



## Happy handicapping!

**T**hinking about what to write about this month, I came up with the idea of an armadillo supervising insects in a postal ant colony and eating up the profits. Then William H. Young announced his retirement, effective July 3, and the armadillo idea went into File No. 13.

I've known Bill a long time and, surprisingly, I still have my hearing. To describe Bill necessitates the most interesting combination of adjectives that provides a unique description of a very unique individual. Loud, spontaneous, impatient, demanding, caring, understanding, pragmatic, inventive, forgiving, loyal, volatile, empathetic, decisive, derisive, corrosive and endearing are some that come to mind.

Two of Bill's favorite pastimes, golf and horse racing, engender traits that are necessary to those sports and provide important insights into Bill, the leader. Horse racing embodies the concept of getting from the start to the finish line in the quickest possible time while besting every other horse in the race. Bill's most relied-on factor in handicapping a horse race isn't the pace of the race or the track bias; it's the *speed* ratings of the participating horses. Golf success demands that you get a little white ball into a hole in the ground in fewer strokes than your opponents by pounding the #:%^ out of the ball. Good etiquette aside, screaming at the top of your lungs at strategic points in time in either sport doesn't hurt, either.

**Bill's leadership capabilities include "interest-based dispute resolution,"** although I have no idea whether or not he ever read Stephen Covey's *Seven Habits of Highly Effective People*. His interest-based dispute resolution technique was applied differently than every one else who practiced it—certainly differently than Covey ever taught. Whether at a meeting with letter carriers, NALC officers or postal management, Bill would scream about a problem and provoke positive and negative responses. He'd find out very quickly what the people or person he was yelling at needed more than anything else on that subject. He would then instantaneously devise a strategy to accomplish a positive end in the best interests of letter carriers and in the shortest time that was necessary in a

way that infused into the plan a commitment from friend and adversary alike. After the goal was accomplished, people would shake their heads and say, "Wow, how did that happen?"

Negative realities of a challenge are never damning obstacles to Bill; they are merely pragmatic roadblocks that can be overcome by thinking "out of the box." There never was a roadblock that couldn't be plowed through or sidestepped, whatever reality dictated.

Pragmatism, although I can't remember him ever using that word, is important to Bill. Regardless of whether he thought negatively of a postal manager, he understood when he needed to work with that manager to accomplish a goal that was necessary to either save the Postal Service or provide a necessity for letter carriers and/or the USPS. He understood when postal management could not provide something of value to save the Postal Service or help letter carriers. That was a time to mobilize the NALC on its own. The legislative accomplishments of the NALC by mobilizing letter carriers are good examples.

He has a deep love and respect for letter carriers and the job they perform for their families and our country. Individually, one of us might really #@\*^&% him off, but the ire never stays with Bill for very long. He knew he had to figure out how to mobilize *all* letter carriers, regardless of abilities or failings, to support a concept, a strategy or a plan that would benefit everyone.

Bill's most obvious trait is his constant fire. Friends worry about him. He is going to blow a gasket or have cardiac arrest. He has only one speed—fast. But the fire didn't eat at him. He fed off of that constant high state of emotion as a necessity of doing his job.

**I hope retirement will provide Bill with some well-earned holes-in-one, numerous sub-par golf rounds, and a multitude of trifectas.** I wish Bill and Debbie a long, healthy and happy life with each other.

Watch out, retirement—there's a steamroller coming at you.

Thanks, Bill.

