidates who will support our issues and stand with letter carriers. It is critical that we continue to work together to ensure pro-letter carrier members are elected nationwide. To sign up or get more information on how to donate to LCPF, visit nalc.org/pac. **PR**

California carriers hold rallies to raise awareness of crime

Chanting “Enough is enough!” letter carriers from two California branches held rallies in October to highlight the surge in criminal attacks on letter carriers that is occurring nationwide.

“Everyone is here today because enough is enough,” Region 1 National Business Agent Keisha Lewis told dozens of Garden Grove Branch 1100 letter carriers and other postal workers at a rally outside Compton’s main post office on Oct. 4. “When I got hired, it was unheard of for a letter carrier to be approached or attacked by anyone, and this has to stop.”

NALC President Brian L. Renfroe, agreed, telling attendees, “The Postal Service was founded nearly 250 years ago, and since then, letter carriers have been able to walk down even the meanest streets of this country without many problems. Unfortunately, that’s no longer the case.”

The change began in the COVID-19 pandemic’s early days, when valuable contents flowed through the mail stream, such as stimulus checks. That, in turn, led to elaborate check-washing schemes.

“One of the things that’s very concerning is that a lot of these crimes seem to be organized,” he told a reporter in Compton. “So, you’ve got the people who are robbing letter carriers, not necessarily the people who are utilizing those checks once they get their hands on them. So, there’s a number of layers to it.

“This problem is growing, not just here in Compton, not just here in Southern California, but around the entire country,” Renfroe added. “Nearly every single day, we hear of additional incidents of violence against our members. Think about this: Targeted armed

robberies, assaults, shootings and even murder have become part of our job.”

NALC is leading the call for strong action that will stop the trend.

“Over the past several weeks, we’ve had [rallies] like this in Chicago,” Renfroe said. “We’ve had events in Cincinnati to bring attention to these violent attacks against our members. And that’s why we’re here once again tonight, to send a very clear message. This violence against our members has to stop.”

He told the media covering the rally that since 2020, there have been more than 2,000 violent attacks on letter carriers. Of that, only about 14 percent have been prosecuted federally, he said adding to the audience, “Let that sink in.”

“You know what that tells me? That there’s a strong message being sent that 86 percent of the people who do this get away with it, and that has to change,” he said.

Eight days later, Greater East Bay Branch 1111 organized a rally in Oakland to spread the word in the Bay Area.

“We have lost some employees. They have resigned after being robbed,” Branch 1111 President **Ed Fletcher** told the attendees on Oct. 12. “Some of them are still out and have not come back because of the post-traumatic stress of being robbed.”

In Oakland, Renfroe repeated his call for the community to help protect letter carriers. Even though letter carriers are federal employees and crimes against letter carriers performing their duties are federal crimes, the prosecutions that have occurred have often been at the local level, watering down sentences compared to the penalties available to prosecutors.

It takes a joint investigation among the Postal Inspection Service, the U.S. attorney general’s office and a local



NALC President Brian L. Renfroe and Region 1 National Business Agent Keisha Lewis helped lead the rally in Compton.

police force to hand over the case to federal prosecutors. That, combined with the low number of such cases being prosecuted in the first place, leaves much to be desired in terms of deterring potential lawbreakers who aim to attack letter carriers.

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

“I am furious that our members continue to be targeted and harmed with no end in sight,” he said. “I have said many times that there is no single solution to this disturbing problem, but more can be and must be done, and it must be done immediately.

“Every employer has a duty and obligation to protect its employees on the job. The Postal Inspection Service is not protecting us, and the U.S. Department of Justice is not doing its job prosecuting these crimes,” he added.

In a positive sign, two days before the Oakland rally, the U.S. attorney of Northern California and U.S. postal inspector in charge announced the indictments of 10 people involved with the theft of postal keys, mail truck



break-ins, assaults on letter carriers and other criminal acts involving the interference with the delivery of mail. They also raised the reward for information leading to arrests and convictions in such cases to \$150,000 from \$50,000.

“For folks who are out there threatening letter carriers, committing these robberies, stealing these keys, we will charge these cases federally and there will be severe consequences,” U.S. Attorney for the Northern District of California Ismail J. Ramsey said.

“To any copycats or wannabes out there who might consider robbing a postal worker, I ask you to consider the years you will face in federal prison, the price on your head, and that postal inspectors will not stop hunting you. The proceeds of this crime are not worth your freedom,” Postal Inspector in Charge Rafael Nuñez said.

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

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

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



President Renfro joins members of Garden Grove Branch 1100 at the Compton rally (above) and with members of Greater East Bay Branch 1111 at the Oakland rally (top).

The rallies are part of NALC’s effort to get out a multifaceted message—to the Postal Service to better protect letter carriers on their routes; to residents to alert authorities if they see anything worrisome and to preserve evidence, such as doorbell or other surveillance videos, for use by investigators; to their elected representatives to be aware of the need for solutions; and to locally based federal prosecutors to take these cases and apply the more harsh federal penalties that local prosecutors do not have available.

Another way NALC is getting the message out is through regional TV broadcasts, radio shows and print articles about the rash of violence nationwide. Bringing the letter carrier perspective to these media reports increases community awareness of the issue and helps strengthen NALC’s

call for solutions. That is especially so because of the widespread public support for letter carriers, who in poll after poll have for years topped the list of the most trusted and highly regarded federal employees.

President Renfro called on local branches to hold rallies such as the initial four. Branch leaders are encouraged to contact their national business agents’ offices for information and material to help organize a rally or for help contacting the media to amplify our message to their communities.

“Events like these make a difference and bring awareness to this growing problem. I encourage all NALC branches, especially in areas that are experiencing an uptick in crime, to mobilize and plan similar events,” he said. “When we all come out with a unified message, we are heard.” **PR**

Make the most of your investments in the Thrift Savings Plan

The end of the year is a great time to take stock of your finances. That's true whether you've just converted to career or are a longtime carrier. As a letter carrier, that means considering how the Thrift Savings Plan (TSP) can play a valuable role in your retirement strategy.

The TSP is an essential component of the Federal Employees Retirement System (FERS), the retirement program that covers most USPS employees. Like many of the 401(k) savings plans offered by private-sector employers, the TSP allows federal employees to save pre-tax dollars each month in an investment account—giving letter carriers who participate the chance to save for retirement quickly and easily. TSP participants choose how the money in their account is invested.

The Postal Service automatically enrolls new career carriers in TSP. City carrier assistants (CCAs) converted to career, or career letter carriers hired on or after July 31, 2010, have been automatically enrolled. Five percent of the base pay of new enrollees is automatically deducted and deposited in a TSP account each pay period, though participants may choose to eliminate, increase or decrease their level of contributions.

The Postal Service deposits matching contributions up to 4 percent of basic pay, as well as automatic agency contributions equal to 1 percent of basic pay. Career letter carriers hired before July 31, 2010, and covered by FERS, were automatically enrolled in a TSP account with 1 percent contributions from the Postal Service, but with no automatic employee deductions. Instead, the deductions must be set up by the employee. USPS will match a portion of the first 5 percent of FERS employee contributions. The first 3



percent is matched dollar for dollar; the next 2 percent are matched with 50 cents per dollar. This is in addition to USPS's automatic 1 percent contribution, for a total USPS contribution of 5 percent of the letter carrier's base pay when the carrier elects to contribute 5 percent or more.

For CCAs who have not yet converted to career letter carriers, NALC's Mutual Benefit Association offers a CCA Retirement Savings Plan, where traditional IRA funds can be rolled into the TSP once the CCA becomes a career letter carrier.

Unlike with some other employee benefits, there is no open season for enrollment in TSP. Carriers can use LiteBlue to enroll in the TSP or to make changes to their deductions or investments at any time of the year. The benefits of easy, tax-deferred savings through TSP are amplified by the Postal Service's matching contributions to your account.

Participating employees can also make unmatched contributions (above the 5 percent level), but the IRS annual limit for total contributions to the TSP and other such retirement savings plans is \$22,500 in 2023. Participants might be eligible to make additional "catch-up" contributions to boost their

savings beginning the year they turn 50. These catch-up contributions are not matched by USPS and are limited to \$7,500 in 2023.

Carriers covered by the Civil Service Retirement System also can join TSP, but they do not receive matching contributions from USPS. Nevertheless, like their FERS counterparts, they can keep more of what they save because of the tax savings and the TSP's minimal administrative costs. Indeed, such costs are much lower than those of similar private plans. In 2022, the TSP charged participants a net administrative expense of no more than 59 cents per \$1,000 invested for each investment fund, or .059 percent. That is much lower than the .25 to 1 percent that many private financial advisors typically charge.

TSP accounts do not expire when letter carriers separate from federal service. Letter carriers can still change their investment mix while their account continues to accumulate earnings; they can even transfer IRAs or eligible employer plans such as 401(k)s into a TSP account.

The TSP has a mobile app, which allows letter carriers to monitor their TSP accounts and complete transactions from anywhere. Users can check their account balance, track fund performance, make transaction requests, submit documents, manage payment information, scan checks and more.

TSP also has a record-keeping system available on the TSP website that displays letter carriers' investments clearly, and that makes it easier for them to find and use account management tools.

In addition to investing in TSP funds, letter carriers who meet certain eligibility requirements have the option to invest some of their TSP savings

Plan for a lifetime with the TSP



in a mutual fund window. The mutual fund window is designed for TSP participants who are interested in greater investment flexibility. However, there are fees for these transactions.

Since enactment of the TSP Modernization Act in September 2019, letter

carriers have gained a number of flexible withdrawal options when they leave federal service, such as multiple single withdrawals and the ability to change the frequency and the amount of installment payments at any time during the year. Explore these options and more in

the booklet *Withdrawing from Your TSP Account for Separated and Beneficiary Participants*, available at tsp.gov.

Visit tsp.gov or call TSP-YOU-FRST (877-968-3778) to check out planning tools and calculators designed to assist with retirement decisions. **PR**

Still time to give through CFC

As reported last month, the open enrollment period for the Combined Federal Campaign (CFC) began on Sept. 1 and ends on Jan. 15, 2024. Since its inception in 1961, the CFC has raised nearly \$8.7 billion for charities and people in need. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks.

“Every day on the job, letter carriers see what we can accomplish when we pull together,” NALC President Brian L. Renfroe said. “CFC works the same way. By giving a little each pay period to charities you support, you can easily and effectively make the world a better place.”

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

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

Join the 2023 Combined Federal Campaign

Official Solicitation Period September 1, 2023 - January 15, 2024

GIVE HAPPY



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

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

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

“There’s no easier way to make a difference than through CFC,” Renfroe said.

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

Letter carriers and the mail on social media

Various news stories and interesting anecdotes that celebrate letter carriers and the mail have been appearing on social media. The following are some that have come to the union's attention. If you come across a story you'd like us to consider featuring, send it to social@nalc.org.

Beloved Wisconsin carrier retires

On Tuesday, Sept. 19, the Milwaukee Common Council honored **Michael Boothe**—also known as “Mailman Mike”—for 30 years with the Postal Service.

The Branch 2 member, who retired on Sept. 23, worked as a letter carrier with the North Dr. Martin Luther King Jr. Drive Post Office. He grew up in Wisconsin, joined the Army and then spent the rest of his career in West Allis.

“I have to wake up every day and go to work. So, my truth to me is to have a good day,” Boothe said during his speech in front of the council. “And I think all of us in here are dog-tired; [I] think we should hold ourselves to that. We have to live like the children are watching us. You know, when they think you're cool, they're going to emulate you. So, it's very important that you show the right example because they're sponges, and they're going to soak it up.”

Boothe's customers didn't let him retire without a celebration, however. On Sept. 24, they threw a party in his honor, showering him with well wishes and gifts. Artist and business owner Brandon Oaks presented Boothe with a portrait of the letter carrier, wearing a smile and a colorful shirt, with sunflowers swaying and bees flitting around him and the words “Be a Good Guy” at the top.



Michael Boothe

“I just wanted to capture Mike's spirit, which is such a beautiful beacon of light and hope,” Oaks told WTMJ-TV, the area's NBC affiliate. “The kids would always see him in the morning, and every day he walks away telling them to be a good guy. Now they say [that] to each other and it's a really wonderful thing.”

The residents also gave Boothe a cardboard replica of a mailbox, signed with well wishes and words of love.

Boothe is starting out his retirement with a vacation in Italy. In the meantime, he reminded the partygoers to focus on life rather than solely on work: “Maybe we all can be a little nicer to each other. Y'all have a good day, enjoy yourselves, enjoy yourselves.”

Virginia carrier brings joy to neighborhood

Ira Hopkins Jr. of Richmond, VA, adds a special ingredient to his routes: a smile. A customer told WWBT-TV, the local NBC affiliate, that it makes their day: “He has such a great smile. Every time I see him, he's just smiling.”

His kindness isn't limited to smiling, either. “Ira checks in on all of us. He's friendly, he's always got a smile

on his face, even in the heat,” another resident said. The Branch 496 member also knows many of the residents by name and is always friendly to the dogs on his route.

Hopkins's good spirits brought such joy to the neighborhood that his customers nominated him for the station's Acts of Kindness program. For the honor, WWBT gave him \$300. “He's performing a vital public service that we probably take for granted too much, and he always does it in a good mood, and that's something to be valued these days,” one resident explained.

Hopkins says he appreciates seeing his customers happy. “I take care of them, and obviously they take care of me. It's a good feeling when [they] appreciate my hard work.”

USPS releases wintery stamps

Snow globes make for beautiful souvenirs to bring home from one's travels—and these snow globes will do the traveling all by themselves. The U.S. Postal Service has issued a new set of stamps for the holiday season.

Each stamp displays a snow globe sitting on a brown base, with vary-

Ira Hopkins Jr.





The new snow globe stamps

ing scenes inside of them: a snowman smoking a pipe against a green background, Santa Claus entering a chimney with his sack of presents against a blue background, a reindeer in the snow against a red background and a snowy Christmas tree decorated with lights against a purple background. The stamps were designed by Derry Noyes, an art director for USPS, using original art by artist Gregory Manchess.

The dedication ceremony for the stamps was held at the Stephen C. West Ice Arena in Breckenridge, CO, with attendance by Eric Mamula, the mayor of Breckenridge and Harry Rinker, author of a book about snow globes and member of the Postal Service's Citizens' Stamp Advisory Committee.

"Snow globes cause wonder," Rinker told TBR News Media. "Every shake is different and each time a globe is shaken, it is the beginning of a new adventure. Shaking a snow globe is an

opportunity to relive a multitude of childhood, winter, and winter holiday memories."

California carrier retires to hometown

Dolly McPherson of San Diego, CA, is retiring from the Postal Service after 40 years. The Branch 70 member was born in Serra Mesa, grew up there and spent her career there—and now she plans to retire just down the street.

"It's been the pleasure of my lifetime to be able to work here. I've had tons of fun and moved tons of mail," McPherson told NBC. "It feels really good, but a little awkward thinking that I'm not going to be getting up every morning at 5 and getting ready to come into work to case and carry the route."

McPherson started her postal career in University City until a route opened up in her hometown. She promptly transferred. McPherson's route was an average of 18 miles per day—"I've gone through a lot of shoes," she said.

In the 1960s, Serra Mesa went by a different name—several, in fact. It was broken up into several sections back then. However, the council decided to join the sections together. About 450 people entered a contest to decide on the area's new name, and Dolly's mother, Frances, won. Dolly explained that this adds to how meaningful the neighborhood is to her.

"It's been the best experience of my life. I'm truly going to miss all of you," she told her customers via NBC.



Dolly McPherson

'Most senior' carrier in Osceola, IA, retires

On Sept. 29, **Randy Pierson** of Osceola, IA, retired from the Postal Service after 27 years. Upon his departure, Pierson held the title of the area's most senior postal worker.

"Randy has been a huge asset to our office, and we will greatly miss him. We wish him the best in his upcoming journey," Ashley Schaff, Osceola Post Office supervisor, said.

Pierson, a Branch 2195 member, started with the Postal Service in 1996 after transitioning from a construction job due to a slow market. He worked for five years as a rural carrier and spent the last 22 as a city carrier. In 27 years, Pierson recalls only one day on which he didn't have to deliver mail: a snowy, blustery day with dangerous wind levels. "I will not miss the winter walks," Pierson told the *Osceola-Sentinel Tribune*.

However, the carrier is holding his options open—he says he might work as a substitute carrier if necessary. "I'll miss my co-workers and my customers," Pierson said. **PR**

Grievance arbitration procedure protects letter carriers' rights

The National Agreement between NALC and the Postal Service sets the terms and conditions that the parties have agreed will govern the workplace for city carriers. Despite the agreement between NALC and USPS, occasionally these rights and benefits become the subject of dispute between NALC members and postal management.

“To best enforce these rights, all letter carriers, including CCAs and PTFs, should understand the grievance procedure and how it works,” NALC President Brian L. Renfroe said.

Article 15 of the National Agreement lays out the grievance-arbitration procedure that is used to resolve disputes. Though the process includes several steps, it is designed to resolve disputes and grievances at the lowest possible step. Understanding the grievance process will put you in a much better position to help yourself, your shop steward, and your fellow carriers if management violates the contract.

The grievance procedure starts with your shop steward. Shop stewards are the foot soldiers in NALC’s efforts to enforce the National Agreement. Stewards are letter carriers with special training and knowledge of the contract. Whenever management fails to provide a letter carrier with what they are entitled to under the National Agreement, the steward is the first to handle the problem. Talk to your steward if you have an issue, no matter how large or small the issue may be.

Sometimes problems are resolved without the letter carriers involved even knowing about it. “Many times, a steward goes to a manager and fixes a problem, or a potential problem, just by informing the manager of the situation or reminding the manager of

what the contract requires,” Renfroe said. “The issue gets resolved before it begins, and letter carriers down the line may never have to deal with the problem in the first place.”

All letter carriers have rights under the National Agreement and all letter carriers should ask a steward to enforce those rights if they have been violated or denied. If other attempts to resolve a dispute or correct a contract violation fail, the steward may decide that a grievance is necessary.

A grievance is a dispute, difference, disagreement or complaint between the parties related to wages, hours or working conditions of letter carriers. The process gives every letter carrier an opportunity to have their voice heard when management violates the National Agreement.

The National Agreement requires that grievances be filed within 14 days of when the contract violation took place, so be sure to talk to your steward as soon as possible after you become aware of a problem.

In each grievance, the union asks for a remedy. The remedy request should accomplish a couple of goals. For starters, it should require that management stop violating the contract. Additionally, some grievances ask for a monetary award to compensate the letter carrier if they suffered a loss in pay or some other loss because of the contract violation. It is important to give your shop steward all the information about the issue so the steward can request the appropriate remedy.

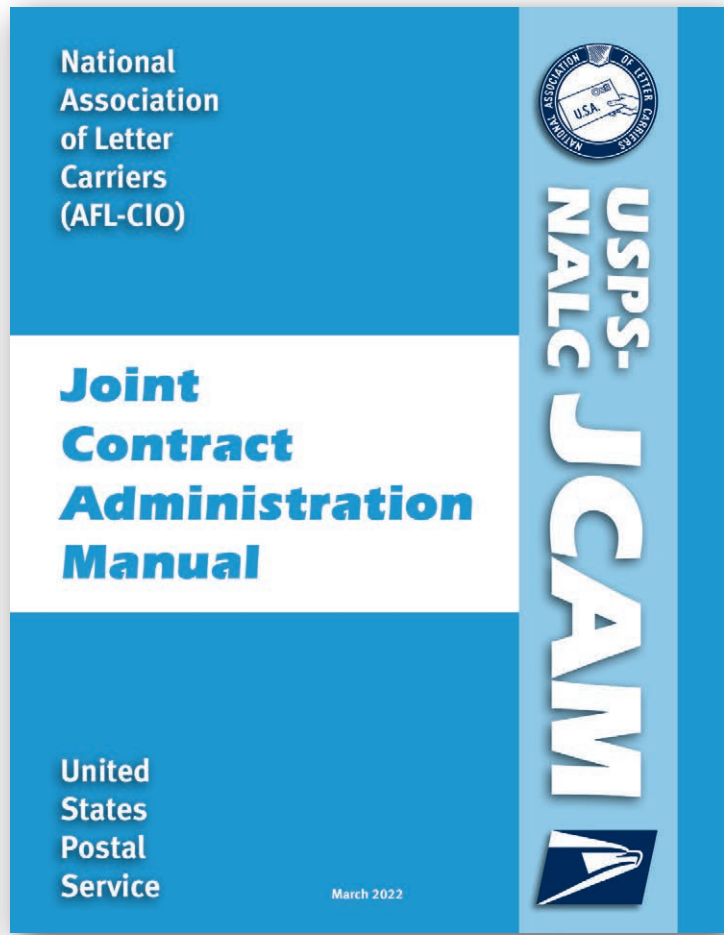
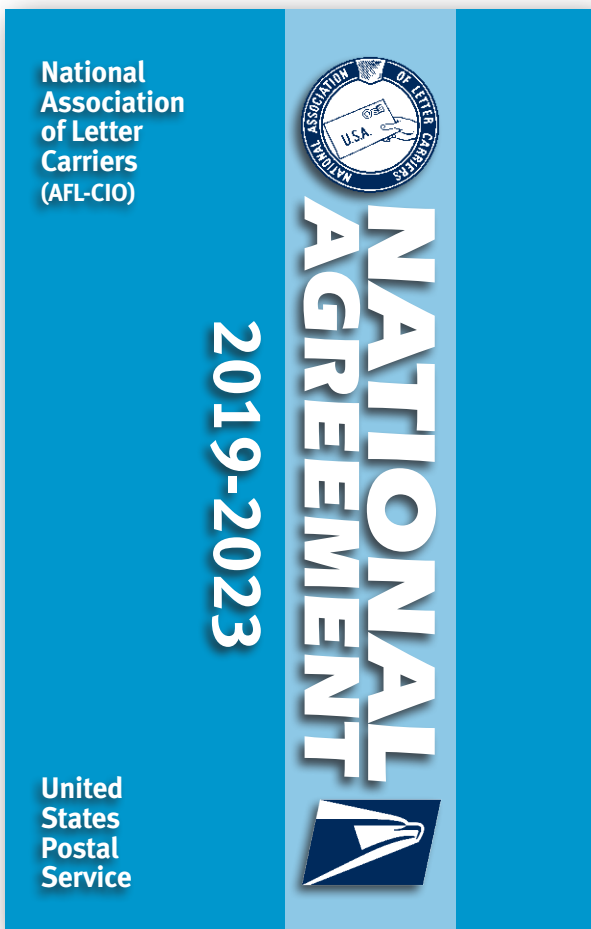
There are four potential steps in the grievance process, starting with Informal Step A, which involves the steward discussing the issue with the supervisor. This initial step gives su-

perisors a chance to fix the problem immediately by talking to the steward without much paperwork. If the grievance is not resolved at Informal Step A, the union may appeal the grievance to Formal Step A within seven days of the Informal Step A discussion. At Formal Step A, the NALC branch president and the postmaster (or their designees) are responsible for fully developing the facts of the grievance, exchanging relevant documents, and meeting to attempt to resolve the grievance.

If the grievance is not resolved at Formal Step A, the union may appeal the grievance to Step B of the process. The union and management Formal Step A representatives each write their facts and contentions about the issue and send them, along with all relevant documentation, to one of the full-time dispute resolution teams (DRTs).

These DRTs operate all over the country under the guidelines contained in the Memorandum of Understanding Re: Article 15 - Dispute Resolution Process incorporated into the National Agreement. Each DRT is composed of a letter carrier and a manager who jointly consider the evidence, consult the National Agreement, and try to resolve the grievance. DRT members are jointly trained on the contract and how to apply its terms to resolve disputes.

If the DRT can’t agree on a resolution and instead reaches an impasse, the NALC national business agent (NBA) for the region may appeal the grievance to arbitration. Once an NBA appeals the grievance, an arbitration hearing is held, during which the union and management present evidence and testimony to a neutral arbitrator. The neutral arbitrator then



issues a final and binding written decision on the grievance.

To make the job of applying the National Agreement even easier, USPS and NALC publish a *Joint Contract Administration Manual (JCAM)* that clarifies, section by section, the meaning of the contract as agreed upon by both the union and management—often based on the outcome of previous grievances. With the *JCAM* in hand, stewards and managers can settle many disputes quickly. The *JCAM* is available to all NALC members on the NALC website. A printed copy has also been provided to every post office and delivery unit throughout the country to assist in resolving contractual disputes. With the signing of each new National Agreement, NALC and USPS revise the *JCAM* to reflect the contractual changes.

The NALC process has proven to be one of the best dispute resolution processes among postal unions, or even unions in other industries. Grievances

often are settled relatively quickly and fairly because everything is disclosed up front. The process is designed to use the facts to state what happened, and to use the contract to determine if a violation has taken place and what is needed to remedy the violation. It encourages confronting the problem head-on and preventing it from happening again in the future.

Even though NALC is the largest postal union, only a small percentage of grievances from postal employees that go all the way to arbitration involve letter carriers. Full disclosure of the facts at the beginning of the grievance process generally makes for speedy and fair outcomes—but it also makes a letter carrier responsible for supplying facts, and possibly evidence such as a written statement, up front.

“Your best chance for a successful grievance is to give your steward all the information you have and whatever else they need to build a solid

case,” President Renfroe said. “Don’t hold anything back for any reason. Help your steward make the best case for you.”

Many letter carriers became shop stewards after seeing the success of the grievance process and wanting to help their fellow letter carriers. Increased knowledge and understanding of the grievance process among all letter carriers will only make the process more successful going forward and get more letter carriers interested in serving as shop stewards in the future.

“Over the years, an extensive list of contract violations have been reversed or prevented through the grievance process,” Renfroe said. “Shop stewards stand up for letter carriers day in and day out by enforcing the contract on the workroom floor. Their work turns a contract written on paper into an enforcement mechanism that protects our rights and makes our jobs better and safer.” **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 202-662-2489 or at postalrecord@nalc.org. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers

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

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

Carrier helps victim when car crashes into office

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

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

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

Fields, who has carried the mail since 2005, took off his belt and used it as a tourniquet with the help of a postal customer. They managed to stop the bleeding, but Coffin had lost a large amount of blood already and was slipping in and out of consciousness, so they talked to him to try to keep him awake.



"I was scared he was going to die," Fields said.

Coffin was seriously injured and when EMTs arrived, they took him to the hospital. Fields and his co-workers managed to go out on their routes that day. Police said charges are pending against the driver.

Coffin survived and eventually returned home from the hospital. "Mr. Coffin sustained a whole list of injuries," Field added, including "a lacerated artery in his left arm, 16 broken ribs, fractured tibia separated from his knee, both ACLs and MCLs torn in both knees, a shattered pelvis, collapsed lung and dislocated shoulder." Coffin will have to undergo more surgeries and rehabilitation before he is fully recovered.

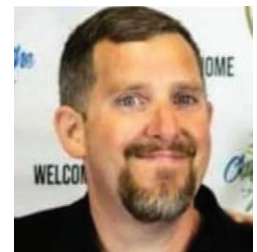
To thank Fields for helping to save his life, Coffin had him over for dinner. "The emotions were incredible," Fields said, "as we relived every moment for a solid two hours."

As for being called heroic, Fields said, "It took me a long while to realize that I am a hero. I initially just thought

it was something that everyone would do for another human being."

Protecting a woman threatened with a gun

In February, 15-year carrier **Matthew Rose** had finished his route and was ready to drive back to the post office when a distraught woman approached his truck. She told him a man she lived with was drunk and had a gun and was threatening her.



Matthew Rose

The Chillicothe, OH Branch 452 member and Air Force veteran called 911 and told the woman she could hide in his truck until police arrived. "I let her sit in the back where she couldn't be seen," he said. While they waited for officers to respond, Rose talked to the woman to calm her.

When police arrived and he knew the woman was safe, he drove back to the station.

“I don’t feel like I did much,” Rose said. “I’m glad I could help her out.”

He helped her to breathe again

Delivering to Frederick Soups and Comfort Foods in Frederick, MD, in July, **Troy Harris** went inside the business and found the owner and another person dealing with a medical emergency.

“There was a lady passed out on the floor,” Harris said. The Rockville Branch 2835 member immediately tried to help. The woman, Ellen Baker, was not breathing.

“I looked in her mouth and saw that her tongue was rolled back,” blocking her airway, he said. Harris reached into her mouth and pulled her tongue free,

and she began breathing again and woke up with Harris by her side.

The restaurant owner had called 911, and when paramedics arrived, “I was gone like Batman,” Harris said. “I had to get back to my route.” He didn’t tell anyone at his station about the incident, but word got out when Baker contacted the post office to thank him. It turned out that Baker’s husband, Jim, is a retired postmaster for a nearby town. Harris later met Baker again at the restaurant, where she thanked him for his actions.

“I now have had a second chance at living life on my terms,” she told the *Frederick News-Post*. “I really don’t think I ever took it for granted before, but I really don’t take it for granted now.”

Harris was just glad he was there. “God placed me at the right place and the right time,” he said. “I felt like it was the right thing to do.” **PR**



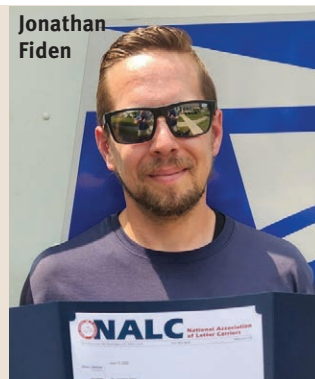
Tony Harris with Ellen Baker

Help on the way

Lakhwinder Gill was delivering on his route in Fremont, CA, on a winter day early this year when he heard a car horn honking. He found the source of the noise in an apartment parking lot—a woman he knew from his route was struggling with a medical emergency. “I saw the lady honking in the car,” Gill, a member of Greater East Bay Branch 1111, said. “She couldn’t get out of the car. She was very sick.” Gill, who has carried the mail for 35 years, helped her into her home and continued on his route. But he was still

concerned about her, so he stopped by again on his way back to the office and checked on her. Seeing that she wasn’t improving, he alerted the apartment leasing office and called 911. After checking each day for a few weeks, he found the woman back home from a hospital stay, safe and sound. She had been hospitalized for congestive heart failure. “I am alive and well today because my mailman cared,” the woman wrote to Gill’s postmaster to thank him. “It’s our responsibility to take care of our customers,” Gill said.

Delivering mail on a busy street in May, Buffalo-Western New York Branch 3 member **Jonathan Fiden** spotted a man in trouble. “I came out of a business and happened to see a gentleman seizing in the street,” Fiden, a carrier since 2015, said. A woman who identified herself as a nurse stopped her car to help. Fiden and the nurse pulled the man into a parking lot to keep him from being hit by cars. Fiden called 911 and waited with the nurse. They turned him onto his side to help keep him from choking. “I just stabilized him as

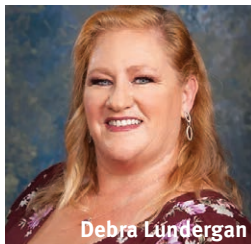


best I could,” he said. EMTs arrived and took the man to a hospital. Though he was unable to learn the man’s identity or the outcome of the emergency, Fiden knows he made an effort to help. “Honestly, I really didn’t do much,” Fiden said, “but I did what I could do.” **PR**

Two appointed as RWCA's

President **Brian L. Renfroe** appointed **Debra Lundergan** as a regional workers' compensation assistant (RWCA) for Region 1 (California, Hawaii, Nevada and the territory of Guam).

Lundergan began her postal career as a casual clerk in 2002, then transferred to become a part-time flexible (PTF) carrier in 2004 in La Habra, CA, joining Garden Grove, CA Branch



Debra Lundergan

1100. She became a steward and Formal A designee. She was elected a branch board member at large in 2016 and a branch trustee in 2019, and also served on the City Delivery Route Alternative Adjustment Process (CDRAAP) route adjustment team and the MDA fundraising committee. In 2022, she joined the NALC Headquarters team working on the testing, implementation, and operation of the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP).

She has served as national assigned assistant (NAA) in Region 1 to assist with route adjustment and route adjustment training. Lundergan also assisted RWCA's in the region. She attended Advanced Formal A and Beyond and Advanced

Workers' Compensation training.

Lundergan is a current student at the NALC Leadership Academy.

The president appointed **Willie Groshell** of Portland, OR Branch 82 as an RWCA for Region 2 (Alaska, Idaho, Montana, Oregon, Utah and Washington).

Groshell began his postal career as a rural carrier associate in 2005 and became a PTF city carrier later that year.



Willie Groshell

His union activism began when he was appointed safety captain for his station. He has since served as an alternate steward, steward, route adjustment team member and chairman of the organizing committee. Groshell was elected to his branch's executive board in 2013 and served until 2019, when he became president of the Oregon State Association following his service on the state executive board and as state vice president. He also is the legislative liaison to the Oregon AFL-CIO. In addition, he has served as an NAA for Region 2 and provided assistance with Office of Workers' Compensation Programs issues on the regional level and national level.

Groshell graduated from the NALC Leadership Academy in 2011. **PR**

Penalty overtime exclusion set

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December period begins Pay Period 26-23, Week 1 (Dec. 2, 2023) and ends Pay Period 01-24, Week 2 (Dec. 29, 2023).

Rap session coverage in December issue

The 2023 NALC national conference, or "rap session," in New Orleans was set to be held Nov. 17-19, after this issue of *The Postal Record* went to press. Coverage of the national conference will be featured in the December issue of *The Postal Record*. **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 May, about how to make deposits toward retirement for time spent in military service.

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

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

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

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

The Office of Personnel Management (OPM) is the federal agency that has authority over CSRS and FERS retirement matters. OPM regulations require that deposits for military service be paid in full prior to the date of retirement. The deposit must be made to the employing agency (in our case, the Postal Service). The amount of the deposit is 7 percent of

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

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

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

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

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

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

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

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

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

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

A MODEL VETERAN

There are some chapters in life so integral to your story that, no matter how long ago they were or how long they lasted, they stay with you forever. Many people try to recapture or preserve those memories, by joining alumni associations or by attending reunions, for example.

For **Robert Eberlein**, a Mishawaka, IN Branch 820 member, one such special chapter in his life was his military service, specifically when he served as a striker on the ammunition ship *USS Nitro AE-23* for 18 months during the Vietnam War. Long after he left the service and embarked on his three-decade career as a letter carrier, to keep up with alumni of



Robert Eberlein

the ship, Eberlein founded and then served as president and then vice president of an association for fellow crewmembers of the *USS Nitro AE-2* and *AE-23*.

For the names of the ships, “A” is for ammunition ship, while “E” stands for auxiliary. These two specific vessels would supply other ships of the fleet. “You cannot take an ammunition ship into combat because it’s basically a floating bomb,” Eberlein said. “You cannot take an oiler that’s the refiller to a battle, because once that’s empty, that’s basically an empty gas can.”

The auxiliary ships “repair, they refuel and they rearm the ‘glory ships’—the battleships, the submarines, the aircraft carriers,” Eberlein continued. “Those ships take the fight to the enemy, thus there are models of them.”

The *USS Nitro AE-2* was commissioned in 1921 and decommissioned in 1946 after World War II, while the *USS Nitro AE-23*—on which Eberlein served beginning in 1967—was commissioned in 1959, decommissioned in 1995, and scrapped in 2011.

About 10 years ago, he discovered that some association members had embarked on creating a model of the *Nitro AE-23*, but “they all quit” before construction had gotten underway, Eberlein said. “And so, I figured there has to be a reason why.”

“The only reason why I took an interest in those two ships is because I served aboard the *AE-23*,” Eberlein said. As the association learned more about model ships, he noted, the members realized, “As far as we know, there are no models of [a U.S. Navy] ammunition ship,” adding that they wanted “to honor the ships and to honor the men who served.”

The two ships took many hours to create over the course of a year. “They are not to scale, but to represent the actual ships, I had the help of another *AE-23* crew member and two other veterans to complete them,” the carrier said. “They’re a good representation of the originals. If you were to see it, you’d say, ‘OK, that’s what an ammunition ship looked like.’”

Both models are 26.5 inches long, 9.5 inches wide and 8 inches high, Eberlein said.

Eberlein initially contacted a fellow veteran who is a woodworker to describe what he wanted to do. They started with the base of it, the hull, for which they used a wooden model of a converted Liberty cargo ship from World War II, the same as the actual ship. The rest of the *AE-23* model was made from photographs from the pub-

lic domain and some blueprints that were found.

“We figured out why nobody finished it,” he said. “Because the superstructure—that’s where the men eat, sleep, and it’s where the ship’s offices are for the different departments—[for] that model, it took over 50 individual cuts. I think that’s where everybody got messed up at, because they thought when you take a block of wood and you cut it, it ends up what it’s supposed to be, but it didn’t.

“So, what it basically amounted to was a mathematical nightmare,” he added.

He and his veteran woodworker pal took the better part of a day to measure all the saw blades and cut the block of wood to form the ship accurately, then Eberlein took it home, began assembling it, and painted the base blue. Another veteran who taught art at a local college helped artistically and made it look like there were propellers in the water. And one more veteran friend, who had served on the ship the year before Eberlein, helped make it look like there were moving “violent waves” on top of the blue painted base using clear bathroom caulk and large plastic spoons. “We just spread it out and start beating away on it,” Eberlein said.

After about six months, the model was complete, including a radar mast, smoke stack on the top, a helicopter pad, a set of flags and the fleet emblem. He then began taking it to the yearly association reunions.

Soon after, the group got blueprints and photographs of the *AE-2*, and they spent the next six months creating a model of that ship. “We took it to one of the last reunions where the last of our World War II veterans were. I believe there were three of them still alive

The model of the
USS *Nitro* AE-23



A photo of
Eberlein from
when he served
on the USS
Nitro AE-23



at that time,” Eberlein said, adding that the WWII veterans enjoyed taking photos with the model.

Lately, the group has been putting some finishing touches on the models, like painting a non-skid coating that is used on the deck of ships to prevent slipping, and adding details such as handrails and bombs; Eberlein and another veteran are scheduled to be featured on a local TV news station on Veterans Day with the models.

Serving on the *Nitro* was far from Eberlein’s only military service. Afterward, he attended the Naval Hospital

Corps “A” School and worked at Naval Hospital Great Lakes north of Chicago in Illinois and then at Sausley Field in Pensacola, FL. After he was out of the military, he was hired by the Postal Service as a letter carrier. A decade after leaving the military, he joined the Navy Reserve and was reassigned to the Marines in South Bend, IN, as a Navy medic and then was assigned to Naval Hospital Twentynine Palms in California during Operation Desert Storm.

Eberlein, who retired from the Postal Service in 2004, keeps busy. “Now we have time to go out for community service,” he says of retirement, which includes serving as the director of communications for the local chapter of the Vietnam Veterans of America and being a member of the Military Funerals Honor Guard in Mishawaka. Many years, as part of those veterans groups, he’ll speak at school or senior community events.

The two models were a project that Eberlein was proud to be part of. “You build this for the love of it,” he said.

“This is the only way to honor the two ships, and so the general public can see actually what the ships look like.”

In the future, Eberlein hopes that the two ship models can make their way to military museums where they will be cherished.

Though it’s been many years since he’s been “haze gray and underway”—Navy speak for duty at sea on surface ships—his military ties endure. He compares his pride in the Navy and his ship to someone’s college alma mater. “You’re proud of your school just like you’re proud of being a Navy veteran. I am proud to have served aboard the *Nitro*. I am proud to have served as a hospital corpsman,” he said.

Veterans support each other in whatever endeavors they want to undertake, Eberlein said, adding that the *Nitro* AE-23 crewmembers like to get together because of their connection to the vessel. “We ate, slept, and we lived aboard that ammunition ship. And it becomes part of you,” he said. “You can’t forget it.” **PR**

VETERANS REFLECT ON SERVICE

Veterans Day is a day to thank those who have served in the military for their service. *The Postal Record* asked NALC members who are veterans to tell us about their military experience and how it helped them as letter carriers. Here's what some of them had to say.

Ted Lee of Pittsburgh, PA Branch 84 said that as he gets older, "being a veteran is one of the things I am most proud of. It taught me the value of serving others along with serving my country. As an Air Force veteran of five years active duty and three years Army National Guard, I believe my active-duty service made me want to continue wearing a uniform once honorably discharged. What better way than to continue wearing blue—postal blue (instead of Air Force blue)."

Lee served in the Air Force from December 1988 through January 1994 and the Army National Guard from 1996 through 1999. He said that one skill that has come in handy is military bearing. "Military bearing is behaving calmly and reasonably even if you are faced with stress or live fire," he explained. "It also allowed me to be able to maintain self-control in my civilian work life."



Lee and others said that their military service led them to be leaders in their branches and state associations. "The military also taught me to lead, which led to me being a shop steward, to now the president of Branch 84 (since October 2016)."

"Once a Marine, always a Marine," **Dawn Ahnen** of Beloit, WI Branch 715 said. "As a Marine veteran, you live the meaning of 'Always faithful,' *Semper fidelis*. I continued my service as a USPS letter carrier for my community and for my NALC union brothers and sisters over the past 36 years."

"I served six years in the United States Marine Corps, and I am a Desert Shield/Storm veteran," Detroit Branch 1's **Benjamin Dixon** said. "The discipline that was instilled in me has made me

a stronger letter carrier. I just passed 30 years of service."

Dixon said the discipline has helped him make it as he delivered through some dramatic conditions. "Working through extreme weather events, from the coldest winter [to] most snowfalls, hot summers, flooding, tornado and a worldwide pandemic, I have only had two unscheduled workdays."

Linda Culp of Tulsa, OK Branch 1358 joined the Marine Corps in 1966 and served until 1969. She said that being a veteran "means that I stand upright with shoulders back. I shed a tear when I hear 'The Star-Spangled Banner.' My leather shoes are always spit-shined. I am physically in shape. I am loyal, honest, and I can work in a high-



stress, fast-paced situation. I can put in a hard day's work and expect nothing in return. I am always faithful, and I served with pride."

She pointed out that those same attributes were put to work when she became a union steward.

Some members took the opportunity to simply share photos or acknowledge their experiences.

Michael Ralph-Solebello "served honorably in the United States Marine Corps from Feb. 9, 2004, to Oct. 10, 2012," the Clearwater, FL Branch 2008 member wrote, primarily as an intelligence specialist.

"The first part of my military career was attached to Regiment Combat Team 8 (RCT8), 2nd Marine Division. While serving with RCT8 I deployed to Fallujah, Iraq, in support of Operation Iraqi Freedom (2005-2006). In 2007, I transferred to 10th Marine Division and redeployed to Alsad, Iraq, (2007-2008) as the senior intelligence analyst for 1st Battalion 10th Marines. Between 2008 and 2012, I served with 10th Marine Division in many roles including senior intelligence analyst, intelligence chief, classified material control center chief, as well as leading and training junior Marines."

Ralph-Solebello noted how important those who stayed home were to him, writing that his wife, Melinda, "has been [my] constant throughout



Linda Culp

both [my] Marine Corps and postal career. [We] have been married 19 years and have two children, Kelly and Alexander."

"This a photo of myself near the Tigris River in Iraq, circa 2005," **Justin Lott** of Moline, IL Branch 318 said of the photo at right. "I was with

Justin Lott



the 18th MP Brigade at the time, 793rd Taskforce."

Tim Seekins of Newport News, VA Branch 609 served for 24 years in the Navy and the Coast Guard, retiring in 2004 as a senior chief petty officer. "I served on three Los Angeles Class attack submarines and four major Coast Guard cutters," he said. "I served in the food service ratings in each and at the time of my retirement, I was the food services officer and the command senior chief aboard USCGC *Hamilton WHEC 715*."

Seekins sent the photo at right of him and his daughter Sarah at her Army commissioning ceremony.

Meanwhile, **Jennefer Beck** of Southwest Missouri Branch 366 said that her nine years in the Air Force taught her much about how to treat people, which helped in her 28 years in the Postal Service. "I served from 1982 to 1992 as a E-4 buck sergeant and joined at the age of 19," she said. "The United States Air Force

was a wonderful start in my life, and I'm grateful my military experiences carried over as a mail carrier and as an NALC union steward. I have served honorably in both.

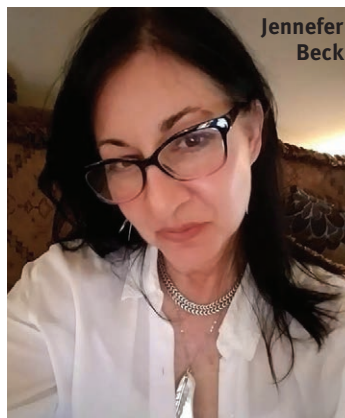
"My experience in the Air Force taught me about customer relations, as my job was a passenger service specialist. Working with passengers taught me about how important protocol is. Regardless of whether the customer was a four-star general or an E-1 airman, I treat each as though they were all VIPs. As a mail carrier in a very small town of Carterville, MO 64835, I carry this protocol with me. I wanted my customers to know they were all important to me; they were all VIPs." **PR**



Michael Ralph-Solebello



Tim Seekins



Jennefer Beck



**THANK YOU
FOR YOUR SERVICE**



The United States marks Veterans Day every Nov. 11 to honor our military veterans. On this day, we celebrate the men and women who served in the armed forces, whether active duty, reserves or National Guard.

Veterans make up about 20 percent of the active and retired NALC members. These letter carriers traded their military uniforms for postal ones and brought their skills and dedication to their new jobs. The union created the NALC Veterans Group in 2015 to recognize their service. The Veterans Group also provides them with resources related to their service, including valuable information about benefits.

“NALC honors and assists our veterans every day of the year through the Veterans Group,” President Brian L. Renfro said.

The list that follows consists of members of the NALC Veterans Group. Veteran letter carriers are not automatically included in the group. Because we have no reliable way of knowing who is a veteran, members must sign up for the group. To date, 19,194 NALC members have joined the Veterans Group. If you are a veteran and haven't yet joined, read on for instructions on how to do so.

Membership in the Veterans Group provides access to information and tools specific to veterans' rights and benefits.

The Postal Service, as one of the largest civilian employers of military veterans, is the beneficiary of the commitment and reliability of veterans. This same level of devotion and allegiance also has made the NALC Veterans Group one of the strongest and most successful of veteran organizations in the labor movement.

Led by Assistant to the President for Community Services Christina Vela Davidson, an Army veteran, the NALC Veterans Group provides useful information to members and encourages their efforts to help each other and their communities.

“Our success, in the military or the Postal Service, happens when we stick together,” Davidson said. “As a disabled veteran, I've experienced this firsthand. I truly believe in veterans helping veterans.”

The spirit of togetherness was on display when members of the Veterans Group last met on the national level at the 72nd Biennial Convention in Chicago last summer. Veterans Group members held a ruck march fundraising event on the shore of Lake Michigan, raising \$26,244 in donations to aid homeless veterans in the Chicago area and to help empower other veterans to take control of their transition to civilian living. NALC matched that amount, bringing the total donation to \$52,488.

In this special veterans-focused issue of *The Postal Record*, we honor the veterans in our ranks and list the members of the NALC Veterans Group. We also bring you stories of individual veterans. We tell the story of a Navy veteran who made a model of a ship he served on (see page 18). We hear from NALC members who are veterans, who reflect on what their service meant to them and how it has helped them during their letter carrier careers (see page 20).



You continue to serve your country—
THANK YOU!

Free
to join

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: _____



THANK YOU FOR YOUR SERVICE

Membership in the Veterans Group is open to any NALC member or Auxiliary member with past or current military service.

Again, membership is not automatic—NALC does not have a record of every member who is a veteran. There are several ways to join. You can fill out and mail the form in *The Postal Record* and mail it to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144. You also can download the application or join by email by going to nalc.org/veterans.

Upon joining the Veterans Group, members receive a lapel pin as a symbol of gratitude for their military service and membership in NALC. They also receive the NALC *Veterans Guide*, a handbook full of valuable information for active and retired carriers who are veterans or are currently serving in a reserve component of the armed forces or in the National Guard.

Veterans Group members also can purchase exclusive merchandise from the NALC Store. The proceeds allow us to do Veterans Group projects at national conventions. To shop, go to nalc.org/store. All products are union-made in the USA.

The Veterans Group has compiled useful information for members and keeps up with the latest news related to veterans. Full information is available in the NALC *Veterans Guide*. Topics include:

- Veterans’ preference in federal and postal hiring.

- Retirement credit for military service. Known as “military buy-back,” credit for military service allows letter carriers and other federal employees who are veterans to receive credit for their military service time, to be added to their years of civil service with the government, increasing their retirement annuity.
- The Uniformed Services Employment and Reemployment Rights Act (USERRA). This law protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA prohibits employers from discriminating against past and present members of the uniformed services.
- Military and Wounded Warriors Leave.
- Medical and mental health rights and resources.
- Dual coverage for workers’ compensation under the Office of Workers’ Compensation Programs and Department of Veterans Affairs.

The Veterans Group website, nalc.org/veterans, includes news reports on pending legislation and other important topics. The NALC *Veterans Guide* can be downloaded from the site.

To recognize the veterans in our ranks who have joined the NALC Veterans Group, the names of the members as of Oct. 17 are listed in this special veterans issue. **PR**

This list on the pages that follow is of members of the NALC Veterans Group only. If you’re a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 23 to join the NALC Veterans Group for free.

ALABAMA

Br. 106, Montgomery

Darryl L. Brantley
Joseph B. Brown Jr.
Booker T. Carroll
Charles W. Doucet
Charles L. Duncan
Marilyn Evans
Artegas L. Felder
Henry J. Horn
Russell C. Hudson
Donald D. Lambert
Marta L. Mass
Robert H. McSwain
Cavanaugh Moore
Ralph G. Norman
Quincey Northern

Carmen D. Penny
Ronald A. Reader
Henry L. Robinson
Lloyd M. Sager

Br. 448, Anniston

Glenn E. Gilbert
Terry Hall
Gary W. Hill
George F. Rivers
Bridget P. Sheats
Willie C. Wall

Br. 462, Huntsville

Wanda M. Davis
Walter R. Gotto
Kenneth C. Harper
Eric D. Hawes
Steven E. Horison

Shansti N. Jalomos
David T. Jefferson
William E. Johnson
Mary J. Jones
Timothy A. Kirkland
Marin Lee
Freddie L. Moore
Randall L. Morgan
Billy Parks
James E. Petty Jr.
James H. Simmons
Noah S. Wells Jr.
Scott W. White

Br. 469, Mobile

Charles J. Anderson
William Baliem Jr.
Dale A. Bery

Neely D. Clinton
Gene A. Coker Jr.
Kenneth D. Crowley
Willie D. Dunning III
James Houston
Richard L. James
Benjamin L. Johnson
Derrick W. Johnson
Marcia E. Johnson
Vincent L. Lang
Wakeshia L. Lawson
Johnny W. Martin
James G. Mosby
Harold W. Ray
Michael T. Reed
Jim E. Rivers
Edward G. Roebuck
Nashid A. Rushdan

Earl Safford
John E. Shears
Willie J. Shiver
Roger G. Stephenson
Kirt L. Stokes
Johnny W. Swilley
Reginald D. Thomas
Robert A. Tolson
Dana D. Toney
Michael H. Wade
Johnny Watson
Eugene Williams
Lakia B. Williams

Br. 530, Birmingham

Terry L. Baldwin
Anthony B. Barganier
Duane M. Barnes

Beverly R. Beacham
Roderick L. Belsler
James M. Blackburn
Timothy J. Brewer
Cedrick E. Brooks
David B. Brown
Herman D. Bryant Jr.
Clifford A. Burns
Mark A. Calhoun
Robert E. Chandler
Felix D. Chapple
Willie A. Clements
Kenneth A. Cleveland
Syrenthia Dean
Tommy Q. Demedecis
Samuel F. Edwards
Roosevelt Gillispie
Herbert A. Hammond

This list is of members of the NALC Veterans Group only. If you're a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 23 to join the NALC Veterans Group for free.

Sandra T. Harris
John E. Hedgepeth
Tarvalarr A. Herron
Otis F. Horn
Jimmie L. Hudson Jr.
Willie J. Hudson Jr.
Jimmy L. Johnnekins
Jackie L. Jones
Lewis H. King
Norma J. King
Ray A. Lawrence Sr.
Roger D. Lawson
Wayne D. Marbury
Tambalyn L. Mason
James N. McKee
Reuben A. Melton
Keith F. Nelson
Luis M. Pagan
Ronny J. Reed
Justin Salter
Larry C. Spencer
Louis A. Trapolino Jr.
Robert T. Turner
Carmalita V. Turner
Leonard J. Walton Jr.
Michael A. Warren
Donald W. Waters
Michael D. Waters
William E. Whitner III
G. W. Williams

Br. 892, Florence

Thomas R. Britnell
William R. Brown
Richard A. Davis
Danny N. Frost
William E. Gray
Ronald G. Inman
Steven B. McCrary
Ronald L. Moss
Thomas E. Predmore
Thomas B. Saddler
Joseph C. Spurgeon
Wally E. Thigpen Jr.
Patrick Trousdale
Glenn R. Winkelmann

Br. 937, Bessemer

John V. Burke
Armstead Herndon
Br. 1047, Gadsden
Robert F. Champion
Richard A. Cushing
Phillip O. Nasworthy
Clellon D. Parker
Candice L. Phillips

Br. 1096, Tuscaloosa

Benny O. Chappell
Claud Combs
Edward L. Pratt Jr.
Phillip L. Strickland
Kimmery Thomas Taylor

Br. 1314, Decatur

Loresia S. Fletcher
Raymond Kidd
Terry P. Lawrence
Neal A. Perdue
Johnny A. Roy
James R. Steele
Eric L. Stone

Br. 1630, Dothan

Robert N. Bowers
David F. Cain

Eugene R. Ganter
Accacia S. Hammonds
David L. Kirkland
John W. Lanton
Roger L. Mathews
James L. Metcalf
Willie E. Myles
Dolan G. Priest
Kenneth W. Risher
Charles C. Rummel
Gabriela E. Salmeron
John P. Simpson
Royce O. Stokes
Teresa Thayer
Duel M. Wilson Jr.

Br. 3099, Jasper

Donald L. Bobbitt
Michael Hutchinson Jr.

Br. 3122, Phenix City

Natasha L. Johnson
Shadonna G. Minter
Parrish L. Shaw
Melvin Tillman

Br. 3359, Fort Payne

Donald E. Cornelius
Zachery O. Gauthier
Tim E. Love
Leo J. Nadolny

Br. 3386, Roanoke

Cecil E. Halsey

Br. 6118, Foley

Phillip S. Dean

ALASKA

Br. 4319, Anchorage

Sue A. Adams
Danny L. Ancheta
Richard W. Balgenorth
Jeffery M. Balhazore
Audwin C. Banks
Pedro S. Bautista
David A. Berlin
Roland M. F. Bugarin
Addis M. Bugg
Terrence H. Chase
William A. Cook
Donald E. Coonrod
Edwin Cruz
Barry A. Dillinger
Devin C. Duncan
Tuifao R. Esera
Richard A. Fessenden
Eduardo Figueroa
Joseph M. Flanagan
Erle S. Fox
Patrick M. Gauthier
James M. Gordon
April A. Green
Lyal W. Hanson
Paige Harper
Louis O. Hester
James A. Hightower
Ann M. Holbrook
Albert P. Johnson
Elijah Johnson
Charles C. Karjala
Vernon L. Kimball
Dianne K. Kleven
Chang B. Lee
David J. Lichtenberg
Grady A. Lindly

Michael B. Malnoske
Michael W. McNatt
Joab T. Mendoza
Michael A. Miller
Randall L. Oldenburg
Jerry S. Pagsolingan
Rhonda Pepin
Gregg A. Peters
Atualaisa Posiano
Roberta A. Pull
Heather K. Raison
Dorsey C. Roland
Glenn M. Rueckert
Carol A. Salandra
James W. Samsom
Louise A. Santangelo
Rodney L. Scott
John L. Scudder
Larry M. Sivyver
William S. Souza
Mitchell J. Spinka
Melody A. Stannard
Jacob P. Stepanoff
Louis E. Titus
Iosefa D. Tufaga
Ronald Walls
Tammy L. Westover
David E. Wilkerson
Douglas M. Williams
Antoine Winbush

Br. 4491, Fairbanks

Curtis Bergan
Michael L. Bradshaw
Ronald G. Goessel
Dennis L. McQueen

Br. 4985, Juneau

John L. Castillo

Br. 5893, Sitka

Johnny Partido

ARIZONA

Br. 576, Phoenix

Antonio Almeida
Nicolas Aragon Jr.
Lino J. Arcos
Wesley Armstrong
Rodolfo D. Baluyot
Michael R. Bartley
Gilbert Bejarano
Jeffrey D. Bennett
Gilbert G. Berumen
Mark A. Bley
John F. Bohaty
Zachary A. Bohmer
Jason D. Boyd
Terry P. Boylan
Anthony D. Brandy
Rick G. Brannies
Carol A. Bryant
Michael L. Burkhart
Bruce J. Calhoun
Troy M. Carolan
Elizabeth Castro
Jake E. Cau
George Chavez
Nestor C. Chavez
Daniel C. Collins
Jeffrey C. Connors
Jackie J. Cooks
Marie L. Coronado
Dale A. Cunningham
Stanley K. Cyganik
James R. Delong
Lorenzo J. Diaz
Victor M. Diaz
Dennis L. Dilyard
Clifford D. Dixon
Ronald P. Elia
Arthur Z. Ford
Nathaniel C. Fuchs
Dennis M. Galloway
Jesus Gandarilla
Adrian M. Garcia
Stephen D. Galliam
Bobby E. Gray
Marcus T. Green
Jake A. Hawn
Conor Hayes
Victor H. Hernandez
Ernesto J. Hernandez
John A. Howard
Allen R. Hrabak Jr.
Allen Hutchinson
Dominic T. Iafrafe
David H. Jamieson
Brandon G. Jarrett
Paul W. Jenkins
Michael H. Jones
Justin D. Karl
Edward M. Kasney
Charles A. Kern
Weston A. Kwan
Helen E. Lafrance
Michael A. Lantz
Josephita H. Larson
Jerry M. Lazarte
Wayne E. Lietz
Alan N. Linde
Juan Lopez Jr.
Edmund A. Lovett III
Mark T. Mahan
Kristine L. Marin
Jana S. Maron
John R. Marshall Jr.
Steven L. Martinez
Lawrence V. Martino
Clifford W. McDowell
David L. McGuire
Robert D. McKinley
Charlie L. McMillan
Fidel Mejias
Johnny M. Mendez
Alexander Mendoza Sr.
Alexander Moctezuma
Matthew B. Montes
Albert R. Moore III
Jeffrey S. Morgart
Lawrence M. Morris
Thomas N. Munro Jr.
Tyler R. Nall
Jerry A. Nelson
Robert G. O'Connell
Oscar M. Orozco Jr.
Gregory L. Owen
William A. Parot
Michael J. Pannel
Patricia D. Perea
Joie J. Perea
Jose Perez Jr.
Guadalupe Perez Jr.
Joseph G. Pettinato
Robert J. Powell
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Br. 1475, Martinsburg

Tyrone W. Lindner

Br. 2420, Beckley

Georgiana C. Ball
Freddie L. Conner
Danny R. Cooper Jr.
Bernard W. Holliday III
Ronnie B. Nelson
Jesse L. Pace
Rudy J. Painter
Robert A. Pearson
Jeffery O. Ridgeway
Dane M. Snuffer
Luther D. Spence Jr.
Brian K. Trump

Br. 3677, Weirton

Perry M. Orr
Jason P. Petrelle
Dale E. Poole
Gregory A. Starr

Br. 4458, Bridgeport

David K. Arnold
William E. McClung
Marvin R. Swiger

WISCONSIN

Br. 2, Milwaukee

Thomas F. Abresch
Eusebio J. Acevedo
Jack R. Anderson
John A. Baczkowski
Kenneth K. Banner
Mark P. Banyon
Rudolph Baumann Jr.
Craig R. Bavuso
Kathleen F. Bellows
Robert L. Beyer
Ronald Blazel
Marcus D. Booker
John C. Brandstaetter
Victor F. Brulc
Janlee M. Brzezinski
Dennis M. Bulowicz
Robert S. Burczyk
Terry J. Chojnacki
Kenneth N. Coblentz
Robert C. Cypher
James G. Czajka
Charles W. Eads Jr.
Salvatore Emanuele Jr.
Robert M. Faelak
Joseph J. Fischer
Richard J. Fossum
Timothy J. Fritz
David L. Fry
Phillip E. Gaffney
Donald J. Gaquin
Jerome Garrett
Allan J. Gasiorowski
Richard C. Gerhardt
Richard R. Gersonde
Gary A. Gertz
Gerald R. Geurtsen
William L. Goralski
Richard L. Gruscycynski
James G. Guyant
Gordon D. Hakala
Albert L. Hanisko
James G. Herbert
Sebastian J. Hirsch
Daniel J. Horriagan
Nathaniel D. Hudson
Richard S. Jalowiec
Allen V. Jelinek
Patrick Johnson
Edward R. Johnson
Gregory F. Johnson
Chouncey V. Jones
Arturo M. Juarez
Richard T. Kalusok
William H. Kalwitz
Ronald J. Kania
Thomas P. Kelnhofer
Roger M. Kleczka
Richard R. Kleebea
Dennis W. Knepper
Eileen M. Komassa
Paul M. Kracht
Donald R. Krueger
Donald F. Lamountain
Scott E. Lang
Merlin C. Lee
Thomas G. Lidwin
Dale B. Lofquist
Walter Lovinus Jr.
David E. Ludka
Thomas B. Marrari
Ronald A. Masta
Donald R. Mattson
Adam S. Matusiak
Thomas G. McGinnis
Raul Medina Jr.
Gerald W. Mitchelly
Edward M. Mizgala
John A. Nook
Marvin R. Paluszynski
Edward L. Patoka
Terry D. Patten
Kenneth J. Petzak
Livio M. Pigo
Michael A. Plicka
Steven J. Prado
James M. Pytlik
Phillip J. Radovich
Chad B. Recklies
Gordon J. Rieder
Kenneth L. Rodig
Patrick J. Ross
Dale C. Rossetti
Earl Russell
Ronald E. Rutz
Dale J. Rybacki
Basil Sadowski
David L. Scarbrough
Norbert E. Schaefer
Ronnie E. Scherr
John R. Schmidt
Thomas E. Sharp
Nathan C. Sies
Edward F. Sikowski
Melvin H. Silverbrandt
Gordon K. Skare
David A. Skowronek
James D. Smart
Kenneth L. Smith
Michael S. Smith
Larry C. Sprinkle
Darrell E. Swanson
George J. Symonds
Donnell G. Taylor
Norman C. Thays
Carrie A. Tolliver
Jimmy A. Wagner
Jerome C. Weber
John J. Woodall
John F. Wulz
Duane A. Ziemann

Br. 59, La Crosse

Eugene F. Jirsa
David C. Marsolek
Barry L. Nelson

Br. 102, Sheboygan

Danny L. Austreng
Richard A. Barts
Jason A. Beyer
Robert R. Brunette
Richard C. Gimbi Jr.
Fred J. Goebel
Allen B. Hilpertshouser
Frankie E. Hoenick
Ralph R. Hurtienne
Ralph F. Knuth
August R. Margenau
Erin K. McNally
Kenneth M. Meinolf
Tod A. Roe
Kenneth C. Thuemmler
Dennis L. Trudeau
Michael J. Wallner
Norbert L. Wehrmann
Paul A. Werth
Leon R. Wiegand
Allan D. Woepse

Br. 125, Fond Du Lac

Bonnie J. Alsop
John A. Arthur
Michael A. Anfelt
John B. Gormican
Lawrence K. Jaeger
Anthony S. Mielke
William E. Polacheck
Thomas J. Schneider
Michael J. Strettar
Steven L. Swiss
George M. Vermillion Jr.

Br. 173, Oshkosh

Fred B. Brewer
Emery N. Freiberg
James R. Herzig
Kenneth R. Hitchcock
Gregory J. Kasubanski
Eric J. Miller
Eric P. Momsen
Daniel A. Nelson
Charles J. Putzer
Robert G. Sabott
Marvin A. Sedlachek
Mark A. Sullivan
Jerry A. Trinrud
Jesse J. Vanloo
Roger D. Warner
Everett J. Zellmer

Br. 215, Wausau

James R. Brouchoud
Larry J. Cline
Paul Good
John P. Jauch
James L. Jirschele
Joseph M. Kohn
Donald E. Leander
Mera M. Lonsdorf
Matthew M. Toldness

Br. 337, Superior

Vernon K. Keola

Br. 381, Stevens Point

Eugene V. Diggins Jr.
Ronald J. Fait
John H. Kedrowski

David L. Ligan
Ernest E. Sniadajewski

Br. 397, Waukesha

Reginald B. Birts
Gerald T. Bultman
Aurelio G. Castillo
James I. Clemmons
Joseph V. Deloria Sr.
Dennis M. Hanson
Roni A. Kramer
Timothy W. Senzig
Lee L. Stoddard
Charles F. Wiedeman
Steven S. Woessner

Br. 436, Racine

Randall J. Biedrzycki
James B. Buhler
Ralph Q. Centell Jr.
Daniel C. Derosier
Francis W. Fabio
Jonathan L. Hessenthaler
Gary A. Martin
Gayle A. May
John W. Owen Jr.
Terry J. Paige
James R. Storch

Br. 490, Manitowoc

Allen J. Bergseth
Dana Boehm
Justin Kempton
Clifford L. Konik
Colleen A. Lang
Frederick J. Sieracki
Arnold L. Wanek
Bruce C. Wigand

Br. 507, Madison

Emil A. Berg
Richard R. Boll
Charles T. Bourdeau
Dennis R. Brown
Michael J. Chamberlain
Juergen R. Cooper
Michael A. Coy
Robert A. Dabson Jr.
Tammy K. Dawson
Walter J. Draper
Robert V. Federman
Peter M. Formiller
Richard W. Frontz
James F. Gainor
Ernest P. Graham
Todd A. Gruber
Tari J. Harmon
Thomas L. Hayner
Susan E. Jones
Michael L. Kasmarek
Robert A. Kaspar
Harry B. Kimbrough Jr.
Richard C. Konitzer
James M. Little
James C. Mabis
Steven C. Marten
Marvella J. Mawbey
Katherine L. Mayne
John F. Miller
David E. Neefe
Michael J. Nelson
William Neuenschwander
Rodney A. Ninmann
Michael J. Nitz
Richard A. Olson
Stephen F. Peckham

This list is of members of the NALC Veterans Group only. If you're a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 23 to join the NALC Veterans Group for free.

Robert S. Pedersen
 Jared J. Perry
 Arlen R. Pierce
 Jonathan N. Rehm
 James J. Rezner
 Edwin A. Rogers
 James E. Rohowetz
 Gilbert R. Schaefer
 Patrick J. Schneider
 David L. Sersch
 James L. Shook
 David G. Springman
 Richard J. Suck
 Norbert G. Ulmen
 Roger D. Utermark
 Joel T. Waite
 David R. Weber
 Gregory C. Williams
 James A. Wolff II
 Stacey L. Yager
Br. 572, Janesville
 Richard A. Anderson
 Arthur F. Camm
 Thomas M. Carr
 Jordan Goll
 Craig R. Harrie
 Raymond W. Kruser
 Kyle E. Meinke
 John M. Molina
 Troy D. Olson
 Dwight E. Smith
 Roy Stevens
 Virginio Veguilla
 Mark A. Wedward
 Troy L. Yaroliimek
Br. 574, Kenosha
 Thomas J. Bellevage
 Christina M. Berumen
 Paul D. Demske

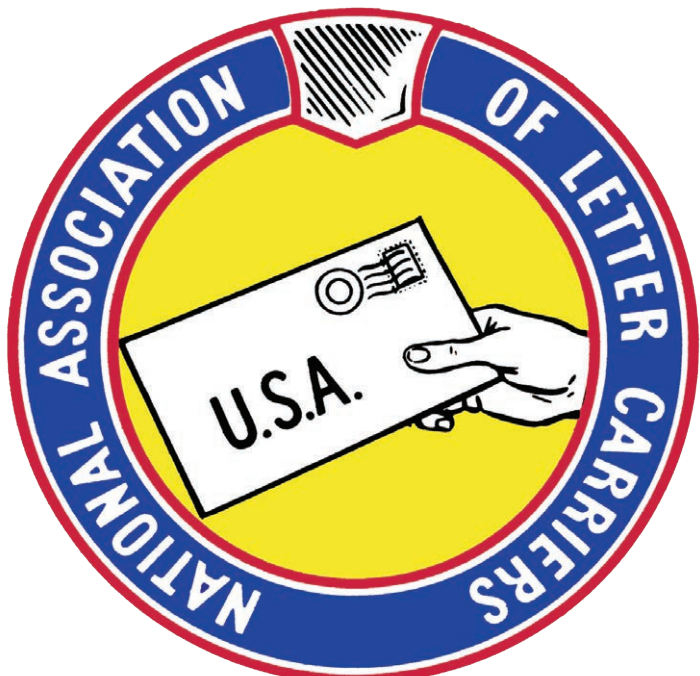
Patrick M. Hogan
 Roel N. Inclan
 James M. Kirby
 Jerry T. Matteucci
 Patrick A. Neis
 Donald Peoples
 Edward B. Salo Jr.
 Christina F. Schroeder
 Michael P. Skarda
 David J. Smith
 Merwyn N. Tetzlaff
 Charles R. Vos
Br. 619, Green Bay
 Darrell W. Andrews
 Ronald R. Bergstrom
 Roger J. Blasier
 Richard P. Calhoun
 Mark N. Casper
 Charles J. Chenot
 Darin P. Defere
 Richard L. Deroach
 George T. Dexter
 Alan J. Farley
 Michael J. Farrell
 James J. Hendricks
 Steven T. King
 James A. Laabs
 Steven J. Langenberg
 Jon C. Mannion
 Peter G. Matchetts
 Rodney L. Melotte
 William E. Meyer
 Richard W. Moens
 Robyn Nielsen
 Duwayne J. Novak
 Jerry M. Perrigoue
 Joy M. Peterson
 Jeff M. Pochron
 Lawrence J. Ratajczak

Eric A. Renier
 Gary W. Riemer
 Merlin J. Sanderfoot
 Jerome J. Sanderfoot
 Richard J. Schaefer
 Wayne L. Schreiber
 Thomas G. Scott
 David S. Sedenquist
 Allen E. Sievert
 Gary O. Strebel
 Armand C. Toonen
 Franklyn Vandenheuuel
 Bernard M. Wydeven
Br. 649, Watertown
 Gerald Bukatz
 Wayne J. Kuerschner
Br. 700, Neenah
 George R. Birling
 Alan B. Cousineau
 Paul R. Grunski
 Robert J. Lemke
Br. 715, Beloit
 Dawn M. Ahnen
 John B. Bongiovanni
 Steven G. Christiansen
 Timothy R. Markley
 Steven W. Mayfield
 Chad L. Mould
 Jimmy D. Padon
 Jake D. Richter
 Gary W. Schumacher
 Zachary N. Sherrod
 Kent H. Williams
 Lakenesha S. Wilson
Br. 728, Eau Claire
 Thomas D. Burns
 Harold D. Byrdlong
 Corey G. Grotte

Terry L. Grotthus
 Peter W. Hable
 James G. Hefti
 Kevin J. Knox
 Roxanne M. Macnicol
 Patricia A. Martin
 Kevin G. Massey
 Carl W. Miller
 Jeffrey D. Mueller
 Irvin L. Nelson
 Edwin W. Olson
 Harold G. Robarge
 Kim S. Strzok Scheideg
 Dale L. Weibel
Br. 729, Fort Atkinson
 Clyde O. Werner
Br. 778, Merrill
 Craig A. Boardman
 John K. Swope
Br. 822, Appleton
 David R. Ainsworth
 Joseph P. Anderson
 Kenneth A. Cousins
 Drake P. Daggett
 Daniel W. Emery Jr.
 John T. Marx
 David L. McNichols
 Robert E. Meyer
 Roy T. Rogers
 Paul M. Rubsam
 Thomas P. Schell
 David G. Schultz
 Michael J. Spielbauer
 Harry G. Welch
Br. 944, Beaver Dam
 Stephen Pogorelec
 Paul J. Wolfgram

Br. 978, Marshfield
 Ronald P. Berry
 Daniel A. Bever
 James J. Brusky
 Merlin V. Fischer
 Sara E. Hauck
Br. 1083, Wisconsin Rapids
 William G. Swarick
 Kevin T. Utley
Br. 1222, Port Washington
 Alex E. Strauss
Br. 1267, Oconomowoc
 William D. Dobratz
Br. 4225, Little Chute
 Jeremy J. Frassetto
Br. 4811, Brookfield
 Mark G. Henke
 Alfred C. Liebau
 Michael C. Lied
 Stephene L. McGhee
 Steven L. Olson
 Renee M. Retzlaff
 James W. Riebe
 Leonard C. Smith
 Robert W. Stutzriem
Br. 5129, Pewaukee
 Stephan E. Hanson
 Edward H. Martin
Br. 5941, Waterford
 Steven B. Meyer
Br. 6216, Amery
 Duane E. Riley
Br. 6217, Randolph
 Louis P. Wolff

WYOMING
Br. 463, Laramie
 Charles T. Granke
 Warren D. Jackson
 Weikko W. Jussila Jr.
 Roy F. Reed
Br. 555, Cheyenne
 David W. Barker
 Andrew D. Flores
 James D. Lofton
 Stephan A. Martinez
Br. 1006, Sheridan
 Gerald G. Curtis
Br. 1372, Rock Springs
 Sonia R. Carson
Br. 1548, Gillette
 William McColley
 Geralyn C. Roberts
Br. 1681, Casper
 David W. James
 David G. Martin
 Joseph N. Pillen
 Michael W. Sucher
 David E. Thomas
 Luz M. Thompson
Br. 2177, Evanston
 Sandee Anderson
 Donald J. Gill
Br. 2580, Douglas
 Matthew C. Klouda
Br. 4456, Thermopolis
 Krystal C. Spatol
Br. 5923, Riverton
 Michael D. Morrin
 Chad A. Vogelsang



Arbitration—The final step of the grievance process



**Paul
Barner**

References to arbitration are recorded from ancient Greece, Rome, India and imperial China. In early-modern Europe, arbitrators offered their services at trade fairs where traveling merchants turned to them for neutral dispute settlement, which was a service they did not trust local courts to provide. One of the first disputes to be arbitrated in the United States was submitted to the American Arbitration Tribunal, organized in 1786 by the Chamber of Commerce of New York, and it resolved the wages of seamen.

Since then, arbitration has become an integral part of resolving a myriad of disputes in the United States. The authority and decisions of arbitrators have been challenged on numerous occasions and have been repeatedly supported by district courts and even the Supreme Court.

For letter carriers, final and binding arbitration has been the final step of our grievance procedure since our first collective-bargaining agreement in 1970. Article 15.4.A.6 of the National Agreement states in relevant part: “All decisions of an arbitrator will be final and binding.”

Arbitration will never be perfect, but we must make it work. The NALC consistently strives to make our arbitration system work better for letter carriers. As we have always preached, it starts at the local level by building grievances at Informal Step A and Formal Step A that will withstand the fire of arbitration. Arbitrators do not rule on conjecture and suggestions. Instead, they base their decisions on evidence and facts that are submitted through the joint grievance file.

As a former Step B representative, I always reviewed grievances by asking myself if this file could stand up in arbitration. If I answered that question with a “no,” then I would do my best to get a negotiated settlement. National business agents (NBAs) and regional administrative assistants (RAAs) also must answer that question when they decide to appeal a case to arbitration or when they are considering making a pre-arbitration settlement. It is never an easy decision, but the NBAs understand the strengths and weaknesses of a grievance file, and they also know the tendencies of their arbitrators on a particular subject.

Another way that we make sure our arbitration system works for letter carriers is by ensuring that our arbitration advocates are thoroughly trained and equipped with the tools they need to be successful. I would like to take this time to thank all our arbitration advocates for their heroic efforts. Like that of most union activists, their work is very difficult and, for the most part, thankless. Success in arbitration results from the hard work and dedication of all those who participated in building and presenting the case. As a union, we should always agree that a win for one is a win for all, and credit should be shared. Our recent success rates at arbitration are indicative of the hard work and commitment at every level of our union.

Recently, NALC added a new staffing component to the arbitration process in our ongoing efforts to provide excellent representation for our members by adding three full-time advocates: Stephanie Baiungo out of California, Jon Calloway out of Illinois, and Michael Murray out of Massachusetts. These advocates are tasked with tackling complex issues at arbitration. They also are assigned to assist the regions in covering other arbitrations when the needs arise. Their duties include training and assisting newly trained advocates. The full-time advocates also are used for some regional trainings. They are doing great work, and they are having a very positive impact.

Regional arbitration numbers

Currently, we have 3,569 cases pending regional arbitration. Of those, 2,764 had not been scheduled as of October 2023. These numbers are staggering and trending in the wrong direction, but they are driven by problems that are oftentimes out of our control.

Our grievance procedure is designed to resolve issues at the lowest possible level, but it requires that both parties bargain in good faith. Too often, management’s representatives at every level of the grievance procedure can’t or won’t bargain in good faith. The union used to settle countless grievances with “cease and desist” language because the NALC simply wants management to agree to stop the violation. However, as of late, management refuses to entertain a settlement with cease-and-desist language out of fear of creating a monetary remedy in the future. Because of these facts, the union is forced to go forward to binding arbitration on grievances that could often times be resolved with a simple cease and desist agreement.

Regardless of the backlog and the reasons for it, the NALC’s resolve to police our agreements and protect the rights of letter carriers will not wane.

Together, we will achieve greatly



James D. Henry

Brothers and sisters, as you know, the NALC is currently in the midst of negotiating a new collective-bargaining agreement with the USPS, and has been doing so for months. The primary goal is to achieve an economic pay package and working conditions that are commensurate with the sacrifices and degree of devotion that city letter carriers have consistently exhibited.

Letter carriers have not only delivered without fail through “snow nor rain” repeatedly over the last several years, but also through an inordinate amount of severe weather phenomena, fires

and even a pandemic. As such, letter carriers richly deserve to be rewarded with a national contract reflective of their hard work and commitment.

The labor-management climate that exists in multiple industries throughout the country is less than desirable. The current USPS labor-management climate is no exception. All too often, there are others giving reasons why we cannot do something, leading people to retreat to the safety of a cautious and familiar mindset and not helping us achieve all we can. However, the good news is that the NALC is on the job representing you!

We won’t stop, can’t stop, until letter carriers are compensated appropriately for all they do, and have work rules consistent with cultivating a harmonious work environment. Those responsible for negotiating the national agreement are absolutely committed to success, come what may, and will persevere until we find a way to prevail.

As I travel the country and speak at NALC branch events, I often reference my time as a Marine, which I am blessed to have served as and retired as. During my time in the United States Marine Corps, I traveled the world and witnessed firsthand that despite our differences here in the United States, there is no place better to live. Because of our fundamental beliefs, by and large we have an envied way of life. There is opportunity when people commit to working hard.

Similarly, my current position as an NALC representative has afforded me the opportunity to travel and inter-

act with different unions and the crafts they represent. Despite our differences in the USPS, there is hardly a place better to work. Being a letter carrier is one of the last middle-class jobs that requires no formal schooling or prior work experience. We have the ability to put food on our tables, clothes on our backs, a roof over our heads and achieve stability due to the achievements gained by the NALC through collective bargaining.

“We’ve arrived at a moment in time where we as a union must and will achieve greatly. Our livelihood depends on it. Our membership and craft expects no less. I have the utmost confidence that the NALC will accomplish the mission of delivering a contract that letter carriers will be proud of and are worthy of, just like letter carriers have consistently and without fail delivered for America. Why am I so confident? Because the NALC has a history of not failing letter carriers and we believe always that ‘failure is not an option.’ ”

John F. Kennedy once stated, “Only those who dare to fail greatly can ever achieve greatly.”

We’ve arrived at a moment in time where we as a union must and will achieve greatly. Our livelihood depends on it. Our membership and craft expects no less. I have the utmost confidence that the NALC will accomplish the mission of delivering a contract that letter carriers will be proud of and are worthy of, just like letter carriers have consistently and without fail delivered for America. Why am I so confident? Because the NALC has a history of not failing letter carriers and we believe always that “failure is not an option.”

In closing, I would like to say thank you for your service and happy Veterans Day to all my fellow veterans.

Important reminders



**Nicole
Rhine**

Open Season for choosing a health benefit plan is Nov. 13 to Dec. 11, and I encourage all NALC members to consider enrolling in the NALC Health Benefit Plan—the NALC’s own union-run health benefit plan. NALC health benefit representatives and branch officers are reminded that any USPS employee, regardless of bargaining or non-bargaining status, must be a full dues-paying member of the NALC when enrolled in the NALC Health Benefit Plan.

Please note that a common misunderstanding is that a postal employee must already be a member of NALC in order to choose the NALC Health Benefit Plan during Open

Season—but that is not the case. Any postal employee can select the NALC Health Benefit Plan during Open Season, however, they must join the NALC in order to maintain their insurance through the NALC Health Benefit Plan.

Under Article 22 of the *NALC Constitution*, a health benefit plan membership (often referred to as an “associate membership”) applies only to postal retirees who did not maintain their membership in the NALC upon retirement and to all non-postal federal employees. These enrollees of the NALC Health Benefit Plan pay yearly dues of \$36, which are billed directly from Headquarters in the early part of the year.

Branch mergers

Any branch proposing to merge should review Article 2, Section 3 of the *NALC Constitution*, which sets forth the requirements for affecting a merger of branches. Requests for mergers received at NALC Headquarters are often missing two requirements from both branches wishing to merge: 1) a resolution and 2) a statement of reason(s) for merging. To avoid having a request for a merger returned, please ensure that your branch includes all the necessary documentation. More information can be found on the secretary-treasurer’s page on the NALC website at nalc.org. The “Secretary-treasurer” page is under the “Union Administration” tab.

Dues rosters, retiree lists and membership rosters

Branch presidents, secretaries and treasurers, as well as state presidents, secretaries and treasurers have their branch biweekly dues rosters, quarterly branch retiree dues rosters and monthly state dues rosters available to

them through the Members Only portal. The rosters can be sorted, downloaded, saved and printed.

Branch secretaries are reminded to review the biweekly roster and ensure that all dues being deducted are correct. If a change needs to be made, please notify the Membership Department in writing. In addition, members called to active military duty may have their dues suspended upon written request by the branch secretary. When the member returns from active-duty military, please notify the Membership Department so dues deductions may be resumed.

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

And finally, branch presidents and secretaries also have the ability to generate a membership roster or an election roster from the Members Only portal. The rosters can be sorted, downloaded, saved and printed.

Changes of officers

Branches and state associations are asked to notify the Office of the Secretary-Treasurer in writing as soon as possible after a change of officers. This can be done via a letter or, for branches, by filling out a “Branch Information Record” card. New officers will not begin to receive their mail from headquarters until NALC is notified of their names, titles and addresses. NALC’s membership database stores the names of branch and state presidents, secretaries and treasurers, and the information in the database is used for mailings and for access to dues roster information on the Members Only portal as well as to the other membership related programs listed above.

National conventions

As a reminder, the 73rd Biennial Convention is scheduled for Aug. 5-9, 2024, in Boston and the 74th Biennial Convention is scheduled for Aug. 3-7, 2026, in Los Angeles.

Veterans Day

Although I am not a veteran, I am profoundly honored that so many of our members are, and that I get the opportunity to represent our veterans as a national officer. Let’s all be sure to thank those who serve or have served in our military for the sacrifices they and their families have made for this great country.

The dark side



**Mack I.
Julion**

I want to start this article by first acknowledging the members of the NALC who, at one time in their life, served our country in the armed forces. These men and women volunteered to defend the very democracy that far too many of us take for granted. Whether or not they served during combat, the very freedom that we enjoy every day comes at a price. So again, I express my appreciation for your service. Thank you and happy Veterans Day!

On a different note, I recently received a call from a member of my branch who wanted me to know that two of my former stewards have

now crossed the line and gone into management. They wanted to know what my reaction was to these “traitors” who are now on the “dark side.” I admit I didn’t see these coming, but I was more disappointed than shocked. One of them I had appointed to Formal A. The other was someone for whose work I had a sincere appreciation, and whom I *thought* had a real commitment to her members.

While I totally understand the feelings of betrayal that the caller—and probably other members—may have, I guess over time that I am no longer taken aback by anger and resentment when these things happen. I’m just not totally surprised when someone makes that life choice and decides to go into postal management.

Years ago, when I was a regional administrative assistant in Region 3, I can recall how I reacted when I heard that someone at the Headquarters level had left the NALC to work for Postal Service management. I felt so personally offended and bitter because I had such respect for this person. We would talk regularly about how dirty and deceitful our counterparts were at the Postal Service, and now they were on the other side. I vowed that I would never speak to them again.

But over the years, I have seen it play out at so many levels—from co-workers in my station to branch presidents, officers and stewards, even Leadership Academy graduates and delegates. These were all people I had a working relationship with at some point representing the members of our great union. At times, I still question their moral compass, but it no longer works me into a frenzy where I harbor ill will like it did in the past.

Realize, I say this as someone who has a reputation for being notoriously anti-management. In fact, over the years, I have had more than a few counterparts in management confide in me the disdain with which their comrades speak of me in meetings or casual conversations. In my tenure as branch president, they tried to bar me from offices by calling the police (postal and city). I have even been arrested for attempting to represent members in a unit in which I was not welcomed by management. During one arbitration hearing, when we were removing a manager for the violation of the Joint Statement of Violence (JSOV), the Postal Service advocate told the arbitrator that I was being simply vindictive because of my hatred for postal management and that I had a “hit list” of managers and supervisors that I was seeking to bring down. This was not altogether true—I did not *hate* management. But I do have a strong contempt for “mismanagement” and those who mistreat our fellow letter carriers and co-workers. And sadly, there are far too many of them.

“If you create a hostile work environment by bullying, harassing or intimidating our members, you will face the full wrath of the NALC, and we will seek to remove you from your position!”

I believe, as letter carriers and postal employees, that we are blessed to be able to serve our country and customers by working for the most respected agency in the federal government. It’s just unfortunate that this storied institution is plagued with bad management at every level. One would hope those who have worked with us or had the privilege of representing our members would not forget where they came from or how hard we work as city letter carriers.

I’m told that some go into management because they no longer have the physical ability to do the job. Still, too many do so because they lack the work ethic and the mental capacity to be a city letter carrier.

Whatever the reason, I’m not judging. I just remind them all the time: If you create a hostile work environment by bullying, harassing or intimidating our members, you will face the full wrath of the NALC, and we will seek to remove you from your position! No matter who you are.

With that, I wish all a happy and blessed Thanksgiving!

MDD-TR translator and more updates



Christopher Jackson

In recent weeks, City Delivery has received numerous questions on new initiatives and pilot tests conducted by the Postal Service. I think it's important to share some more information on these topics in this month's article for *The Postal Record*.

Translator application

In September, the Postal Service sent notification that a pilot test would be conducted on the Mobile Delivery Device—Technical Refresh (MDD-TR) using language translator applications. Testing began at the Falls Church, VA, Carrier Annex with four route assignments on Sept. 25.

My staff visited the Falls Church facility to observe the test. The carriers my staff talked to reported that the application allows them to translate languages, using an internal microphone, through text, using the device's keyboard, and through pictures, using the device's camera. They also reported that it is very similar to other translator applications available on cell phones.

Additionally, NALC found that the translator applications are not active on the scanners that carriers are using for their delivery duties. Instead, carriers involved with the pilot are given a second scanner to use for translating languages at their discretion. Carriers explained that they have not been instructed to keep the second scanner on them, nor have they been mandated to use them.

Informed Facility

Recently, I became aware that USPS has been displaying carrier performance information on television monitors at some delivery locations across the country. The monitors list the status of route assignments by detailing what percentage of the route is completed, the total number of packages delivered and whether delivery of the assignment is "early" or "late" throughout the day. Furthermore, the monitors feature a "Geo Return to End Tour" report showing



the difference between the amount of time it takes a carrier to break the unit's geofence when returning from the street and the time the carrier ends their tour for the day.

I am in communication with the Postal Service regarding concerns about the information posted on the monitors and its impact on letter carriers. If management is displaying your work performance information on TV monitors, request to see your steward and ask that a grievance be filed.

Managing Arrow Lock Key accountability (MAL)

In my October column, I informed the membership of a new process for managing Arrow/modified Arrow Lock Key accountability introduced by the Postal Service. In this process, Mobile Delivery Device-Technical Refresh (MDD-TR) and Mobile Delivery Device-In Office (MDD-IO) scanners are used to transfer Arrow Key accountability by scanning employee identification badge and Arrow Key barcodes.

In this new process, a carrier can "check out" or receive a key without a signature, return a key without an accountable clerk or supervisor present and transfer accountability for an Arrow Key to another carrier by following the "Arrow Key Management" workflow on the MDD-TR. Implementation of this accountability process is in conflict with the provisions of postal handbooks and manuals and does not change the letter carrier's responsibility when handling Arrow Keys as outlined in Sections 261 and 43 of *Handbook M-41, City Carrier Duties and Responsibilities*.

A carrier's responsibility when receiving Arrow Keys outlined in Section 261 of *Handbook M-41* states:

261.2 Receiving for Accountable Items

261.21 Keys

A numbered check is issued to each employee. **When you surrender the check, you will be given a set of Arrow and/or padlock, and/or truck keys. (In some instances, a signature is used in place of a numbered check.)** The keys are on a chain which must be securely fastened to a belt or clothing. Keys must be returned at the end of the tour of duty. (Emphasis added.)

Section 43 of *Handbook M-41* details the procedure for a carrier to gain clearance for accountable items:

43 Clearance for Accountable Items

431 Keys

Turn in mail keys in exchange for assigned key check or signature clearance. (Emphasis added.)

I have requested a meeting with the Postal Service to discuss the process and the steps that are in conflict

(continued on page 82)

It's management's job to protect you from harm



Manuel L. Peralta Jr.

Recently I attended the Southwest Michigan Branch 246 retiree banquet in Kalamazoo where there was a great turnout, with a number of carriers enjoying a long retirement. Two of our attendees are happy to have been retired for more than 30 years. These events are precious.

So many of our carriers have worn themselves out bringing our nation's residents their mail, but it was a pleasure to see so many retirees just enjoying each other's company and reliving their stories.

While at this event, I was given a hard copy of an email from one carrier who retired in 2016 after a 36-year career. He had been reading

of the assaults against carriers and wanted to share what he had survived more than 30 years earlier:

...[S]peaking as someone who was attacked and damn near killed by his assailant while delivering my route in the early '80s, I am horrified to hear of the now frequent attacks on letter carriers by hoodlums seeking to steal the Arrow Key. Each time I hear of such an incident, I have to suppress the PTSD that still haunts me from my own attack so many years ago. However, it's important to note that my primary trauma does not arise from the attack itself, but rather the near total disregard given to me by USPS officials. Mind you, if I had not grabbed hold of the handle of the pick hammer as the assailant was swinging it down at my skull as he pinned me on the porch of a customer, I would've died. The police arrived and asked if I wanted to press charges and the ONLY reason I did was to protect and defend the integrity and sanctity of the postal uniform I was wearing. I knew I wouldn't stay on that route forever, but someone was always going to deliver to that neighborhood, and I felt it imperative that a strong, public example be made of my attacker, so that the word on the street was clear: Letter carriers are not to be attacked and their safety is paramount.

The above event ended in disappointment because management and the Inspection Service did not take all necessary steps. The prosecution and the result was less than adequate.

When you alert your managers to a situation in which you believe someone on your route is up to no good, management should take appropriate action. Are they answering your text messages or your phone calls? Are they coming out to check on you? Or are they doing nothing to protect you? If they are not taking all steps

possible to protect you, turn in 1767s and file grievances if necessary. It is their job to protect you from harm.

Part of the problem is that management is more focused on keeping an eye on the physical property of the USPS. Instead, they should be keeping an eye on the human beings that are employed by the USPS.

On May 10, 2023, NALC Executive Vice President Paul Barner issued a statement addressing the increased crime against letter carriers. In part his comments observed that:

While we will continue to engage with the Postal Service and relevant law enforcement agencies to develop measures that will enhance the safety of letter carriers, the fear and the danger that letter carriers are confronting has to end. NALC has no higher priority than their safety, and we demand real, immediate solutions to make sure employees are safe from the moment we enter the trucks in the morning to the time we leave the station at the end of the shift.

On Dec. 9, 2022, Milwaukee, WI, letter carrier Andre Cross lost his life over an Arrow Key. The NALC recently presented a memorial plaque to his family.

Keep your guard up and keep an eye on each other.



Surprise, surprise— another attack on our pension



**Dan
Toth**

Our retirement benefits are always under attack. Even when a political party doesn't control Congress, it is scheming to cut the hard-earned benefits of federal employees. This go-round is no different as again, we face a drastic and draconian proposal to strip benefits, not just for future federal employees, but for all current and retired federal employees.

The Republican Study Committee (RSC), which released its 2024 budget proposal, describes itself as follows:

The Republican Study Committee (RSC) has served as the conservative caucus of House Republicans and a leading influencer on the Right since its original founding in 1973. It exists to bring like-minded House members together to promote a strong, principled legislative agenda that will limit government, strengthen our national defense, boost America's economy, preserve traditional values and balance our budget.

Led by Chairman Kevin Hern (R-OK), the RSC budget proposal details multiple modifications to the Federal Employees Retirement System (FERS) and the Civil Service Retirement System (CSRS). First and foremost, the proposal calls for eliminating the FERS basic benefit for all new employees. In other words, new employees can pound sand.

It also calls for a change from the high-3 average salary for calculating retirement benefits. This proposal, which we saw multiple times from the Trump administration, would change the high-3 average salary to a high-5 average salary. This would decrease annuities as the formula would include additional years of lower earnings, therefore lowering the average.

Employees would pay more toward their FERS benefits under the proposal. The proposal doesn't go into the details of how much more, but we can start to put the pieces together when it later states, "This proposal would equalize the treatment for all federal workers." Employees hired prior to 2013 pay 0.8 percent of their basic pay toward their FERS pension. Employees hired in 2013 pay 3.1 percent, and those hired after 2013 pay 4.4 percent. If the RSC intends to raise employee contributions and make it equal for everyone, we know that contributions will be increased to a minimum of

4.4 percent for everyone. It's left to the reader to hope the employee contributions won't go even higher.

Various other attacks in the proposal are not new. The budget proposal also calls for reducing or eliminating the cost-of-living adjustments (COLAs) for FERS and CSRS; eliminating the Special Annuity Supplement and reforming the interest rate provided by the G Fund (Government Securities Investment Fund) in the Thrift Savings Plan. These are all serious cuts, but let's recognize the devastation to retirees if we lose COLAs. A quick glance in the rearview mirror should remind us of the huge inflation numbers (an increase in the cost of goods and services) during the pandemic. Although inflation has slowed back down, the cost of goods remains inflated. If not for COLAs, the purchasing power of our pensions would have been drastically reduced. And that is just the last few years.

Now imagine inflation, year over year, for decades. Pensions will dwindle away and retirees will be forced to get by with less, all while health care costs in the United States continue to spiral out of control. What kind of dignity will retired federal employees have if they are forced out of their homes or can't receive necessary medical care to stay healthy and active?

What is the intent of the Republican Study Committee with all these cuts to federal workers? The proposal has an explanation. It is to, "ensure solvency for federal pensions and save taxpayers more than \$235 billion over 10 years." Does the RSC understand that federal employees have paid taxes their entire careers? Do they understand that the Postal Service doesn't receive taxpayer money, and instead is funded through earned revenue from postage sales? Does the RSC realize that the Civil Service Retirement and Disability Fund (CSRDF)—the fund for CSRS and FERS—had more than \$1 trillion by the close of 2022, and is projected to have more than \$12 trillion by 2095?¹ Where is the solvency problem? Why are they meddling?

We must remember that our status as federal employees with federal benefits is not as simple as some others. We have 535 bosses on Capitol Hill, and many of them always want to cut our benefits. That is why it is so important for us to stay engaged and active on all fronts. And whether or not we like politics, these are the people who write the rules of the game. We must ensure that the rules are written to give the working class a fair chance at success and retirement with dignity.

¹ *Civil Service Retirement and Disability Fund Annual Report for Fiscal Year Ended September 30, 2022*

Short-term disability insurance



**James W.
“Jim” Yates**

As postal employees, city letter carriers are not provided with disability insurance from the federal government and are not covered by state-run plans. If you are ill or injured and have exhausted all of your sick and annual leave, your only option is leave without pay.

The Mutual Benefit Association (MBA) offers short-term disability insurance, MBA Individual Disability Income (IDI). The MBA IDI helps cover you when the unexpected happens. It helps ensure that you have the money you need and are able to continue living the lifestyle you’ve worked for if you become

too injured or too sick to work.

MBA IDI is available for purchase by all active NALC members between the ages of 18 and 59. Spouses and family members are not eligible. The plan is guaranteed renewable to age 65. As long as the premium is paid on time, we cannot change any benefits or refuse to renew your policy. However, we reserve the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and are in the same class as you. Any premium paid after age 65 for a period not covered by your policy will be returned.

Premiums may be paid through biweekly payroll deduction or directly to the MBA office on a monthly or annual basis. Electronic funds transfers (EFTs) are also an option for paying your premiums. To calculate the annual premium, multiply the appropriate biweekly premium amount by 26. For a monthly premium amount, divide the annual premium amount by 12.

The MBA designed this plan specifically for letter carriers. The plan is offered at three monthly benefit levels and two benefit periods. Your options are a benefit level of either \$650, \$1,350 or \$2,000 per month, for a period of either six or 12 months. Choose the plan that meets your needs (see chart at top right).

The MBA IDI contains a 14-day elimination period as compared to the longer periods you will find with other disability products offered by other private insurers. Disability benefits start after the elimination period, as

Biweekly premium rates

Issue age	Benefit period/amount					
	6-month			12-month		
	\$650	\$1,350	\$2,000	\$650	\$1,350	\$2,000
18-29	8.25	14.00	19.50	11.00	19.25	27.00
30-39	8.75	15.25	21.50	12.00	21.50	30.25
40-44	9.75	17.00	24.00	13.50	23.25	34.50
45-49	10.50	19.00	26.75	15.00	27.50	39.25
50-54	11.75	21.50	30.50	17.00	31.50	45.25
55-59	13.50	24.75	35.50	19.75	37.25	54.00

defined in the policy. The elimination period begins the day your total disability starts.

Pre-existing conditions

MBA IDI does contain a pre-existing condition limitation. A pre-existing condition is defined as a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one-year period preceding the policy date, or for which medical advice or treatment were recommended or received by a physician within a two-year period preceding the policy date.

The pre-existing condition limitation states that if total disability starts within two years from the policy date, and is due to a pre-existing condition, benefits will not be paid unless you have gone for a period of one year while the policy is in force without receiving any medical advice or treatment for that condition.

Recurrent disabilities

For the purpose of determining the benefit period, we will treat a total disability as a recurrence of a prior disability if: a) it is due to the same or related cause applicable to the prior period of total disability and b) it occurs within 180 days after the end of the prior total disability. If it is determined that your disability is a recurrence, your payments will be limited to the remaining balance of your purchased term. If your disability does not meet these criteria, it will be treated as a new disability and be payable for your full purchased term.

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

Built by letter carriers and run by letter carriers



**Stephanie
Stewart**

Open Season for the 2024 benefits year will officially begin on Nov. 13 and run through Dec. 11.

From your health and wellness to your financial situation, this is the time of year to consider what is best for you and your family. For some, it is all about premium cost. For others, the choice is entirely based on the benefits included within the health insurance plan. Should you pay more for a monthly premium and have a richer benefit, or should you pay the least amount possible and worry when sickness arrives at the door? Understandably, it can be an overwhelming

task and sometimes the answers seem complex.

Look no further, as I will try to simplify the matter. Here at the NALC Health Benefit Plan, we offer comprehensive benefits for all individuals no matter which of our plans you choose—the High Option Plan or the Consumer Driven Health Plan (CDHP). We offer both plans at a very competitive rate, and it's very important to mention that we continue to become better each year, as we make your health our priority. If you have not recently looked at the NALC Health Benefit Plan's benefits and premiums, you should take the time this year, consider the switch and take action. The NALC Health Benefit Plan is the only plan that works for you and keeps the unique needs of letter carriers at the forefront when establishing benefits each year.

“When you choose the NALC Health Benefit Plan, you’re not just choosing a health insurance plan, you are choosing to extend your union family.”

As an example, I would like to tell you about two specific items we incorporated into our 2024 benefits with you in mind.

Custom Functional Foot Orthotics—As a letter carrier, I know that many of you walk miles and miles and I fully understand the need for good support. The days can be excruciating as your feet, back or knees ache with

each step you take. I also know that walking without proper support can have a negative long-term effect on your health. Beginning in 2024, we have increased our custom functional foot orthotic benefit. Letter carriers will be able to receive two pairs of orthotics each year without a maximum plan payment amount.

Now, let's talk about the sun. As letter carriers, we spend most of our days exposed to intense sunlight, which we all know has risks. As a result, new for 2024, we will cover annual skin cancer screenings. These preventive measures help to detect skin disorders before they become cancerous and can also be a tool in preventing skin cancer from spreading to other areas of the body.

I talk about the above highlights because I want you to understand that when you choose the NALC Health Benefit Plan, you're not just choosing a health insurance plan, you are choosing to extend your union family. Our plan is the only plan that has letter carriers working on your behalf. So, I have to ask, do you want a seat at the table, or do you want a CEO determining what you might need in health care? Something we say often is “a health benefit plan built by letter carriers and run by letter carriers.”

From the addition of wellness programs, infertility services, gender affirmation, a Medicare Part B reimbursement for all our eligible members, and more, our benefits speak for themselves this year.

For more information about our excellent benefits, please make sure to review the special insert included in this edition of *The Postal Record* or call one of our knowledgeable customer service representatives at 888-636-NALC (6252). Without a doubt, I firmly believe we are the best option for all letter carriers around the nation.

Attn: Value Option Plan members

In the early part of October, you should have received a letter about the approaching changes to the Value Option Plan. Beginning on Jan. 1, 2024, all Value Option members will be reassigned to our Consumer Driven Health Plan (CDHP). This reassignment will allow you to continue obtaining the same high-quality health benefits and also provide you with a significant increase to your personal care account, from \$100 to \$1,200 for “self only” and from \$200 to \$2,400 for “self plus one” or “self and family.” This is an automatic change, so you don't need to take any action to enjoy this additional benefit.

Those affected can continue to use the Value Option member ID card until they receive the new CDHP member ID card.

Contract Administration Unit

Paul Barner, Executive Vice President
James D. Henry, Vice President
Christopher Jackson, Director of City Delivery
Manuel L. Peralta Jr., Director of Safety and Health
Dan Toth, Director of Retired Members
Jim Yates, Director of Life Insurance

Overtime and pay during December

The rules governing the payment of penalty overtime are found in Article 8 of the National Agreement. The rate of pay for penalty overtime is governed by the provisions of Article 8, Section 4.C, which states in pertinent part:

C. Penalty overtime pay is to be paid at the rate of two (2) times the base hourly straight time rate.

While this provision applies to all letter carriers, determining when the penalty overtime rate is applicable depends on the classification of the employee.

This month's Contract Talk will address the payment of penalty overtime and some exceptions to these rules that occur in the month of December. It will also discuss the assignment of overtime during December.

The entitlement to penalty overtime for full-time regular and full-time flexible employees is found in Article 8, Section 4.D. of the National Agreement, which states:

D. Penalty overtime pay will be paid to full-time regular employees for any overtime work in contravention of the restrictions in Section 5.F.

Article 8, Section 5.F states:

F. Excluding December, no full-time regular employee will be required to work overtime on more than four (4) of the employee's five (5) scheduled days in a service week or work over ten (10) hours on a regularly scheduled day, over eight (8) hours on a non-scheduled day, or over six (6) days in a service week.

The explanation for this section is found on page 8-17 of the 2022 *Joint Contract Administration Manual (JCAM)*, which states:

Article 8.5.F applies to both full-time regular and full-time flexible employees. The only two exceptions to the work hour limits provided for in this section are for all full-time employees during the penalty overtime exclusion period (December) and for full-time employees on the ODL during any month of the year (Article 8.5.G). Both work and paid leave hours are considered "work" for the purposes of the administration of Article 8.5.F and 8.5.G.

The rules governing how part-time flexible (PTF) and city carrier assistant (CCA) letter carriers receive penalty overtime pay are found in Article 8, Section 4.E, which states:

E. Excluding December, part-time flexible employees will receive penalty overtime pay for all work in excess of ten (10) hours in a service day or fifty-six (56) hours in a service week.

(The preceding paragraph, Article 8.4.E., shall apply to City Carrier Assistant Employees.)

This language requires the payment of penalty overtime to PTF and CCA letter carriers for all work in excess of 10 hours in a service day or 56 hours in a service week. Part-time regulars are in the same category as

part-time flexibles for penalty overtime purposes.

When determining the entitlement to penalty overtime pay, both the actual hours worked and any paid leave hours are counted. This is explained on page 8-3 of the 2022 *JCAM*, which states:

All bargaining unit employees are paid postal overtime for time spent in a pay status in excess of 8 hours in a service day and/or in excess of 40 hours in a service week. Hours in pay status include hours of actual work and hours of paid leave.

The first exception to these rules, which affects full-time, part-time and CCA letter carriers, involves the payment of penalty overtime during the month of December. In accordance with Article 8, Section 4.C, penalty overtime will not be paid for any hours worked in December. This is commonly referred to as the penalty overtime exclusion period.

Although Article 8, Sections 4 and 5 identify the month of December, in 1985 the national parties agreed that the month of December referenced in these sections is understood to mean four consecutive service weeks, rather than the entire month (M-01508 in NALC's Materials Reference System). The specific period is published each year in the *Postal Bulletin* and *The Postal Record*. The penalty overtime exclusion period for calendar year 2023 will begin pay period 26-2023, week 1 (Dec. 2) and end pay period 01-2024, week 2 (Dec. 29).

The second exception during December pertains to the daily and weekly work-hour limitations. Article 8, Section 5.G provides that full-time employees on the Overtime Desired List (ODL) or Work Assignment List (WAL) may be required to work up to 12 hours in a day or 60 hours in a service week. However, these work limits do not apply to ODL and WAL letter carriers during the penalty overtime exclusion period. Management may, but is not required to, assign ODL carriers to work in excess of the 12- and 60-hour limitations during the penalty overtime exclusionary period.

The maximum hours allowed for PTFs, CCAs and full-time employees not on the ODL or WAL are not governed by the provisions of Article 8, Section 5.G. The rules defining the maximum number of work hours for these letter carriers are found in section 432.32 of the *Employee and Labor Relations Manual (ELM)*, which states:

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In ad-

(continued on next page)

Overtime and pay (continued)

(Continued from previous page)

dition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.

The Step 4 settlement (M-01272) in case number E94N-4E-C96061540 dated Feb. 25, 1998, clarifies that the 12-hour limit established by ELM 432.32 continues to apply even during the penalty overtime exclusion period.

Similar to the previous reference that paid leave counts toward overtime, the 2022 JCAM, on page 8-19, explains that the 12- and 60-hour limitations are inclusive of all hours, including any type of leave taken.

The third exception during December pertains to letter carriers on the WAL. As stated above, excluding December, WAL carriers are available to work up to 12 hours in a day or 60 hours in a service week. Outside of the penalty overtime exclusion period, management has the right to assign an employee on the ODL to work regular overtime to avoid paying penalty overtime to a carrier on the WAL. This can limit a carrier on the WAL to 10 hours in a service day, even if additional overtime was available on their bid assignment. This is explained on page 8-21 of the 2022 JCAM, which states:

Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid.

During the penalty overtime exclusion period, the carrier on the WAL has the right to work the additional time over 10 hours, since penalty overtime is not paid. Keep in mind, this exception applies only when management wants to assign a carrier from ODL to work the overtime. Management still retains the right to utilize a letter carrier at the straight-time rate or a PTF or CCA at the straight-time or overtime rate prior to assigning additional overtime to a carrier on the WAL. The explanation for this provision is found on pages 8-20 and 8-21 of the 2022 JCAM, which states:

Management may always assign another carrier to perform the work at the straight-time rate rather than assigning overtime to a carrier on the Work Assignment List. Management may also assign PTFs and CCAs at the straight-time or overtime rate (up to the ELM limitations).

If you have any questions related to these or other Article 8 provisions, contact your local shop steward or branch officer. Complete copies of the “M” documents referenced in this article and the 2022 JCAM are available on the NALC website at nalc.org.

Director of City Delivery

MDD-TR translator and more (continued)

(Continued from page 76)

with postal handbooks and manuals. As of the writing of this article, the meeting has not taken place. I will continue to work toward a resolution for these issues. I encourage any member who receives instructions related to this process that violates the language above of the M-41 to inform your local union representative and file a grievance.

Additionally, USPS has provided guidance under this process advising the use of PS Form 1106 to clear carriers of Arrow Key accountability. PS Form 1106 has been

rescinded by the Postal Service since March 23, 2023. The use of this form should be brought to the attention of local union representatives to investigate.

Finally, I want to thank the carriers in the Falls Church Post Office for their time and helpful insight into their experience with the translator application on the MDD-TR. I will update the membership on these subjects once we have an

opportunity to meet with the Postal Service and discuss all available information.

PS Form 1106

Get your action plan ready

For more than 70 years, MDA has led the way as the No. 1 voluntary health organization in the United States for people living with neuromuscular diseases. During those years, the NALC has embraced the Muscular Dystrophy Association (MDA) as its only official charity and has stood with it to raise money to help “Deliver the Cure.”

NALC and MDA families know firsthand how diseases like muscular dystrophy and ALS severely limit physical strength and mobility. These diseases take away everyday freedoms, such as walking, playing, hugging, running, talking and even breathing. NALC’s support has contributed to significant progress in the fight to end muscular dystrophy. This year, our collective strength will help accelerate treatments, care and support for MDA families.

MDA is making a huge effort to reach out to as many NALC branches as possible, so you or your fellow branch members might hear from an MDA employee or volunteer checking in to say hello and thank you. They’re making sure that you have the support you need for the rest of your upcoming campaigns. Please be sure to take a few minutes to connect with them and let them know what you need. However, if you don’t get a call or have already gotten a call but need something, feel free to contact me or MDA directly.

The more our branches are connected with MDA, the better we can #DeliverTheCure. From large branches to small, below is a list of easy ways to raise money for MDA:

- Raffles
- Car washes
- Yard sales
- Shamrocks
- Satchel drives
- Texas hold’em tournaments (follow state laws)
- Local credit union partnerships
- Bowling tournaments
- Pool and dart tournaments
- Comedy/karaoke nights
- Charity golf tournaments
- Corn hole and bean bag tournaments
- Bake sales
- Bingo nights
- Branch member donation drives
- Pancake breakfasts or spaghetti dinners
- Muscle walks
- 5K Tough Mudders
- Trivia tournaments

Once you have figured out what you want to do, you need to develop an action plan that includes specific tasks, times and assignments for each person about what needs to happen and when. The committee should

periodically check the progress related to the tasks. The committee should ask itself the following questions:

- Are we on schedule?
- Are our plans still feasible?
- Did we leave anything out?
- Have things come up that we did not anticipate?
- How did we handle them?
- Does new information suggest that changes in strategy are needed?

Finally, review your objectives and strategy with the aim of adjusting and improving if necessary. Depending on what the evaluation shows, celebrate your branch’s accomplishments, make corrections and keep moving forward toward the goal. Then, next year about this time, repeat the whole process over again. If we can keep moving our strategic plan along, we will help get MDA ever closer to finding a cure, and we will provide the help and hope that the MDA families need.

We have a special union. We have been successful in raising money for MDA in past years because of branch leadership and coordinators. Our members, whether active or retired, feel a deep connection to those we serve every day.

I can tell you that the MDA sings your praises at every opportunity. They are grateful for you, my sisters and brothers. If your branch has never been involved with MDA, perhaps it is time to start. I am here for you.

All checks and offline gifts received by the branch should use the NALC Donation Allocation Card (see nalc.org/mda) and mail donations to: Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354. Also, please send copies to NALC Headquarters or to me at the Region 9 NBA office.

I am requesting that all branches send their MDA information and paperwork by Dec. 28. Thanks again for your continued hard work helping to deliver the cure! Remember, helping MDA can help you, too. By supporting MDA, you enhance letter carriers’ public image, boost members’ morale and draw positive attention to NALC.

Again, I want to thank all those who have worked so hard to raise money for MDA. Let me end with this: “Remember, you never know when it might be you or someone you love who may need help.”

—Christina Vela Davidson



Medical evidence and OWCP, Part 3 —Recent FECA transmittals



Regional Workers' Compensation Assistant Coby Jones

Earlier this year, the Department of Labor (DOL) published three Federal Employees' Compensation Act (FECA) transmittals regarding medical evidence that should simplify claim processing and expedite claim acceptance in certain traumatic injury cases.

FECA Transmittal No. 23-01 revises the *FECA Procedural Manual* Part 2, Chapters 800-6 and 805-3c, regarding the adjudication of traumatic injury claims involving minor visible injuries without

medical evidence. With the revisions, a visible, minor injury may be accepted without a medical report if both of the following criteria have been met:

- a. The condition reported is a minor one that can be identified on visual inspection by a lay person (e.g., burn, laceration, insect sting or animal bite); and
- b. The injury was witnessed or reported promptly, and no dispute exists as to the occurrence of an injury.

With this revision, the DOL has eliminated a previous requirement that the claimant not lose time from work in order to be considered for acceptance without a medical report. Injured letter carriers, however, should be aware that the issue of disability¹ is separate and distinct from initial claim adjudication; medical evidence remains required within 10 calendar days of filing for payment of continuation of pay. In addition, for wage-loss benefits, the claimant must also submit medical evidence showing that the claimed condition is disabling.²

In *FECA Transmittal No. 23-03*, the DOL again revised *FECA Procedural Manual* Part 2, Chapter 800-6, to further clarify the requirements to establish a claim where no development is needed due to a visible injury. This revision clarifies that corroborating evidence that the injury was actually identified on visual inspection by a lay person is not needed to establish a visible injury. Under this revision, employing agency challenges on the basis that an agency representative did not visually identify the condition hold limited probative value. A condition may still qualify as a visible injury despite not being readily apparent to an agency reviewer.

In recent years, we have seen an increase in the Postal Service's controversions and challenges to claims based on assertions that postal supervisors did not see an injured

body part. We've also seen an increase in postal supervisors insisting on photographing injuries. This transmittal should put a damper on these trends.

The third transmittal addresses the unfortunate reality of dramatic increases in attacks and assaults on letter carriers. As President Brian L. Renfro described it in his President's Message in the September *Postal Record*: "Every day our members are being targeted in neighborhoods nationwide. Violence, assault, robbery, shootings, and even murder have become part of the job in many locations." Not only do letter carriers sustain physical injuries and even death as a result of these assaults, they also often sustain emotional injuries as well. All of these injuries are covered under FECA.

Letter carriers who sustain emotional conditions as a result of assaults, in particular, have had a difficult time finding physicians to diagnose and treat these conditions. It often has taken months or even the greater part of a year before they can receive treatment for conditions that demand immediate attention. This is because OWCP's procedures have required that any causal explanation for acceptance of an emotional injury case must come from a psychiatrist or licensed clinical psychologist with a PhD. *FECA Transmittal No. 23-04* changed this by revising *FECA Procedure Manual* Part 2, Chapter 805, regarding the requirements for a medical specialist needed to establish an emotional condition.

With the revision, only extended occupational disease claims for emotional conditions require a medical report from a psychiatrist or clinical psychologist in order to support the explanation of causal relationship required for the claim to be accepted. The revision allows physicians with other specialties or even family physicians to submit medical reports to establish initial claims and provide treatment. This will be a huge boon for letter carriers who have been emotionally traumatized by assault and are ill-equipped to deal with jumping through bureaucratic hoops. Not only will their claims be accepted more quickly, but they also will receive more promptly the benefits they are entitled to under the FECA such as counseling and wage-loss compensation if they are incapacitated from working due to their condition.

According to the transmittal, the revision is intended to apply to "typically traumatic injuries where the event or events are very specific, unambiguous and are generally clearer to physicians outside the psychiatric specialty as incidents that may naturally result in an extreme emotional reaction." The revision does not apply to emotional conditions in CA-2 occupational disease claims—cases that often involve stress or abuse in the workplace (often with management). These cases will still require a causal explanation from a psychiatrist or clinical psychologist for the claim to be accepted.

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

¹ Note here that "disability" for OWCP is an economic concept that refers to an inability to earn a wage.

² See my July *Postal Record* column, which discusses the medical evidence required to establish disability.

Thank you for donating to the DRF

I want to thank all the regions, states, branches and members that have donated to the NALC Disaster Relief Foundation this year. We still have a few months to keep it going. I know the storms are not stopping.

If you want to continue to raise funds for the NALC Disaster Relief Foundation and need brochures, guides and/or posters, please feel free to contact me at c davidson@nalc.org or 202-662-2489. You also can contact me on Facebook Messenger or any other way you feel will be easier to talk to me.

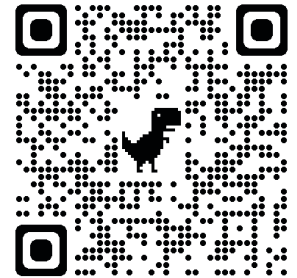
Everyone who donated in 2023 by Nov. 13 will be recognized in the December issue of *The Postal Record*.

At right, you will find the NALC Disaster Relief Foundation QR code to donate money. Remember, you will need your member number, which can be found in the Members Only portal on nalc.org.

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. Anyone who would like to make a donation may send a check or money order to:

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

—Assistant to the President for Community Services
Christina Vela Davidson



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.



**NALC
Disaster
Relief
Foundation**

Monthly CSRS annuity payments for letter carriers who retire on Jan. 1, 2024

The table below provides monthly basic annuity, survivor reduction and reduced annuity amount estimates for letter carriers covered by the Civil Service Retirement System (CSRS) who plan to take optional retirement on Jan. 1, 2024.

Estimates are computed by using the given high-3 aver-

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

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

	CC Grade 1 / High-3 Average ¹ : \$71,768			CC Grade 2 / High-3 Average ¹ : \$73,275		
Years of Service ²	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$2,168	\$194	\$1,974	\$2,214	\$199	\$2,015
21	2,288	206	2,081	2,336	211	2,125
22	2,407	218	2,189	2,458	223	2,234
23	2,527	230	2,297	2,580	235	2,344
24	2,646	242	2,404	2,702	248	2,454
25	2,766	254	2,512	2,824	260	2,564
26	2,886	266	2,620	2,946	272	2,674
27	3,005	278	2,727	3,068	284	2,784
28	3,125	290	2,835	3,191	297	2,894
29	3,245	302	2,943	3,313	309	3,004
30	3,364	314	3,050	3,435	321	3,114
31	3,484	326	3,158	3,557	333	3,224
32	3,603	338	3,266	3,679	345	3,334
33	3,723	350	3,373	3,801	358	3,444
34	3,843	362	3,481	3,923	370	3,553
35	3,962	374	3,588	4,045	382	3,663
36	4,082	386	3,696	4,168	394	3,773
37	4,201	398	3,804	4,290	406	3,883
38	4,321	410	3,911	4,412	419	3,993
39	4,441	422	4,019	4,534	431	4,103
40	4,560	434	4,127	4,656	443	4,213
41	4,680	445	4,234	4,778	455	4,323
41+11 months & over ⁵	4,785	456	4,329	4,885	466	4,419

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

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Jan. 1, 2021, and Dec. 31, 2023, at Step 0 (formerly Step 12).

2. Years of service includes any unused sick leave.

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

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

5. Under CSRS rules, the maximum allowable yearly annuity cannot exceed 80 percent of an annuitant's high-three average. This limit is reached when an annuitant's years of service amount to 41 years and 11 months. Individuals with more than 41 years and 11 months of service will not get a higher annuity based on additional service, but may get slightly more than 80 percent of their high-3 average on the basis of unused sick leave accumulated under CSRS.

Monthly FERS annuity payments for letter carriers who retire on Jan. 1, 2024

The Federal Employees Retirement System (FERS) covers federal and postal employees hired on or after Jan. 1, 1984. FERS employees earn retirement benefits from three sources: the FERS Basic Annuity, Social Security and the Thrift Savings Plan.

An additional Special Annuity Supplement is paid to FERS annuitants who retire at Minimum Retirement Age (MRA) plus 30 years or more, or at age 60 plus 20 years or more. It is approximately calculated by taking an individual's Social Security age 62 benefit estimate, multiplied by the number of years of FERS

coverage, divided by 40. It is payable to age 62 and then ends. Social Security benefits are payable beginning at age 62.

The table below provides monthly basic annuity, survivor deduction and net annuity amount estimates for letter carriers who plan to take optional retirement on Jan. 1, 2024. Estimates are computed by using the given high-3 averages, which are based on the basic pay earned by full-time Step O carriers and vary by length of postal/military/federal service. Reduced annuity amounts reflect the difference between the given basic annuity and survivor reduction figures.

Years of Service ²	CC Grade 1 / High-3 Average ¹ : \$71,768			CC Grade 2 / High-3 Average ¹ : \$73,275		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,196	\$120	\$1,077	\$1,221	\$122	\$1,099
21	1,256	126	1,130	1,282	128	1,154
22	1,316	132	1,184	1,343	134	1,209
23	1,376	138	1,238	1,404	140	1,264
24	1,435	144	1,292	1,466	147	1,319
25	1,495	150	1,346	1,527	153	1,374
26	1,555	155	1,399	1,588	159	1,429
27	1,615	161	1,453	1,649	165	1,484
28	1,675	167	1,507	1,710	171	1,539
29	1,734	173	1,561	1,771	177	1,594
30	1,794	179	1,615	1,832	183	1,649
31	1,854	185	1,669	1,893	189	1,704
32	1,914	191	1,722	1,954	195	1,759
33	1,974	197	1,776	2,015	202	1,814
34	2,033	203	1,830	2,076	208	1,869
35	2,093	209	1,884	2,137	214	1,923
36	2,153	215	1,938	2,198	220	1,978
37	2,213	221	1,992	2,259	226	2,033
38	2,273	227	2,045	2,320	232	2,088
39	2,332	233	2,099	2,381	238	2,143
40	2,392	239	2,153	2,443	244	2,198
Each additional year ⁵	59.81	5.98	53.83	61.06	6.11	54.96

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Jan. 1, 2021, and Dec. 31, 2023, at Step O (formerly Step 12).

2. Years of service includes any unused sick leave.

3. The reduction for survivor's annuity is the amount necessary to provide maximum benefits (50 percent of basic annuity) to a surviving spouse.

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

5. Under FERS rules, there is no maximum allowable yearly annuity. However, given the FERS formula of 1 percent per year, it is highly unlikely that any FERS employee will ever exceed the 80 percent maximum limit under CSRS.

6. FERS employees who retire at age 62 or later with at least 20 years of service receive an additional 10 percent—their annuities are calculated at 1.1 percent times years of service times high-3 average salary.

State Summaries

Colorado

The Colorado Stewards College will be Jan. 25-27, 2024. The location hasn't been locked in yet, so stay updated by visiting cosalc.org. COSALC Director of Education Se Min Kil will be working with the Region 4 NBA's office in preparation for the upcoming training. The training never ends, and you will always learn something new.

The Colorado letter carrier congressional liaisons have been busy working with COSALC Legislative Chair Doug Jaynes, attending labor events meeting with congressional representatives and asking them to support H.R. 618 and S. 131. Thank you to all of them for their dedication representing letter carriers across Colorado. Keep up the great job!

Richard Byrne

Kentucky

KYSALC letter carriers, like in so many of our sister states, have "players" in both the U.S. House and Senate when it comes to legislation. The Social Security Fairness Act (H.R. 82/S. 597) has great bipartisan support in the House. It would repeal the grossly unfair Windfall Elimination Provision and Government Pension Offset laws, which reduce or eliminate SS benefits to millions of federal retirees, including letter carriers. Newer Kentucky letter carriers could benefit from the Federal Retirement Fairness Act, especially for USPS non-career employees who started with no matching funds. It would allow for those employees to make catch-up contributions. This could get you to your minimum retirement age for USPS that much sooner!

We hope that committee leadership in the U.S. House will not change due to the ouster of the Speaker in October. The relationships our LCLs and NALC staff and officers have with our elected senators and reps are important. Across our commonwealth, we should all be donating to LCPF and be ready to contact the aforementioned "players." Many sit on committees like House Oversight and Senate Homeland Security. These are just two that make decisions that have an impact on letter carriers.

Recently our national officers have been fighting to protect our members from assaults, robberies and other violence. Our safety is paramount. We not only address this with postal management, but with congressional friends and all on the committees that affect us and the American people. We urge the Postal Inspection Service, Postal Police and our employer to actually protect their employees, our customers and the U.S. Mail!

Bob McNulty

Michigan

Greetings from Michigan. First a quick update on the Michigan 2024 Senate race: Former Detroit Police Chief James Craig has thrown his hat into the quest for the GOP nomination. Craig, you may recall, was disqualified from the governor's race in 2022 for submitting forged signatures as part of his ballot petition.

Meanwhile, evidence is mounting over the overwhelming success nationwide of vote-by-mail. Currently, eight states send every voter a ballot, a process known as "universal vote-by-mail," or UVM. Unfortunately, since 2020, 20 states have sought to restrict mail voting. For example, Ohio has shortened the timeframe to apply for mail ballots and imposed new signature requirements, while Arizona now removes people from its list to receive a mail ballot if they go for more than two years without voting. Voting by mail gives neither side an unfair advantage; it's good government and it's good business for the USPS. Urge your state legislators to support UVM in your state.

As you read this, we will be gearing up for "peak" mail season, but right around the corner is *peak election season*. Are you registered to vote? Are you donating to LCPF? Are you ready for 2024? What about your friends and family? Your co-workers? Your fellow union members? Every election counts—it's never too early to prepare for the next one.

Stay safe out there and have a happy Thanksgiving from your friends at the Michigan State Association of Letter Carriers.

On a personal note, congratulations to my friend Cesar Medina on his election to vice president of NALC Branch 2309, Arlington, TX! Congratulations, my friend! Keep up the great work!

John Serwach

Tennessee

Hello, brothers and sisters! Close only counts in horseshoes! We are so close, yet so far in terms of reaching the magic goal of 290 co-sponsors in the House. Close for what? H.R. 82, Social Security Fairness Act (SS Fairness Act), which would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), which are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits of millions of federal annuitants, including letter carriers. We need only *one* more co-sponsor for it to go to the House floor for a vote after 30 days if the committee of authority does not act. And FYI: Honorable David

Kustoff (District 8) is a member of the Ways and Means Committee, which has authority over H.R. 82.

To send a message, go to nalc.org, click "Government Affairs," click "Legislative Action Center," click "Log in" and click in section marked "H.R./82/S.597." Reps. Chuck Fleischmann and Steven Cohen are already on board as co-sponsors, but we encourage to send messages to Sens. Marsha Blackburn and Bill Haggerty. Conservatives say that there is one set of values in the United States that can be called "American values." So, to be equally opportunistic, we also encourage you to send an email or letter to our two senators (Haggerty and Blackburn). Well, let's ensure that our representative be made aware of "American values" and the oath they swore by and take care of their constituents.

Tony Rodriguez

Wisconsin

Every year I fall for bonfires, s'mores, autumn leaves, apples, scarecrows, cornrows, and pumpkins on the vine. The leaves curl, the wind swirls; autumn in Wisconsin is all about the vibrant colors. Oh my gourd, I love fall! If you are looking for stunning foliage and scenic drives when the air turns crisp, Wisconsin mid-October is the place to be.

The WSALC fall seminar training was held Oct 14-15 in Rothschild. The state had several presenters covering a wide range of topics to include the local memorandum of understanding, legislative and political updates, OWCP, route adjustments, MDA, "Ask my NBA" and "What am I missing in my case file?" I want to personally thank everyone who helped make this training a success. You truly were the pumpkin spice of the weekend, and the WSALC membership seminar training was a touchdown!

In solidarity—

Dawn Ahnen

Notice

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

NALC Member App

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

Atlantic City, New Jersey

This is an official notice to all members of Branch 370 that first nominations for NALC's 2024 national convention, to be held in Boston, MA, took place during the Oct. 11 branch meeting. If a nominee was not present at the meeting, acceptance of the nomination will be sought out verbally by a branch officer or must be submitted in writing before the second-round nominations taking place during the Nov. 8 branch meeting.

The election will be held on Dec. 13 prior to our regular agenda, and results will be announced before the meeting is adjourned.

Amber Atkinson, Sec., Br. 370

Beaumont, Texas

This is the official notice to the members of Branch 842 that nominations for delegates for the 2024 national convention were held Oct. 19 at the union hall at the regular union meeting time. The election will be held Nov. 16 at the union hall as well. All candidates must have been present at the October meeting when nominations were made or signified in writing prior to the meeting.

Kawana Hebert, Sec., Br. 842

Bridgeport, Connecticut

This is official notice to all Branch 32 members in good standing that nominations for delegates to the 2024 national convention will be taken at the Nov. 15 branch meeting. The election will take place at the Dec. 20 meeting, if needed.

Lynda Mariotti, Sec., Br. 32

Canoga Park, California

All members of Branch 4006, this is official notice that at our branch meeting on Nov. 9, we will be nominating and approving delegates to send to our 2024 national convention Aug. 5-9 in Boston.

Meeting will be at 6:15 p.m. on Nov. 9 at the VFW in Canoga Park (8107 Ca-

noga Ave.).

Alfonso Gamboa, Pres., Br. 4006

Cherry Hill/Haddonfield, NJ

This is an official election notice to all members of Branch 769. Nominations for all branch officers—namely president, executive vice president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, health and safety representative, director of retirees, director of legislation, five trustees and five shop stewards—will occur at the regular November meeting held by the branch. The terms of the office for all elected officers are two years, starting in January 2024. In addition, nominations will be held for delegates to the 73rd national convention to be held in Boston in the summer of 2024.

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

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

John Algarra, Sec., Br. 769

Dothan, Alabama

Branch 1630 will be holding nominations at the regular November branch meeting for delegates to the 2024 national convention. Any elections necessary will then be held at the regular December branch meeting.

Accacia S. Hammonds, Sec., Br. 1630

Hickory, North Carolina

This is the official notice to all members of Branch 1250 Merged of nominations for branch officers. Nominations will be at 7 p.m. on Nov. 16 in the 204B room of the federal building, located at 231 Government Ave., Hickory, in accordance with Article 5 of the bylaws

of Branch 1250 Merged. Members willing to be nominated for a branch office must be present or signify in writing prior to the meeting. Nominations will be for president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative and trustees.

If needed, elections will take place in December, with the installation of officers in January 2024.

Todd McNeely, Pres., Br. 1250

Myrtle Beach, South Carolina

This is official notice to all branch members of Branch 4645 that elections for the following officer positions will be held at our regular branch meeting on Thursday, Nov. 9, at 6:30 p.m. at 4705 E. Oleander Drive, Myrtle Beach: president, vice president, recording secretary, secretary-treasurer, health benefit rep, three trustees, sergeant-at-arms, two stewards in Myrtle Beach, and one steward in North Myrtle Beach. These are three-year terms.

Joni Evans, Pres., Br. 4645

Santa Fe Springs, California

This is official notice to all members of Branch 4941 that nominations for delegates to the national and state conventions will take place at the regular branch meeting on Nov. 15. The election will be at the regular branch meeting on Dec. 20.

Dave Donovan, Pres., Br. 4941

Sheboygan, Wisconsin

This is official notice to all Branch 102 members that nominations for president, vice president/chief steward, financial secretary/treasurer, recording secretary, steward/sergeant-at-arms, safety officer and three trustees will be held at the designated branch meeting at the Emil Mazey Hall, 5425 Superior Ave., Sheboygan, on Jan. 9, 2024. Candidates may accept nomination for only

one office and must accept nomination at the time they are made or in writing, if absent. The terms of office will be for two years, beginning on April 1, 2024.

The election will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Feb. 13 at the above-mentioned Emil Mazey Hall. Any members unable to vote on Feb. 13 may obtain an absentee ballot at least two weeks prior to the elections by writing to the Election Committee of Branch 102, P.O. Box 1365, Sheboygan, WI 53082. All absentee ballots must be received by the election committee by 3 p.m. on Feb. 13. Write-in votes are not permitted.

Lori L. Mayer, Rec. Sec., Br. 102

Sioux Falls, South Dakota

This shall serve as official notice to all members of Branch 491 for nominations for all positions for officers for Branch 491 and for delegates to the national convention that will be held in Boston, MA, Aug. 5-9, 2024. All nominations for both shall be made at the regular monthly branch meeting held at 6:30 p.m. on Dec. 14 at the Labor Temple, 101 S. Fairfax Ave., Sioux Falls. Nominations will be accepted from the floor by any member in good standing, and such nominees must be present to accept or notify the recording secretary or president in writing of their willingness to accept, if nominated, prior to the meeting.

Election, if necessary, will be conducted by mailed secret ballot, and must be received no later than 5 p.m. on Jan. 11, as results will be announced at the regular January meeting.

Brian Doerr, Pres., Br. 491

Turlock, California

This is an official notice to all members in good standing of Branch 1742. Nominations will be accepted the last Saturday of November (Nov. 25) for all branch officers. This meeting will be held at 6 a.m. at Huckleberry's, 3191 Geer Road, Turlock.

Amanda Benton, Sec., Br. 1742

Scholarship Contributions

NALC scholarship contributions

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

\$100	Barbara Larson	In memory of her father, Russ Bonacci, a retired Philadelphia, PA Br. 157 letter carrier	\$500	Scranton, PA Br. 17	Yearly donation
\$25	NALC Arizona State Aux. 377		\$100	North Dakota State Association	In memory of Fargo-West Fargo Br. 205 members Kermit Jensen, Elvin Benson, Gregg Sachow and J.P. Tritchler; Grand Forks Br. 517 members Alan Reed and John McGurran; Bismarck Br. 957 members Fredrick Ziemann and Frank Heinz; and Minot Br. 1152 member Tim Thomas
\$50	Hartford, CT Br. 86	In memory of Edward J. Butner III, father of an active letter carrier of Br. 86			
\$50	Hartford, CT Br. 86	In memory of Ignatius J. Maniscalco, a retired Br. 86 letter carrier			

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.

DOHERTY & DONELON SCHOLARSHIPS

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

Eligibility

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

Requirements

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

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

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

Terms of awards

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

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

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

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

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

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

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



Samantha Yerg
Treasurer

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
President



Crystal Bragg
Secretary

From the Treasurer

Family and Friends, holidays are coming at us quickly! I don't know about you, but I could use another season of summer! The summer was so busy here in Toledo. Auxiliary members were involved in a whole lot of giving. I'm sure most of your auxiliaries have been doing a lot of MDA and charity-driven events.

The Letter Carriers' Stamp Out Hunger Food Drive was in May. I also helped support my union bestie, Rachelle Roy, with her Lupus Awareness Walk, Wig Give Away and Bowling for Lupus. With the help of another bestie, Deb Pipes, we created all of her decorations, and we also joined the walk at the end of this wonderful weekend (Photos 1-3).

At our June meeting, we celebrated Juneteenth with festive decor and a menu to match. Dinner and dessert were delicious! We cel-

ebrated the 38th Charles Cohen/MDA Golf Outing on June 25. There was a dinner afterward, where everyone had a great time and ate great food! We have to thank union retiree Butch Wert for an eventful, well-planned day of fun and giving!

On July 18, members were invited to a Toledo Mud Hens game. It was a perfect night of baseball, hot dogs and cold beer! Friends and family enjoyed a beautiful evening together, cheering on our team.

Ohio's 71st biennial state convention was a success! It was held Aug. 2-5 in Columbus. Buckeye Branch 78 hosted this year, and the convention chair was Jacquelyn Mitchell. It was well planned, with great activities and good food!

On Labor Day, we are part of the Labor Day parade in downtown Toledo (Photo 4). Afterward, we had a picnic. There were lots of fun

games and members were treated to barbecue ribs, chicken, pulled pork, corn on the cob, salads, desserts, soda, water and beer. There were lots of prizes, and I took care of the 50/50 for MDA.

When the auto workers went on strike, our branch president, Mike Hayden, got a big group of us to go down to the picket lines. We made sure we talked to all the union workers out there, gate by gate. We introduced ourselves and told them that they have support from letter carriers! Solidarity is what makes a union a union.

October brings us to planning for our gold member retiree dinner in November and planning our Christmas party. I hope you all have a wonderful holiday season!

The caterpillar works hard to become the butterfly.

Samantha J. Yerg



AUXILIARY OFFICERS

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

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

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

Retiree Reports

Anchorage, Alaska

The last branch meeting, nomination of officers and delegates to the national convention took place. I'm happy to report that, for the first time in a decade, all officer positions were won by acclamation! There won't be a need for a mail-out ballot, which will save the branch thousands of dollars. The membership is pleased with the work and the direction the branch has been trending. Delegates to the national convention will be voted on at the December meeting.

The installation of officers/retiree banquet will be held on Saturday, Feb. 3, 2024, at the same location as last year. The event is free to retirees and one guest. There is limited seating, so get your tickets soon. Retirees have first choice before the remaining tickets are made available to active members. A national officer (who has not yet been confirmed) will conduct the installation of officers and will recognize the retirees in attendance.

The color-coded calendars for next year ar-

rived as I'm writing this article. Retirees can stop by the hall to pick one up, or one can be mailed to you simply by calling the hall to request that one is mailed to your home.

One thing I wish had arrived at the union hall was a letter telling the branch that it would no longer be sending its Step B appeals to the Northland Dispute Resolution Team. While locally we receive remedies that address repetitive violations, the Northland DRT is issuing decisions that give it job security. I don't know of any other explanation of why a DRT would continue to issue decisions meant to fail and ensure it will have repeat business. If you have a chance to speak or write to one of our national officers, ask them to get the Northland DRT out of our business. Our branch deserves better.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

About one month after you retire, you will receive a Form 1189 from the NALC. This form allows letter carriers to maintain membership with NALC into retirement. It also provides permission for the Office of Personnel Management (OPM) to deduct union dues from the retiree's annuity. The dues for a retiree is less than 70 cents a month. This is the only way to maintain your Branch 425 NALC membership.

National will also send out a second form six months later, followed up by another one from the branch. If after a year you have not responded to either, you are severed from the NALC permanently.

What are the advantages of remaining a member of the NALC in retirement?

Free insurance—Every retired member is covered by a free \$5,000 accidental death policy through NALC's Mutual Benefit Association.

Assistance in solving problems with OPM—This is provided by the NALC Retirement Department.

Information provided about important retirement-related legislative proposals—This is through *The Postal Record*, the NALC's monthly magazine.

Continued participation in NALC governance—Retired NALC members retain the right to vote in branch, state and national elections; to vote on motions at branch meetings; and to hold office.

Capitol Hill—The NALC actively lobbies Congress on

issues related to the Postal Service and retiree benefits.

Stay informed; attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Big shout-out to Brother Tim O'Malley, retired NALC executive vice president, for being the first to say, "I saw you in *The Postal Record*." Our branch does a monthly retiree breakfast and I sent in a recent photo that was published. (It was a test to see if anyone reads the back section of the magazine.)

When I first started attending national conventions, my father asked me to try to connect with Tim, who was my dad's union steward in the '70s. One thing I found with our national leaders is that they are very accessible, especially at the biennial gatherings. Over the years, we stayed in touch and the highlight of my life was when I brought my dad to his first-ever national convention and Tim invited us up on the stage to visit with his wife and then-President Fred Rolando. What an honor and a privilege to be part of this great organization. My father lived 30-plus years after retiring as a carrier—it can be done thanks to all the work the union does by negotiating for our wages, benefits and health care, both for active and retired workers.

The month of November is time to honor all of the veterans in our workforce. It is these women and men who said "yes" to a military commitment and a willingness to sacrifice their well-being for the safety of all. Hearing of all the unrest going on in our world, please take a moment to thank a vet and participate in any ceremonies honoring veterans your particular office (or community) may be offering. And don't forget to vote—it's what they fought for!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Our New Jersey State Association of Letter Carriers 109th biennial convention took place at the Tropicana Hotel and Casino in Atlantic City from Sunday, Sept. 10, through Tuesday, Sept. 12. Branch 120 delegates attending were President Salvatore Rodriguez, Vice President Christy Ball, Health Benefit Representative Wanda Rosario, Trustee Tasha Barr and Director of Retirees Joseph Murone (me).

We were also excited to welcome our new business agent, Bruce Didriksen, who has been a longtime friend of Branch 120. To give you an idea, National Business Agent Didriksen has been friends through seven past Branch 120 presidents (Murray Ross, Theodore McLennan, Robert Calia, Joseph Murone, Don L. Hill, Gerald Thompson and Salvatore Rodriguez). This experience and dedication are hard to find and duplicate. We are excited and proud to have Bruce in a leadership position within our union.

Joseph Murone, Branch 120



Above and below: Southwest Michigan Branch 246, with special guests NALC Director of Safety and Health Manuel L. Peralta Jr. and Region 6 National Business Agent David Mudd, celebrates longtime members at its retiree banquet.



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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

75-year pins

Frank Cunha	Sacramento, CA	Br. 133
Joseph J. Romano	Detroit, MI	Br. 1
Edward R. Sieradzki	Detroit, MI	Br. 1
Walter J. Ross	Royal Oak, MI	Br. 3126
Richard O. Asmussen	Toledo, OH	Br. 100
Harold S. Bachtel	Toledo, OH	Br. 100
Arden J. Schwartz	Wausau, WI	Br. 215

70-year pins

Jackie L. Stewart	AZ Mgd.	Br. 1902
Ulysses Saros	Detroit, MI	Br. 1
Leonard L. Weems	Royal Oak, MI	Br. 3126
John J. Palazzo	HudsonValleyMgd., NY	Br. 137
Donald S. Raszka	Toledo, OH	Br. 100
Joseph M. Kohn	Wausau, WI	Br. 215
Armin D. Genz	Watertown, WI	Br. 649
Robert R. Haumschild	Watertown, WI	Br. 649

65-year pins

Jacques G. Volpei	Burbank, CA	Br. 2086
Robert J. Jagoda	CT Mgd.	Br. 20
Jerry N. Phillips	Roswell, GA	Br. 4862
Clifford E. Bigger	Terre Haute, IN	Br. 479
H. R. Dyer	Terre Haute, IN	Br. 479
Floyd M. Johnson	Terre Haute, IN	Br. 479
Bertis E. Long	Terre Haute, IN	Br. 479
Glenn M. McCoskey Jr.	Terre Haute, IN	Br. 479
Gerald C. Bailey	Silver Spring, MD	Br. 2611
David F. Johnson	Silver Spring, MD	Br. 2611
Edwin L. Johnson	Silver Spring, MD	Br. 2611
Roger A. Riley	Detroit, MI	Br. 1
Russell H. Roberts	Detroit, MI	Br. 1
Norbert J. Skorupski	Detroit, MI	Br. 1
Ronald D. Jennings	N. Oakland Co., MI	Br. 320
Jerry Frezza	Royal Oak, MI	Br. 3126
Claud E. Maynard	Royal Oak, MI	Br. 3126
Jack G. Woodard	Royal Oak, MI	Br. 3126
Everett S. Deleash Jr.	HudsonValleyMgd., NY	Br. 137
John J. Palazzo	HudsonValleyMgd., NY	Br. 137
Paul C. Miller	Toledo, OH	Br. 100
Patrick Ruetz	Toledo, OH	Br. 100
David L. Seward	Youngstown, OH	Br. 385
Russell B. Cassada	Danville, VA	Br. 595

60-year pins

Wallace A. Carlson	AZ Mgd.	Br. 1902
Roger W. Marshall	AZ Mgd.	Br. 1902
Ray C. Becker Jr.	Burbank, CA	Br. 2086
Raymond H. Delahunt	Burbank, CA	Br. 2086
Robert A. Rolfe	Burbank, CA	Br. 2086
John W. Hollander	Sacramento, CA	Br. 133
Paul B. Daniels	CT Mgd.	Br. 20
Carl K. Welch	Decatur, IL	Br. 317
Charles M. Yates	Decatur, IL	Br. 317
Robert A. Kress	Terre Haute, IN	Br. 479
Jerry G. Newcomb	Owensboro, KY	Br. 234
Gerald C. Bailey	Silver Spring, MD	Br. 2611
David F. Johnson	Silver Spring, MD	Br. 2611

Edwin L. Johnson	Silver Spring, MD	Br. 2611
Alfred A. Stango	Silver Spring, MD	Br. 2611
Robert J. Seuch	Detroit, MI	Br. 1
Howard L. Gogley	Niles, MI	Br. 775
Edward J. Hankins	Royal Oak, MI	Br. 3126
Albert Cooper	Saginaw, MI	Br. 74
John J. Palazzo	HudsonValleyMgd., NY	Br. 137
Edward McCaster	New York, NY	Br. 36
Robert W. Berray	Rochester, NY	Br. 210
Raymond N. Parrotta	Rochester, NY	Br. 210
Raymond L. Bretz	Toledo, OH	Br. 100
John J. Howe	Toledo, OH	Br. 100
Ronald N. Matheny	Toledo, OH	Br. 100
Floyd G. Morrow Jr.	Fort Worth, TX	Br. 226
Troy M. Tubbs	Fort Worth, TX	Br. 226
James G. Clark	Danville, VA	Br. 595

55-year pins

Richard A. Davis	Florence, AL	Br. 892
Everitt L. Eyer	AZ Mgd.	Br. 1902
Angelo A. Fanton	AZ Mgd.	Br. 1902
Vincent S. Giaconia	AZ Mgd.	Br. 1902
Bruce J. Hrivnak	AZ Mgd.	Br. 1902
Jon G. Jacoby	AZ Mgd.	Br. 1902
William R. King	AZ Mgd.	Br. 1902
George F. Lyon	AZ Mgd.	Br. 1902
Enrique Martinez	AZ Mgd.	Br. 1902
James R. Michaud	AZ Mgd.	Br. 1902
Donald Munoz	AZ Mgd.	Br. 1902
Dean R. Piersol	AZ Mgd.	Br. 1902
Linda S. Robinson	AZ Mgd.	Br. 1902
James T. Ryff	AZ Mgd.	Br. 1902
Barry W. Shinabarger	AZ Mgd.	Br. 1902
Kenneth D. Sondheimer	AZ Mgd.	Br. 1902
Jacklyn S. Spencer	AZ Mgd.	Br. 1902
Stephen B. Watkins	AZ Mgd.	Br. 1902
Norman L. Edler	Burbank, CA	Br. 2086
Angel M. Gonzalez	Burbank, CA	Br. 2086
Lynn A. Kunert	Burbank, CA	Br. 2086
Antonio Moreno	Burbank, CA	Br. 2086
Rick S. Anderson	Sacramento, CA	Br. 133
Frank M. Avila	Sacramento, CA	Br. 133
Yoshimasa Baba	Sacramento, CA	Br. 133
John J. Babauta	Sacramento, CA	Br. 133
Marguerite J. Baker	Sacramento, CA	Br. 133
Kenneth C. Baracz	Sacramento, CA	Br. 133
Charlie L. Barr	Sacramento, CA	Br. 133
Wilfred L. Bean	Sacramento, CA	Br. 133
James A. Bilger	Sacramento, CA	Br. 133
James W. Blackburn	Sacramento, CA	Br. 133
John D. Blanco	Sacramento, CA	Br. 133
Donald R. Boatright	Sacramento, CA	Br. 133
Clarence R. Brewer	Sacramento, CA	Br. 133
Steve Burroughs	Sacramento, CA	Br. 133
Ernest C. Burton	Sacramento, CA	Br. 133
Richard W. Butler	Sacramento, CA	Br. 133
Edward F. Caluza Jr.	Sacramento, CA	Br. 133
Benito R. Caserta	Sacramento, CA	Br. 133
Manuel J. Castaneda	Sacramento, CA	Br. 133
Richard E. Czarevich	Sacramento, CA	Br. 133
James R. Dailey	Sacramento, CA	Br. 133
Donald D. Davidson	Sacramento, CA	Br. 133

Daniel D. Dempsey	Sacramento, CA	Br. 133
Berdon E. Finger	Sacramento, CA	Br. 133
Fred A. Forrest	Sacramento, CA	Br. 133
Larry D. George	Sacramento, CA	Br. 133
Eugene C. Gerhart	Sacramento, CA	Br. 133
James A. Gonzales	Sacramento, CA	Br. 133
John W. Hammond	Sacramento, CA	Br. 133
Donald F. Harmon	Sacramento, CA	Br. 133
David R. Haro	Sacramento, CA	Br. 133
Jim C. Harris	Sacramento, CA	Br. 133
J. Hastings	Sacramento, CA	Br. 133
George S. Heller	Sacramento, CA	Br. 133
Carl W. Johnson Jr.	Sacramento, CA	Br. 133
Elmer C. Josephson	Sacramento, CA	Br. 133
Edward J. Kennedy	Sacramento, CA	Br. 133
Geoffrey J. Kerber	Sacramento, CA	Br. 133
J. W. Kienzle	Sacramento, CA	Br. 133
Edward F. Lindquist	Sacramento, CA	Br. 133
Jerry W. Lovell	Sacramento, CA	Br. 133
James L. Lynch	Sacramento, CA	Br. 133
Gary A. Mattes	Sacramento, CA	Br. 133
Troy L. McGuire	Sacramento, CA	Br. 133
Michael E. Melton	Sacramento, CA	Br. 133
John H. Millings Jr.	Sacramento, CA	Br. 133
Leander H. Moser	Sacramento, CA	Br. 133
Shoichi S. Naruto	Sacramento, CA	Br. 133
Robert J. Nolan	Sacramento, CA	Br. 133
Michael A. Parman	Sacramento, CA	Br. 133
Warren E. Patten	Sacramento, CA	Br. 133
Kenneth W. Pinkston	Sacramento, CA	Br. 133
Virgil A. Radtke	Sacramento, CA	Br. 133
Richard L. Randall	Sacramento, CA	Br. 133
Raymond R. Redmon	Sacramento, CA	Br. 133
Gary L. Rentmeister	Sacramento, CA	Br. 133
Jack L. Revelle	Sacramento, CA	Br. 133
Vincent Rios	Sacramento, CA	Br. 133
Epifanio Rodriguez	Sacramento, CA	Br. 133
Gerald R. Rostomily	Sacramento, CA	Br. 133
John M. Sanders	Sacramento, CA	Br. 133
Raymond B. Sink	Sacramento, CA	Br. 133
Donald B. Smith	Sacramento, CA	Br. 133
George B. Smith Jr.	Sacramento, CA	Br. 133
Walter E. Snook	Sacramento, CA	Br. 133
Keith A. Sorenson	Sacramento, CA	Br. 133
Roberta J. Stelfox	Sacramento, CA	Br. 133
David W. Sterling	Sacramento, CA	Br. 133
Sidney V. Stoffels	Sacramento, CA	Br. 133
Charles M. Stuart	Sacramento, CA	Br. 133
Walter Tarakanoff	Sacramento, CA	Br. 133
Dennis F. Vega	Sacramento, CA	Br. 133
Thomas Vincent	Sacramento, CA	Br. 133
Johnnie M. Wahl	Sacramento, CA	Br. 133
Jerrold Webber	Sacramento, CA	Br. 133
Gerald G. Zimmerle	Sacramento, CA	Br. 133
A. T. Anderson	Boulder, CO	Br. 642
John Boltrucyk	Boulder, CO	Br. 642
Laurie J. Bowser	Boulder, CO	Br. 642
Timothy B. Gaetzke	Boulder, CO	Br. 642
David R. Gaw Jr.	Boulder, CO	Br. 642
K. L. George	Boulder, CO	Br. 642
Richard A. Graves	Boulder, CO	Br. 642
Thomas J. Harper	Boulder, CO	Br. 642
Robert M. Hinton	Boulder, CO	Br. 642

Honor Roll

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

David J. Kloosterman	Boulder, CO	Br. 642	J. L. Wymer	Silver Spring, MD	Br. 2611	Rex Minter	Jackson, MS	Br. 217
Richard A. Kounovsky	Boulder, CO	Br. 642	Thomas E. Yeatman	Silver Spring, MD	Br. 2611	Billy J. Moak	Jackson, MS	Br. 217
James R. Marzano Jr.	Boulder, CO	Br. 642	Frank Robertson	Detroit, MI	Br. 1	Burlon W. Morrow	Jackson, MS	Br. 217
Edward L. Merchant	Boulder, CO	Br. 642	William A. Robertson	Detroit, MI	Br. 1	Paul J. Mullins	Jackson, MS	Br. 217
Victor R. Miller	Boulder, CO	Br. 642	Robert J. Robinson	Detroit, MI	Br. 1	Charles W. Nicks	Jackson, MS	Br. 217
Theodore C. Montoya	Boulder, CO	Br. 642	Robert L. Robinson	Detroit, MI	Br. 1	James P. Smith	Jackson, MS	Br. 217
Rafael V. Perea	Boulder, CO	Br. 642	William Robinson	Detroit, MI	Br. 1	Charles R. Statham	Jackson, MS	Br. 217
Joseph L. Runyan	Boulder, CO	Br. 642	Robert L. Rucker	Detroit, MI	Br. 1	John W. Tanner	Jackson, MS	Br. 217
R. A. Sells	Boulder, CO	Br. 642	Linda C. Rutland	Detroit, MI	Br. 1	Willie L. Tate Jr.	Jackson, MS	Br. 217
Lois A. Thompson	Boulder, CO	Br. 642	Kerran F. Ryan	Detroit, MI	Br. 1	T. M. Taylor	Jackson, MS	Br. 217
Edmond Bussey Jr.	Brunswick, GA	Br. 313	Clyde H. Savage	Detroit, MI	Br. 1	Lee L. Turner	Jackson, MS	Br. 217
Claude M. Caler	Brunswick, GA	Br. 313	Alberta T. Saxon	Detroit, MI	Br. 1	Charles R. Waggoner	Jackson, MS	Br. 217
Troy J. DeLuca	Brunswick, GA	Br. 313	Bruce K. Schmidlin	Detroit, MI	Br. 1	Harry W. Walker	Jackson, MS	Br. 217
Carl R. Hutchinson	Brunswick, GA	Br. 313	W. E. Sharpe	Detroit, MI	Br. 1	Cordell H. Williams	Jackson, MS	Br. 217
Joseph H. Jaudon	Brunswick, GA	Br. 313	Josephine Simler	Detroit, MI	Br. 1	James E. Williams	Jackson, MS	Br. 217
Arthur Mitchell	Brunswick, GA	Br. 313	James Sitek	Detroit, MI	Br. 1	Edgar G. Willis	Jackson, MS	Br. 217
Harry L. Murray	Brunswick, GA	Br. 313	Richard D. Skaggs	Detroit, MI	Br. 1	Thomas Jellick	Bordentown, NJ	Br. 1913
G. A. Oglesby	Brunswick, GA	Br. 313	George O. Skender	Detroit, MI	Br. 1	Joseph T. Gembecki	Flushing, NY	Br. 294
William A. Bryant	Savannah, GA	Br. 578	Raymond M. Slesinski	Detroit, MI	Br. 1	John E. Henry Jr.	Flushing, NY	Br. 294
William German	Savannah, GA	Br. 578	Sandra R. Anderson	N. Oakland Co., MI	Br. 320	Robert G. Hoepfner	Flushing, NY	Br. 294
Ralph H. Jackson Jr.	Roswell, GA	Br. 4862	James D. Arnold Sr.	N. Oakland Co., MI	Br. 320	Sal P. Lahey Jr.	Flushing, NY	Br. 294
David R. Johnson	Roswell, GA	Br. 4862	Clint D. Bresett	N. Oakland Co., MI	Br. 320	Ralph Lamacchia	Flushing, NY	Br. 294
Donald L. Ray	Roswell, GA	Br. 4862	Helen B. Brown	N. Oakland Co., MI	Br. 320	Joseph Roller	Flushing, NY	Br. 294
Wency T. Sadural	Waiana, HI	Br. 5579	William D. Cooney	N. Oakland Co., MI	Br. 320	Edward P. Hintz Jr.	HudsonValleyMgd., NY	Br. 137
Ronald L. Saey	Galesburg, IL	Br. 88	Leslie J. Fant	N. Oakland Co., MI	Br. 320	John J. Palazzo	HudsonValleyMgd., NY	Br. 137
Tommy D. Evinger	Terre Haute, IN	Br. 479	Theron V. Franklin	N. Oakland Co., MI	Br. 320	Michael A. Romeo	HudsonValleyMgd., NY	Br. 137
Robert T. Jones	Terre Haute, IN	Br. 479	Bernrd E. Garnett	N. Oakland Co., MI	Br. 320	Julio J. Rivera	New York, NY	Br. 36
James F. Lawson	Terre Haute, IN	Br. 479	Ruby E. Jacobson	N. Oakland Co., MI	Br. 320	Vidal Saro	New York, NY	Br. 36
Ronald W. Schrader	Terre Haute, IN	Br. 479	Ferdinand J. Krauth	N. Oakland Co., MI	Br. 320	Charles W. Cook	Roanoke Rapids, NC	Br. 3331
Martin Shepard	Terre Haute, IN	Br. 479	Richard W. Lennox Jr.	N. Oakland Co., MI	Br. 320	Kenneth C. Simon	Youngstown, OH	Br. 385
James A. Archey	Ashland, KY	Br. 745	Margaret J. Madigan	N. Oakland Co., MI	Br. 320	Gary D. Sloan	Youngstown, OH	Br. 385
Malcolm A. Davis	Ashland, KY	Br. 745	Judith E. Newbound	N. Oakland Co., MI	Br. 320	Kenneth J. Stanislaw	Youngstown, OH	Br. 385
Francis E. Johnson	Ashland, KY	Br. 745	Jack L. Seconder Sr.	N. Oakland Co., MI	Br. 320	James F. Sweet	Youngstown, OH	Br. 385
Gerald C. Bailey	Silver Spring, MD	Br. 2611	Pearl V. Stauffer	N. Oakland Co., MI	Br. 320	William J. Szabados	Youngstown, OH	Br. 385
Thomas A. Barbee	Silver Spring, MD	Br. 2611	Mary E. Stroud	N. Oakland Co., MI	Br. 320	Michael R. Tofil	Youngstown, OH	Br. 385
James D. Batt	Silver Spring, MD	Br. 2611	Brenda J. Sumner	N. Oakland Co., MI	Br. 320	James H. Bromage	Pawtucket, RI	Br. 55
Stacey O. Billeci	Silver Spring, MD	Br. 2611	Belinda C. Swinger	N. Oakland Co., MI	Br. 320	Francis E. Gouin	Pawtucket, RI	Br. 55
Wayne G. Black	Silver Spring, MD	Br. 2611	Linda A. Thomas	N. Oakland Co., MI	Br. 320	Peter S. Lannigan	Pawtucket, RI	Br. 55
M. A. Brown	Silver Spring, MD	Br. 2611	Kandice J. Veatch	N. Oakland Co., MI	Br. 320	James H. Richard	Pawtucket, RI	Br. 55
Kenneth P. Cope	Silver Spring, MD	Br. 2611	Michael P. Winowiecki	N. Oakland Co., MI	Br. 320	Thomas N. Lake	Fredericksburg, VA	Br. 685
Robert W. Cox	Silver Spring, MD	Br. 2611	Julia M. York	N. Oakland Co., MI	Br. 320	William K. Boggs	Northern VA	Br. 3520
Lawrence B. Dean	Silver Spring, MD	Br. 2611	Kathleen A. Barlow	Royal Oak, MI	Br. 3126	Jewel B. Carpenter	Northern VA	Br. 3520
Bruce G. Dillon	Silver Spring, MD	Br. 2611	Thomas D. Campbell	Royal Oak, MI	Br. 3126	Gary J. Cole	Northern VA	Br. 3520
Thomas E. Duncan	Silver Spring, MD	Br. 2611	Wayne R. Cischke	Royal Oak, MI	Br. 3126	M. S. Cook	Northern VA	Br. 3520
James A. Eason	Silver Spring, MD	Br. 2611	Robert L. Finger	Royal Oak, MI	Br. 3126	Sheldon J. Bunch Jr.	Tidewater, VA	Br. 247
Paul F. Fitzgerald	Silver Spring, MD	Br. 2611	Morris W. Finer	Royal Oak, MI	Br. 3126	James E. Forrest	Tidewater, VA	Br. 247
Dennis E. Fitzpatrick	Silver Spring, MD	Br. 2611	David E. Bish	Saginaw, MI	Br. 74	Harry C. Fuller	Tidewater, VA	Br. 247
Jack A. Friedrich	Silver Spring, MD	Br. 2611	Dale R. Chalut	Saginaw, MI	Br. 74	Allen J. Goffigan	Tidewater, VA	Br. 247
Michael A. Hallaren	Silver Spring, MD	Br. 2611	Joseph O. Earegood	Saginaw, MI	Br. 74	John W. Hampton	Tidewater, VA	Br. 247
David L. Ingle	Silver Spring, MD	Br. 2611	Clarence J. Schmieder	Saginaw, MI	Br. 74	Sherm A. Jones	Tidewater, VA	Br. 247
David F. Johnson	Silver Spring, MD	Br. 2611	Robert J. Sharrow	Saginaw, MI	Br. 74	Benjamin F. Mason Jr.	Tidewater, VA	Br. 247
Edwin L. Johnson	Silver Spring, MD	Br. 2611	Russell L. Syracuse	Saginaw, MI	Br. 74	Clarence S. Powell	Tidewater, VA	Br. 247
Charles J. Jungmans	Silver Spring, MD	Br. 2611	Warren W. Wedding	Saginaw, MI	Br. 74	John N. Pumphord	Tidewater, VA	Br. 247
Richard M. Kovalski	Silver Spring, MD	Br. 2611	John E. Wojt	Saginaw, MI	Br. 74	William Reeves	Tidewater, VA	Br. 247
William E. Krebs	Silver Spring, MD	Br. 2611	George F. Wolf Jr.	Saginaw, MI	Br. 74	Eugene M. Taylor	Tidewater, VA	Br. 247
Frank D. Light	Silver Spring, MD	Br. 2611	Lowell S. Leininger	South Macomb, MI	Br. 4374	Edward L. Turner Jr.	Tidewater, VA	Br. 247
William J. Macneal	Silver Spring, MD	Br. 2611	William T. Lester	South Macomb, MI	Br. 4374	John S. Tynes Jr.	Tidewater, VA	Br. 247
L. J. Mariast	Silver Spring, MD	Br. 2611	Phyllis A. Makuch	South Macomb, MI	Br. 4374	Junius E. Warren	Tidewater, VA	Br. 247
Craig R. Martin	Silver Spring, MD	Br. 2611	Richard C. Nelson	South Macomb, MI	Br. 4374	Thaddeus L. Williams Sr.	Tidewater, VA	Br. 247
Donald W. McCardell	Silver Spring, MD	Br. 2611	Anthony Passaro	South Macomb, MI	Br. 4374	Calvin M. Woodhouse	Tidewater, VA	Br. 247
Earl F. McDaniels	Silver Spring, MD	Br. 2611	Eugene F. Rybicki	South Macomb, MI	Br. 4374	Dale L. Rupnow	Watertown, WI	Br. 649
Bruce S. McReynolds	Silver Spring, MD	Br. 2611	Eva Schoettle	South Macomb, MI	Br. 4374	Wallace J. Scheiber	Watertown, WI	Br. 649
A. P. Moore	Silver Spring, MD	Br. 2611	Allen B. Ainsworth	Jackson, MS	Br. 217	Robert M. Chester	Wausau, WI	Br. 215
W. E. Ogburn Jr.	Silver Spring, MD	Br. 2611	R. C. Anderson	Jackson, MS	Br. 217	Larry J. Cline	Wausau, WI	Br. 215
Patrick J. Paul	Silver Spring, MD	Br. 2611	Sam M. Baker	Jackson, MS	Br. 217	Virginia E. Hintz	Wausau, WI	Br. 215
Othello L. Pearson	Silver Spring, MD	Br. 2611	J. C. Bayne	Jackson, MS	Br. 217	John P. Jauch	Wausau, WI	Br. 215
James T. Perry	Silver Spring, MD	Br. 2611	Roger A. Beard	Jackson, MS	Br. 217	Theron E. Luedtke	Wausau, WI	Br. 215
Ronald L. Price	Silver Spring, MD	Br. 2611	Sylvia V. Bennett	Jackson, MS	Br. 217	Thomas J. Schaeffer	Wausau, WI	Br. 215
Kenneth L. Purcell	Silver Spring, MD	Br. 2611	Horace G. Blackwell	Jackson, MS	Br. 217			
P. G. Randall	Silver Spring, MD	Br. 2611	Eddie C. Dawson	Jackson, MS	Br. 217			
Jeffrey D. Schwartz	Silver Spring, MD	Br. 2611	William P. Eldridge	Jackson, MS	Br. 217			
William M. Simonds	Silver Spring, MD	Br. 2611	Archie F. Evans	Jackson, MS	Br. 217			
John W. Stanfield	Silver Spring, MD	Br. 2611	Robert H. Gray	Jackson, MS	Br. 217			
Alfred A. Stango	Silver Spring, MD	Br. 2611	Tommy L. Hairston	Jackson, MS	Br. 217			
Robert F. Taylor Jr.	Silver Spring, MD	Br. 2611	Charles R. Johnson	Jackson, MS	Br. 217			
Lawrence T. Teegarden	Silver Spring, MD	Br. 2611	Mary S. Jones	Jackson, MS	Br. 217			
R. L. Tellejohn	Silver Spring, MD	Br. 2611	Harold L. Keys	Jackson, MS	Br. 217			
Charles B. Tokarski	Silver Spring, MD	Br. 2611	L. D. Lee	Jackson, MS	Br. 217			
L. A. Wharton	Silver Spring, MD	Br. 2611	William O. Mayes	Jackson, MS	Br. 217			
Bernard W. Wheatley	Silver Spring, MD	Br. 2611	E. J. Mazur	Jackson, MS	Br. 217			
C. W. Woodard Jr.	Silver Spring, MD	Br. 2611	James B. McManus Jr.	Jackson, MS	Br. 217			

50-year pins and gold cards

William E. Auten Jr.	AZ Mgd.	Br. 1902
Bruce W. Bay	AZ Mgd.	Br. 1902
Mark S. Eilrich	AZ Mgd.	Br. 1902
Octaviano Espinoza	AZ Mgd.	Br. 1902
Michael G. Edwards	Sacramento, CA	Br. 133
Lawrence G. Natale	CT Mgd.	Br. 20
Orville D. Elliott	West Coast FL	Br. 1477
David R. Johnson	Roswell, GA	Br. 4862
William H. Rice	Chicago, IL	Br. 11
Donald E. Donnelly	Terre Haute, IN	Br. 479

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

Richard C. Green	Central IA Mgd.	Br. 352	Ronald L. Price	Silver Spring, MD	Br. 2611	Robin L. Leavitt	Long Island Mgd., NY	Br. 6000
David R. Leonard	Central IA Mgd.	Br. 352	Kenneth L. Purcell	Silver Spring, MD	Br. 2611	Andrew J. Oppermann	Long Island Mgd., NY	Br. 6000
Brian A. Ritchey	Central IA Mgd.	Br. 352	P. G. Randall	Silver Spring, MD	Br. 2611	Robert M. Polaski	Long Island Mgd., NY	Br. 6000
Francis E. Johnson	Ashland, KY	Br. 745	Jeffrey D. Schwartz	Silver Spring, MD	Br. 2611	Vidal Saro	New York, NY	Br. 36
Joseph I. Augenstein Jr.	Owensboro, KY	Br. 234	William M. Simonds	Silver Spring, MD	Br. 2611	Thomas H. Arnold	Morehead City, NC	Br. 3114
Joseph A. Clark Jr.	Owensboro, KY	Br. 234	John W. Stanfield	Silver Spring, MD	Br. 2611	Kenneth P. Stephenson	Raleigh, NC	Br. 459
James W. Grimsley	Owensboro, KY	Br. 234	Robert F. Taylor Jr.	Silver Spring, MD	Br. 2611	Daniel J. Skalsky	Canton, OH	Br. 238
John N. Hayden	Owensboro, KY	Br. 234	Lawrence T. Teegarden	Silver Spring, MD	Br. 2611	Robert J. Valasky	Canton, OH	Br. 238
Edward A. Henderson	Owensboro, KY	Br. 234	Charles B. Tokarski	Silver Spring, MD	Br. 2611	Steven J. Abraham	Toledo, OH	Br. 100
Bruce D. Johnstone	Owensboro, KY	Br. 234	A. Velez	Silver Spring, MD	Br. 2611	Lynn R. Ball	Toledo, OH	Br. 100
Anthony L. Kaelin	Owensboro, KY	Br. 234	Thomas M. Werner	Silver Spring, MD	Br. 2611	Gary L. Beilstein	Toledo, OH	Br. 100
James F. Marrett	Owensboro, KY	Br. 234	L. A. Wharton	Silver Spring, MD	Br. 2611	Charles E. Blasingame Jr.	Toledo, OH	Br. 100
William W. Martin	Owensboro, KY	Br. 234	Bernard W. Wheatley	Silver Spring, MD	Br. 2611	Raymond A. Bricker	Toledo, OH	Br. 100
Joseph L. Newton	Owensboro, KY	Br. 234	C. W. Woodard Jr.	Silver Spring, MD	Br. 2611	Sandra P. Gordon	Toledo, OH	Br. 100
Dennis D. Ralph	Owensboro, KY	Br. 234	J. L. Wymer	Silver Spring, MD	Br. 2611	Judy A. Haas	Toledo, OH	Br. 100
Eugene W. Schell	Owensboro, KY	Br. 234	Thomas E. Yeatman	Silver Spring, MD	Br. 2611	Ernestine Huston	Toledo, OH	Br. 100
Thomas A. Barbee	Silver Spring, MD	Br. 2611	Alan K. Alfield	Worcester, MA	Br. 12	Thomas F. Meagher Jr.	Toledo, OH	Br. 100
James D. Batt	Silver Spring, MD	Br. 2611	Paul P. Bialoncik	Worcester, MA	Br. 12	Steven J. Mitro	Toledo, OH	Br. 100
Stacey O. Billeci	Silver Spring, MD	Br. 2611	Alan I. Judkins	Worcester, MA	Br. 12	Joann Nigh	Toledo, OH	Br. 100
Wayne G. Black	Silver Spring, MD	Br. 2611	Joseph C. Kusz	Worcester, MA	Br. 12	Larry E. Ramsey	Toledo, OH	Br. 100
M. A. Brown	Silver Spring, MD	Br. 2611	Robert F. Lesinski	Worcester, MA	Br. 12	Joseph M. Reinhart	Toledo, OH	Br. 100
Kenneth P. Cope	Silver Spring, MD	Br. 2611	Daniel E. Bise	Royal Oak, MI	Br. 3126	Beverly A. Sawyer	Toledo, OH	Br. 100
Robert W. Cox	Silver Spring, MD	Br. 2611	Flimmon B. Frazier	Royal Oak, MI	Br. 3126	Charles J. Sidoti Jr.	Toledo, OH	Br. 100
Lawrence B. Dean	Silver Spring, MD	Br. 2611	John M. Johnson	Royal Oak, MI	Br. 3126	Randy N. Warner	Toledo, OH	Br. 100
Bruce G. Dillon	Silver Spring, MD	Br. 2611	Gregory A. Korth	Royal Oak, MI	Br. 3126	Bruce E. Vanderzanden	Portland, OR	Br. 82
Thomas E. Duncan	Silver Spring, MD	Br. 2611	David W. MacDonald	Royal Oak, MI	Br. 3126	Frederick J. Bradshaw	Pawtucket, RI	Br. 55
James A. Eason	Silver Spring, MD	Br. 2611	Steven A. McCalden	Royal Oak, MI	Br. 3126	Thomas P. Galla	Pawtucket, RI	Br. 55
Paul F. Fitzgerald	Silver Spring, MD	Br. 2611	John M. McDonough	Royal Oak, MI	Br. 3126	James E. Jillson	Pawtucket, RI	Br. 55
Dennis E. Fitzpatrick	Silver Spring, MD	Br. 2611	Richard R. Rogers Jr.	Royal Oak, MI	Br. 3126	Robert E. Lefebvre	Pawtucket, RI	Br. 55
Jack A. Friedrich	Silver Spring, MD	Br. 2611	Gregory T. Swindall	Royal Oak, MI	Br. 3126	Trezvan Carter Jr.	Memphis, TN	Br. 27
Michael A. Hallaren	Silver Spring, MD	Br. 2611	David E. Bish	Saginaw, MI	Br. 74	Gentry L. Delaney Jr.	Memphis, TN	Br. 27
David L. Ingle	Silver Spring, MD	Br. 2611	Dale R. Chalut	Saginaw, MI	Br. 74	Jerome Joyner Jr.	Memphis, TN	Br. 27
Charles J. Junghans	Silver Spring, MD	Br. 2611	Joseph O. Earegood	Saginaw, MI	Br. 74	Marvin S. King Jr.	Memphis, TN	Br. 27
Richard M. Kovalski	Silver Spring, MD	Br. 2611	Donald E. Hudspeth	Saginaw, MI	Br. 74	Frederick Nichols	Memphis, TN	Br. 27
William E. Krebs	Silver Spring, MD	Br. 2611	Forrest J. Robison Jr.	Saginaw, MI	Br. 74	David A. Vaccaro	Memphis, TN	Br. 27
Frank D. Light	Silver Spring, MD	Br. 2611	Robert J. Sharrow	Saginaw, MI	Br. 74	Athon Yarbrough	Memphis, TN	Br. 27
William J. Macneal	Silver Spring, MD	Br. 2611	Kristine Hall	South Macomb, MI	Br. 4374	William G. Balderas	Fort Worth, TX	Br. 226
L. J. Mariast	Silver Spring, MD	Br. 2611	Robert A. Ohlert	South Macomb, MI	Br. 4374	Eli M. Delgado	Fort Worth, TX	Br. 226
Craig R. Martin	Silver Spring, MD	Br. 2611	Glenn W. Comunale	Flushing, NY	Br. 294	Harold V. Holcomb	Fort Worth, TX	Br. 226
Donald W. McCardell	Silver Spring, MD	Br. 2611	Joseph T. Gembecki	Flushing, NY	Br. 294	Danny R. James	Fort Worth, TX	Br. 226
Earl F. McDaniels	Silver Spring, MD	Br. 2611	John E. Henry Jr.	Flushing, NY	Br. 294	Frank A. Johnson	Fort Worth, TX	Br. 226
Bruce S. McReynolds	Silver Spring, MD	Br. 2611	Robert G. Hoepfner	Flushing, NY	Br. 294	Rene Saldívar	Fort Worth, TX	Br. 226
A. P. Moore	Silver Spring, MD	Br. 2611	Sal P. Lahey Jr.	Flushing, NY	Br. 294	Richrd J. Sursely	Fort Worth, TX	Br. 226
W. E. Ogburn Jr.	Silver Spring, MD	Br. 2611	Ralph Lamacchia	Flushing, NY	Br. 294	Carl E. Tucker	Fort Worth, TX	Br. 226
Patrick J. Paul	Silver Spring, MD	Br. 2611	Joseph Rolleri	Flushing, NY	Br. 294	Melvin D. Santiago	Pasadena, TX	Br. 3867
Othello L. Pearson	Silver Spring, MD	Br. 2611	Walter C. Barton	Long Island Mgd., NY	Br. 6000	Thomas N. Lake	Fredericksburg, VA	Br. 685
James T. Perry	Silver Spring, MD	Br. 2611	Nicholas M. Calonita	Long Island Mgd., NY	Br. 6000	Dale L. Rupnow	Watertown, WI	Br. 649

From the Trustees

Working through all the trials and tribulations over the last 60 years, NALC continues to maintain the only low-cost retirement community in the American labor movement. Despite various financial burdens—such as soaring infrastructure costs to maintain, repair and replace the aging water and sewer pipes; drastic increases in annual property insurance premiums and deductibles; rising property taxes; escalating utility and landscaping costs; and necessary repairs and replacement of roofs, air conditioners, and appliances—NALC remains an affordable paradise for retired NALC members who choose to call it home.

While we anticipate nominal rent increases in the future primarily to address the substantial increases in insurance and infrastructure costs, NALC members can be proud that we continue to be able to offer apartments in this beautiful community at such a low cost. While Nalcrest offers an abundance of free activities

and amenities, residents also enjoy the peaceful serenity and fellowship of the community.

The effective and efficient management and deployment of Nalcrest operations by the trustees and staff, combined with the volunteer work and activism of so many residents, helps give Nalcrest its true sense of community.

Nalcrest has 500 apartments, 16 of which are available for short-term rentals for those who want to check out the community. Regarding the other 484 apartments available for long-term rentals, it comes as no surprise that we currently have approximately 350 members on the waiting list to move into Nalcrest.

Based on the growing number of members

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 Update

on the waiting list, if you're a retired member or a member planning retirement and you're considering a move to Nalcrest in the future, you may want to get on the waiting list.

I'm proud to say, President Doherty's dream certainly came true.

Fred Rolando

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Tony Diaz

Branch Items

Albany, New York

The rumors are circulating faster than a snow leopard on a winter's day in Menands... Art-o! Will Albany be the next Sorting and Delivery Center (S&DC)? Or some other creation where management pulls carriers in from outside offices and houses them all in one large facility?

This is nothing new for the Post Office, and nothing new for the carriers of Albany. For any of you who have attended a retiree brunch and heard stories, or have seen pictures, of the old Academy Station, Fort Orange, Patroon Station and Kimberly Square, to name a few, carriers were once housed in these facilities until management decided to consolidate these carriers into the delivery centers that we know today as the GMF Carrier Section, Henry Johnson Annex and Terminal Stations. The members of NALC Branch 29 handled those transitions with ease, just as we will handle any future transitions with ease.

It doesn't take a rocket scientist to see that the Postal Service's 10-year plan is to create larger facilities that house hundreds of carriers, and the NALC at the national level is putting out articles and podcasts about these S&DCs, which leads me to believe they are here to stay. Utica had the privilege of being the first location of an S&DC in upstate New York, and with the relationships your branch leadership has built with those branches that were moved into the Utica S&DC, we have been in constant communication about the things that work and the things that just don't.

For now they are only rumors, but change is inevitable in this world, and the dedicated union members of Branch 29 will meet any change that comes our way head-on, just as we have done before.

Norris Beswick, Branch 29

Boston, Massachusetts

First, on behalf of Branch 34, I would like to thank all of our veterans for their sacrifice and service to this great country. Without them we would not have our freedoms, especially the right to organized labor. Happy Veterans Day to all of our vets. Enjoy your day!

Locally, for over a decade the branch has talked about the need for a centrally located union hall. Looking back at our records, I noticed that 626 Dorchester Ave. in South Boston (the old union hall) was sold 13 years ago in 2010.

With that said, on July 19, Massachusetts Secretary of State Bill Galvin reactivated our Joseph P. Considine Building Corporation. Now comes the hard part, finding a place. I am asking all Branch 34 members to keep a lookout for properties. Members, this is going to take a group effort to find the right building that fits the needs of the union moving forward. The branch currently is working with a real estate broker/attorney to guide us through this process. It should be noted that the union is not against rehabbing a property. I'm sure we have plenty of members who are willing to volunteer to do some light construction work if neces-

sary. So, if you see a property out there, please call the hall and let us know the address.

In closing, the Massachusetts AFL-CIO convention was held Oct. 11-13. This convention was to celebrate the accomplishments and retirement of Mass. AFL-CIO President Steve Tolman. If anyone has had the chance to hear Steve speak, it's quite entertaining. The man bleeds unionism. Very big supporter of the NALC and always shows up at our rallies and conventions. There will be no replacing Steve. He was one of the best! We all wish him and his family a happy retirement.

Tom Rooney, Branch 34

Camden, New Jersey Merged

Branch 540 just held its second annual Music for MDA event. Everyone had a lot of fun and we raised a lot of money for the Muscular Dystrophy Association. We again had five bands perform and all their time was donated,



Aurora, IL Br. 219 holds its annual retirees luncheon in September with NALC Secretary-Treasurer Nicole Rhine in attendance.

as well as the stage crew, sound techs, and the food. We had door prizes, 50/50 and silent auctions. All was donated, including the printing of the tickets. The only thing the branch had to pay for was the beer.

Our branch's director of MDA, Karen Dickerson, once again did an outstanding job. Other thank-yous go to our everything guy, Bill Lambert, and more big thanks to Suzette Cheeseman, who, for two years in a row now, manned the door and checked tickets. It was a little brisk and windy outside, and we lost a few canopies by the end of the day, but it was all worth it. We are hoping this puts our branch in the No. 2 spot for highest donations in the state of New Jersey. I know we should be shooting for the No. 1 spot, but it's tough when your competition is the largest branch in the state, as well as the second-largest branch in the country (that's you, Branch 38).

We are already looking forward to next year's third annual Music for MDA event. But first, we have to gear up for our John Finnegan Memorial Bowllathon for MDA to be held in January (Martin Luther King Jr. holiday weekend). We've been doing that since the NALC first started these events, and it has always been very successful. Thanks again to all our members who participated.

Chuck Goushian, Branch 540

Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy Thanksgiving and hope you get to spend some much-needed time with your family and friends.

We also want to wish all our veterans a happy Veterans Day. We cannot thank you enough for all the sacrifices each and every one of you made for our country. Thank you for all the time you spent away from your homes to keep us all safe, and thank you for your leadership, your work ethic, and for being inspiration to us all—for we want you to know that it does not go unnoticed.

We as a union, as a country, and as American citizens are truly grateful for everything you have done for us.

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

Justin Fraley, Branch 545

Cincinnati, Ohio

Hello from the Queen City. I don't know about the rest of my fellow carriers throughout the USA, but for me, I am glad that summer is over and the—I hope—cooler weather is here for a while. My favorite holiday is just around the corner, Thanksgiving. Food, family and football, along with my favorite sport, hockey. Let's go, Rangers!

I have always been very good at basic math adding, subtracting and multiplying, though not so much with algebra and above until my postal days started almost nine years ago. To this day, I am still trying to wrap my head around where our supervisors and managers learned math. How two and a half hours on another route, which is also at least 20 minutes back and forth from the route I am on, turns into a 10-hour day. I also had a door-to-door this day. I just shake my head and text later in the day, "If you want me back in 10 hours, send help, please, because I'm running behind."

Crime against carriers here in Cincy is terrible. It seems almost every other week, someone is having their livelihood turned upside down because some piece of ____! All the supervisors worry about is how long this person is going to be out of work, not how you and your family are doing after this, but how am I going to get your route delivered. I have also heard that some of these individuals have been having their workers' comp claims controverted with management, stating how do they know it wasn't a preexisting condition that has prevented this person from returning to work—seriously!

Union strong. Meetings are the second Thursday of the month in Forest Park—all are welcome.

Chris Rought, Branch 43

Cleveland, Ohio

Yes, it has been a very busy several months in Cleveland. Most importantly to our new hires as of July 1, all city carrier assistants have been converted to part-time flexible. For the foreseeable future, the Cleveland Installation will only be hiring career part-time flexible carriers. I already see staffing levels improving throughout the installation as the retention rate increases.

Seasons are changing and so is the weather, which may change particular challenges on your route. Remember, management does not care about your safety and health. This past year we have had frostbite issues, carriers robbed at gunpoint and an attempted rape! Be alert and protect yourself. Stay safe out there! Rock and roll, Cleveland!

Erick Poston, Branch 40

Cumberland, Maryland

Carriers are not as knowledgeable as they should be on their contractual rights.

I'm constantly hearing letter carriers talking about working overtime because of staffing issues, believing management can then require them to work more than eight hours. This is far from the truth. Letter carriers are getting injured on the job and not reporting the injury or refusing to go to the doctor because of their fear of management. Don't let that happen to you. Letter carriers work hard and put in long hours. It's very important to attend your local meetings to educate yourselves; you'll most likely see that other carriers are experiencing the same issues that you are.

Branch 638 would like to thank Bill Elliott for stepping up once again to become the local NALC insurance representative and the director of retirees. Mr. Elliott has more than 55 years as a NALC member and is a former secretary/treasurer for the Maryland/DC State Association. Thank you, Mr. Elliott, and thanks go out to everyone for their hard work.

Paul Kirby, Branch 638

Emerald Coast, Florida

On many occasions, the officers and stewards have attempted to advise the carriers in the branch of their rights and the protections they have under federal law. One of these protections is the Family and Medical Leave Act (FMLA). This law protects you and your family in case of absences due to a medical condition that you or a family member may have, causing you to be absent from work due to this condition or conditions.

This information has been shared during our monthly meetings and during office stand-ups. It appears that the information that is being shared is going unheeded. There has been an increase of fact findings concerning unscheduled absences. One of the first questions management is asking is, "Do you have FMLA protections?" and the majority of the answers are "no."

During the investigation, it is discovered that there is a condition that involves the carrier or a family member. Had they followed the

suggestions of the officers of the branch, we would not be in the conference room explaining their absence.

The NALC has generated a form that is accepted by the Postal Service and much simpler to fill out than the form provided by the Department of Labor. It is strongly suggested that if you have a condition that you feel will qualify you for FMLA, then you should submit this form for your protection.

Management has started to take a hard line on the unscheduled absences and have begun to issue discipline. Taking a few minutes to



Canton, OH Br. 238 celebrates its retirees at a luncheon attended by NALC Director of City Delivery Chris Jackson, Region 11 NBA Mark Camilli and RAA Mike Brim.

have your doctor complete the form will save you from a lot of headaches and unnecessary problems. The law is there to protect you, so please use it.

Percy Smith Jr., Branch 4559

Fresno, California

Harassment at the Postal Service comes in many ways. It has so for decades. Usually by management. Even if it comes from fellow postal employees. It still is management's fault. They are required to provide a hostile-free work environment. But, they must know of the problem in order for them to correct it.

Harassment can affect an employee's mental health. It can lead to depression and anxiety, which then can lead to post-traumatic stress disorder (PTSD). Loud cussing, obscene gestures, racial slurs/jokes, demeaning expressions, unwanted touching, stalking, continuous walking and standing too close are examples of illegal harassing. All of this makes you a victim. Victims that have trouble sleeping at night. Victims have rights, lawful rights.

Laws are incorporated into our National Agreement. Abuse and harassment not only affects the intended employee, it often affects others who witness it, or hear it. This must be stopped. Some employees actually like it when it is directed at someone they think is not a good employee. Or who they do not like. Which is really dumb. It affects the entire station. Do not think for a minute that management and snitches feel bad about it. Being controlling and abusive is not leading, and is not effective managing.

All of this offensive conduct leads to OWPC claims. It is work-related if proven by the employee. As it should be. If you are harassed or abused at work, inform your local branch. I

know when I was still working, I did not put up with management acting like that.

Enough with complaints of, "the union." You are the union. Be united. The job is to deliver the mail, with good customer service. Provide for your family. Not to develop depression, anxiety and PTSD because of other people's power-hungry behavior.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

To my brothers and sisters, As the new year approaches and we are getting our plans ready for the next year, submission of our leave slips will play an important role. Although we earn leave to take, continuation of the leave program, under Article 10 of the National Agreement as well as part of the ELM via Article 19 and branches' local memorandums of understanding, it seems that management does not want employees to take leave that is earned and will attempt to find a way that we do not.

Submission of leave slips should be in triplicate to ensure that management follows the proper guidelines to ensure that our brothers and sisters do not have to forfeit any of their leave. When submitting a 3971 to management, you should be getting one copy back as soon as you submit a 3971 to show receipt of that 3971.

Knowing the leave submission process is crucial when a letter carrier wants to exercise their rights and use their earned leave. Often, management will procrastinate or give an excuse not to return the receipt copy of the 3971 because if you never receive a receipt copy, did you actual submit a 3971 to take leave? Brothers and sisters, when submitting 3971s for leave, demand that you get a receipt copy of a 3971 for the day you submitted it.

If management does not want to comply with doing such, ask for a shop steward immediately. We work hard and we earn our leave to take. Do *not* let management control what is not theirs!

In solidarity—

Anthony Kennedy, Branch 630

Greenville, South Carolina

This is official notice to all retired members of Greenville Branch 439. Our Christmas party will be on Dec. 9 at Local Cue, located at 30 Orchard Park Drive, starting at 7 p.m. Please contact John Monta at 864-901-0740 for tickets.

Michelle Harlow, Branch 439

Hagerstown, Maryland

To start this month, I would like to express my excitement for the upcoming union elections. I have heard from several members recently about running for positions within our local branch and am very excited that the membership will continue to be served by an entirely staffed branch featuring both new involvement and the continued experienced leadership.

Branch Items

Finally, there has been movement with the route adjustment process. Unfortunately, this has resulted in the loss of two routes. This has not resulted in an officewide bid down due to both eliminated routes being currently vacant, but by the very nature of losing two routes, many routes will be longer as a result. If you believe that your new assignment will require overtime to complete, it is critical to inform management of that opinion via a 3996 in the morning after final pull. While management may push back and disagree with your opinion, remember that we are the experts in determining how long our routes are. There will be a review period on the routes, and the best way to show that it is overburdened is to deliver your route in the same safe manner daily and taking the time that is required to do so.

Lastly, as the time will be changing, please be sure you are prepared for work in the dark. Darkness has been ruled to not be a danger to carriers in and of itself; however, I strongly recommend taking extra precautions while working in the dark due to the always-dangerous nature of our job. One such precaution may be the use of a headlamp. While not a requirement for our job, I believe it is a vital piece of equipment to use while in the dark to keep oneself safe.

In solidarity—

Jeremy Kessel, Branch 443

Hopkins, Minnesota

In the past, I have made light of Jim Raymond and his ongoing vendetta against the Northland District Step B Team. Mr. Raymond claims Branch 4319 has received nothing but decisions warning management to cease and desist for the last 17 years. Enough; it's time to expose Mr. Raymond's lies and half-truths.

Early on, the Northland Step B Team imposed a penalty on the Alaska District for failing to backfill reserve letter carrier (RLC) positions. The penalty was increased until it reached \$250 per vacant RLC slot per week. This penalty resulted in tens of thousands of dollars being paid to Branch 4319 members for several years. The Step B team consistently en-

forced the financial penalty until the creation of the CCA position changed the mind of an arbitrator and the award made the prior decisions moot. In addition, Mr. Raymond was so pleased with the decisions he was receiving from the Northland Step B Team that he personally delivered to me a large Alaskan salmon filet and a large Pacific halibut filet when he arrived in Minneapolis for the 2012 NALC convention.

Two years later, Mr. Raymond suddenly despised the Northland Step B Team. Why? Because the Step B Team had the temerity to not raise the financial penalty on management for failing to provide a PS Form 1723 prior to the start of a detail. The grievance was filed over a 1723 that was received at the branch office early in the morning via fax. There was no one in the office because it was so early, but the detail had begun five minutes before the fax arrived. The Step B team enforced the previous financial penalty but did not increase the amount as requested by Branch 4319.

Warren Wehmas, Branch 2942

Jackson, Michigan

Jackson once again has come through with a great job at its golf outing for Andy's Angels, a local organization that helps drug and alcohol addicts get back on their feet.

Josh and Jen created a great atmosphere for this fundraiser. We had 23 teams, but more importantly, we had numerous colleagues volunteering with the outing and/or getting hole sponsors.

J and J were fantastic, and Jackson carriers were simply awesome.

The most amazing thing is that we are still going through our remodeling and we still did not miss a beat! Congrats, Josh, Jen and Jackson carriers—now let's carry this over to helping one another! Let's put Jackson on the map where we belong!

Thanks, J and J, for another great event!

Mark Raczkowski, Branch 232

Kansas City, Missouri

At the MOSALC convention—which was awesome, by the way—delegates heard the latest news on a variety of topics by NALC Executive Vice President Paul Barner. The NALC Executive Council has ceded legislative matters to the state associations. While there was nothing of substance about contract negotiations, delegates were updated on Medicare integration, the creation of the Postal Service Health Benefits plans, crime against carriers/Arrow Key theft proposals, and TIAREAP (scanner info route adjustments). Notable highlights include Health Benefits Rep Anita Franklin being reelected by acclamation as the Northwest District representative, and retiree Terry Myers was appointed as the Branch 30 representative. LPO Anthony Mitchell was recognized for his service to the Missouri State Association. Ironically, Brother Barner mentioned the Federal Fairness Retirement Act, (TE/casual time buy-back) in the same breath as around 10 percent (go ahead, I'll wait) of the entire NALC

membership participate in the LCPF. Imagine the influence possible if everyone did their part and just gave up \$5 per pay period.

I learned the importance of "doing your part" early in my youth. During our biweekly sandlot football games, which pitted the 400 block of 22nd Street (us) versus the 500 block of 22nd Street (them). Hall of Famer Kellen Winslow playing quarterback and would assign blocking assignments. Sometimes I'd be told to block Gerald Harrison, who was bigger than I was. That was my part—nothing more, nothing less. So, in order to avoid the ire of a frustrated quarterback, I did my part. It wasn't always pretty, but winning involves overcoming challenges.

At the second annual Ed Gorman MDA Bowlothon, 52 participants raised \$1,510. Bert Robinson, Kevin Williams, Kenny Best and Jarreau Anderson were the first-place winners; high women's game: Jean Cole—202; high men's game: Jarreau Anderson—256.

In solidarity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, carriers of the satchel!

There is a relatively unknown document that stewards should be aware of to better assist them in preparation for an investigative interview (I/I). It is called "Douglas Factors" (DF) and is used by the Merit Systems Protection Board to determine an appropriate penalty to impose for an act of employee misconduct. Section 115 of the *M39 Handbook* is based on the same DF factors listed below:

- Nature and seriousness of the offense.
- Employee's job performance.
- Post disciplinary record.
- Years of service and job performance.
- Effect of offense upon employee's ability to perform at a satisfactory level.
- Disparity.
- Mitigating circumstances.
- Adequacy and effectiveness of alternate sanctions to deter such conduct in the future by the employee or others.

Section 115.1:

- ...discipline should be corrective in nature.
- ...Managers must make every effort to correct a situation before resorting to discipline.
- Section 115.2
- Let the employee know what is expected of him/her.
- Know fully if the employee is not attaining expectations ... document the evidence.
- Let the employee explain their problem.

Section 115.3:

- Find out who, what, how...
- ...resolve problems before they become grievances.
- If an employee's stand has merit, admit it, and correct the situation.

Section 115.4:

- Maintain Mutual Respect Atmosphere—Supervisor must maintain an atmosphere which assures mutual respect for each other's rights and responsibilities.

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.

See the similarities? There is a lot of information available at your fingertips! Google “Douglas Factors (additional factors)” and look at Section 115 of the *M-39 Handbook*. These two pages will better prepare you for the I/1 and your supervisor interview. Knowledge is power; power is knowledge!

Tony Rodriguez, Branch 419

Las Vegas, Nevada

Greetings, brothers and sisters. It’s been a while since you’ve heard from our branch, but not because there hasn’t been a score of issues to write about. We agonize and are angry for our carriers here and across the country enduring all kinds of poor working conditions, bullying, and now threats to their personal safety on the street. We stand in solidarity with those who fight to make our workplace better by enforcing the contract and the USPS handbooks and manuals that define our work.

We stand in solidarity with those who unify and claim their right to organize a labor union. We stand in solidarity with those who have the courage to stand strong and demand more for their members. It’s a struggle that never ends.

This article is about a particular issue you’ve all dealt with in your branches: attendance. What’s acceptable and what isn’t with regard to sick leave usage? Sick leave is a benefit of our employment.

And what is the appropriate response when some ambitious management puke decides to issue discipline to a carrier with three instances of FMLA absence for a parent’s sudden illness and death? *Outrage!*

What kind of an organization does this?

Carriers across our branch are being continuously harassed about a mysterious absence threshold that triggers automatic discipline whether it’s explained, documented or covered under FMLA. Management’s strategy is refusing to resolve the cases and sending them forward to clog the system for arbitration. Why? So maybe a few carriers will get scared and put their job before their family? Hell no!

Letter carriers are not the problem. We get ill. Sometimes our family members get ill and die. Sorry (not sorry), the way carriers are treated on the floor and the complete lack of management leadership and communication is the problem.

Leslie Hammett, Branch 2502

Monterey, California

Well, when it rains it pours. Monterey appears to be very important in the new route inspection process. The Acting MPOO, who used to carry mail in Monterey, has assigned himself in each day of the live week to observe. I think he should have at least brought donuts and bagels—I mean, it’s like old home week, right? Last I checked, he isn’t on any team, so I guess we are just “special.”

We can write a book on all the sneaky, unfair things management has attempted to do to take advantage of the carriers and try real hard to eliminate routes. It’s rumored overtime was paid on a Sunday to deliver packages that

would normally be delivered on Monday. What good is cheating and trying to hurt those who make you look good? I mean, if you have to cheat to look good, you won’t be able to keep it up.



Duluth, MN Br. 114 honors its retirees at the branch’s annual banquet.

Carriers in Monterey, as well as across the nation, work hard and put themselves out there each and every day. Some go to work and don’t go home. Why can’t management show respect, offer thanks and, if someone makes an honest mistake, give them a second chance? Shucks, managers who get caught cheating carriers out of pay get promoted—go figure.

I want to thank Scott Bedell for stepping in while our branch president was on annual leave. He had one good time. Now Phil gets to deal with the drama. Let’s hope this ends up fair—I wouldn’t bet on it in Vegas.

To all our men and women in the military, thank you for your service. Each of you are important to maintaining our freedom; for that I am thankful.

United we bargain—divided we beg!

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Good morning, everyone. I’m sitting at my case waiting to hit on my handy scanner. Day after a holiday...mail is heavy (shocker) and upper management feels that starting early is unnecessary. Days are getting shorter, so darkness at 4:30 is right around the corner and safety is out the window. Wait at the stand-up talk—all they talk about is safety but do not help us be safe. Even sent out on the scanner a few weeks ago nationwide that “Safety is our responsibility,” soooo they don’t have to give us a safe environment to work in? I believe OSHA would disagree.

Be right back...Plan 5 is gonna start...I’m back (doing this on my breaks). Nothing exciting...oh yeah, there is something cool: Drew Ritchie (not to be confused with me) has gotten contracts through Customer Connect totaling—drum roll, please—\$104 million. Yes, that is correct—\$104 million! We should be getting the bonuses, not management! Congratulations, Drew; will you be in for the hoagies this time?

Now let’s take you in the office, ’cause you took a 31-minute lunch. New option in the scanner is telling you when you have Certified letters in the DPS ’cause management wants to

streamline service—but wait, when we get too many we are told to stop delivering them and save for the next day. Make sure you get a 71 filled out and signed by management, and the scanner asks you why you didn’t deliver them. Make sure you say you were told by management to bring back!

It’s now the next morning and I’m at home getting ready for another day. Enjoy today, ’cause tomorrow is not guaranteed! And yeah...come to a union meeting—’cause like I said, “knowledge is power!”

Joel Stimmler, Branch 542

North Florida

Postal management in Florida District 1 has yet to grasp the idea that “compliance with arbitration awards and grievance settlements is not optional. No manager or supervisor has the authority to ignore or override an arbitrator’s award or a signed grievance settlement.” Management throughout the district continues to violate the settlements and it is now starting to pay the penalty for it through monetary awards. Many cases are coming back with a payment to the union for \$500 with the statement that future violations will result in increased monetary penalty. The problem is that management is not paying those settlements, thus creating more non-compliance cases.

Branch 53 has filed complaints with the NLRB for management failing to make the required payments for those settlements. Once the postmaster is notified of the charges, they can’t understand why. Don’t worry—once the NLRB gets involved here, things get done.

Thanks to Christina Davidson for the work she does for and with veterans. Let’s remember our active-duty and all veterans on this Veterans Day and take a moment to think about what they do and have done for our country.

Bob Henning, Branch 53

Portland, Oregon

I recently had the opportunity to cover for our chief steward, Jon Cabral, while he had a week of AL. I hung up my satchel and grabbed my sweater for a week of office work. While I spent a good chunk of time dealing with matters from my own office, I also spoke to people from all over Portland who happened to call or come in during that week. Anytime the phone rang, I knew it could be one of hundreds of problems on the other end.

I find it remarkable that the officers at Branch 82 find the time to get anything finished. The day started at 8, a few minutes later it was 11:30, then I blinked and it was 5 p.m. The first day I worked right through lunch without noticing a thing until about 4:15. The rest of the week I used my lunch to take a brisk walk around the neighborhood. It’s not easy to go from walking the route to having a desk job, even if that job includes driving all over the city to deal with issues as they arise.

Here in Portland, we are lucky to have full-time officers who staff our union hall Monday through Friday and half of Saturday. In case you were ever wondering, I can assure you

Branch Items

that they have a ton of work to do. They perform their duties with integrity and a necessary sense of humor, and they are always fighting the good fight for letter carriers. I thank them for their tireless work. At the end of that week, I felt grateful for the opportunity and happy to reach for my satchel once again.

Suzanne Miller, Branch 82

Providence, Rhode Island

Unfortunately, a letter carrier was assaulted in one of our Providence stations. He was shot several times by an airsoft gun while out delivering. Thankfully, he is fine, and it was not a real gun, but it was serious nonetheless. The police were called, and the person was arrested. Always be aware of your surroundings while working. Unfortunately, things like this happen, and when they do, it needs to be reported. If anything like this happens to you, please call 911 and your supervisor to make them aware.

Some stations around New England are beginning to test the electronic Arrow Keys. This technology involves taking an electronic fob instead of an Arrow Key, where you insert the fob into the collection box and enter a code to unlock the box. The code is then changed every night when the fob is returned. No stations in the Rhode Island or Massachusetts districts are doing so now. Stay tuned for more details.

There was a lot of positive feedback from the retirement training held back in mid-September. There were around a hundred people from four branches in attendance. Due to the positive feedback, there may be another one in the future for those who are interested.

Lastly, there are a lot of changes here in Providence, starting with Postmaster Jeanne Jackson retiring and her secretary, Natalie Isabella, who handled all job bid postings and manual bid sheets. A gentleman, Thomas Blow, was supposedly trained to do her job. We ask that you all please be patient in this time of transition.

Anthony Turcotte, Branch 15

Racine, Wisconsin

Sunday morning reject cartoons never had the same vibe as the Saturday morning cartoons. The house was noisy. Everybody up getting ready for church. With all the commotion, you really didn't have that full concentration needed for focused viewing.

In "Escape from New York" (1981), Snake Plissken (Kurt Russell) is recruited to retrieve the president when Air Force One is hijacked and crashes in Manhattan, a futuristic penal colony. They implant a chip in Snake's neck that will either come out or explode in 24 hours. The chip will come out when Snake retrieves the president. (Hang on, Henry, I'm getting to the point—don't Google me yet.)

Doing the right thing even if no one is watching fits our USPS mantra. Why? *Everybody is watching.* Supervisors keep tabs on carriers using "cookies" and "breadcrumbs," Google maps and GPS'd scanners. We begin our routes with everybody having a Ring doorbell or video surveillance mounted on their house or garages. Look up, and you see city cams. Typing this article and it's my IP address. We can complete our routes and be tracked at every moment, every angle. So think twice before tossing a parcel or muttering out loud that you can't access a mailbox because of a cluttered porch.



Pictured (l to r): Hagerstown, MD Br. 443 President Larry Wellborn presents Fred White and Ron Spoonire with 50-year gold cards, with former branch presidents Julie Mitchell and Ronda Sisk in attendance.

It's gonna come back eventually.

The only thing left to track us? Snake Plissken. The chip goes in before the route and can only be removed by the closing supervisor in eight hours. Work more than eight? Boom! Of course, that's futuristic. Kinda.

Happy to take those orange Temu packages. Buyer beware. Headquartered in Boston, it's Chinese e-commerce that's getting your important information.

No new retirees to report. Meanwhile, seniority brothers 3, 2 and 1, let's shake a leg.

Chris Paige, Branch 436

Rockville, Maryland

We are continuing to win huge amounts of money for our members in pre-arb settlements. An improper psychiatric fitness for duty was settled to make the grievant whole, including lost overtime. Management kept our steward out of work for *nine months!* Management knew they were going to lose this case, so they paid the grievant administrative pay for most of those nine months. When all the costs are tallied, the grievant will be paid more than \$75,000 (administrative pay, overtime and back pay!). But, in DC and Maryland, getting back pay is rare. We have filed a grievance on this, but we are backlogged for more than *ten years* waiting for arbitration! Brian Renfroe and Paul Barner have been contacted about this refusal to pay back pay and L'Enfant Plaza has been notified. This issue must be resolved promptly!

Our vice president, Charles Clark, recently signed another pre-arb worth more than \$3,500 concerning EFEL leave. More than \$11,500 has now been paid to carriers due to management refusing to pay them for EFEL. Remember EFEL? Congress had appropriated \$570 million for federal and postal employees concerning COVID issues. Management could have complied with the law and paid these carriers out of the \$570 million pot. Now USPS has to pay this money. Leave it to management and their infinite wisdom to pay \$11,500 when this should not have cost the USPS 1 cent!

Hugh McElroy got pre-arbs worth an additional 150 percent for each hour worked beyond the maximum of 60 hours in a week and 12 hours in a day for ODLs in Gaithersburg. These payments meant that management paid triple time and a half for each hour of violation! Two pre-arbs in Diamond Farms amounted to \$4,667 and \$3,145, respectively. We have won more than \$125,000 in pre-arbs recently!

In the struggle—

Kenneth Lerch, Branch 3825

Saginaw, Michigan

Saginaw Branch 74 has expanded membership to four more offices here in Michigan, including West Branch, Oscoda, Alma and Saint Louis Post Offices. Branch Vice President Tomiko Deleon will be the union steward for these area offices and Frankenmuth, Chesaning, St. Charles and Grayling.

The 25th annual NALC/MDA golf outing was a great success. Dan Ellis and volunteers and many golfers raised \$5,457 on a nice summer day. Nobody made a hole in one to win the new pickup truck!

Eleven retirees came out for the retiree luncheon, which is held every third Wednesday of the month. It was at Robbie D's Restaurant. Owner Robert Delgado was a letter carrier, started a food truck, and now has a top-notch grill!

Forrest Robison, Branch 74

St. Louis, Missouri

On Oct. 8, Branch 343 held our annual Shop Steward of the Year awards banquet. We were pleased to welcome NALC Director of Life Insurance Jim Yates to serve as our guest speaker. This is the 46th year that Branch 343 has held a banquet to honor the shop stewards who represent the membership every day on the workroom floor.

The evening began with cocktails, hors d'oeuvres, and a meet-and-greet. Several of the honorees arrived late due to the overtime situation. Following cocktail hour, a delicious dinner was enjoyed by all.

The evening's festivities included remarks from Branch 343 President John McLaughlin, Region 5 National Business Agent David Teegarden, and our honored guest speaker, Jim Yates. The theme of each of the speakers was the vital importance of the shop steward on the workroom floor and their role in ensuring that every letter carrier's rights are protected under the National Agreement.

The shop steward's job is often a thankless one. Not only are they tasked with defending an aggrieved letter carrier and putting up with an uncooperative boss, but they also have to case and deliver the mail on their own routes, oftentimes without as much as a simple "thank you."

This awards banquet is an opportunity for the branch to celebrate and to recognize the accomplishments of our shop stewards for their tireless efforts to defend the rights of all



St. Louis Br. 343 honors its outstanding activists, including shop stewards and Formal Step A team members, at its awards banquet.

oppressed letter carriers.

Recognized as Shop Stewards of the Year were: Andrew DeSuza-Kirkwood, Renee Reding-Coyle, Ryan Pearson-Town & Country and Amy Ashley-Fenton. Formal Step A's recognized were Germaine Anderson and Marvin "Blu" King. Pamela Stepney was our Special Achievement award winner, who not only serves as a shop steward, but also Labor Council delegate, scholarship committee member and volunteer at multiple MDA events.

Tom Schulte, Branch 343

San Antonio, Texas

The second annual Freddie Aquiles Open Golf Tournament was a great success. We had 80 golfers and raised close to \$4,000 for our charities. My thanks to all those who participated, donated prizes for the raffles, and volunteered to help. Dora Aquiles, the widow of Freddie, gave us a message from Freddie that we need to continue our work in the community and support our charities. The winning team of Oscar Gomez, Ruben Gonzales, Andrew Ruiz and Ray Sanchez represented Laurel Heights Station.

Congratulations go to stewards Matthias Dearstyne for completing Step B DRT training, Matthias Dearstyne and Jay Davis for completing Formal A and Beyond training, and to Vice President Esteban Ramirez IV, Recording Secretary Dennis Alltop and Trustee Rigoberto Hidalgo for completing the national Branch Officers Training. Knowledge is power, and your officers and stewards continue to learn so they can represent and protect you.

Fourteen stewards and officers attended the NBA Fall School on South Padre Island Oct. 7-9. The NBA's office presented excellent classes on branch officer ethics, dignity and respect, the grievance process, veterans' rights and OWCP issues. NALC Executive Vice President

Paul Barner closed out the school with an update on the contract negotiations, stating we are ready for arbitration if it comes to that. He talked about the crime issues against carriers and different options being considered. He discussed the many training classes available and mentioned there was more training in development to try to standardize regional training.

Our retirees luncheon is scheduled for Nov. 14 at Luby's. Looking forward to seeing our retired brothers and sisters there. Our Christmas party is scheduled for Dec. 2 at the union hall. The party is open to all members, who may bring one guest.

Louise Jordan, Branch 421

Seattle, Washington

Let's just say, for argument's sake, that you decide to accept the Shop Steward Challenge. Prepare to be scrutinized. The Keebler Crew, those number fudgers, are going to be in your case, on your case, and in your face, so *Semper Paratus!* Be prepared for anything outside of a strip search and a colonoscopy. From the moment you pick up that standard, you become a totally different being. Before you may have been an everyday, highly unexceptional and uninteresting letter carrier—not anymore. Out of the blue, they've drawn a bead on you. You are now in their crosshairs.

What I was told by management when I first donned the shop steward mantle was, "You're not qualified to be shop steward. Look! Look at your performance. You have issues!" Wow! I see, I said, as he proceeded to rub my nose in their numbers. The second little chestnut that popped out of this supervisor's mouth was, "Besides, we don't need a shop steward here." Well, since you put it that way, I'll "issue" my resignation...Not!

You can knuckle under if you care to and walk away. What I recall, what I said at the time, was, "Well...I'm only the alternate steward, standing in for the primary. So, I'll just be the steward for now. If anyone needs to, they can come to me, but I'm not going to quit." Have you ever been glowered at? Not a comforting feeling. But I hadn't just toppled off the turnip truck. I'd been around the block by that time. I mean around and around the block, four years or more. So being bullied just didn't sit well with me. This supervisor, I know, wanted

to frog march me right out the door, so I rather enjoyed doing my best Forrest Gump, wu wei (non-doing), blank stare for him. After that charming little tete-a-tete, things got crazy.

Semper Paratus!

Don Nokes, Branch 79

Sedalia, Missouri

This shall serve as official notice to all members of Branch 139 that branch bylaw amendments will be voted on at the regular November meeting. The meeting shall take place on Nov. 13 at the Sedalia American Legion, located at 2016 W. Main St., Sedalia. All bylaws shall be submitted in writing, per Article 15 of the *NALC Constitution*. Bylaws and amendments thereto, fixing the amount of initiation fees, dues and reinstatement fees, or the time and place of meetings, shall become effective at the time determined by the branch. All other bylaws shall be submitted in duplicate to the chairperson of the Committee of Laws and shall not become effective until approved by the Committee of Laws provided in Article 11, Sec. 3, of the *NALC Constitution*.

Scott Hunter, Branch 139

South Jersey, New Jersey

What's everybody watching on TV these days? If you are in the New Jersey and Pennsylvania Districts, you get to see your route's performance on the big screen right on the wall of your office.

It appears the Postal Service has found another way to waste money and try another way to harass carriers. The latest and greatest idea from the brain trust deals with putting your route numbers into the computer and putting it on the TV for everyone to see!

Once again, nobody knows who is in charge of inputting these numbers into this program, since it is being controlled by the district. There is no way anyone can verify these numbers to see if they are even accurate to even have a conversation.

So far in South Jersey, these TV screens haven't been used for anything, but I am sure it is only a matter of time before the insurgence begins. I see these screens as another way to divide the membership by pitting each car-

COLA: Cost-of-living adjustment

- The 2024 COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) will be **3.2 percent** based on the September consumer price index (CPI). The 2025 COLA will be finalized with the publication of the September 2024 CPI in October 2024.
- The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **3.9 percent** following the release of the September CPI. This COLA is based on the change in the CPI between December 2022 and December 2023.
- Visit nalc.org for the latest updates.

rier's numbers against others. They will try to highlight the routes that are "underperforming" in their little world and show those that aren't.

If you recall, they tried doing this before when they would put up everyone's workload status report and highlight those carriers who were over standard, etc. All that did was create a hostile environment and divide the members. Looks like they want us to start another wave of grievances, for which we will be happy to oblige them.

Just remember, as I have said to our carriers many times before, *you* determine what your route time will be for the day after you receive all of your mail, not their stupid unreliable programs that measure your mail and assign you a bogus time.

Stay strong. Happy Thanksgiving.

Gary DiGiacomo and Bill Revak, Branch 908

Southeast Pennsylvania Merged

Thanks to all the retirees who attended the retirees luncheon. It's a chance for retirees to get together twice a year for a few hours. Many forget the importance of the retired union member. They are very dependable and help the branch in so many ways. Again, thank you, retirees!

NALC is still hard at work trying to secure a new contract. It is not an easy task. In that process, it takes two to tango. In the end, our next contract will be our best contract, because one contract builds on another. All the other unions look to us as an example. We are simply the best!

We are still embroiled in a tough fight with management. They are attempting to write us up just as intimidation. In fact, lower management is being bullied as well. And we know the stuff rolls downhill.

Please look out for your fellow carrier. Let's be safe and do our best. The one thing I do know is that the NALC never stops fighting.

Social media has played a big part in the messaging of NALC. There is so much bad communication out there. Please be careful where you get your information from. The best source

How to submit items

Branch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the December issue, the deadline is Monday, Nov. 13. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.

is the NALC Member App. It provides up-to-date information when it is fact. When we operate in the rumor mill, we become poisoned with incorrect information. We then get angry when the truth is not what we purported.

Remember the mantra "together we stand, divided we fall"? This is so apropos. It's during the tough times we show our true character. But life as a letter carrier is always tough. Don't let anyone tell you what you experience daily is not a challenging experience. Management is supposed to help, not hinder!

Thank you, NALC!

Eric Jackson, Branch 725

Staunton, Virginia

Can we do *anything* about abusive management? This question appears often on social media. My response: Yes.

As a retiree, I am not facing what you are facing. Stress levels are high, understandably so. I believe some of the tactics carriers use in Staunton and we used in my office can help. A few ideas follow.

Gather off the clock and get to know each other. Do it at the station level and at branch meetings. Having each other's back is essential, and this is difficult until you become a letter carrier family. When you gather, have fun, but also discuss topics like prepping for route adjustments, food drive, MDA events, key sections of the contract, your local agreement, LCPF and solidarity.

Communicate, which is easy with a text chain.

Decide together who represents you as shop steward(s). Help them learn. Build a team with them as your captains. Ask to speak to them on the clock; they deserve time after work like you do. Ask questions. Advocate. Read the appropriate contract provision when you have an issue. Provide statements and documents when they need them. Be willing to testify. Be patient but follow up. Help them help you.

Fill out Forms 3971, 1571 and 3996. Get signatures and copies! *Always*. Never assume anything.

Do your job professionally and safely, dress professionally, treat the customers the way you'd like to be treated. Pride and integrity in your work is what often separates letter carriers from management. Keep your cool, smile and file. Together set the tone on the workroom floor with a united front.

Encourage your stewards to have regular labor-management meetings per Article 17 and give them ideas for topics. The minutes of these meetings can be pivotal evidence when filing grievances.

They say "all politics is local"...so is contract enforcement and solidarity!

Cindy Connors, Branch 513

Toledo, Ohio

Several members of Branch 100 joined the UAW picket line at the Jeep plant in Toledo to express our solidarity with our fellow union members. Many unions are experiencing the two-tier system and objecting to it for its unfairness.

Our own contract is likely going to arbitration and two-tier may be a substantial issue. We can't strike, so our success at arbitration is

our only option once we have reached an impasse.

The branch recorded two arbitration wins recently. Both cases involved Postal Service protocols regarding COVID issues. Our grievance backlog is growing again. The inability of managers to decide a solution at the lowest level is perpetuating the backlog. You put them in charge, but you're afraid to let them take charge. Well then, here we are.

We are sending a delegation to the Committee of Presidents meeting in Las Vegas later this month. Among the topics to be addressed will certainly be the actions taken with inactive small branches being merged into a larger branch. Consequently, we look forward to possibly welcoming the carriers from Hicksville and Paulding to Branch 100.

The dates have been set for upcoming membership events. Our gold card dinner will be held again this year at The Toledo Club on Saturday night on Nov. 4. We will be honoring those members with 50 years, and more, of membership. Our Christmas party will be Saturday night on Dec. 9 at the union hall. On Wednesday, Dec. 20, all members are invited to the "Lights Before Christmas" at the Toledo Zoo.

Ray Bricker, Branch 100

Tri-Valley, California

During the month of Thanksgiving, my Las Vegas Raiders are probably having another rough NFL season. Thank God my L.A. Dodgers made it into the playoffs once again with a chance to advance to the World Series. And soon to follow are my L.A. Lakers, who will make another run to add to their championship titles. Hopefully we can hang banner No. 18 at the end of this season and celebrate at the Staples Center arena, formally known as the Crypto.com Arena. I'm thankful for the name change. However, I have many things to be thankful about on a much larger scale and higher platform.

I'm blessed to have a great family, great friends, and sometimes great associates. And I truly appreciate the volunteers of Branch 2902. As a local branch president, it's challenging facing the vigorous responsibility of running the daily, weekly, monthly and yearly operation of a branch. However, it's rewarding. And without a great team of volunteers, it could be extremely difficult. We're very fortunate to have members volunteer their valuable time to be on special committees, participate in fundraising, and prepare meals for branch meetings, etc. Sometimes one may forget that we are all volunteers when serving the branch and its membership; it takes all of us to be successful.

The success of our branch not only relies on the strength of the membership, is also relies on the boots that we have on the ground to represent. I wholeheartedly appreciate our shop stewards who volunteer to wear the target on their back while fighting for the rights of letter carriers and those who are not strong enough to fight for themselves, figuratively speaking.

In closing, I want to wish all a happy Thanksgiving, and may God bless you all.

James C. Perryman Jr., Branch 2902

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Mutual Exchanges

CA: San Luis Obispo (11/17) to San Antonio, TX. City on the California central coast. Norma, 805-451-5384 or 85.v.norma@gmail.com

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

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

How to place a Mutual Exchange ad

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

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and

branch number. Begin each ad with your state abbreviation, city and seniority date.

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

In Memoriam

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

David Robinson Jr. Br. 530 Birmingham, AL
 Chaveda A. Willis Br. 530 Birmingham, AL
 Terry P. Oreilly Br. 462 Huntsville, AL
 Nicole L. Kimbrough Br. 1096 Tuscaloosa, AL
 Joseph C. Fellhauer Br. 1902 AZ Merged
 William E. Hill Jr. Br. 1902 AZ Merged
 Carl H. Scheppel Br. 1902 AZ Merged
 Bobby G. Johnson Br. 4382 Corning, AR
 Robert L. Arnold Br. 2525 Escondido, CA
 Cecil G. Davis Br. 1100 Garden Grove, CA
 Richard C. Deleon Br. 1100 Garden Grove, CA
 Teresa Fiorella Br. 1100 Garden Grove, CA
 Ralph M. Flores Br. 1100 Garden Grove, CA
 Burton E. Gray Br. 1100 Garden Grove, CA
 Robert Havens Br. 1100 Garden Grove, CA
 Howard E. Long Br. 1100 Garden Grove, CA
 Jerry L. Pruitt Br. 1100 Garden Grove, CA
 Reynald L. Reyes Br. 1100 Garden Grove, CA
 Abel Salazar Br. 1100 Garden Grove, CA
 Khanh Q. Ly Br. 24 Los Angeles, CA
 Mario T. Cuarto Br. 2200 Pasadena, CA
 Michael S. Samra Br. 133 Sacramento, CA
 Fred H. Sloan Br. 133 Sacramento, CA
 Aldean E. Way Br. 133 Sacramento, CA
 Robert J. Araiza Br. 214 San Francisco, CA
 Steven M. Lee Br. 1280 San Mateo, CA
 Edgar S. Hayes Br. 737 Santa Ana, CA
 Jianwen Luo Br. 1427 Santa Clara, CA
 Robert J. Dupre Br. 19 New Haven, CT
 William H. Barry Br. 191 Wilmington, DE
 James J. Brown Br. 191 Wilmington, DE
 James M. Deighan Br. 191 Wilmington, DE
 Joseph A. Funaro Br. 191 Wilmington, DE
 Alfred W. Goodman Br. 191 Wilmington, DE
 Edward F. Horgan Br. 191 Wilmington, DE
 James E. Johnson Br. 191 Wilmington, DE
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 Victor P. Porro Br. 191 Wilmington, DE
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 John J. Viscovich Br. 191 Wilmington, DE
 Nick D. Basirico Br. 2550 Ft. Lauderdale, FL
 James J. Dietrich Br. 2550 Ft. Lauderdale, FL
 James L. Pancallo Br. 2550 Ft. Lauderdale, FL
 Lavonda M. Brown Br. 53 North FL
 Robert B. Burns Sr. Br. 321 Pensacola, FL
 Horace A. Atkins Sr. Br. 1071 South FL
 Angela T. Brown Br. 1071 South FL
 John E. Major Br. 1071 South FL
 Philip E. Stone Br. 1071 South FL

William B. Luty Br. 2689 Spacecoast FL
 Dale E. Krout Br. 1477 West Coast FL
 Andrew M. Petti Br. 1690 West Palm Beach, FL
 Omar J. Williams Br. 73 Atlanta, GA
 Joseph J. Certa Br. 309 Alton, IL
 Scott D. Vanwinkle Br. 1197 Southern IL Mgd.
 Leonard R. Bielenin Br. 11 Chicago, IL
 James Burks Jr. Br. 11 Chicago, IL
 Robert J. Hack Br. 11 Chicago, IL
 Edward S. Kocal Br. 11 Chicago, IL
 Ruben S. Munoz Br. 11 Chicago, IL
 Alfred E. Orrico Br. 11 Chicago, IL
 Lawrence N. Osborne Br. 11 Chicago, IL
 Edward L. Penn Br. 11 Chicago, IL
 James J. Smith Br. 11 Chicago, IL
 Bonnie R. Sullivan Br. 11 Chicago, IL
 Matthew R. Worsham Br. 11 Chicago, IL
 Clifford E. Wulff Br. 11 Chicago, IL
 Sandra B. Norwood Br. 2076 Des Plaines, IL
 James A. Bernaix Br. 1132 Granite City, IL
 William H. Chrusciel Br. 1132 Granite City, IL
 Lloyd P. Wilson Br. 1132 Granite City, IL
 Doyle E. Butts Br. 377 Evansville, IN
 Robert L. Wright Br. 580 Hammond, IN
 Lee A. Reynolds Br. 925 Centerville, IA
 Leola L. De Jong Br. 69 Sioux City, IA
 Judy I. Spellins Br. 1035 Independence, KS
 John G. Evers Br. 361 Central KY
 Clyde Sloan Br. 361 Central KY
 Fenton S. Finkbinder Br. 176 Baltimore, MD
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 Burford F. Linker Br. 176 Baltimore, MD
 James E. Macnamara Br. 176 Baltimore, MD
 Thomas J. Moskos Br. 176 Baltimore, MD
 Ronald S. Ormrod III Br. 176 Baltimore, MD
 William M. Smullian Br. 176 Baltimore, MD
 Edwige M. Kouemou Br. 3825 Rockville, MD
 James P. Barrett III Br. 34 Boston, MA
 Richard F. Hutt Br. 34 Boston, MA
 Regina F. Rosseel Br. 25 MA Northeast Mgd.
 George C. Sprague Br. 18 Southeast MA Mgd.
 Edmund J. Walsh Br. 12 Worcester, MA
 Roger A. Anderson Br. 2184 Western Wayne Co., MI
 Brian A. Madick Br. 2184 Western Wayne Co., MI
 Beverley J. Hipchen Br. 4374 South Macomb, MI
 Harlos P. Barnes Br. 114 Duluth, MN
 Gloria J. Hilton Br. 114 Duluth, MN
 Marsha D. Keuten Br. 114 Duluth, MN
 Merle E. Norgren Br. 114 Duluth, MN
 Robert B. Shepard Br. 1015 Cape Girardeau, MO
 Walter L. Allen Br. 30 Kansas City, MO
 Louis Coleman Br. 30 Kansas City, MO
 Sam Dubin Jr. Br. 30 Kansas City, MO
 Leon C. Fritz Br. 30 Kansas City, MO

John A. Greenlee Br. 30 Kansas City, MO
 Devin F. Haber Br. 30 Kansas City, MO
 David L. Skinner Br. 30 Kansas City, MO
 George A. Termini Br. 30 Kansas City, MO
 Robert G. Row Br. 195 St. Joseph, MO
 Louis J. Baroli Br. 343 St. Louis, MO
 Brittani K. Crump Br. 343 St. Louis, MO
 Andrew Mckim Br. 343 St. Louis, MO
 Brandon Miller Br. 38 NJ Mgd.
 Isaiah Poyner Br. 38 NJ Mgd.
 Frank J. Romandina Br. 380 Trenton, NJ
 Ygnacio Sarmiento Br. 3994 Alamogordo, NM
 Arthur G. Holguin Br. 2905 Las Cruces, NM
 Mike Mancha Br. 2905 Las Cruces, NM
 Paul J. McCarthy Br. 3 Buffalo-Western NY
 Charles H. Aber Br. 137 Hudson Valley Mgd., NY
 John M. Canning Br. 137 Hudson Valley Mgd., NY
 Michael K. Moroney Br. 137 Hudson Valley Mgd., NY
 Pat J. Pasacreta Br. 137 Hudson Valley Mgd., NY
 Joseph D. Welsh Br. 137 Hudson Valley Mgd., NY
 Addison Wilklow Jr. Br. 137 Hudson Valley Mgd., NY
 A. J. Yensco Br. 137 Hudson Valley Mgd., NY
 William J. Scheeler Jr. Br. 562 Jamaica, NY
 Marshall A. Lucanera Br. 693 Westchester Mgd., NY
 Larry L. Hough Br. 545 Charlotte, NC
 Robert L. Lowe Br. 545 Charlotte, NC
 Jashawne Webb Br. 382 Durham, NC
 Robert L. Norris Br. 459 Raleigh, NC
 Allan C. Larson Br. 519 Grand Forks, ND
 Matthew J. Gronowski Br. 40 Cleveland, OH
 James W. Kalista Br. 40 Cleveland, OH
 Lovell Orr Jr. Br. 40 Cleveland, OH
 Scott Arcury Br. 920 Bux-Mont, PA
 Ettore A. Ricci Br. 157 Philadelphia, PA
 Tamia Robinson Br. 157 Philadelphia, PA
 Cornelius E. Tucker Jr. Br. 157 Philadelphia, PA
 Akousa A. Wilson Br. 157 Philadelphia, PA
 Richard J. Evans Jr. Br. 17 Scranton, PA
 Michael J. Shaute Br. 17 Scranton, PA
 Juan Perez-Rivera Br. 869 San Juan, PR
 Larry J. Pierson Br. 491 Sioux Falls, SD
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 Mahogany Franklin Br. 283 Houston, TX
 James P. Lamberty Br. 3867 Pasadena, TX
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 H. A. Gerred Br. 1227 Wichita Falls, TX
 Keith R. Worden Br. 450 North Sound, WA
 Clarence T. Cornish Br. 79 Seattle, WA
 Patrick S. Espinosa Br. 79 Seattle, WA
 Dale M. Hayward Br. 79 Seattle, WA
 Robert A. McLean Br. 79 Seattle, WA

Rhonda R. Barts was erroneously listed as deceased in a previous issue of *The Postal Record*. We regret the error and apologize for any problems it may have caused.



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