

The Postal Record

Volume 135/Number 4

April 2022

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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**NALC activists'
12 years of
hard work
pays off**

Congress passes postal reform

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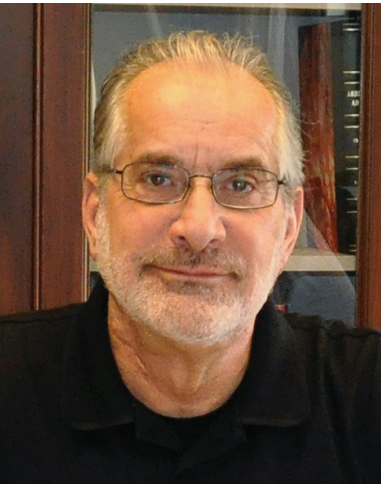
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Making high-quality six-day delivery a reality



Fredric V. Rolando

We celebrate a great legislative victory in this month's issue with the passage of the Postal Reform Act, after 12 years of hard work. (See page 4.) Among the major achievements in the new law is a provision that mandates that the Postal Service provide integrated delivery of mail and packages at least six days a week. Of course, such a mandate has been in place since the early 1980s, but we've had to renew it each year through the budget appropriations process—sometimes over the strong opposition of postal management. Putting the mandate in permanent

law was a way to strengthen our commitment to the quality of service we provide to America's households and businesses. But strengthening the law alone is not enough—as we have seen with the Postal Service's national staffing shortages in recent months. Because of these shortages, there are many communities in the United States that are not receiving service six days a week. This not only harms the customers and citizens we serve, it also adversely affects far too many overworked and stressed-out city letter carriers. This situation is simply not acceptable, and the NALC is working in a variety of ways to combat it.

Of course, part of the problem is the result of labor market changes brought on by the pandemic. Most delivery companies in the United States—and many other service-providing industries—are struggling with job vacancies, staff shortages and staff-retention problems. The Great Resignation is a real thing. But staffing problems within the Postal Service did not begin with the COVID-19 pandemic. Over time, we've learned that a lot of postal management's staffing problems are self-inflicted wounds. For example, we are finding that in many cases, vacant positions are not being posted for bid. Or that postal managers maintain city carrier assistant (CCA) letter carriers on their rolls who no longer work there or never showed up after being hired. And in some cities across the country, management is unable to hire non-career employees.

The negative effects of this staffing shortage, beyond the outrageous fact that routes consistently go undelivered in some locations, have been enormous. In thousands of delivery units,

the Postal Service is routinely violating work-hour limits in our contract, for overtime-desired list (ODL) and non-ODL carriers alike, and for CCAs and part-time flexibles as well. As a result, CCA retention rates continue to decline, and the chronic staffing shortages we now face have even begun to adversely affect the Postal Service's ability to retain career city carriers.

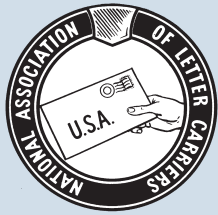
While appropriate grievances are being filed to compensate letter carriers for forced overtime and work-hour limits in violation of the National Agreement, we also are engaging management at the headquarters level to resolve staffing issues with additional career conversions, and where and when necessary, with direct hiring of career employees.

The data that management has been relying on to evaluate staffing does not accurately depict the number of carriers needed in far too many offices. Nor does it expose the routine contractual violations of Article 8 or the incidents of routes not being delivered six days a week. We will continue to use the data provided by our branches through our regional offices to develop staffing solutions in each of the affected installations.

We also will continue our joint work in the City Delivery and Workplace Improvement Task Force, which includes subcommittees on staffing, contract compliance and CCA attrition. The committee on CCA attrition is expanding its pilot sites aimed at improving the work experience of new employees. CCA retention has improved in those pilot sites where baseline staffing is sufficient, but any such program has little chance of success in the offices with chronic staff shortages.

We will continue to address the staffing situation with every tool at our disposal. But the reality is this: The executive management of the Postal Service has the responsibility to overcome the staffing shortages, especially those caused by its own administrative failings. To succeed in this effort, management must reconsider its reliance on lower-paid, non-career workers. As we argued in our most recent interest arbitration, that approach has not been working, and is not working—and this was the case even before the pandemic disrupted the U.S. labor market. It has not worked in terms of the quality of service USPS provides, and it has not worked for the city carriers with respect to their job satisfaction. We made progress in the current contract with an automatic conversion to career status for carriers who are still CCAs after 24 months of relative standing, but let's face the facts: It has become increasingly difficult for postal management to hire lower-paid, non-career letter carriers—and in some places, it has become virtually impossible.

Six-day delivery is now required by law. But to make sure that it is universally implemented and a day-to-day reality, it appears that an all-career city carrier workforce is essential.



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Letter carrier conversation



Philip
Dine

Last month, we discussed how NALC's top legislative priority of the past dozen years—the reform necessary to protect and preserve the people's postal service—had finally achieved passage in the House. How an uphill battle that faced daunting obstacles—and determined adversaries—had succeeded despite the bitterly polarized period we are in.

With the measure's subsequent passage by a Senate that is even more narrowly divided than the House, followed by the bill's movement to the White House for the presidential signature to make it law, it's worth digging a little deeper into the breakthrough that materialized, and what lessons we—and the labor movement writ large—can extract.

Let's start (and end) with the most important takeaway of all, which involves what you did and how you did it.

It's not just that you informed everyone who would listen, that you motivated the public and the lawmakers by your yeoman's work, that you drew attention to the continuing value of the Postal Service in a technological era.

You did something more basic yet more profound—and, ultimately, more powerful.

You had a conversation with America.

This dialogue took place throughout the country, utilizing innumerable vehicles. You spoke to folks in little towns and large cities, in rural areas and in suburbs, doing so in the pages of small weeklies and community newspapers and metro dailies, via your letters to the editor and op-eds and your participation in news stories, through your interviews on local radio stations or on network television affiliates in your area. No audience was written off as insufficiently important; you never knew who might be reading your words or listening to them, or what they might do with what they had just learned.

You did not succumb to the all-too-common reliance on national media outlets. Notwithstanding their glamour and the buzz they can generate, those news organizations are not only more difficult targets to penetrate, they also tend to be distrusted by the people where you live. They are widely viewed as distant and politicized, and using them to get your message across often means talking to folks—or, better put, *at* folks—from afar. Your approach, on the contrary, involved talking *with* them, with the people who live where you do.

This was more demanding, because to achieve the same reach you had to continually be in the newspapers or on the airwaves, given the more modest audiences. But you benefited from the ripple effects and resonance of omnipresent cov-

erage from outlets your neighbors or customers know and rely on. Over time, your persistence and perseverance prevailed.

The second aspect of your conversation with people in every part of the country involved the content. While you reached out through a myriad of outlets, your message was singular, focused and disciplined. You explained that this was a manufactured financial crisis (poor public policy in the form of the pre-funding mandate), what it wasn't (technological obsolescence), and the solution (fix the faulty policy).

Your tone was equally important. You didn't politicize things, you didn't castigate anyone, you didn't engage in hyperbole, you didn't throw the kitchen sink at the issue; you calmly communicated a coherent, easy-to-follow narrative. Rather than appeal to people's partisan preferences, you appealed to their reason. You cut through the noise and the conventional wisdom to clarify both the issue and the stakes. You showed that letter carriers, and the Postal Service itself, were not seeking favors but merely fairness.

We have long known that people like the Postal Service. But we also knew that many were discouraged, having been told that USPS was losing billions of dollars a year because of the internet, that taxpayer dollars were involved (they weren't) and that cuts in postal service, or worse, were inevitable.

We needed to pierce through these mistruths. That's where you stepped in—and stepped up, by enlightening people who trusted you about what the core of the problem was—public policy blunders. You didn't assert it; you demonstrated it through unassailable logic.

Folks around you understood, and they made sure their representatives in Washington did as well. That was a game-changer. Your efforts set the predicate, the groundwork, for the politicians—who don't like to be out in front of the electorate—to act, confident they were reflecting public sentiment, confident they were doing what was right.

A proud and iconic national institution, enshrined in the Constitution and as critical as ever to the nation's growth and future, owes much to you.

History will note what you have done. With any luck, others fighting for positive change in our country will note it, too.

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News from Washington

Postal Reform Act passes in Senate, sent to President Biden's desk



On March 8, in a 79-19 vote, the Senate passed the Postal Service Reform Act of 2022 (H.R. 3076). Following prior House passage on Feb. 8, the bill has been sent to President Biden for his signature to become law.

“This is a monumental victory for letter carriers and all Americans who depend on the Postal Service for affordable and high-quality universal service,” NALC President Fredric Rolando said. “I want to congratulate and thank all the NALC members who lobbied their members of Congress to win passage in the Senate and the House. Thanks to your support, dedication and action, bipartisan postal reform that was 12 years in the making has finally passed in both chambers.”

Key provisions of this bipartisan legislation repeal the mandate to pre-fund retiree health care benefits decades in advance, and codify a minimum of six-day delivery of mail and packag-

es into federal law. This will eliminate the need to renew the six-day requirement every year through the congressional appropriations process. The bill also maximizes the integration of future postal annuitants into Medicare.

The legislation, which was led in the Senate by Homeland Security and Governmental Affairs Committee (HSGAC) Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH), reflects a broad bipartisan consensus that is supported by the four postal unions, the mailing industry and Postal Service management.

“NALC commends Chairman Peters and Ranking Member Portman for their bipartisan leadership to get this critical bill passed in the Senate,” President Rolando said. “We also appreciate every senator who voted ‘yes’ on this bill.”

Visit the Legislative Action Center at nalc.org to thank members of Congress who voted “yes” on H.R. 3076. **PR**

The long road to H.R. 3076, The Postal Reform Act of 2022

NALC members have been working for 12 years to educate Congress on the need for meaningful postal reform, and with the passage of the Postal Reform Act of 2022 (H.R. 3076), that hard work has paid off. In March, the Senate voted to approve the bill after the House passed it in February. To show how we got here, and to explain the importance of the bill, which has been sent to President Biden for his signature, *The Postal Record* is looking back at what led us here. This look will include the

origins and the negative impact of the pre-funding mandate, which placed an unfair and unaffordable burden on the U.S. Postal Service—a mandate that the new law eliminates.

The end of an era

Nobody knew it at the time, but 2006 marked the end of perhaps the four most financially successful years in Postal Service history, with \$9 billion in total net income over the period. Total mail volume, at 213.1 billion pieces, reached an historic high in 2006. USPS

sales topped \$72 billion that year. USPS's debt was just \$1.2 billion, a fraction of its \$15 billion debt limit.

At the time, senators and representatives were debating postal reform legislation in the form of the Postal Accountability and Enhancement Act of 2006 (PAEA). Several pieces were in play in crafting the PAEA.

In 2003, Congress had reformed the funding rules for the Postal Service's Civil Service Retirement System (CSRS) account. It did so after an audit revealed that USPS would massively overfund its CSRS pension benefits—by tens of billions of dollars—if the funding rules were not changed. The resulting legislation, the Postal CSRS Funding Reform Act of 2003, effectively reduced the Postal Service's retirement costs by billions of dollars annually. This created a problem for Congress—because the self-supporting Postal Service is off-budget, reducing its CSRS contributions effectively raised the federal budget deficit, with less money coming into the Treasury. And because the federal deficit was skyrocketing after tax cuts in 2001 and 2002, Congress wanted to limit the “cost” of the CSRS funding reform. So, instead of letting USPS keep all its savings from reduced pension contributions, Congress set up an “escrow account” to hold most of these savings until it could decide what to do with the money.

This reform still benefited the Postal Service, because the measure effectively reduced the agency's payroll costs for CSRS benefits to zero for 10 years. But it denied USPS most of the savings. Compounding the problem was the realization, after the fact, that the Office of Personnel Management (OPM) had shifted tens of billions of dollars in liabilities for military pension

benefits to the Postal Service when the 2003 law was implemented—basically making the Postal Service pay for CSRS benefits earned by its employees during their previous service in the armed forces. It sounds crazy, and it was. As funds began to pile up in the escrow account, further postal reform was becoming urgent. Indeed, there was real concern that Congress might use the money for non-postal purposes.

Also relevant was the fact that conservatives dominated Washington, with President George W. Bush in the White House and the Republican Party in control of both houses of Congress. Three years earlier, a presidential commission had been formed to consider the future of the Postal Service. Although the commission ultimately rejected calls for postal privatization, it did call for improving the costly and litigious system of postage rate setting and for placing strict limits on the kinds of services the Postal Service could offer in competition with private companies.

Congress was also considering widespread concern about the likely effect of the internet on postal volumes and finances. Some worried about the viability of the Postal Service in the digital age.

Meanwhile, the leadership of the General Accounting Office (GAO), a research and auditing unit of Congress whose name would be changed in 2004 to the General Accountability Office, was raising concerns about large unfunded liabilities in the federal government's retirement programs. The GAO was especially concerned with the cost of future retiree health benefits because Congress already had addressed the unfunded liabilities for federal pensions when it created the

Federal Employees Retirement System (FERS) in 1987.

Although private-sector accounting rules (Financial Accounting Standards Board [FASB] 106, for the accounting nerds) required companies to report the unfunded liability for such benefits, they do not require companies to pre-fund these benefits (though some do so on a voluntary basis, when they can afford it). Nevertheless, the comptroller general of the United States (the head of GAO) called on Congress to require all federal agencies to pre-fund their future retiree health benefits—effectively, to apply pension funding rules to retiree health benefits. For a variety of reasons, this proposal made little sense—and it was rejected by both the White House and Congress in the ordinary budget process in the years before 2006.

Unfortunately, the GAO's idea—this time applied only to the Postal Service—emerged as a potential solution to the problem created by the 2003 CSRS funding reform law and the troublesome escrow account. Congress decided to compel the Postal Service to pre-fund its retiree health benefits with its pension savings and thereby avert an increase in the budget deficit before passing the PAEA. This is what led to the legislated schedule of 10 annual payments ranging from \$5.4 billion to \$5.8 billion between 2007 and 2016—and to the mandate to continue pre-funding even after the first 10 years with so-called “normal cost” and “amortization” payments.

The Postal Service and its stakeholders were reluctant to accept this solution, but Congress offered three significant inducements. First, it reversed OPM's cost shift of the \$27 billion in military pension liabilities.

Opposite page: Letter carriers and concerned citizens held nationwide rallies on March 24, 2013, to call for the protection of six-day delivery. At a rally in Boston, NALC President Fredric Rolando (l) was joined by Rep. Stephen Lynch (D-MA), whose postal reform bill had the support of a bipartisan majority in Congress.

The long road to the Postal Reform Act of 2022 (continued)

Second, it gave USPS the right to raise rates one last time within one year of enactment of the law—that is, to build the cost of pre-funding into the postage rates before a new consumer price index (CPI) price-cap system was implemented. And third, it offered a mechanism to recover tens of billions of dollars to cover postal pensions and retiree health benefits by tasking the Postal Regulatory Commission (PRC) with resolving a dispute between the OPM and the Postal Service over the proper allocation of CSRS pension costs associated with the taxpayer-funded Post Office Department (POD) before 1970.

Fatefully, the PAEA was passed by a lame-duck session of Congress in December of 2006. Although nobody saw it coming at the time, a perfect storm was brewing in the global economy that would have devastating effects on the Postal Service.

The Great Recession hits and the pre-funding crisis begins

Even as Congress was debating the PAEA in December 2006, the housing market in the United States had begun to collapse in what was a harbinger of the Great Recession. Mail volume declined in 2007 as a massive real estate bubble began to burst. The domestic and global financial systems began to implode. With the U.S. economy weakening and mail volume falling, the mailing industry rallied against the Postal Service's petition to raise rates to cover the cost of pre-funding before the CPI cap took effect. The Postal Service, perhaps understandably, agreed to forego its final chance to set rates under the old rules. In retrospect, USPS should have applied for the last rate increase and deferred its imple-

mentation. Instead, the strict CPI price cap went into effect right away.

The Postal Service was devastated as the economy suffered the worst recession since the Great Depression of the 1930s. Unemployment soared to more than 10 percent. Millions of Americans lost their homes. Mail volume plummeted by double-digit percentages as the downturn hit the most mail-intensive parts of the economy—advertising, publishing, real estate and financial services. Meanwhile, the crushing cost of the pre-funding mandate took effect, driving up the Postal Service's financial losses. The rest is history.

In the immediate crisis, most people blamed the recession for the Postal Service's financial woes—and Congress reduced the pre-funding payment in 2009 from \$5.4 billion to \$1.4 billion and then deferred the 2011 payment until 2012. Since 2007, the pre-funding mandate has been responsible for 84 percent of USPS losses. It accounted for 100 percent of the red ink over the 2013-2018 period.

However, many observers blamed the internet for the repeated losses, overlooking the impact of the pre-funding mandate. Indeed, many failed to see that the Postal Service had bounced back dramatically after 2012—as the economy gradually improved and thanks to an e-commerce boom sparked by that very same internet, as well as to rising productivity made possible by the Postal Service's craft employees. In fact, the pre-funding burden disguised the operating profit that USPS was realizing in most years. That's a remarkable achievement for a government entity offering Americans and their businesses the industrial world's most-affordable delivery network while receiving no taxpayer money.

Under attack

This artificial crisis opened the Postal Service and its employees to relentless attacks from USPS management, congressional members and other politicians, along with think tanks and groups looking to privatize whatever they could. Some critics claimed that because USPS had defaulted on most of the annual pre-funding payments, using the mandate to explain the rising red ink was a red herring—but those critics overlooked (or intentionally ignored) the fact that, paid or not, the annual pre-funding figure was required by law to be included in the Postal Service's financial ledger.

Thanks to the actions and solidarity of tens of thousands of activists in our union and in our sister postal unions, and to NALC's extensive efforts to inform the public, the politicians and the press of the facts, we have been able to fend off most of those attacks.

In 2010, then-Postmaster General Jack Potter laid out a 10-year plan that foresaw losses totaling \$238 billion over the next decade. To shore up USPS, the plan called for the elimination of Saturday delivery. USPS claimed that eliminating Saturday collection and delivery services would save \$3 billion per year. The PRC disputed the potential savings, concluding that \$1.9 billion was a more realistic figure. However, neither study considered how reduced service would diminish the value of mail; how eliminating Saturday delivery would reduce mail volume and hence revenue, in part because USPS would lose some of its competitive advantage vis-à-vis private delivery services; and how additional cuts might follow, sending USPS into a death spiral.



One major stumbling block for the Postal Service’s plan—it didn’t have the authority to curtail a day of delivery on its own; only Congress has that authority. Every year for nearly three decades, Congress had adopted a requirement to maintain USPS delivery frequency “at 1983 levels”—the language used to maintain six-day delivery—in a small appropriations bill that makes reimbursements to USPS for free mail for the blind and postage for overseas voting contingent on continuation of six-day delivery. That language had to be renewed annually by Congress through the appropriation process.

While PMG Potter’s plan was never implemented, in early 2013 (also during the administration of President Barack Obama, whose annual budget proposals supported postal management’s call to go to five-day-a-week delivery), then-PMG Patrick Donahoe decided to test the law by declaring that USPS was unilaterally eliminating Saturday delivery by not accepting the small appropriation it gets to reimburse for free services to the blind and overseas voters. He said that if Congress questioned whether he had the authority to do so, it should give him that authority by removing the requirement in the upcoming appropriations renewal. It was a brazen move and all eyes focused on how Congress would react.

Key members of Congress quickly acted to thwart the PMG, asking GAO

to investigate the matter of his legal authority to act unilaterally. Donahoe should have known that he stood little chance of receiving authorization from Con-

gress, given how much constituents of lawmakers from both parties relied on six-day-a-week delivery, and given that for several years, NALC activists had worked to educate members of Congress on the need to retain Saturday delivery. Long before Donahoe’s announcement, a bipartisan majority of the House had already co-sponsored a resolution calling on USPS to maintain Saturday delivery.

Ultimately, Congress maintained the six-day requirement in the annual appropriations process, and the GAO concluded that the Postal Service lacked the legal authority to act unilaterally—forcing Donahoe to back down from his threat. It wasn’t the end of calls for the end of Saturday delivery, however, with Rep. Darrell Issa (R-CA), chairman of the Committee on Oversight and Government Reform (OGR)—the Postal Service’s oversight committee in the House—for years making the idea central to his own calls for postal “reform,” while also seeking to eliminate door delivery.

In 2011-2012, Issa teamed with Donahoe to advance a bill to facilitate these service cuts as well as to radically downsize the Postal Service (H.R. 2309) via a financial control board. At the same time, Issa worked to block the Obama administration from implementing the PRC’s recommendations on the proper allocation of CSRS pension costs for pre-1970 service in the old POD—as called for in the PAEA. Those recommendations,

contained in an independent expert analysis conducted by the Segal Company, would have returned \$50-\$55 billion to the USPS’s pension account in the Civil Service Retirement System (CSRS)—enough to create a surplus that would, by law, be transferred in the Postal Retiree Health Benefits Fund and relieve the Postal Service’s financial crisis.

Fighting back

NALC fought back by focusing on the real cause of the Postal Service’s financial distress—the pre-funding mandate. Working with Rep. Stephen Lynch (D-MA), the union mobilized a campaign to pass a bill mandating implementation of the Segal/PRC report (H.R. 1351). Thanks to this campaign, a bipartisan majority of the House co-sponsored the legislation. Unfortunately, Chairman Issa, whose own bill had just one other co-sponsor, prevented a vote on the popular Lynch bill in the oversight committee.

NALC also resisted Donahoe’s plans in the collective-bargaining process. The day before negotiations began for what became the 2011-2016 National Agreement, the postmaster general sent Congress a white paper calling for the end of USPS participation in the Federal Employees Health Benefit Program (FEHBP). He wanted the Postal Service to adopt its own health plan that could cut costs by requiring all retirees covered by the plan to enroll in Medicare. NALC rallied the Congress to oppose this proposal and fought to include a provision in the new contract requiring the Postal Service to work with the union to consider reforms within the FEHB program. This provision, contained in a memorandum

Rico Jackson of South Jersey Br. 908 was accidentally attributed to the Camden Mgd. Br. 540's list of NALC members who contributed to the Letter Carrier Political Fund in 2021 that ran in the February edition of *The Postal Record*.

The long road to the Postal Reform Act of 2022 (continued)

of understanding in the Das arbitration award that created a joint health care task force, led the parties to develop a consensus approach to Medicare integration that was eventually adopted in H.R. 3076. That consensus approach included waiving the late-enrollment penalties for current annuitants over age 65 who wish to enroll in Medicare Part B and exempting future annuitants who don't need Medicare because of other supplementary coverage (through the VA, for example) or who can't use Medicare where they live (e.g., overseas).

Meanwhile, then-Speaker of the House Rep. Paul Ryan (R-WI) put forward budget proposals to effectively slash letter carrier pay through higher pension contributions. Two of Ryan's budget bills, ostensibly designed to reduce the deficit, initially included elimination of Saturday delivery. Though Saturday delivery ultimately was saved, higher pension contributions from new career letter carriers were included in the bills that were signed into law.

In 2013, new letter carriers were required to contribute 3.1 percent (up from

0.8 percent) of their basic pay for FERS pension benefits. And for carriers hired in 2014 and beyond, the requirement rose to 4.4 percent of their basic pay.

The legislative fight continued in 2014 when the 21st Century Postal Service Act (S. 1789) passed in the Senate, adopting major parts of the Donahoe downsizing plan, including the elimination of Saturday delivery. NALC led the successful opposition to the legislation in the House by highlighting the impact of the pre-funding burden and urging Congress to reject Donahoe's misguided downsizing plans.

A turn toward consensus

By 2015, when Donahoe retired, it was clear that postal reform would not advance unless all the major stakeholders worked together to reach a consensus that would garner bipartisan support in Congress. Although the new postmaster general, Megan Brennan, still lacked a growth plan for the Postal Service, she agreed to drop her predecessor's attempt to eliminate six-day and door delivery, and to instead work with the unions and the mailing industry on a consensus reform bill. The effort met with early success in the House, where new OGR Chairman Rep. Jason Chaffetz (R-UT) and Rep. Elijah Cummings (D-MD) worked together to craft legislation. However, their efforts were blocked in the Senate by Sen. Ron Johnson (R-WI), who was chairman of the Postal Service's Senate oversight committee, the Homeland Security and Governmental Affairs Committee (HSGAC).

One of the biggest threats to the Postal Service and to the prospects for postal reform came with the election of President Donald Trump. As his term unfolded, Trump turned increasingly hostile to the Postal Service. In 2018, his administration called for the privatiza-



tion of USPS. A postal task force created by the administration proposed repealing the collective-bargaining rights of postal workers—eliminating NALC's right to directly negotiate pay and benefits that was won in 1970 and thereby exposing letter carriers to the political whims of Congress with the return of "collective begging." The task force further called for gutting FERS, contracting out postal worker jobs and enacting massive service cuts, while massively increasing postage rates for packages.

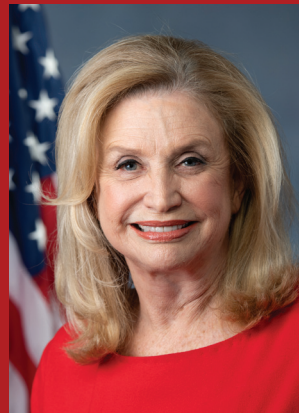
The task force claimed that these proposals were necessary to fix postal finances. However, the report ignored what has been obvious to anyone paying close attention to postal issues—the destructive role of the requirement to pre-fund retiree health care. Yet again, partisans in Washington were using the funding crisis to further their ideological goals.

And, yet again, NALC activists stepped up when called upon and convinced a bi-



Letter carriers and other postal employees (above and above r) told the White House that the Postal Service should not be privatized in nationwide informational picketing on Oct. 8, 2018.

The members of Congress who led The Postal Reform Act of 2022 through both chambers of Congress



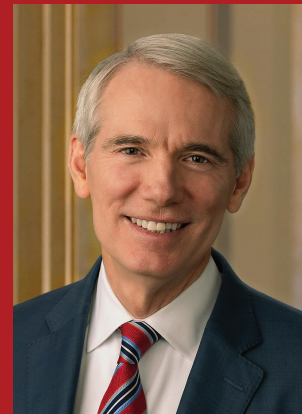
Rep. Carolyn Maloney (D-NY)



Rep. James Comer (R-KY)



Sen. Gary Peters (D-MI)



Sen. Rob Portman (R-OH)

partisan majority in the House to co-sponsor a resolution opposing privatization. By the time the task force released its report, the proposals were DOA (dead on arrival) in Congress. The work of these activists halted the administration in its tracks and forced it to abandon its postal plans.

In the final two years of the Trump administration, with limited prospects for broader postal reform and with Postmaster General Brennan once again raising the specter of returning to a downsizing strategy and the complete inability of Congress to advance comprehensive reform, it was clear to NALC that we should narrow our focus on a straightforward repeal of the PAEA's pre-funding mandate. In April 2019, NALC enlisted House Transportation and Infrastructure (T&I) Chairman Peter DeFazio (D-OR), Reps. Tom Reed (R-NY), Xochitl Torres Small (D-NM) and Brian Fitzpatrick (R-PA) to introduce the USPS Fairness Act (H.R. 2382) calling for such a repeal. Companion legislation in the Senate was led by Sens. Steve Daines (R-MT) and Brian Schatz (D-HI). Thanks to the relentless focus of NALC's activists and staff, the House bill gained broad bipartisan support quickly. NALC was able to use House rules to force a floor vote and in February 2020, the USPS Fairness Act passed in the House by a vote of 309-106. Though it stalled in the Senate, mostly due to shifting priorities as COVID-19 took all of Congress's attention, and repealing the pre-funding mandate became the central focus of postal reform efforts to committee leadership in the 117th Congress. The main obstacle in the Senate was HSGAC Chairman Johnson, who would not support any postal reform legislation until the Postal Service's produced a long-term business plan that could restore the agency to fiscal health.

Throughout the summer of 2020, extensive conversations between NALC

and newly appointed Postmaster General Louis DeJoy centered around the need to jointly rally behind an agenda that included six-day delivery, repeal of the pre-funding mandate, prospective maximization of Medicare, and implementation of the PRC/Segal report regarding the proper allocation of CSRS liabilities. Securing six-day, repealing pre-funding, and increasing Medicare participation all became central provisions of H.R. 3076. Additionally, the PMG and the USPS Board of Governors developed a comprehensive strategic business plan ("Delivering for America") that included the key provisions of H.R. 3076 and the re-allocation of CSRS liabilities. Although NALC could not endorse it in its entirety, the plan, for the first time, clearly presented a strategy for USPS growth, not just a plan to manage the agency's decline.

Victory in sight

Finally, in the current Congress, with the development of a fiscally responsible USPS plan for growth and the overwhelming public support for the essential role the USPS plays in our country (revealed before, during and after the COVID-19 pandemic), all the stars aligned for progress. The bipartisan leadership of the House Committee on Oversight and Reform, Chairwoman Carolyn Maloney (D-NY) and Ranking Member James Comer (R-KY), agreed to work with their counterparts on

the Senate Homeland Security and Governmental Affairs Committee, Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH), to fashion a narrow, consensus postal reform bill.

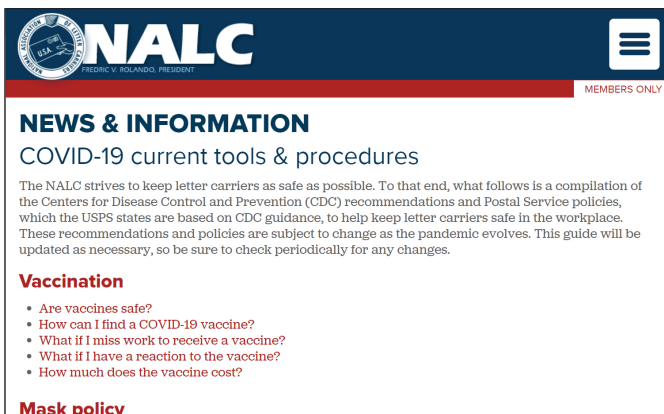
With this bipartisan agreement in Congress, the Postal Reform Act (H.R. 3076) emerged as a bill that would eliminate the pre-funding mandate, secure six-day mail and package delivery, and help put the Postal Service in a position to provide the American people with the service they deserve. While not a solution for all of the Postal Service's challenges, it does finally allow the USPS to step out of the shadow created by the artificial financial crisis manufactured by the PAEA's pre-funding mandate.

"We have worked long and hard on postal reform," NALC President Fredric Rolando said. "We have sought to foster a broad coalition of stakeholders as well as office holders, Democrats and Republicans alike, to strengthen the Postal Service and its employees, and to serve the common good. There is more that we can and will accomplish, but passage of this legislation is real and important progress." PR

New COVID-19 guide available

NALC strives to keep letter carriers informed and as safe as possible. To help letter carriers navigate the COVID-19 pandemic, a new COVID-19 guide that includes current tools and procedures is now available on the NALC website.

This guide is designed to keep letter carriers safe in the workplace. It is a compilation of the Centers for Disease Control and Prevention (CDC) recommendations and Postal Service policies, which the Postal Service states are based on CDC guidance. Recommendations and policies are subject to change as the pandemic evolves. The guide will be updated online as necessary. It is available at nalc.org/news/covid-19/guide. **PR**



NALC
FREDRIC V. ROLANDO, PRESIDENT

MEMBERS ONLY

NEWS & INFORMATION

COVID-19 current tools & procedures

The NALC strives to keep letter carriers as safe as possible. To that end, what follows is a compilation of the Centers for Disease Control and Prevention (CDC) recommendations and Postal Service policies, which the USPS states are based on CDC guidance, to help keep letter carriers safe in the workplace. These recommendations and policies are subject to change as the pandemic evolves. This guide will be updated as necessary, so be sure to check periodically for any changes.

Vaccination

- Are vaccines safe?
- How can I find a COVID-19 vaccine?
- What if I miss work to receive a vaccine?
- What if I have a reaction to the vaccine?
- How much does the vaccine cost?

Mask policy

EAP offers help when you need it most

The Employee Assistance Program (EAP) is a free, voluntary and confidential program that offers assessment, consultation, counseling, life coaching and training to any postal employee (or family member living under the same roof) who needs help with life's many challenges.

"EAP is an amazing resource," NALC President Fredric Rolando said. "During these unusually stressful times, it's important to remember that the people at EAP are there to provide or find help for a wide variety of problems."

EAP is jointly administered by NALC, the American Postal Workers Union (APWU), the National Postal Mail Handlers Union (NPMHU) and the Postal Service. The majority of EAP services are provided by an independent contractor. EAP discussions are confidential—your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethics standards for counselors.

EAP counselors have experience dealing with a wide range of personal and workplace concerns. Postal



employees might seek help from EAP for issues relating to difficulties with family, children, marriage, divorce, care of an elderly person, child care, depression or anxiety, grief or loss, substance abuse, job performance concerns, or personal or work relationship problems.

Dealing with the effects of the pandemic and the resulting isolation has increased the potential for self-harm or self-medication (alcohol or substance abuse). It is important for those struggling with mental health issues, as well as those who support them, to seek assistance opportunities, including telemedicine and other available services.

EAP can help postal employees support each other. If you notice a co-worker who you believe may need help, you can contact EAP to help you connect the co-worker with EAP services. EAP counselors will help you assess the problem and advise you on how best to approach that person to offer help, including the option of referring the co-worker to EAP.

EAP has improved the way it serves postal employees and their families. In addition to person-to-person or phone communication, employees or family may use video counseling or text messaging; avail themselves of the many online tools offered through the myStrength portal; or find articles, locators, assessments, trainings, webinars, calculators, advice, videos and recipes in the health resource library. All of these services are available through the EAP's website, eap4you.com.

Letter carriers seeking EAP services also can call 800-EAP-4YOU (800-327-4968), TTY 877-492-7341 or visit eap4you.com. **PR**

Food drive is set for May 14

It's almost here—the Letter Carriers' "Stamp Out Hunger"® Food Drive is scheduled for Saturday, May 14. As the big day approaches, branch food drive coordinators are finalizing preparations for the annual event, which was first held 30 years ago, in 1993.

Registration for the 2022 Stamp Out Hunger Food Drive is still open for branches that haven't signed up yet. Branch presidents can register their branch via the Members Only portal on nalc.org.

"We look forward to the day when no one in the country worries about feeding themselves or their families," NALC President Fredric Rolando said, "but until then, letter carriers will lend a hand to bring food to their tables. We have done this since 1993 because we see the needs when we deliver the mail to every address in the country, six or even seven days a week."

Each day, 1 in 8 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. To serve that need, letter carriers collect food left out by postal patrons in the morning of the second Saturday of each May.

The timing is crucial; Food pantries can face shortages in spring and summer because holiday donations have been depleted. By summer, when most school meal programs are not available, the pressure on food banks grows even more.

Over the years, active and retired letter carriers, with the help of thousands of volunteers along with NALC's partners, have collected a total of 1.82 billion pounds of food. A feature of the food drive is that all the food collected is distributed locally, to food banks and other entities that help feed people.

Making a difference

Part of the success of our food drive is owed to our national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union (UFCW), the National Rural Letter Carriers' Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, the Kellogg Co. and CVS Health. These partners help in many ways, including sponsoring bags, gathering volunteers and getting out the message about the food drive.

Postal customers who receive specially marked bags for food donation in the weeks leading up to food drive day are much more likely to participate. Most branches depend on the generosity of local or regional sponsors to help provide bags. Branches are encouraged to search for local sponsors, to ensure that every postal patron gets a bag. Look for opportunities to show local businesses how they can get involved and sponsor bags—if not this year, then next year.

Getting the word out matters

Beyond bags, NALC Headquarters, branch food drive coordinators and volunteers rely on various means of communication to publicize the food drive.

The digital communications team at Headquarters floods social media with news and reminders. Check out the food drive's official social media accounts on Facebook at facebook.com/StampOutHunger and on Twitter at [@StampOutHunger](https://twitter.com/StampOutHunger). Use #StampOutHunger to find or send messages about the food drive on either platform.

NALC continues to make use of newspapers, television and radio to get the word out about the food drive



to the public, with distribution of news releases as well as individual outreach to media outlets. Those efforts yield news stories leading up to the event and follow-up coverage afterward, which helps with future food drives. The Department of Communications and Media Relations at Headquarters stands ready to help branches that wish to publicize the food drive in their communities.

Of course, the NALC food drive website for branch coordinators, nalc.org/food, has all the resources that branches need, including promotional artwork, forms, thank-you cards and even city proclamation templates. The site also may provide new ideas or inspiration for promoting the food drive in your community.

Letter carriers who have questions about the food drive or who need help should contact their branch or regional food drive coordinator.

Please note that the 2022 Stamp Out Hunger Food Drive is subject to change or cancellation if necessary to protect the safety and health of those involved in the food drive, in light of the pandemic. As we know, the physical food drive was not held in 2020 or 2021 for that reason. Instead, it was replaced by the ongoing virtual donor drive.

The traditional date of the food drive has been the second Saturday in May for a one-day in-person drive. This year, whether or not it turns out to be safe to hold the physical food drive, the donor drive will continue virtually. **PR**

IN PERSON OR ONLINE NALC IS COMMITTED TO MDA[®]



West Palm Beach, FL Branch 1690 MDA coordinator Kevin Byrne (second from l) shows off the funds raised at a guest bartender event.

Letter carriers are a persistent bunch. It's how we get our jobs done each day. Our tenacity also has helped us keep our commitment to NALC's official charity, the Muscular Dystrophy Association (MDA), through two years of the COVID-19 pandemic. And when the pandemic loosened its grip, we were ready to resume giving our best for MDA at public events again.

When COVID-19 caused the cancellation of most in-person fundraising events beginning in March of 2020, NALC branches pivoted quickly to online fundraising events for MDA. Motivated by challenges issued from NALC Headquarters, branch leaders found many creative ways to reach donors and keep funds flowing to MDA.

Then, during those times when COVID cases were low last year, restrictions on gatherings were eased and in-person events became safer, some branches began to return to hosting traditional MDA events such as bowlathons, golf and poker tournaments, fill-the-satchel drives and more, with appropriate safety precautions. Many continued to rely on online appeals as they learned how to boost their success in fundraising using the internet. Branches also kept the creative spirit alive, dreaming up new ways to support children and adults with neuromuscular diseases, as well as their families, who depend on MDA for medical research and support.

"When the pandemic came, letter carriers stood by MDA," NALC President Fredric Rolando said. "They found new ways to raise money for our charity, and they gave their own money as well. We should be proud that our commitment to MDA stayed strong. And

Branch 1690 MDA Coordinator Kevin Byrne (l) served drinks with President Kevin Wagner and Vice President Patty Badini as a way to raise funds for MDA.



as the pandemic eases its grip, we are beginning to return to in-person events when it is safer to do so.”

Letter carriers have played a central role in MDA’s success since the charity was founded in 1950. Letter carriers began raising funds for the new group on the local level, and NALC adopted MDA as its official charity in 1952, becoming its first national sponsor. Branches nationwide took their commitment to MDA into their communities, and the communities responded with donations that soon reached into the millions each year.

MDA uses the funds we raise to support medical research on dozens of neuromuscular diseases to develop medications and treatments that ease symptoms—and that may extend life spans. For example, most children with Duchenne muscular dystrophy, a common type of the disease, once died in their teens. Today, there are adults in their 40s living with Duchenne.

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

During the last two summers, COVID-19 required that the camps go to a virtual model, with participants enjoying events and conversation online. This year, MDA announced that it is bringing back in-person summer camps. The charity is keeping the online camp option to make the camp experience accessible to all.

In the same way, NALC is retaining the online fundraising tools we relied on during the pandemic to supplement traditional in-person events. Many branches have found that the internet-based fundraising they relied on during the pandemic still serves a purpose as a supplement to their other activities.

“The tools we set up for online fundraising are still up and running, and branches have experience using them,” Assistant to the President for Community Services Christina Vela Davidson said. “Continuing to use the internet-based fundraising tools is an easy way to boost our support for MDA even more. These tools are easy to use, and branches can take advantage of them anytime, all year long—let’s make good use of them again this year.”

The Postal Record talked to several branches about their recent MDA activities, including how they’ve coped with the pandemic.

St. Louis branch gets around COVID-19 by getting outdoors

Like many branches, St. Louis, MO Branch 343 struggled to find ways to raise funds for MDA while the pandemic raged. The branch normally hosts several events each year, but it had to cancel most indoor events. However, with some adjustments, the branch managed to keep up by holding a few of the outdoor events, where social distancing and ventilation made it safer from the risk of infection.

Before the pandemic, Branch 343 had had great success raising funds with many events. Most of them, such as a bowlathon, trivia night and poker night, were held indoors. “Those just weren’t going to go forward,” said Mike

Weir, the branch’s MDA coordinator.

As in 2020, Branch 343 relied heavily on online fundraising and outdoor events, modified when necessary to protect participants from COVID-19 exposure, to raise funds for MDA last year.

The branch held its annual bass fishing tournament on the Lake of the Ozarks, reeling in \$7,000 for MDA, in 2021. The golf tournament yielded \$9,800.

Even though these events were outdoors, some procedures still had to be changed to avoid close contact.

“You just have to make a few adjustments,” Weir said. “There are certain things you have to do to try to minimize the impact even though you are outdoors.” For instance, golfers received boxed lunches instead of lining up for lunch at a buffet.

Overall, his branch continued to adapt to the pandemic in 2021. Branch 343’s 2021 fundraising total was “significantly less than we would normally do—but it was more than what we did the previous year.”

Weir said the branch would continue to focus on outdoor events this year and hope that the indoor events can return soon.

“We’re going to try to get back to as many events as we can,” he said, “and hope that, with our fingers crossed, we don’t get another variant that puts us down the rabbit hole again.”

Whatever happens, he added, “We would never give up on MDA.”

West Palm Beach branch taps into brewery fundraiser

To kick off the current year’s in-person fundraising season, new activists continue to dream up new ways to raise funds for MDA.



Members of Muncie, IN Branch 98 and other nearby branches came out for a golf tournament to raise money for MDA.



West Palm Beach, FL Branch 1690's new MDA coordinator, **Kevin Byrne**, hosted his first event at a local brewery in February. As a patron of Side Door Brewing Company in Port St. Lucie, Byrne noticed that the brewery hosted "guest bartender" charity events, so he jumped at the chance to help MDA.

Along with Branch President **Kevin Wagner** and Vice President **Patty Badini**, Byrne manned the taps to serve beer as a guest bartender on a Wednesday night.

The brewery dedicated a portion of the proceeds for food and drink to MDA on the night of the event and for a month after. Byrne also set up a satchel in the brewery for patrons to add donations during that time. As this magazine went to print, the final tally wasn't available yet, but with the help of cash donations from local businesses, the local American Legion and the AFL-CIO Central Labor Council in the region, to name a few, Byrne expected the event to exceed his expectations.

"I had set a goal of \$2,500," Byrne said, "and it's looking like we're right

around \$2,700 we raised with this event, which I'm thrilled with."

Still, if he could get a better turnout, Byrne said, he could boost the total still further. Getting letter carriers out on a Wednesday evening is challenging because of their work schedules, he said, but venues like the brewery host fundraising events to bring customers in during the week and are reluctant to host them on busy weekend nights. Nevertheless, Byrne plans to make it a repeat event. "I want to build on this," he said.

And, in typical fashion for a letter carrier MDA activist, Byrne is dreaming up bigger events. He already has talked to Florida MDA leaders about the idea of expanding this kind of event statewide.

"Jacksonville, Orlando, Tampa, Miami—[we could] get some of the different places in the state that have breweries to maybe come up with a 'Hops for Hope Night' or something like that," Byrne said, "where we could do this on an annual basis and move it to a larger-scale thing."

Golf brings rewards for Indiana branch

Muncie, IN Branch 98's signature MDA event is also a golf tournament that was safe to hold last August. The branch has found the sweet spot that maximizes funds raised for MDA while attracting participants and sponsors, Branch 98 MDA Coordinator **Joy Willeford** said.

"We had 29 hole sponsors [local businesses whose names were displayed at each hole on the course]," Willeford said. "We keep each sponsor

at \$25 each and put their logo at each hole. This is where we get a lot of the money that goes towards MDA. I noticed more people and businesses are willing to spend \$25 on a donation for a great cause and a little advertising if we kept the cost down."

The branch ensured that golfers had a good time at a reasonable cost as well. The branch donated the food and drinks, and branch members cooked the burgers and hot dogs. The party atmosphere was completed with Jell-O shots, "rummy bears" (gummy bears soaked in rum) and beer right on the links.

"I have two beer carts that drive around the course that have beverages for anyone who is thirsty," she said. "They love having beer brought to them."

The golf course's owners pitch in as well by charging the minimum for use of the course.

"We do first-, second- and third-place winners once everyone is done golfing," with cash prizes for each, Willeford said. "Almost always, all that is donated back."

With a 50/50 raffle to top it off, the event netted \$2,166 for MDA.

"I absolutely love doing this fundraiser," Willeford added. "It's for a great cause, and I love seeing people enjoying themselves."

Rhode Island branch makes full use of online tools

Pawtucket, RI Branch 55 enjoyed so much success with the online tools that NALC and MDA launched during the pandemic, including the branch challenges NALC Headquarters issued to encourage online fundraising,

that it is charging forward with them again—even as the branch is preparing to resume in-person events.

“Raising money for the MDA this way is almost effortless,” Branch 55 President **Jim Langlois** said. Most of the work is already done—the online tools are available at nalc.org—and the donations are sent directly to MDA.

“The best part about it is you can set up a branch page where all the money will get funneled to. We don’t have to handle any of the money,” he said.

“I literally sat on my couch with the link and started sending it to all my members” to participate in the online challenges the last two years, Langlois said. “I wasn’t even done sending the link to everyone and money was already coming in on the website.”

The online tools allow for multiplying the efforts because each NALC member can set up his or her own personal fundraising page as well, with the funds going to the branch’s overall fundraising campaign, reaching a much wider audience.

“We all know we’re supporting MDA in the branch, but [each member should] reach out to your family members—aunts, uncles, cousins, all your contacts outside of the Postal Service and even inside, like other crafts,” Langlois said. “That’s how you can turn a \$1,000 fundraiser into a \$5,000 fundraiser.”

Montana carriers embrace ‘Magic Wheelchair’ recipient

MDA and a partner organization, Magic Wheelchair, bring thrills to children who use wheelchairs. Magic Wheelchair is a nonprofit organization that builds custom “costumes” for kids and young adults in wheelchairs at no cost to families. The costumes attach to the wheelchairs, transforming them into fantastical vehicles, machines, animals or whatever the child loves.

In October, Mason Goedell, a 3-year-old boy from Missoula, MT, won a costume for his wheelchair in an MDA-sponsored contest, and letter carriers from Missoula helped reveal the surprise costume—a combination dinosaur and front-loader construction vehicle—to the media on his birthday. The wheelchair costume even had a robotic front bucket that Mason can move with an adaptive controller.

“It’s very rewarding on a personal level to see what the NALC helps do,” Missoula Branch 701 member **Troy Lucas**, who represented NALC at the event, said. Lucas took the opportunity to explain NALC’s longstanding commitment to MDA to members of the press.

Shamrocks drive New Jersey Merged Branch 38’s success

New Jersey Merged Branch 38 turned to its MDA Shamrock campaign again last year, boosting the proceeds by several thousand dollars over 2020.

The MDA Shamrocks, a familiar sight in grocery stores and other retail locations that sell them to customers, are paper clovers that list the name of the donor and are displayed on a wall. Branch 38 sells them for \$5 in postal stations and anywhere else it can,

and when the pandemic closed down in-person events, Branch 38 turned to shamrocks as its primary fundraiser in 2020, bringing in \$6,000, and continued the effort in 2021.

“Our shamrock campaign last year exceeded what anybody expected,” Branch 38 Executive Vice President and MDA Committee Chairman **Dan Szucs** said. “We raised over \$9,000.

“We didn’t think we were going to do that well,” he added, “but our carriers were phenomenal.”





Branch 38 also held a golf tournament and an outdoor meal to raise funds for MDA.



The campaign has expanded to a local tavern owned by a branch member's brother. The branch sells shamrocks and other merchandise there, and it has hauled in more than \$1,000 through the location.

The 2022 campaign, which ran from January through March, may bring in even more, Szucs said.

Branch 38 resumed some of its in-person MDA benefit events last year, such as its annual beefsteak night, thanks to lucky timing. Most of the events, which involved limits on attendance and mask-wearing, took place when COVID-19 cases were very low.

NALC gets muddy, gives gifts for MDA

Team NALC is training for the Tough Mudder 5K scheduled for Oct. 15 in Mechanicsville, MD. The Tough Mudder 5K is an obstacle course race that covers 5 kilometers (about 3 miles) and is a chance to challenge yourself without the pressure of timings and competition. Anyone can join the team or donate to the cause. Thirteen teamwork-focused obstacles stand between your team and the finish line. Be prepared to get muddy, have a great time with your friends and supercharge your weekend!

To join Team NALC or donate, go to nalc.org/mda. You can also send donations or entry forms to Headquarters c/o Christina Davidson, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Headquarters also offers MDA gift bags for sale. The bag, a tote bag with the MDA logo, contains several MDA-themed gift items, and all proceeds benefit MDA. A gift bag is a great way to recognize anyone's commitment to MDA. Visit nalc.org/mda to buy a gift bag.

MDA Honor Roll

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

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

"We are so grateful to the NALC for steadfastly standing by MDA families since 1952, creatively continuing their fundraising, branch by branch," Dana Nolan, MDA's national manager of organizational partnerships, said. "This partnership persevered through the pandemic in support of people in communities across the country living with muscular dystrophy, ALS and related neuromuscular diseases.

"NALC's efforts are helping MDA accelerate research, advance care and advocate for the support of our families," she added. "[And] we are so proud to have the members of the NALC alongside us."

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

The combined efforts of letter carriers who organized and participated in online and in-person events resulted in a grand total of \$743,747.99 raised for MDA in 2021.

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

"The efforts of every letter carrier have counted toward our success in raising funds for MDA in uncertain times," NALC President Rolando said. "Thanks to your work as organizers, volunteers, participants and donors, our support for MDA is still going strong. You should be proud of the difference you've helped make in the lives of people affected by neuromuscular diseases." **PR**

2021 MDA Honor Roll

Category 1 (2,000+ members)

New Jersey Mgd. Br. 38	\$49,465.50
Boston, MA Br. 34	\$21,850.00
Chicago, IL Br. 11	\$18,896.40

Category 2 (1,500-1,999)

Portland, OR Br. 82	\$15,999.00
Hartford, CT Br. 86	\$7,571.00
Seattle, WA Br. 79	\$7,000.00

Category 3 (1,000-1,499)

Tampa, FL Br. 599	\$13,471.87
Louisville, KY Br. 14	\$11,466.00
Arizona Mgd. Br. 1902	\$9,582.35

Category 4 (700-999)

Northeastern New York Br. 358	\$31,713.72
Royal Oak, MI Br. 3126	\$8,786.31
Western MA Br. 46	\$7,218.55

Category 5 (500-699)

Colorado Springs, CO Br. 204	\$12,985.50
Grand Rapids, MI Br. 56	\$9,260.37
Mid-Michigan Br. 256	\$5,825.00

Category 6 (350-499)

Yonkers, NY Br. 387	\$15,535.11
Rockford, IL Br. 245	\$6,453.17
Stamford, CT Br. 60	\$6,000.00

Category 7 (200-349)

South Central Indiana Br. 828	\$15,714.88
Pueblo, CO Br. 229	\$15,107.00
Mansfield, OH Br. 118	\$6,800.00

Category 8 (100-199)

Burlington, NC Br. 2262	\$7,746.00
Anderson, IN Br. 489	\$6,874.00
Greeley, CO Br. 324	\$6,684.07

Category 9 (50-99)

Gainesville, GA Br. 1441	\$4,000.00
Midland, MI Br. 2317	\$3,216.00
Lawrence, KS Br. 104	\$3,167.35

Category 10 (1-49)

New City, NY Br. 5229	\$3,551.36
Worland, WY Br. 5384	\$1,057.00
Roxboro, NC Br. 4122	\$700.00

Alabama

Huntsville Br. 462	\$4,273.00
Birmingham Br. 530	\$1,834.00
Florence Br. 892	\$2,076.00
Dothan Br. 1630	\$2,000.00
Jasper Br. 3099	\$100.00

Alaska

Anchorage Br. 4319	\$2,158.00
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Arizona

Phoenix Br. 576	\$1,726.06
Tucson Br. 704	\$100.00
Prescott Br. 859	\$500.00
Arizona Mgd. Br. 1902	\$9,582.35
Sun City Br. 6156	\$2,720.00

Arkansas

Little Rock Br. 35	\$25.00
Fort Smith Br. 399	\$500.00
Hot Springs Natl. Park Br. 543	\$985.00
Jonesboro Br. 1131	\$2,000.00
Conway Br. 1592	\$25.00
North Little Rock Br. 3745	\$25.00

California

Los Angeles Br. 24	\$10,020.00
Central CA Coast Br. 52	\$2,279.50
Sacramento Br. 133	\$100.00
Santa Rosa Br. 183	\$5,300.00
Stockton Br. 213	\$300.00
San Francisco Br. 214	\$100.00
Central California Br. 231	\$441.00
Santa Barbara Br. 290	\$626.00
Santa Ana Br. 737	\$500.00
Garden Grove Br. 1100	\$3,941.53
Santa Clara Br. 1427	\$2,025.00
Ontario Br. 1439	\$250.00
Hayward Br. 1707	\$90.00
Burbank Br. 2086	\$909.92
Upland Br. 2168	\$347.50
Pasadena Br. 2200	\$1,581.30
Van Nuys Br. 2462	\$2,433.00
Escondido Br. 2525	\$500.00
Carmichael Br. 4494	\$500.00

Colorado

Denver Br. 47	\$610.00
Colorado Springs Br. 204	\$12,985.50
Pueblo Br. 229	\$15,107.00
Greeley Br. 324	\$6,684.07
Fort Collins Br. 849	\$3,069.00
Arvada Br. 4405	\$1,177.50
Centennial Br. 5996	\$1,850.00

Connecticut

Connecticut Mgd. Br. 20	\$2,800.00
Bridgeport Br. 32	\$100.00
Stamford Br. 60	\$6,000.00
Hartford Br. 86	\$7,571.00

Delaware

Newark Br. 1977	\$1,320.00
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District of Columbia

Washington Br. 142	\$1,030.00
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Florida

Tampa Br. 599	\$13,471.87
St. Augustine Br. 689	\$50.00
South Florida Br. 1071	\$1,094.00
Central Florida Br. 1091	\$1,984.75
Bradenton Br. 1753	\$500.00
Lakeland Br. 1779	\$1,000.00
Fort Myers Br. 2072	\$3,000.00
Sarasota Br. 2148	\$3,106.00
Deland Br. 2591	\$500.00
Spacecoast Florida Br. 2689	\$250.00
Panama City Br. 3367	\$1,000.00
Emerald Coast Br. 4559	\$1,625.00
Naples Br. 4716	\$1,095.00
Apopka Br. 5192	\$660.72

Georgia

Marietta Br. 1119	\$50.00
Gainesville Br. 1441	\$4,000.00
Decatur Br. 2225	\$1,000.00
Roswell Br. 4862	\$64.00

Hawaii

Honolulu Br. 860	\$1,025.00
Waipahu Br. 4683	\$1,600.00

Illinois

Chicago Br. 11	\$18,896.40
Peoria Br. 31	\$2,665.79
Springfield Br. 80	\$1,720.00
Galesburg Br. 88	\$20.00
Belleville Br. 155	\$30.00
Aurora Br. 219	\$2,480.00
Rockford Br. 245	\$6,453.17
Rock Island Br. 292	\$140.00
Joliet Br. 305	\$1,305.00
Alton Br. 309	\$5,619.21
Bloomington Br. 522	\$70.00
Oak Park Br. 608	\$20.00
De Kalb Br. 706	\$70.00
Elmhurst Br. 825	\$8,941.00
Princeton Br. 953	\$20.00
Granite City Br. 1132	\$1,000.00
Naperville Br. 1151	\$438.00
Southern IL Mgd. Br. 1197	\$2,500.00
Downers Grove Br. 1870	\$485.00
Des Plaines Br. 2076	\$120.00
South Suburban Mgd. Br. 4016	\$6,230.00

Indiana

Muncie Br. 98	\$2,166.00
Fort Wayne Br. 116	\$1,154.25
Richmond Br. 271	\$250.00
South Bend Br. 330	\$1,764.00
Evansville Br. 377	\$1,000.00
Anderson Br. 489	\$6,874.00
South Central IN Br. 828	\$15,714.88
Carmel Br. 888	\$3,000.00

Iowa

Clinton Br. 126	\$200.00
Dubuque Br. 257	\$1,100.00
Waterloo Br. 512	\$502.00
Fort Dodge Br. 645	\$52.50

Kansas

Lawrence Br. 104	\$3,167.35
Kansas City Br. 499	\$181.00

Kentucky

Louisville Br. 14	\$11,466.00
Lexington Br. 361	\$750.00

Louisiana			
Houma-Thibodaux-Lockport Br. 2464	\$400.00		
Maine			
Maine Mgd. Br. 92	\$4,714.43		
Maryland			
Baltimore Br. 176	\$1,421.00		
Hagerstown Br. 443	\$5,172.00		
Annapolis Br. 651	\$25.00		
Laurel Br. 3755	\$25.00		
Rockville Br. 3825	\$100.00		
Lanham Br. 4819	\$500.00		
Massachusetts			
Lynn Br. 7	\$1,518.50		
Worcester Br. 12	\$1,526.50		
Boston Br. 34	\$21,850.00		
Western MA Br. 46	\$7,218.55		
Fall River Br. 51	\$2,188.00		
Michigan			
Muskegon Br. 13	\$1,736.00		
Grand Rapids Br. 56	\$9,260.37		
Saginaw Br. 74	\$200.00		
Lansing Br. 122	\$3,500.00		
Mid-Michigan Br. 256	\$5,825.00		
North Oakland Co. Br. 320	\$600.00		
Ann Arbor Br. 434	\$5,000.00		
Port Huron Br. 529	\$618.00		
Wyandotte Br. 758	\$594.00		
Western Wayne Co. Br. 2184	\$3,595.00		
Midland Br. 2317	\$3,216.00		
E. Lansing Br. 2555	\$879.00		
Royal Oak Br. 3126	\$8,786.31		
Minnesota			
Minneapolis Br. 9	\$45.00		
St. Cloud Br. 388	\$3,180.00		
Rochester Br. 440	\$2,130.00		
Albert Lea Br. 718	\$150.00		
Iron Range Mgd. Br. 1058	\$1,000.00		
Hopkins Br. 2942	\$515.00		
Mississippi			
Greenwood Br. 1080	\$950.00		
Gulf Coast Mgd. Br. 1374	\$3,000.00		
Missouri			
Kansas City Br. 30	\$150.00		
Jefferson City Br. 127	\$1,464.00		
Springfield Br. 203	\$1,090.00		
Hannibal Br. 291	\$300.00		
St. Louis Br. 343	\$16,803.15		
Ballwin Br. 5050	\$4,000.00		
Grandview Br. 5267	\$200.00		
Hazelwood Br. 5847	\$500.00		
Montana			
Big Stack Br. 650	\$738.00		
Nebraska			
Omaha Br. 5	\$1,199.03		
Lincoln Br. 8	\$4,100.00		
Norfolk Br. 1020	\$340.00		
Nevada			
Reno Br. 709	\$270.00		
Las Vegas Br. 2502	\$815.00		
New Hampshire			
New Hampshire Mgd. Br. 44	\$4,249.00		
Nashua Br. 230	\$1,000.00		
New Jersey			
New Jersey Mgd. Br. 38	\$49,465.50		
Jersey City Br. 42	\$2,357.50		
Elizabeth Br. 67	\$365.00		
Montclair Br. 342	\$1,000.00		
Trenton Br. 380	\$450.00		
Camden Mgd. Br. 540	\$3,992.00		
Cherry Hill/Haddonfield Br. 769	\$3,293.00		
South Jersey Br. 908	\$358.00		
Freehold Br. 924	\$2,586.02		
Westfield Br. 1492	\$5,160.57		
Scotch Plains Br. 4102	\$250.00		
Brick Town Br. 5420	\$1,000.00		
New Mexico			
Albuquerque Br. 504	\$195.00		
Alamogordo Br. 3994	\$1,000.00		
New York			
Buffalo-Western NY Br. 3	\$4,211.94		
Elmira Br. 21	\$872.00		
New York Br. 36	\$3,207.35		
Brooklyn Br. 41	\$2,500.00		
Syracuse Br. 134	\$9,402.00		
Rochester Br. 210	\$8,474.00		
Binghamton Br. 333	\$3,369.00		
Long Island City Br. 357	\$25.00		
Northeastern NY Br. 358	\$31,713.74		
Yonkers Br. 387	\$15,535.11		
Valley Stream Br. 2189	\$100.00		
New City Br. 5229	\$3,551.36		
Long Island Mgd. Br. 6000	\$6,300.00		
North Carolina			
Durham Br. 382	\$3,246.00		
Raleigh Br. 459	\$4,150.00		
Winston-Salem Br. 461	\$1,000.00		
Wilmington Br. 464	\$918.00		
Charlotte Br. 545	\$1,458.00		
Kinston Br. 1044	\$200.00		
Hickory Br. 1250	\$500.00		
Henderson Br. 1286	\$250.00		
Burlington Br. 2262	\$7,746.00		
Jacksonville Br. 3984	\$645.00		
Roxboro Br. 4122	\$700.00		
North Dakota			
Grand Forks Br. 517	\$1,000.00		
Bismarck Br. 957	\$2,262.60		
Ohio			
Cleveland Br. 40	\$4,216.95		
Cincinnati Br. 43	\$1,180.00		
Toledo Br. 100	\$100.00		
Mansfield Br. 118	\$6,800.00		
Dayton Br. 182	\$390.00		
Youngstown Br. 385	\$7,200.00		
Ashtabula Br. 482	\$2,210.00		
Lorain Br. 583	\$100.00		
Oklahoma			
Oklahoma City Br. 458	\$85.00		
Tulsa Br. 1358	\$1,931.00		
Oregon			
Portland Br. 82	\$15,999.00		
Astoria-Seaside Oregon Br. 295	\$100.00		
Corvallis Br. 1274	\$100.00		
Pennsylvania			
Scranton Br. 17	\$750.00		
Pittsburgh Br. 84	\$50.00		
Wilkes Barre Br. 115	\$3,141.50		
Philadelphia Br. 157	\$2,967.72		
Reading Br. 258	\$4,161.53		
Lehigh Valley Br. 274	\$545.00		
Johnstown Br. 451	\$2,700.00		
Harrisburg Br. 500	\$8,100.00		
Uniontown Br. 520	\$2,500.00		
Bux-Mont Br. 920	\$170.43		
Rhode Island			
Pawtucket Br. 55	\$5,653.00		
Newport Br. 57	\$548.75		
South Carolina			
Greenville Br. 439	\$1,100.00		
Greer Br. 2553	\$100.00		
South Dakota			
Sioux Falls Br. 491	\$2,471.35		
Tennessee			
Nashville Br. 4	\$276.25		
Memphis Br. 27	\$792.50		
Knoxville Br. 419	\$1,500.00		
Texas			
Dallas Br. 132	\$125.00		
Houston Br. 283	\$35.00		
Waco Br. 404	\$300.00		
San Antonio Br. 421	\$112.00		
Corpus Christi Br. 1259	\$10.00		
Kerrville Br. 3028	\$300.00		
Utah			
Ogden Br. 68	\$580.00		
Salt Lake City Br. 111	\$6,060.00		
Vermont			
Rutland Br. 495	\$200.00		
Virginia			
Tidewater Br. 247	\$457.00		
Lynchburg Br. 325	\$850.00		
Staunton Br. 513	\$100.00		
Charlottesville Br. 518	\$150.00		
Fredericksburg Br. 685	\$1,140.00		
Virginia Beach Br. 2819	\$2,600.00		
Northern VA Br. 3520	\$8,500.00		
Chesapeake Br. 6066	\$13.50		
Washington			
Seattle Br. 79	\$7,000.00		
Tacoma Br. 130	\$1,705.00		
Spokane Br. 442	\$4,209.00		
Snohomish Co. Br. 791	\$465.00		
Kitsap Peninsula Br. 1414	\$50.00		
Kent Br. 2038	\$500.00		
West Virginia			
Charleston Br. 531	\$50.00		
Wisconsin			
Milwaukee Br. 2	\$479.00		
Racine Br. 436	\$1,030.00		
Manitowoc Br. 490	\$800.00		
Madison Br. 507	\$50.00		
Janesville Br. 572	\$681.00		
Kenosha Br. 574	\$575.00		
Green Bay Br. 619	\$5,638.00		
Beloit Br. 715	\$50.00		
Eau Claire Br. 728	\$100.00		
Appleton Br. 822	\$4,229.00		
Wyoming			
Casper Br. 1681	\$20.00		
Torrington Br. 3670	\$200.00		
Wheatland Br. 4387	\$150.00		
Worland Br. 5384	\$1,057.00		
State Associations			
California	\$2,000.00		
Delaware	\$589.00		
Illinois	\$2,810.00		
Indiana	\$1,550.00		
Maryland/District of Columbia	\$1,950.00		
Minnesota	\$4,398.00		
Missouri	\$2,796.92		
Montana	\$5,240.39		
Headquarters			
NALC Headquarters	\$1,616.55		
Grand Total			\$743,747.99

Workers Memorial Day a reminder to fight for workers' rights and safety

On Workers Memorial Day, Thursday, April 28, the world will remember workers who have been killed or injured on the job. This year's commemoration marks the 51st anniversary of the enactment of the Occupational Safety and Health Act. Signed by President Richard Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthy workplaces for their employees. Workers Memorial Day is held on April 28 in observance of the day that the Act took effect in 1971 and that the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

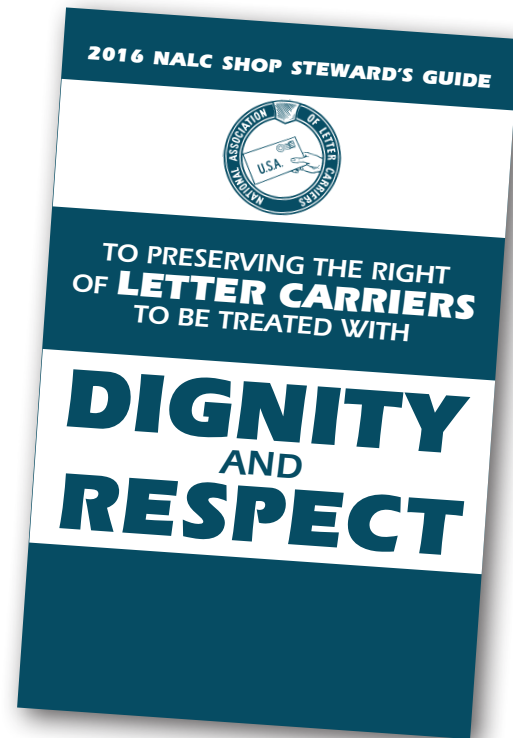
The day is a time to mourn and reflect, of course, but also to renew our call for safety in the workplace.

One way to ensure that letter carriers remain safe on the job is to uphold our right to be treated with dignity and respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment and violence.

The NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect brings together tools, documents and guidance on these matters. The booklet is available to all members at nalc.org through the Members Only portal.

The guidebook contains the Joint Statement on Violence and the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom floor that may later be used to support grievances. It also walks stewards through the five key elements required to handle grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

"Unfortunately, there are too many instances of mistreatment of letter carriers," NALC President Fredric Rolando said. "It was the parties' intent that all postal employees be able to work in a safe environment where they would receive the respect



they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment." **PR**

Deadlines approaching for national convention

Delagate eligibility lists for the 72nd biennial national convention in Chicago this summer have been mailed to all branches. The lists must be completed and returned to Secretary-Treasurer Nicole Rhine's office at NALC Headquarters no later than June 8 in order for branch representatives to be registered as delegates to the convention. The convention is set for Aug. 8-12.

All proposed amendments to the

NALC Constitution to be submitted for consideration at the convention must be received by Rhine's office by June 8 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 8 deadline in order to be printed in the *Resolutions and Amendments*

book provided to delegates. Resolutions received after June 8 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 8 as well.

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

Figured out



Some of Manley's figurine collection

Retired letter carrier David Manley can't get enough of letter carriers. He likes them so much that he has collected several hundred letter carrier figurines and built his own cabinets to hold them.

Like many letter carriers, Manley, a member of Alton, IL Branch 309, collects modern and antique postal mementos. He started collecting figurines in 1985, when his wife bought him one for his birthday. He and his wife began collecting more, and friends and family gave him others as gifts.

Over the years, Manley's collection has expanded to more than 400 pieces. As his collection grew, Manley put his cabinet-building skills to use making homes for the collection, working in his large woodworking shop. His collection fills eight cabinets that occupy a space 7 feet tall and 13 feet wide, stacked together as one.

"I hated woodworking in high school," Manley recalled, but when he had a chance to try it again while serving in the military before joining the Postal Service, he had a change of heart. "I picked it up in the Air Force and kept it up after that," he said. He spent two or three nights a week in the wood shop at Vance Air Force Base in Oklahoma, where he was stationed from 1969 to 1973.

Manley also learned to carry the mail in the Air Force—for most of his military service, he worked as a postal clerk and letter carrier on the base. He took the USPS exam a few months before leaving and found an opening in St. Louis. "I got out of the Air Force on Oct. 26, this is on a Friday, in 1973," he said, "and I was hired by the St. Louis post office the following Monday." He soon transferred to Bethalto,

IL, and delivered the mail there for 29 years until he retired. He still lives in the small town.

Manley has built many other custom cabinets for various uses, from trophy cases and lecterns for his church to shelf and desk units, entertainment centers and cedar chests he has made for family and friends. Manley's cabinet creations, which he makes in a garage next to his home that he converted to a woodworking shop, are expertly made with many classic details and mostly luxurious natural wood finishes. It's difficult to distinguish his pieces from professional works.

Manley finds figurines in many places. He searches eBay, antique stores and flea markets. In his retirement, he's done considerable traveling, and he shops wherever he goes.

"I bought four in Hawaii," he said. "I bought one in Alaska."

He also has written letters to a well-known figurine manufacturer, Vanmark, to ask the company to make letter carrier figurines. The company obliged with several versions of a letter carrier, and Manley bought every version.

Manley has acquired other interesting postal collectibles as well. His col-

lection includes "mailman belt buckles, beer steins, whiskey decanters and 90 Christmas ornaments," he said. With the figurines, about 700 items fill his cabinets.

He even collects antique letter carrier uniform items. Manley has a coat from the 1930s or 1940s era and a hat from the 1880s.

Bethalto provides him with an annual opportunity to put on that uniform and walk the streets again.

"Every year at Christmastime, we do a Victorian Christmas walk in town," he said, "and I dress in the old-fashioned

mailman uniform with the bag." Last Christmas, in a nod to the odd practice of mailing children by parcel post (the last-known child shipped by mail was mailed in 1915), Manley posed for photos with several youngsters in his satchel, including his great-niece, Ellina.

While Manley's homebuilt cabinets are sturdy and large enough to hold his collection, he still wonders where it will go next.

"It would be really nice to find an old post office to turn into a city museum or something," he said. "It would be neat to put the whole collection there so people could see it." **PR**



Manley dressed as an old-fashioned mailman from when people sent children by parcel post.



Veterans Group

For more information, go to nalc.org/veterans

Join the NALC Veterans Group today

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. As of right now, we have more than 17,800 members in the Veterans Group; however, there are thousands of members who are veterans and have not signed up.

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

The creation of the NALC Veterans Group is intended to be something tangible and useful.

The NALC Veterans Group is designed to provide NALC members who are military veterans with access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service. It also is intended to give veterans a sense of family and more brotherhood/sisterhood. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

NALC has made it easier for all veterans to sign up for the group. You can fill out the form on the website and mail it in, or you can fill out the form shown below and mail it in.

And you also can go to nalc.org/join-veterans, which will generate an email. You then will need to enter the information requested—name, address, branch number, military branch and any affiliated veterans groups. Once the fields are completed, press “send” and the email will be sent to me. I will then enter you in our NALC Veterans Group and send you an NALC Veteran pin.

Don't forget about the Veterans Group memorabilia that is available to purchase if you are a member of the Veterans Group. These items would make a great gift from a branch to its veterans; call the Supply Department at 202-662-2873 to order. All proceeds go toward future Veterans Group projects.

Always remember, brothers and sisters: Serving you is my job, and



Joining the Veterans Group online is easy. Simply go to nalc.org/join-veterans, click the link to generate an email and send your information to NALC Headquarters.

...serving our communities is all of our jobs. As I always say, “Help those in need, because you never know when it might be you in need.”

This month's column was written by Assistant to the President for Community Services Christina Vela Davidson.

Join the NALC Veterans Group

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

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

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



You continue to serve your country—**THANK YOU!**

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Free
to join

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's warning saves sleeping man from fire

On Jan. 8, Buffalo-Western New York Branch 3 member **Jax Ratjczak** was delivering to one of the houses on his route. "I went up to the porch to put mail in the box, and I heard the smoke detector," the three-year carrier recalled.

Initially, the carrier thought the alarm might have been set off accidentally, but he decided to investigate. "I peeked in the window, and I could see the flames," he said.

Ratjczak immediately called the fire department, and then began banging on the door to alert anyone still inside the residence. Eventually, a man came to the front door.

Given the noise and the flames, "I was sure no one was inside—the guy must have been sleeping," the carrier said. The homeowner appeared confused about what Ratjczak was doing knocking on his door. "I was like, 'Man, your house is on fire—you need to get out!'" Once the customer realized the danger, he quickly evacuated.

The carrier stayed near the burning building and was able to direct the firefighters when they arrived at the scene. Thanks to Ratjczak's timely call, "the whole house didn't end up going up [in flames]," the carrier said.

Fortunately, while there was significant property damage, nobody was injured in the fire. "The next day, the guy came up and thanked me—he said, 'I wouldn't be alive if it wasn't for you,'" Ratjczak said.

He comes from a postal family—his father is a retired carrier, and his mother and sister are active carriers. "It's kind of the family business," he said. But this day stands out as unusual even for someone used to the life of a letter carrier. "It definitely got my blood flowing," Ratjczak added.

A watchful eye helps call in firefighters

"I was just there at the right time in the right place," Lincoln, NE Branch 8 member **Anessa Darby** stated about her role in the events of Oct. 10, 2021. The city carrier assistant (CCA) had had to make an adjustment in her usual route due to construction on an apartment building. "I generally go around to the front, but because of the construction, I had to go backwards" on her route, Darby recalled. The change turned out to be fortuitous.

"I got to the second-to-last apartment for delivery and went in," the carrier said. When she came out, "I smelled something, and I thought, 'What's burning?'" Looking around, she spotted smoke coming out of one of the apartment complex's garages.

"I called the manager's office, and I said, 'You've got to get a maintenance worker out here,'" Darby said. She explained the situation, and then finished up her deliveries. By the time

she came out of the last apartment, a maintenance worker was standing nearby talking to a 911 operator.

Firefighters quickly responded, discovered an electrical fire, and were able to put out the flames before they spread to the main building. Darby later found out that while there were several bystanders near the fire, she was the only one who reported anything.

The carrier said that many people who lived in the apartment building came to thank her for her attentiveness. One of the residents called USPS to praise Darby and thank her for alerting people about the fire before it caused serious property damage.

"It's kind of nice that they recognize that we look out for them," she added. "All of us work extremely hard, and like the communities we work in. It's nice to give back."

Carrier alerts family about fire, helps evacuate

On June 7, 2021, "I was delivering, coming back across the street from the house," Youngstown, OH Branch 385 member **Marcus Merrell** recalled, when he noticed something terrifying at the residence. "The shed was on fire, which had caught the side of the house," the 15-year carrier said.

As Merrell later learned, the homeowner had just finished mowing his lawn and had put the lawnmower back in the shed before going inside his house. Unbeknownst to him, however, the lawnmower had somehow started a fire, which quickly spread to the shed.

"The shed was basically gone" by the time Merrell spotted the flames. Aware that the homeowner had two small children, the carrier said, "I ran and knocked on the door. On my way up [to the door], I called 911." He continued pounding on the front door



Anessa Darby

until the homeowner answered, accompanied by his children.

Merrell alerted him to the fire and urged the man to evacuate. “I grabbed one child, he grabbed the other one, and we ran across the street,” the carrier said.

While they waited for firefighters to arrive, the homeowner told Merrell that he had been sitting right next to the wall that was on fire, but that he hadn’t noticed anything until the carrier’s warning.

When firefighters arrived at the house, they “were able to get the fire out before too much damage happened inside the house,” Merrell said, which meant that the family did not lose their home.

Merrell was previously featured in *The Postal Record* in 2011, after he called 911 for a customer experiencing a medical emergency. But he dismissed his role in both events, stating, “I’ve got a tendency to be in the right place at the right time.

“I think being a letter carrier is the best job in the world,” he added. “In this job, we get to service the community—it’s the best thing ever.” **PR**



Marcus Merrell

Eye on the elderly

“I was delivering to the cluster boxes in an apartment complex” on Sept. 30, 2021, Battle Creek, MI Branch 262 member **Matthew Fee** recalled, when “I heard what I thought was a cat.” After hearing the sound repeated several times, however, the 25-year carrier realized that whoever was making the noise was human. He listened even more closely, and this time, “I could tell that it was a person calling for help,” Fee said. He was able to trace the cry to one of the apartments—an apartment, that, coincidentally, happens to be across the hall from where Fee’s grandmother lives. The carrier knocked on the door, and the woman inside asked him to get help. Fee went across to his grandmother’s apartment and called the apartment manager. While he waited for the manager, Fee also called 911 to request assistance. When the manager got the door unlocked, they were still unable to go inside the apartment, as the entrance was blocked by an obstruction. With the door partially open, they could see the elderly resident, who had fallen and seriously injured herself. Bleeding



Matthew Fee

and with multiple broken bones, she had been lying there for three days. “There was a big laceration on her head,” Fee said. “I called 911 back and said, ‘There’s blood everywhere—she needs firefighters, she needs an ambulance.’” Fee remained at the apartment until emergency services arrived and were able to get inside to rescue the woman. The carrier described the experience as “eye-opening,” adding, “She was lying there for three days, and I was the only one who heard her.”

In September of 2021, Lincoln, NE Branch 8 member **Kelli Reed** noticed that one of her customers’ mailboxes was full. The seven-year carrier knew that this customer usually picked up her mail quite punctually, and Reed became concerned. “She’s

mobility limited, and her caretaker was out of town,” Reed noted. When she approached the house, she could hear the woman’s dog inside. “The dog didn’t do its normal bark—it was a frantic bark,” she said. Reed knocked on the door and called out for her customer. “It took a minute to hear her, with the dog barking and the traffic going by,” she recalled. “I asked if she was fine, and she said, ‘No.’” The carrier called 911, and emergency responders came to the house. After officers gained access to the house, they asked Reed to go in and get the dog. Once inside, “the dog led me to the customer—she had collapsed in the bathroom,” Reed said. “I overheard her telling the paramedics she had been there for 24 hours already.” The woman was taken to the hospital, and then spent several months in a rehabilitation facility before returning home. The carrier said she felt “extremely grateful” that she thought to check on her customer. “I don’t feel like a hero,” she added. “I just felt like I was her guardian angel that day.”

On Dec. 20, 2021, Toledo, OH Branch 100 member **Jeffrey Alexander** was delivering on his route when the sister of one of his customers came running out of her house. “[She] came out and flagged me down—she was yelling out for me, and I knew it was serious,” the 30-year carrier said. The woman, who Alexander knew lived with her sister due to the former’s mental disability, explained that her sister had been lying on the floor for some time. Alexander immediately began asking follow-up questions. “I asked, ‘Is she talking...eating...drinking...?’” he recalled. After the woman said that her sister hadn’t been eating or drinking for three days, Alexander rushed into the house. There, he found the homeowner “barely conscious” on the kitchen floor. “I asked, ‘Can you hear me?’ but she kept muttering, ‘I’m cold,’” the carrier said. “She was drifting in and out [of consciousness].” Alexander quickly called 911. Paramedics arrived soon afterward and took her to the hospital, where she spent several weeks. While his customer was in the hospital, Alexander regularly took care of her dog

Eye on the elderly (continued)



Jeffrey Alexander

keeping an eye out, looking for something not right,” he said. “It’s a good feeling that you’re there to help when you’re needed.”

“It was right around Father’s Day” in June of 2021, West Palm Beach, FL Branch 1690 member **Michael Hill** said, when he became concerned about one of his customers. “[The customer] was pretty good about getting his mail from the mailbox,” the two-year CCA explained. But the mail had been piling up for two days and he had not seen the customer’s car move in the driveway, which also was unusual. Worried, Hill decided to call and request a welfare check. “I haven’t called [911] for a customer in the past,” the carrier said, “but I was

and brought meals to her sister. But the carrier was modest about his actions, saying that it was all part of the job. “We’re out here in these neighborhoods,

a 911 dispatcher for a few months, so I’ve been on the other end of it.” Hill said that he thought he might be being overcautious, but “at the end of the day, if it was something, better safe than sorry.” The carrier took over a different route shortly thereafter, so he didn’t hear about the result of his call until a co-worker asked Hill if he had called in a welfare check recently. When Hill said yes, the co-worker said that he had been delivering on Hill’s old route when a woman had come running out of a house. She asked him if he had been the one to call police, and explained that when officers had responded, they found her father having a heart attack. Thanks to Hill’s call, the man was taken to the hospital and was in recovery. Hill was later able to connect with the man (who was still in the hospital) and speak to him via FaceTime. “It was great to talk to him,” the carrier said. “He was really thankful. He said, ‘It feels really good to know there’s people looking out for you.’” Hill was modest about the praise, but said that as a letter carrier, he feels that looking out for customers is part of the job. “We get around,” he added.

“If anyone’s qualified to make that call, it’s us.”

On Oct. 18, 2021, Grand Rapids, MI Branch 56 member **Andrea Faulkner** was delivering on her route when she noticed that mail was piling up at one of the neighborhood residences. The house belonged to an elderly couple, Edward and Hillie Horton, and the carrier became concerned about their welfare. “I went to the front of the house and knocked,” the 17-year carrier said, “and I could see that the light was on inside.” Knowing that it would be extremely out of character for Mr. Horton to leave the lights on, Faulkner walked around the house, calling for Mr. Horton and identifying herself as “the mail lady.” She then went through the back gate into the backyard, where she could see into the kitchen—the faucet was running, and it looked like a meal was in preparation. “I got a really bad feeling in the pit of my stomach,” she said. The carrier went up to the back door and began knocking, and the door swung open—it had not been latched properly, and Faulkner was able to enter the house. Inside, she found

Mr. Horton at the bottom of the stairs. “I could see that he was gone,” she said. Faulkner quickly walked back outside and called 911; a short time later, police and emergency responders were on the scene. During a sweep of the house, they found Mrs. Horton confined upstairs in a seriously weakened condition. She was promptly taken to the hospital. As it turned out, Mr. Horton had died days earlier, but Mrs. Horton had been unaware of the accident. Her pre-existing health issues meant that she had been unable to care for herself without her husband’s assistance. Faulkner was able to provide police with her customer’s name, which helped them find and notify the couple’s family members. Mrs. Horton did survive; paramedics later told the carrier that Mrs. Horton probably would have lasted only one more day if Faulkner had not investigated. Faulkner described looking out for the elderly as a critical part of the job. “We have eyes on our neighborhoods in a way that no other [agency] has,” she said. “For me, it’s just natural,” Faulkner added. “I think of myself as a neighbor.” **PR**

Help on the way

Last summer, Ballwin, MO Branch 5050 member **Eric Myers** was on his way home from work when he noticed a small cluster of people by the side of the road. When he looked closer, he saw that they were standing over an elderly man, who had collapsed on the ground next to his bicycle. The 23-year carrier assumed that the man had succumbed to

heat stroke—“it was one of the hottest days of the year,” he recalled. Still, he wanted to be sure that the man was getting proper medical attention, since the bystanders appeared to be just staring at him. “I spent four years in the Army in the infantry, and I took this combat lifesaver class—learned CPR, learned other skills,” Myers said. With his training, he

thought he might be able to assist. After pulling over and parking his vehicle, Myers walked up and checked on the man. “He didn’t have a pulse, and he wasn’t breathing,” the carrier said. One of the bystanders was already on the phone with emergency services. “[The] 911 [operator] wanted to know if he was OK, and I said, ‘No, he’s not breathing—I’m going

to start CPR,’” he said. Myers began chest compressions, and he continued with CPR for several minutes until another bystander,



Eric Myers



Andrew Gebhardt



Marlow Hernandez

a doctor, offered to take over. When paramedics arrived on the scene, they defibrillated the man and took him to the hospital. Myers later heard that the man had had a heart attack, but that he had recovered. Myers said that while he was glad that he was able to help the man, he didn't really register his actions at the time. "Everything was happening so fast," he added. "I just knew I had to do something."

"I was down on the driver safety course" in July of 2021, Milwaukee, WI Branch 2 member **Andrew Gebhardt** recalled, when he saw an Irish Fest vendor walk past. "We have Irish Fest every year in Milwaukee, and vendors come [to sell their goods at the festival]," the 10-year carrier explained. This elderly woman was carrying a lot of products in her hands, which might have prevented her from seeing a piece of metal rebar on the ground until she tripped

over it. "She went face-first into the ground," Gebhardt said. "She had a 7-inch laceration on her forehead," and she was unconscious." The carrier, who had witnessed the entire incident, immediately rushed over to help. "I revived her and was putting pressure on her forehead," he said. When he realized that she was going into shock, the carrier directed several bystanders to get medical assistance. While they waited, he held a compress against the woman's head to prevent blood loss. Paramedics arrived and took the woman to the hospital, where she received 12 stitches. After two days at the hospital, she was able to rejoin the festival on the last day, where she reconnected with Gebhardt. "She started crying and gave me a huge hug," he said. Gebhardt, who is a retired police officer, said that helping the community comes as naturally to him in this job as his past one. "If someone needs help, I'm

going to help," he added. "It's just in my nature."

On Jan. 11, Garden Grove, CA Branch 1100 member **Marlow Hernandez** was delivering mail to the boxes inside an apartment building when he saw one of his customers, Lisa Steves, lying face down on the ground. "She was lying between the two boxes," the eight-year carrier recalled. "I got a little closer and started to yell her name." Upon closer inspection, Hernandez was worried because Steves did not appear to be breathing. "I rubbed her back," the carrier said. "Her face, her arms were pale." Hernandez quickly called 911 and reported Steves's condition. "I said, 'She's unconscious—I'm not sure if she's still alive.'" While the dispatcher sent an ambulance to the scene, the operator asked Hernandez to check Steves's pulse. "I checked her pulse—it was my first time in so long doing that—but there was no

pulse," the carrier said. When he relayed this information to the operator, she transferred him to another dispatcher, who asked him to perform CPR. "I've taken [CPR] classes, but it was more than 20 years ago," Hernandez said. "I've never had to perform it, and here I am, being directed to do it." The operator told Hernandez to turn Steves over and begin chest compressions. "I probably had done 10 [compressions] when [police officers] arrived—they got there quick," the carrier said. Paramedics were able to get Steves's heart started again at the scene, but she went into cardiac arrest again and died a short time later. However, Hernandez's role as a community helper was not over. "I didn't want to leave it like that," he said, so when Steves's family reached out to ask him about her last day, he went even further. "I talked to the family and explained what kind of a person she was—she was a really nice person." **PR**

Customer Connect adds up for USPS

By touching every address in the United States at least six days a week, letter carriers naturally develop special relationships with their customers. Since USPS's Customer Connect program began in 2003, thousands of carriers have successfully leveraged their interactions with business customers to encourage them to use the Postal Service, rather than rely on private delivery and mailing services. Below are some recent stories about Customer Connect leads submitted by letter carriers that have helped USPS earn new revenue.

A good rapport and sales pitch seal the deal for USPS

Pittsburgh, PA Branch 84 member **Ronald Manzini** had been keeping an eye on one of the businesses on his route for a while. The company, Grantsa, is an e-commerce business that regularly sent out massive deliveries using a competitor.

"They had a huge surplus of orders," the six-year carrier said. "They would have all these packages to go out, and after the third or fourth time, I thought, 'Well, this is something.'"

The "something" was a promising

lead for the Customer Connect program. Manzini decided to approach the owners and ask them if they would consider switching delivery services to USPS.

"Their [shipping] volume was putting a bump in my routine, they were shipping so often," the carrier said. "So I said, 'Hey, if you give me your phone number, I can have my boss call you and you can get our [shipping] rates.'"

Manzini's pitch was successful—after he passed the company's phone number through Customer Connect, the USPS sales team was able to

Customer Connect (continued)



follow up and close a shipping deal.

“All it took was letting the customer know that USPS has free tracking on

parcels, doesn’t have surcharges and offers free Priority Mail supplies,” the small-business senior sales specialist at USPS headquarters, Lou DeRienzo, said. “Our carriers are in a perfect position to share their knowledge about what the Postal Service can do for our customers.”

Manzini agreed that getting to know your customers is the best way of making a connection. “Everyone in town knows me as Mailman Ronnie,” he said. “I live on my route—this is my hometown. I build that rapport, regardless, but I know that [the special delivery rates] are something we have.”

The carrier stated that he thinks the Customer Connect program is a great thing for the community. “I look at it as doing the business a favor,” he said. “The Post Office is happy, the customer is happy, you’re happy.”

Manzini added that he thinks carriers boost the Postal Service’s reputation with their customers. “[It gives them] more of a confidence,” he said. “You chose [USPS] and there’s a reason—you see the same person every day.”

In the end, that confidence is financially beneficial to USPS: Manzini’s lead generated more than \$83,000 for the Postal Service.

Maryland CCA recognized for million-dollar lead

Rockville, MD Branch 3825 member and city carrier assistant **Karla Carter** submitted a lead that recently generated more than \$1 million in estimated annualized revenue for the Postal Service.

Carter was unaware of the Customer Connect program until Business Lead Development Specialist Andrea Burrows, along with Region 13 National Business Agent Vada Preston, Branch 3825 President Kenneth Lerch and Rockville Postmaster Gabriel Hamilton gave a presentation about the program in December of 2021 to the Rockville city carriers.

After the presentation, Lerch spoke with Carter about becoming the Customer Connect coordinator for Rockville, and she enthusiastically agreed to take on the position in addition to her role as shop steward.

The day after the Customer Connect presentation, Carter realized that Reaction Retail, a business that she had been regularly delivering to on her route, might be a good lead for the program. The store supplies cosmetics and perfumes to many high-profile retailers, including Walmart and Bloomingdale’s.

“I noticed this one business had so much going on,” Carter said. “They had a table with three signs [to direct the delivery services]: UPS, USPS and FedEx.”

Carter had already realized that this company was shipping hundreds of packages a day. The carrier had built a rapport with the warehouse workers, and she occasionally asked them questions about the business.

The CCA went out of her way to get the business any additional assistance it needed. One day, “the workers had asked me to get a bigger truck, because they had a sale going out,” she said. She promptly told her super-

visor, and was able to come back with the larger vehicle.

After learning about the Customer Connect program, Carter decided to use her already established relationship with the business to promote USPS. The CCA spoke with the manager, who “was great—she said thank you for the big truck coming.”

Carter asked the manager if she could pass along the business’s contact information as a Customer Connect lead, and the manager agreed. Back at the post office, “I told them, ‘I think this is a great lead,’” the carrier said. The

million-dollar result proved that she was correct.

On Feb. 15, a celebration was held at the Rockville Main Post Office

to recognize Carter’s huge contribution. The attendees included the district manager, the Rockville postmaster, the branch president and Regional Administrative Assistant Hugh McElroy, as well as more than 60 other city carriers. Carter was presented with a certificate, and Postmaster Hamilton provided a Panera breakfast for all of the city carriers and staff. McElroy praised Carter, stating, “Karla... loves being a carrier, is eager to learn, and has a great attitude.”

Carter, meanwhile, was eager to praise the Customer Connect program. “If you do care for your customers, love what you’re doing... it’s not only beneficial for the customers, it’s great to do for all of us, so we can continue having our jobs.” **PR**



Route evaluation and adjustment



**Brian
Renfroe**

Let me start this month by thanking all of you who reached out to your members of Congress to encourage them to vote for the Postal Service Reform Act of 2022. Passage of a bill like this has been a long-time legislative goal for NALC. Its passage—with strong bipartisan majorities in both the House of Representatives and the Senate—is the culmination of years of work by NALC members to educate our elected representatives, the media and the public about the need for postal reform. As usual, a job well done by letter carriers.

As I've written in previous editions of *The Postal Record*, we continue working on the task force established by the Memorandum of Understanding (MOU) Re: City Delivery and Workplace Improvement Task Force. I serve on this task force along with President Rolando, Director of City Delivery Chris Jackson, Special Executive Assistant to the President Tim McKay and Assistant to the President for City Delivery Michelle McQuality.

In the past, I've provided updates on several of the subcommittees established to address issues included in the MOU. NALC officers and staff continue working daily with Postal Service representatives. This month, I am going to focus on our work toward development of a new joint route evaluation and adjustment process.

I've previously written about the efforts to explore and incorporate the technology that is now available in a route-adjustment process, and about our work with USPS executives and staff discussing the possibility of a national joint route adjustment process that would potentially kick off this year. A sincere interest in developing the first national joint process in several years remains strong by both parties at the national level. I remain optimistic that we can reach agreement on a process that builds on our past success in jointly evaluating and adjusting routes.

Recently, we completed testing in a couple of locations. We used the concepts that retain a similar structure and evaluation period as we had used in the past, but we incorporated a significant amount of

technology that is now available. The technology is nothing more than information. This includes details of what each carrier does on every route each day, the locations of scans, parcel deliveries, accountable deliveries, etc.

We were very happy with the results of the testing. The vast amount of information that is now available allows the joint teams to identify and correct any data problems such as clock-ring errors. The teams also are able to identify allied time on the street, such as relay time and parcel or accountable delivery. The results were very clean data that makes it easy to evaluate routes based on the average time a carrier takes to deliver a route daily.

We also are working extensively with the Postal Service to improve the adjustment part of the process. For many years, we have evaluated territory being transferred to or from a route based on a one-day PS Form 3999. Having a manager accompany a carrier for a full day is expensive and, frankly, not an enjoyable experience for the carrier or the manager. That single day may or may not be representative of the normal time it takes to deliver a particular part of the route. It has been the best we could do for a long time, but the information available now through technology provides an opportunity to improve in this area.

We are working toward using the technology to develop something like a PS Form 3999 for adjustment purposes. The idea is to create a file that is based on the average times over the course of a week rather than a single day. This should result in more representative times when we move territory from one to the other. Maybe more importantly, it would eliminate the need for a manager to accompany the carrier on every route when evaluating and adjusting routes. This would result in a cost savings and a more efficient process.

The feedback from the test sites was unanimously positive. The only difference for the carrier during a route evaluation in this concept is the carrier talking to the joint team about his or her route. Otherwise, nothing changes compared to a normal week or weeks.

We will continue to test and work with USPS representatives to improve the technology for route-adjustment purposes and to get to a point where can we expand the process nationally. A modern, efficient route-evaluation and adjustment process will benefit us all.

Delivery Point Sequencing issue and adjudication



**Lew
Drass**

This article concerns an annoying Delivery Point Sequencing (DPS) problem that some of you deal with on a daily basis, and for no good reason. We will describe the issue, give you some historical background and offer some guidance for correcting this problem through the grievance procedure.

The problem

Do you have mail included in your DPS trays each day that is sorted to the main address (100 Main St.), but not properly sorted to the secondary addresses (Suite A, B, C, etc.), and is kicked to the front of the main address because it is an out-of-delivery order for the secondary address?

This mail has the same primary address, but also has a secondary address that requires sorting before delivery in locations such as strip malls, medical buildings with multiple delivery points, or apartment complexes with cluster boxes in different locations. In some cases, this mail gets kicked to just before the first secondary address (100 Main St., Suite A) in the DPS, while in other cases, the whole main address (100 Main St.) is like a shuffled deck of cards and all of it needs to be sorted before attempting delivery.

Those of you who experience this problem either collate this mail in or at the vehicle before delivery, or go back where the DPS mail is staged, fish it out and sort it in the office each morning. You should not have to make this choice. This mail is supposed to be brought to your case with the rest of your residual letter mail and sorted (cased up) in the office. If/when it is not, it is not only an annoying and inefficient problem, it is also a contract violation.

Historical background

The principle that any letter mail included in your DPS must be in delivery sequence order has deep roots in our bargaining history. DPS principles, work methods, implementation guidelines, etc., were all jointly developed and implemented by USPS and NALC.

This started with a series of memoranda of understanding (MOUs) that were signed on Sept. 17, 1992, and that appear on pages 239-249 in the 2019-2023 National Agreement. The national parties followed these MOUs by releasing a joint training guide called *Building Our Future by Working Together* on Nov. 19, 1992 (M-01306). National trainers were then employed to deliver this training

to the local level all over the country. Any questions that arose from this process were forwarded to the national parties for a joint response. The national parties published a series of MOUs (M-01151, M-01152 and M-01153) that contained 80 Q&A's concerning any aspect of DPS letter mail that anyone had a question about. There were just two questions concerning the bedrock principle that mail in the DPS does not require additional sorting on the street before delivery.

M-01153 covered questions 55-80. Q&A 64 and 69 state:

Q-64 - At what point does DPS mail trigger "residual mail"?

A - Residual mail is any mail that is not in DPS order once a delivery unit starts receiving DPS mail.

Q-69 - If DPS mail is received in a delivery unit on more than one dispatch, does that meet the requirement of putting mail in DPS order for two or more consecutive weeks considering the need to collate the bundles?

A - DPS mail is one bundle of mail in delivery point sequence. Mail that must be collated before delivery is not considered DPS mail. The number of dispatches is irrelevant.

These Q&A's support the facts that DPS is, and always has been, one bundle of mail that requires no additional sorting on the street before attempting delivery, and any letter mail that requires additional sorting on the street does not belong in the DPS trays.

Arbitration experience

This issue has been arbitrated regionally on four occasions over the past few years. NALC has been successful in each case. The USPS position on the issue has changed with time.

In both of the first two cases, arbitrated by Arbitrator Nixon – Marietta, GA (C-33659) and Arbitrator Miles – Decatur, AL (C-34279), management acknowledged that it had violated the National Agreement when it included secondary address mail that is not in delivery order (residual mail) in the DPS trays. Each arbitrator ordered USPS to cease and desist the practice of including secondary address mail not in delivery order in the trays of DPS mail.

In the third case, decided by Arbitrator August – Deland, FL (C-34983), management did not acknowledge a contract violation. Instead, it took the position that the mail in question was not residual mail that needed to be sorted in the office, but DPS sort errors which did not have to be removed from the DPS trays. Arbitrator August rejected this argument and ruled:

Management violated the National Agreement, specifically the M-01306, and M-01153, when they failed to remove residual mail from the DPS, which the parties have agreed re-

quire casing in office. The Service will “cease and desist” including “residual mail” in the DPS trays at the Deland, FL., Post Office Installation. Management shall work with (AMS) and In-Plant Support to correct the residual mail issues in the DPS.

In the fourth case, decided by Arbitrator Bahakel – Warner Robins, GA (C-35023), management pulled out all the stops and strained the slightest appearance of credibility. It began by arguing that this issue is not arbitrable for several reasons:

1. The mail in question is not residual mail, but actually the result of DPS sort errors, and therefore, Step 4 decision M-01356 resolved the issue in this case.
2. The *Building Our Future by Working Together* joint training guide (M-01306) set out a process for disputes concerning DPS mail to be resolved through a joint body at the national level. This means that the parties have agreed that DPS questions will not be ruled on by regional arbitrators.
3. Part of the NALC position letter for the 2011 interest arbitration and the resulting Das award somehow made it to where this case could not be heard by a regional arbitrator.

The arbitrator rejected each of these arguments. When that hocus pocus did not work, management declared this case to be interpretive and sent it to Headquarters for review by the national parties. We jointly agreed that the case did not involve any interpretive issues and remanded it back to regional arbitration.

Management then argued that the mail in question could not be considered residual mail because it had been sorted through the DPS machine to the correct main address (100 Main St.) and should be dealt with through the local 3M process.

NALC argued that management violated M-01306, M-01153 and M-01246 via Article 15 of the National Agreement and Section 121.1 of the *M-41 Handbook* via Article 19 of the National Agreement by including residual mail in the DPS trays, and this mail must be removed from the DPS and cased by the carriers prior to leaving the office.

The arbitrator ruled:

The testimony presented at the hearing established that carriers are being required to sort the mail in question while on the street so that it can be properly delivered. The intent of the DPS process is to sort mail for the carriers and have it in delivery order for the street without any further processing. The mail in question here is not in complete delivery order. It has been presorted to the main address, but for various reasons not sorted any further. After considering all of the above, it is my determination that the mail in question here

is residual mail as defined by the parties in the M-01153 and should be cased by the carriers in the office and not sorted on the street.

...I find that the mail that is in question here is residual mail if it meets each of the following parameters: 1) Is in DPS order only to the main address 2) Is not properly sorted to the secondary address 3) Has been included in the carrier’s DPS mail, but kicked to the front of the main address because it is out of delivery order for the secondary address.

...The grievance is sustained. Management is found to have violated the National Level settlements M-01306 and M-01153 and Section 121.1 of the *M-41* handbook when it included secondary address mail that was not in delivery sequence order in carriers DPS mail. The Postal Service shall cease and desist from including secondary address mail not in delivery sequence order in the DPS trays...

Guidance

If you are a letter carrier who is affected by this problem, you can request to see your shop steward and ask him or her to file a grievance, but you will have to write down which addresses in the DPS trays on your route require you to sort mail before attempting delivery.

If you are a shop steward in an office that has this problem and are interested in getting it corrected, we have created some help for you. There is a grievance starter that covers this issue available through your national business agent’s office. This grievance starter comes with an interview sheet that takes less than five minutes to fill out. Here is the recipe:

1. Obtain the interview sheets and grievance starter through your national business agent’s office.
2. Ask the regular letter carrier for each route to fill out an interview sheet. Use the carrier technician or someone on a hold-down for vacant routes. The interview sheets are the key to success with this issue in the grievance procedure. Please do not file a case without them.
3. Use the grievance starter and make any adjustments as needed based on your local circumstances.

Hopefully, management will just acknowledge that placing secondary address mail in the DPS trays that requires further sorting before attempting delivery is a contract violation and take this mail out of DPS like they did in the first few cases referenced above. If not, and you follow the simple recipe above, you will be ready to go the distance on this issue.

In closing, I’d like to take this opportunity to recognize and thank Assistant to the President Greg Dixon for his efforts. He has been leading the charge on this issue for NALC.

Branch audits: A guide for trustees



Nicole
Rhine

Article 6, Section 9 of the *Constitution for the Government of Subordinate and Federal Branches* states in part that: “The Trustees shall examine and report to the Branch the condition of the books of the officers at least once every six months, compare the vouchers and records and see that they correspond with the collections and disbursements.”

To assist trustees of small local unions, the Office of Labor-Management Standards prepared a guide called *Conducting Audits in Small Unions – A Guide for Trustees to a 10-Step Audit*. This guide is available on the Department of Labor’s (DOL) website at dol.gov and on the NALC website at nalc.org on the Secretary-Treasurer’s page.

I recommend that all trustees, as well as other branch officers, review and consult the DOL’s guide for assistance before, during and after an audit to ensure that the branch’s funds and other assets are safeguarded and expended appropriately for the benefit of the branch and its members.

The planning phase of the audit involves meeting with the other trustees to discuss responsibilities and assign duties. A letter or other notice should be sent to the president and secretary/treasurer of the branch to advise them of when the audit will be held and which items (e.g., checkbooks, canceled checks, vouchers/warrants, journals, minutes, etc.) the trustees will need to complete the audit. Trustees should review financial forms such as 990s and LM reports, as well as the *NALC Constitution*, the branch’s bylaws and the branch’s most recent audit report, before starting.

The following is a quick checklist of the 10 steps to be performed during the audit as listed in the DOL’s guide:

- **Step 1:** Trace cancelled checks to the bank statements and disbursements journal.
- **Step 2:** Scan the disbursements journal and record unusual entries.
- **Step 3:** Trace the branch roster’s total dues deposited by NALC Headquarters on behalf of the branch to the receipts journal and bank statements.
- **Step 4:** Confirm that receipts from all other sources (interest, rent, raffles, etc.) have been properly recorded and deposited. Trustees may need to refer to the branch’s minutes to determine if raffle money was deposited.

- **Step 5:** Identify all bank accounts, verify their ending balances, and review withdrawals and transfers. Verify that all withdrawals during the audit period from savings, money market accounts or certificates of deposit were used for legitimate union purposes, as approved by the membership. Trustees may need to refer back to the branch’s minutes to confirm expenditures and transfers.
- **Step 6:** Inventory fixed assets such as computers, photocopiers, filing cabinets, etc. If a list does not exist, create one—either indicating their original cost, estimated current value or value as carried in the branch’s books (if a list exists), and the asset’s location.
- **Step 7:** Confirm that the annual LM report for the latest completed fiscal year was filed on time.
- **Step 8:** Determine whether financial records were properly maintained. (For length of retaining records, see Chapter 6 of the *NALC Branch Officer’s Guide to Finance and Administration for more information*. This guide can also be found on the NALC website on the Secretary-Treasurer’s page under “Resources.”)
- **Step 9:** Ensure that all officers and employees who handle funds are adequately bonded. (Fiduciary officers may consult Chapter 5 of the *NALC Branch Officers Guide to Finance and Administration* for more information.)
- **Step 10:** Confirm that no officers or employees were loaned more than \$2,000 by the branch. Loans exceeding \$2,000 are prohibited by the Labor Management Reporting and Disclosure Act of 1959.

After the audit has been completed, the trustees should review their findings, resolve any loose ends, document their work and report their findings. This will include determining whether any changes are needed to comply with DOL requirements and making a list of any internal financial-control weaknesses or problem areas. Unless the trustees have found significant discrepancies in the branch’s records and need outside assistance, they should meet with the principal financial officers of the branch and discuss their findings and resolve any concerns. The audit findings should then be reported to the branch.

Please review the entire guide for conducting audits to gain a better understanding of every aspect concerning a branch audit. The guide includes sample letters, checklists, common problems and indicators of possible misuse of funds.

Thanks to all branch trustees who are diligent and thorough while performing their duties.

Start hiring off on the right foot with employee verification compliance done right



**Paul
Barner**

We all know that finding the right people to serve our members is critical to our success. But what we cannot forget is that lack of compliance with the employment verification form—the I-9—could represent a serious financial and legal threat to our branch offices and state associations. In recent years, the federal government has escalated its efforts to oversee and enforce I-9 compliance through workplace audits and raids, and the I-9 is more than just a compulsory onboarding employment form. It is a legal document requiring every employer (remember: that’s you if you have anyone earning W-2 wages) to verify their employees’ immigration status under penalty of perjury. Noncompliance with those verification requirements is a

civil violation and can result in heavy fines and penalties.

What should you do?

Here are some tips to protect your branch or state association against I-9-related penalties:

- First, remember to download the most up-to-date form at uscis.gov/sites/default/files/document/forms/i-9-paper-version.pdf, making as many copies as you need, or simply direct your employees to the e-form.
- Section 1 of I-9 must be completed by each employee by their first day of work (the period of time after the job offer has been accepted and before the end of the employee’s first day).
- Section 2 must be completed by the employer within three business days of the date of hire.
- The instruction document and list of acceptable documents (page 3 of the Form I-9) should be made available to employees at the time they complete Section 1 of the form.

Employees are free to choose which legal documents they submit to establish their identity and eligibility to work in the United States. They must present original, unexpired documents in person to the company representative (a branch officer or other designated employee who is completing Section 2 of the I-9).

I-9s should be stored in a secure location separate from personnel files. If photocopies of documents are made, they should be retained with the I-9s and presented during an investigation or audit by an authorized agency. Completed I-9s must be retained for as long as an individual is employed. I-9s for employees who have separated must be retained for three years after the date of hire (first day of work for pay) or one year after the date employment ends, whichever comes later.

Instances in which completing Form I-9 varies from the norm:

- **Reverification:** If the employee’s work authorization document has an expiration date, you must reverify the employee’s right to work prior to that expiration date. Also, when an employment authorization expiration date is provided in Section 1, you are required to reverify employment authorization on or before the date shown. The need for re-verification is triggered by the document presented by the employee and by the box the employee checks in Section 1 of Form I-9. Branches should create a system to remind them when the employee’s documents are expiring and need to be reverified. Reverification is not necessary for identity (List B) documents. U.S. passports, whether valid or expired, never require reverification, nor do alien registration or permanent resident cards.
- **Rehires:** A new Form I-9 does not need to be completed for people rehired within three years of completing a prior Form I-9. Branches can instead update the prior Form I-9 by confirming that the employment eligibility document originally presented remains valid. If it does, you can merely record the rehire date in Section 3 of the form. However, if a new version of Form I-9 has been issued, the employee must provide documents from the current list of acceptable documents, and you must complete the current version of Form I-9 and retain it with the previously completed I-9. Some branches and state associations find it easier to complete a new Form I-9 for all rehires.

Auditing and correcting Form I-9

Overall, to ensure compliance with the law, you must accurately complete Form I-9 at the outset. Mistakes happen, however, and you may later discover errors on these forms. It is good practice to periodically audit and make any necessary corrections to the I-9s. Remember to make all corrections in a different ink (red is suggested) to avoid the appearance of tampering with the timing or other compliance requirements. Some Form I-9 errors are technical and can be corrected, but others are substantive and could require new I-9s in addition to the original forms. Important: Never backdate a form! Periodic self-audits and corrections may assist employers in demonstrating a good-faith effort to comply with the law in the event of a government audit.

Temporary I-9 policies related to COVID-19

Due to precautions being implemented by employers and employees related to physical proximity associated with COVID-19, employers with employees taking physical proximity precautions due to COVID-19 will not be required to review the employee’s identity and employment authorization documents in the employee’s physical presence. However, employers must inspect the Section 2 documents remotely (e.g., over video link, fax, email, etc.) within three business days for purposes of completing Section 2. Employers also should enter “COVID-19” as the

(continued on next page)

Employee verification compliance (continued)

reason for the physical inspection delay in the Section 2 additional information field once physical inspection takes place after normal operations resume. Once the documents have been physically inspected, the employer should add “documents physically examined” with the date of inspection to the Section 2 additional information field on the Form I-9, or to Section 3 as appropriate. These provisions may be implemented by employers for a period of 60 days from the date of this notice or within three business days after the termination of the national emergency, whichever comes first.

The temporary guidance was set to expire Dec. 31, 2021. Because of ongoing precautions related to COVID-19, DHS has extended the Form I-9 requirement flexibility policy until April 30. Please visit this website for ongoing guidance regarding future extensions: uscis.gov/i-9-central/form-i-9-related-news/temporary-policies-related-to-covid-19.

Given that both audits and raids are becoming more commonplace—and that the criminal penalties and fines are severe—it is critical that branches and state associations have a robust I-9 compliance practice in place.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on “Report an Annuitant Death.” This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier’s full name, CSA number, date of birth, Social Security number, survivor’s full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM’s processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees’ Group Life Insurance (FGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree’s financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier’s NALC branch.
- If the retiree was a veteran, notify Veterans’ Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC’s Mutual Benefit Association, call 202-638-4318 or write to MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.
- If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse’s FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse’s name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

If the spouse of a retired letter carrier dies, call the NALC Retirement Department for instructions on how to restore annuity to full amount, switch health coverage from family to self (unless you have dependent children) and change beneficiaries.

City Delivery updates



Christopher Jackson

In this month's column, I want to update you on the recent activities related to two USPS initiatives.

USPS Connect Local

In my article in the October 2021 edition of *The Postal Record*, I informed you of a new USPS delivery initiative, USPS Connect Local, which is designed for small and micro-business customers who ship locally and want same-day or next-day delivery in their surrounding areas. Connect Local was piloted in seven locations in the Dallas and Houston metro areas beginning in July 2021.

Over the summer, the test was subsequently expanded to the rest of Texas. I now want to update you on the recent changes to the USPS Connect Local program.

In February, the Postal Service informed me of the official launch of the USPS Connect Local program. USPS Connect Local offers same-day and next-day local-to-local package and mail-delivery service for micro- to medium-sized businesses. USPS Connect Local also provides new Parcel Select package and First-Class Mail options. Beginning in February, USPS Connect Local is being offered in 2,622 select locations across the country. Letter carriers interested in learning more about the USPS Connect Local program should read my October 2021 article, which can be found on the NALC website.

Small Delivery Unit Sorters

In my January article, I informed the membership that the Postal Service had notified me of its intent to resume deployment of Small Delivery Unit Sorters (SDUS), which had previously been suspended prior to peak season. USPS provided me with a list of locations and a tentative schedule for deployment of 21 SDUS machines by March 12.

Recently, City Delivery staff traveled to two of these locations to observe the SDUS machine in operation. According to the USPS Standard Work Instruction (SWI), the SDUS is designed to use a minimum of three employees for optimal operation—a Stager, a Facer and a Sweeper. The Stager retrieves the parcel containers from the appropriate staging lanes, removes any plastic shrink wrap, if necessary, and transports the parcels to the staging area for distribution. The Facer places the parcels one at a time on a conveyer belt, which then

moves the parcel under a camera that reads the USPS Tracking or Intelligent Mail barcode. The barcode information from the camera is then communicated to a computer, which prompts the conveyer belt to direct each parcel into the appropriate carrier route hamper.

As the Facer empties the parcel container, the Stager will remove the empty equipment and bring the next container for distribution. The third employee, the Sweeper, monitors the machine during operation to ensure that the parcels do not get caught up on the conveyer belt and that any rejected parcels get returned to the Facer for re-processing by the machine or manually distributed to the appropriate carrier route.

In one delivery unit observed, the SDUS sorted parcels at a rate of approximately 2,100 parcels per hour. USPS states that the SDUS is capable of sorting up to 3,300 parcels per hour; however, this rate is dependent on the number of employees facilitating the distribution and the speed at which the employee is able to load the machine.

During the observations, it became apparent that the machine was most effective when used after all of the parcel volume had arrived in the delivery unit. The SDUS machine is able to run only one sort plan at a time; therefore, if all of the drop-ship and/or network parcels for the chosen sort plan have not yet arrived in the delivery unit, the machine will remain idle until they arrive. In a delivery unit with multiple sort plans, the machine typically will not be switched over to another sort plan until all of the parcels for the initial plan have been processed.

I believe that delivery units with appropriate clerk/mail handler staffing and early/reliable transportation schedules will benefit the most from the SDUS. In offices with large parcel volumes, parcel distribution in

the morning can take an extensive amount of time. I am hopeful that use of the SDUS in some of these offices will allow city carriers to begin morning office activities earlier, leave for their routes earlier, and provide our customers with the consistent early delivery of which letter carriers are proud.



A Small Delivery Unit Sorter in action

COVID-19 health and safety updates



Manuel L. Peralta Jr.

In late January, the U.S. Supreme Court issued a decision finding that the Emergency Temporary Standard (ETS) issued by the Occupational Health and Safety Administration (OSHA) had exceeded the intended authority granted by Congress when OSHA was created.

Beginning on page 6 of the Court ruling, the following is explained (emphasis added):

The question, then, is whether the Act plainly authorizes the Secretary's mandate. It does not. *The Act empowers the Secretary to set workplace safety standards, not broad public health measures.*

Although COVID-19 is a risk that occurs in many workplaces, it is not an occupational hazard in most. COVID-19 can and does spread at home, in schools, during sporting events, and everywhere else that people gather. That kind of universal risk is no different from the day to day dangers that we all face from crime, air pollution, or any number of communicable diseases. Permitting OSHA to regulate the hazards of daily life—simply because most Americans have jobs and face those same risks while on the clock—would significantly expand OSHA's regulatory authority without clear congressional authorization.

This Court is not a public health authority. But it is charged with resolving disputes about which authorities possess the power to make the laws that govern us under the Constitution and the laws of the land.

“The [Supreme] Court’s ruling should not be taken as an indictment against wearing masks, nor an endorsement of false narratives.”

The Court then goes on to explain that the ETS, as issued:

...fails to account for the distinction—between occupational risk and risk more generally—and accordingly the mandate takes on the character of a general public health measure, rather than an ‘occupational safety or health standard.’

The Court's finding did not negate the severity of the pandemic that hangs in the air we breathe. The Court did not find that we need to ignore the advice of the experts who have observed, studied and made recommendations to protect society as a whole. The Court's ruling should not be taken as an indictment against wearing masks, nor an endorsement of false narratives. The Court simply ruled that the OSHA ETS exceeded the authority granted to OSHA by Congress.

Now what?

Experts continue to gather and study the body of information acquired since the inception of the pandemic. Those experts are making recommendations that seek to provide the greatest possible protection to the general public. Those experts also recognize that there is a need to return, if possible, to a pre-pandemic type of life and that we have to find a balance that allows the economy to continue while at the same time providing safety for all, both in and out of work.

NALC continues to seek to protect our membership from exposure to COVID-19, to the extent possible, in your workplace. In March, NALC posted current COVID-19 tools and procedures on our website, which you can find at the following link: nalc.org/news/covid-19/guide.

We recommend that you go to this page and bookmark, read and apply the information that is there. It contains a number of links that will be updated as instructions change.

Employee Assistance Program services

April is Employee Assistance Program (EAP) Awareness month. Each year, the National Joint Committee challenges EAP committees in the field to promote EAP services and to share what steps were taken by these committees to raise awareness. (For more on the program, please see the EAP story on page 10 of this magazine.) Sadly, due to the 2020-2021 restructuring of USPS, very few of our committees are meeting, and very few are promoting the program as intended.

If you are a member of the District Advisory Committee but are not receiving the necessary support of your district management team, I ask you to contact your national business agent or me to discuss what needs to be done to hold the required meetings and to support the program as intended.

COVID-19 has seriously affected our ability to hold meetings in person; however, until we are able to turn to a new normal, we still need to meet.

Keep an eye on each other.

Annuity compensation for part-time career service



Dan Toth

Federal Employees Retirement System (FERS) employees with part-time creditable service, such as time spent as a part-time flexible (PTF) or part-time regular (PTR) during their career should understand the effect of that part-time service on their annuity so that they are able to make informed retirement decisions.

Typically, an annuity calculation is straightforward for a FERS employee. The equation is high-3 average salary multiplied by years of service multiplied by 1 percent (or 1.1 percent if age 62 with 20 years of service). But FERS employees with a part-time component also

need to multiply this result by a proration factor based on their service history.

The high-3 average salary is computed in the same manner as it is for an employee without part-time service—that is, by finding the period of three consecutive years of the employee’s service that will produce the highest average. Only the full-time rate of basic pay or “deemed” full-time rate for part-time service is used. For example, a PTF in Table 2 at Step A earning \$22.03 per hour would have a deemed full-time rate of \$43,881 per year, regardless of the actual hours worked or paid. Nearly all letter carriers will have their final three years used in this calculation.

Years of creditable service for a part-time component are also treated the same as employees without a part-time component. Essentially, a year is a year. If an employee is a PTF for 30 years, he or she would have 30 years of service toward eligibility to retire, as well as to his or her years of service when calculating the annuity.

The proration factor will come into play and reflect the amount of hours the employee worked when compared to a full-time position. This is done by computing the actual time worked, and the number of full-time hours that could have been worked for all periods of civilian and military service creditable under FERS. This time also includes time worked in excess of the scheduled part-time tour of duty, but not to exceed full-time credit, in the computation of the actual time worked. Periods of creditable time in a non-pay status in the computation of actual time worked should be included. The “actual time worked” during non-pay status is based on the tour of

duty in effect immediately before entry into the non-pay status. The FERS proration factor is calculated by dividing the total actual hours worked by the total full-time hours.

Let’s demonstrate the proration factor by comparing a letter carrier, “Franny,” with 30 years of full-time service, with “Paula,” who also has 30 years of total service, 15 years of which were part-time service. For the sake of this example, both Franny and Paula started and retired at the same time, had the same high-3 average salary of \$66,843, and are 59 years old at retirement. Full-time Franny’s annuity is easy to compute with the information we have so far: High-3 average salary (\$66,843) multiplied by 30 years of creditable service multiplied by 1 percent equals \$20,052.90 per year (before any survivor benefit or deductions).

To determine part-time Paula’s annuity, we need to know her proration factor. Let’s suppose Paula worked exactly half of every year, or 1043.5 hours for each of her 15 years of part-time service on average (the Office of Personnel Management uses 2,087 hours per year for service after March 1, 1986, dissimilar to 2,080 hours per year used by USPS). That means during the course of her 30-year career, she worked 15,652.5 part-time hours plus 31,305 full-time hours for a total of 46,957.5 hours. The total hours for a full-time tour would be 62,610 (30 years multiplied by 2,087 hours per year). Now divide 46,957.5 hours by 62,610 hours to get a proration factor of 0.75, or 75 percent.

Now we can finalize part-time Paula’s annuity by multiplying the basic annuity calculation by her proration factor of 0.75, which results in \$15,039.68 per year. This is 25 percent less than full-time Franny because of the 15 years of part-time service where Paula worked an average of only 20 hours per week, or half of a full-time tour. If part-time Paula had actually worked 2,087 hours per year during her part-time service, her proration factor would be 1.0, or 100 percent, and she would receive the exact same annuity as full-time Franny.

The Civil Service Retirement System (CSRS) proration factor is more complicated because part-time CSRS service is treated differently if it occurred prior to April 7, 1986, or if it occurred on and after. For a detailed breakdown of the CSRS proration factor or additional FERS proration guidance, see *CSRS/FERS Handbook* Chapter 55, Computation for Part-Time Employees.

Letter carriers who have part-time career service where they worked less than a full-time tour should understand the potential impact on their annuity and be sure to request a manual annuity estimate to account for part-time service from the USPS Human Resource Shared Service Center (877-477-3273 or TTY 866-260-7507).

MBA Retirement Savings Plan



**James W.
“Jim” Yates**

The Mutual Benefit Association (MBA) offers several retirement saving plans for all city letter carriers who are members of the NALC, as well as their families. These plans are the MBA Retirement Savings Plan, the MBA Family Retirement Savings Plan, the CCA Retirement Savings Plan and the MBA Immediate Annuity. This article will focus on the MBA Retirement Savings Plan (RSP).

The MBA RSP is a retirement income plan designed to supplement your pension. You make small payments to the plan while you're working in order to receive a lifetime of monthly payments after you retire. The MBA RSP is a retirement plan designed to protect against the risk of outliving your resources by providing a lifetime of supplemental retirement income.

The MBA RSP is offered as a traditional or Roth IRA.

With a traditional IRA, the contributions you make each year may be deducted from your federal taxes. In addition, earnings accumulate tax-free until the time of withdrawal. Upon distribution at age 59 ½ or older, the earnings and principal are taxed as ordinary income. For 2022, the maximum annual contribution per individual under age 50 is \$6,000. If you reach the age of 50 or older before the end of 2022, you may contribute an additional \$1,000 in catch-up contributions. Modified adjusted gross income eligibility limits are \$78,000 for a single filer and \$129,000 for a married couple filing jointly.

Contributions to a Roth IRA are not tax-deductible but earnings accumulate tax-free. At the time of withdrawal, earnings are free from taxes if the owner has held the IRA for a minimum of five years and is at least 59 ½ years old. For 2022, a Roth IRA also allows you to contribute a maximum of \$6,000 per person each tax year (\$7,000 for those 50 and older before the end of 2022) if your modified adjusted gross income does not exceed \$144,000 for single filers or \$214,000 for married couples filing jointly.

Participation in the MBA RSP is easy. Once enrolled, you can simply make small contributions, as low as \$15 per pay period. The easiest way to pay is through automatic deductions from your paycheck. You can adjust how much you want to contribute, stop and start

making payments, or pay in lump sums whenever you want. MBA will handle the automatic deductions or bill you monthly or annually (depending on your preference).

If you need emergency cash, you can stay in the MBA RSP while withdrawing money any time after one year, subject to certain minimums and limitations. However, during the first six years you are in the plan, you will pay a surrender charge on the amount you withdraw, in addition to any IRS penalties, if applicable. You also can surrender your plan for its cash value at any time.

When you have reached the end of your career and are ready to retire, the MBA offers four ways to collect your benefits.

1. **Life annuity with period certain:** Receive a lifetime of monthly payments. You are guaranteed this income for as long as you live. If you die during a specified period (5, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.
2. **Life annuity:** Receive monthly payments through your lifetime. No further benefits will be paid after your death.
3. **Joint life annuity:** You or your beneficiary receive monthly payments as long as either of you lives.
4. **Full cash refund:** Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

As with all of our plans and policies you get all the advantages of your MBA:

- **Dependability**—NALC stands behind every policy written by the MBA, which was created more than a century ago to give letter carrier families reliable savings and insurance plans.
- **Affordability**—The MBA operates with low overhead, no fees and with no salespeople on commission, so the savings are passed on to you.
- **Simplicity**—Just fill out an application to join the Retirement Savings Plan. You will receive your policy to examine for 30 days. If you are not fully satisfied for any reason, return it for a full refund of any premium you have paid. There is no risk.

For more information regarding 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. Eastern time. You may also visit our website at nalc.org/mba.

This spring, keep up with your health



Stephanie Stewart

Spring is in the air and the temperature is warming up. Finally, the cold dreary days are ending and Daylight Saving Time has moved the clocks forward, giving us the extra daylight some have craved.

For many, springtime is a fresh start or new beginning. From planting flowers or vegetable gardens, spring cleaning the house, taking a refreshing walk to clear the mind or enjoying the seasonal activities, there are endless opportunities.

However, with that said, though some find more energy and a renewed sense of strength, many articles also have been written about Seasonal Affective Disorder (SAD),

a type of depression that is related to or triggered by a change of season. Unfortunately, the transition can be difficult, leaving some experiencing depression or anxiety.

According to an article published by the Mayo Clinic, symptoms of SAD may include the following:

- Feeling listless, sad or down most of the day, every day.
- Losing interest in activities you once enjoyed.
- Having low energy and feeling sluggish.
- Having problems with sleeping too much.
- Experiencing carbohydrate cravings, overeating or gaining weight.
- Difficulty concentrating.
- Feeling hopeless, worthless or guilty.
- Having thoughts of not wanting to live.

Please note that while we all may have bad days or feel unhappy during certain times, you should always be alert if the situation turns into something long-term, or if your daily life is affected.

While there has been much discussion on which season is more challenging, I think we can all agree that we are each different, and we must seek help if needed. Please don't try to diagnose yourself—consult a healthcare professional who can provide a thorough evaluation and recommend proper treatment.

As has been said many times, mental and emotional well-being are essential to overall health. If you are unsure where to turn, I would like to discuss what our plan offers.

High Option members have access to Optum® Health. Optum® is available to help our members deal with life's challenges and assist in dealing with a wide range of

mental health and substance use disorder conditions, such as:

- | | |
|-----------------------------|------------------------|
| Abuse and domestic violence | Obsessions/compulsions |
| Addictions | Phobias |
| Alzheimer's and dementia | Postpartum depression |
| Anxiety | Personality disorders |
| Autism spectrum disorder | Schizophrenia |
| Brain Injury | Stress |
| Depression | Traumatic brain injury |
| Eating disorder | Obesity |

Members have access to more than 246,000 in-network clinician locations and 3,300 in-network facilities in more than 7,400 locations nationwide.

These in-network providers are easy to locate 24 hours a day, seven days a week by either using our online provider locator or by calling Optum's toll free number at 877-468-1016. You also can visit liveandworkwell.com to find tools and resources for you and your family when you need the added support. The portal provides access to self-management tools, prevention programs, educational materials, videos and much more.

Worried about coordinating another appointment? We've got you covered. Telemental health virtual visits also are offered for added convenience to fit your busy schedule. To locate an in-network telemental health provider, call Optum® at 877-468-1016 or visit liveandworkwell.com. Some providers even allow you to schedule appointments right from the website.

Another resource is the 24-hour help line for mental health and substance use disorders. To access in-person support for a wide range of concerns, including depression, eating disorder, coping with grief and loss, alcohol or drug dependency, physical abuse and managing stress, you can call 877-468-1016.

For CDHP and Value Option members, the Cigna Behavioral Health Network is available. Take advantage of available treatments for a wide range of mental health and substance use disorder conditions when you need them by calling 855-511-1893. A specialist will help identify the nature of your problem and match you with an in-network provider who has the appropriate experience to help with your specific needs.

Taking advantage of these services can help you deal with the stressful and challenging situations of everyday life and assist you in managing a wide range of mental health and substance use disorder conditions such as:

- | | |
|--------------------------------|------------------|
| Abuse | Depression |
| Alcohol and drug addiction | Eating disorders |
| Alzheimer's and dementia | Anxiety |
| Post-traumatic stress disorder | Schizophrenia |
| Bipolar disorder | Stress |

Additionally, the mycigna.com website provides convenient, confidential and open access to information you need, when you need it, including an online search tool to help you find an in-network clinician.

Contract Administration Unit

Brian Renfroe, Executive Vice President
Lew Drass, 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

PTF maximization

Upon ratification of the 2019-2023 National Agreement, the Postal Service and NALC agreed to a new Memorandum of Understanding (MOU) Re: City Carrier Assistants – Conversion to Career Status. The MOU provides automatic conversion to career for city carrier assistants (CCA) who have not been converted to career status by the time they reach 24 months of relative standing in their installation. The agreement ensures that these employees will now be converted to part-time flexible (PTF) career status in their installation, rather than continuing as non-career employees. This automatic conversion after reaching 24 months of relative standing will take place in every size office throughout the country, providing additional rights and benefits, as well as peace of mind, to non-career carriers. As a result of this new 24-month automatic conversion, many offices have seen the return of PTF letter carriers.

The first conversions under the MOU took place on May 8, 2021, so this is a good time to check whether PTFs have met two separate maximization provisions that apply to the size of office where these PTFs work. These maximization provisions are in addition to the requirement to promote PTFs to full-time status in accordance with the Memorandum of Understanding (MOU) Re: Full-time Regular Opportunities – City Letter Carrier Craft, found on pages 161-165 of the 2019-2023 National Agreement. For an explanation of this MOU, please see Director of City Delivery Christopher Jackson’s article in the October 2017 edition of *The Postal Record*.

Article 7, Section 3.C states:

A part-time flexible employee working eight (8) hours within ten (10), on the same five (5) days each week and the same assignment over a six-month period will demonstrate the need for converting the assignment to a full-time position.

This provision applies to all offices, regardless of size. It requires the establishment of an additional full-time position if the qualifying conditions are met.

The July 2014 *Joint Contract Administration Manual (JCAM)* provides the following explanation of this provision on pages 7-37:

Demonstration of Regular Schedule and Assignment. A PTF carrier working a regular schedule meeting the criteria of Article 7.3.C on the same assignment for six months demonstrates the need to convert the duties to a full-time assignment. The six months must be continuous (Step 4, H7N-3W-C 27937, April 14, 1992, M-01069). Time spent on approved paid leave does not constitute an interruption of the six-month period, except where the leave is used solely

for purposes of rounding out the workweek when the employee otherwise would not have worked (Step 4, H7N-2A-C 2275, April 13, 1989, M-00913). For the purposes of Article 7.3.C, a part-time flexible employee not working all or part of a holiday or observed holiday (as defined in Article 11) does not constitute an interruption in the six-month period.

Where the Local Memorandum of Understanding provides for rotating days off, a PTF employee who works the same rotating schedule, eight hours within ten, five days each week on the same uninterrupted temporarily vacant duty assignment over a six-month period has met the criteria of Article 7.3.C of the National Agreement (Step 4, A94 N-4A-C 97040950, January 7, 2000, M-01398).

National Arbitrator Mittenthal held in H1N-2B-C-4314, July 8, 1985 (C-05070), that time spent by a PTF on an assignment opted for under the provisions of Article 41 (Article 41.2.B) counts toward meeting these maximization criteria. However, the provisions of Article 7.3.C will be applied to an uninterrupted temporary vacant duty assignment only once (Step 4, A94N-4A-C 97040950, January 7, 2000, M-01398).

The MOU Re: Maximization/Full-Time Flexible – NALC, found on pages 7-38 of the July 2014 *JCAM*, provides the following:

Where a part-time flexible has performed letter carrier duties in an installation at least 40 hours a week (8 within 9, or 8 within 10, as applicable), 5 days a week, over a period of 6 months (excluding the duration of seasonal periods on seasonal routes, defined in Article 41, Section 3.R of the National Agreement), the senior part-time flexible shall be converted to full-time carrier status.

This criteria shall be applied to postal installations with 125 or more man years of employment. It is further understood that part-time flexibles converted to full-time under this criteria will have flexible reporting times, flexible non-scheduled days, and flexible reporting locations within the installation depending upon operational requirements as established on the preceding Wednesday.

The parties will implement this in accordance with their past practice.

The July 2014 *JCAM* explains the application of this MOU on pages 7-40:

This specific maximization obligation is similar to that of Article 7.3.C, because it is triggered by a PTF carrier working a relatively regular schedule over a six-month period. However, where Article 7.3.C requires work on the same assignment, this memorandum requires only that the PTF carrier be performing letter carrier duties of any kind.

Every pay period, USPS provides NALC with a report that lists the names of PTF city letter carriers who have

worked 39 or more hours during each service week throughout the previous six months in offices with 125 or more workyears. This report is distributed by NALC to its branches through its regional offices. It is designed to make it unnecessary for shop stewards to regularly request timekeeping data to monitor the Maximization Memorandum.

If a name is listed in an installation, it does not automatically result in the conversion of the senior PTF to full-time flexible in that installation. Local management may examine the work hours of the listed PTF to determine if all the criteria of the memorandum has been met.

For the hours worked to meet those criteria, the hours worked must be eight hours within nine, eight hours within 10 (based on the size of the office), worked over five days of the service week (not six or seven), not during seasonal periods on a seasonal route and worked

in the performance of city letter carrier craft duties.

It is important to note that this full-time flexible maximization provision applies only to offices of 125 workyears or more. If shop stewards and NALC representatives believe that a PTF may have met the criteria of either of the maximization provisions explained above, they should review the TACS Employee Everything Reports for PTFs to determine whether they have indeed been met. If the criteria are met and management doesn't take the appropriate action, a grievance should be filed citing a violation of the appropriate provision explained above.

For further assistance, please contact a branch officer or the appropriate national business agent (NBA). Contact information for the NBAs can be found at nalc.org/union-administration/nalc-regions or on page 2 of this magazine.

In Memoriam

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

Thomas M. Russell	Br. 530	Birmingham, AL	Jim Padfield	Br. 638	Cumberland, MD	William J. Heidt	Br. 780	New Bern, NC
Angenette D. Smith	Br. 6069	W. Helena, AK	Tony Williams	Br. 638	Cumberland, MD	Keith A. Fekete	Br. 78	Columbus, OH
David E. Haberland	Br. 1100	Garden Grove, CA	Joe Benson	Br. 638	Cumberland, MD	Xiao Lu	Br. 100	Toledo, OH
William R. Sandefur	Br. 1100	Garden Grove, CA	Thomas Lyons	Br. 638	Cumberland, MD	David R. Senn	Br. 458	Oklahoma City, OK
Raymond C. Chang	Br. 24	Los Angeles, CA	Amos L. Allgyer	Br. 246	Kalamazoo, MI	Kenneth E. Mandes	Br. 920	Bux-Mont, PA
Jerry D. Stephens	Br. 24	Los Angeles, CA	Donald E. Day	Br. 246	Kalamazoo, MI	John M. De Angelis	Br. 273	Lancaster, PA
Clifford E. Meyer Jr.	Br. 1291	Modesto, CA	Brunnell D. Malcom	Br. 246	Kalamazoo, MI	Harry J. Shuler Jr.	Br. 22	New Castle, PA
Gilbert M. Sakima	Br. 1291	Modesto, CA	Gerard L. Sirois Jr.	Br. 256	Mid-Michigan	Louis W. Eshenbaugh	Br. 84	Pittsburgh, PA
Edward A. Thompson III	Br. 2200	Pasadena, CA	Samuel V. Stinson	Br. 3126	Royal Oak, MI	Rene J. Davis	Br. 1782	Orangeburg, SC
Jack R. Potter	Br. 70	San Diego, CA	Alfred D. Belill Jr.	Br. 74	Saginaw, MI	D. C. Mckee	Br. 491	Sioux Falls, SD
Romeo B. Del Puerto	Br. 214	San Francisco, CA	Gilberto Justiniano Jime	Br. 9	Minneapolis, MN	Donald A. Ford	Br. 4	Nashville, TN
Robert E. Johnston Jr.	Br. 86	Hartford, CT	Mary A. Hofstetter	Br. 5050	Ballwin, MO	Carroll W. Lewis	Br. 1037	Amarillo, TX
Wayne J. Bostin	Br. 19	New Haven, CT	Joseph V. Appelbaum	Br. 343	St. Louis, MO	Donald E. Fine	Br. 3844	Borger, TX
Frank T. Costanzo	Br. 19	New Haven, CT	George B. Heisler	Br. 650	Great Falls, MT	Roman B. Anguiano	Br. 226	Fort Worth, TX
Toshica T. Pollard	Br. 19	New Haven, CT	Bryce W. Buza	Br. 593	Nebraska City, NE	Glenn E. Ash	Br. 226	Fort Worth, TX
Homer E. Smith	Br. 191	Wilmington, DE	John J. Basilevac	Br. 5	Omaha, NE	Aubrey J. Holmes	Br. 226	Fort Worth, TX
David I. Bryant	Br. 142	Washington, DC	Rex E. Daywalt	Br. 5	Omaha, NE	Barrie B. Frankland	Br. 111	Salt Lake City, UT
Thadine V. Wise	Br. 142	Washington, DC	Glenn F. Grage	Br. 5	Omaha, NE	Vernal E. Jenkins	Br. 111	Salt Lake City, UT
Harvey Gross	Br. 2550	Ft. Lauderdale, FL	Leonard J. Potter	Br. 5	Omaha, NE	Comelius E. Harding Jr.	Br. 247	Tidewater VA
Carolyn Johnson	Br. 1071	South Florida	Stephen P. Disalvo	Br. 425	Bergen Co. Mgd., NJ	Joseph R. Wright	Br. 247	Tidewater VA
Ashley S. Darley	Br. 998	Valdosta, Georgia	Joseph J. Hayes	Br. 540	Camden, NJ Mgd.	Kimberly L. Henry	Br. 496	Richmond, VA
Duane J. Snyder	Br. 223	Freeport, IL	Henry Sills	Br. 540	Camden, NJ Mgd.	Kenyatta M. Carter Sr.	Br. 2819	Virginia Beach, VA
Earl H. Wyatt	Br. 223	Freeport, IL	Anthony N. Terranova	Br. 540	Camden, NJ Mgd.	Henry J. Maurer	Br. 351	Olympia, WA
Michelle M. Bills	Br. 3092	Lockport, IL	Carl E. Zuchlinski	Br. 540	Camden, NJ Mgd.	Marvin B. Fry	Br. 2	Milwaukee, WI
Wayne W. Pahr	Br. 1151	Naperville, IL	J. T. Dwyer	Br. 67	Elizabeth, NJ	Douglas J. Sykora	Br. 397	Waukesha, WI
David C. Picchioni	Br. 245	Rockford, IL	Leonard F. Iarocci	Br. 137	Hudson Valley Mgd., NY			
Maureen E. Wilcox	Br. 80	Springfield, IL	Kevin Glass	Br. 2128	Toms River, NJ			
John V. Welsh	Br. 828	S. Central Indiana	Richard J. Miller	Br. 3	Buffalo-Western NY			
John V. Hughes	Br. 104	Lawrence, KS	Fredrica S. Williams	Br. 562	Jamaica, NY			
Elbert B. Blackmon	Br. 124	New Orleans, LA	Milton L. Horning	Br. 358	Northeastern NY			
Roger Harris	Br. 638	Cumberland, MD	Edgar T. Rose	Br. 382	Durham, NC			

Alan Sarge 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.

Donate to the Disaster Relief Foundation



Assistant to the President
for Community Services
Christina Vela Davidson

I work my hardest every day to make sure that all members in need receive some form of assistance. This especially applies to those members who have just come through a serious emergency, be that a hurricane, a tornado, a forest or house fire, or another qualifying disaster for the NALC Disaster Relief Foundation (DRF). After the DRF was founded at the NALC national convention in 2018, members could finally help other members who were in need of assistance in a real way. We can't always replace what was lost in a

disaster, but I want you to know that we are always here for our members and their families.

With many disasters affecting our members, contributions to the foundation are as important as ever. Knowing that you contribute to something that directly aids our fellow sisters and brothers in their time of crisis and need is extremely rewarding.

Donations should be sent to: NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. The foundation is a 501(c)(3) non-profit organization, and your contribution may be tax deductible. It is recommended that you seek further advice from your tax advisor.

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants. DRF relief grants can be considered only for property damage sustained to a primary residence, vehicle or personal property from a hurricane, flood, tornado, wildfire, earthquake, severe storm or other natural disaster. Damage declared by the applicant will be verified by the branch president or a designee.

The following are the eligibility criteria that members must understand and follow. To complete your grant file, please see No. 5 below, which lists all items that members must provide to the DRF.

1. Anyone seeking help *must* be an NALC member as defined by the *NALC Constitution*, Article 2, Section 1(a).
2. Members do not have to wait for emergency relief or insurance claims to apply.
3. Those temporarily displaced from their "uninhabitable" primary residence must submit a signed, personal narrative detailing the specific reasons for the anticipated duration of the displacement.
4. Applications for grants from the DRF must be received no later than 120 days from the date that the natural disaster occurred, unless applicants can provide sufficient reason(s) why they were unable to complete and submit their application prior to this deadline. Re-

quests for exceptions will be ruled on by the DRF directors on a case-by-case basis.

5. Items needed to have a complete DRF grant application:

- Completed and legible signed grant application
- Proof of primary resident ownership (property taxes/home payment bill/insurance policy)
- Proof of vehicle ownership (title/payment slip)
- Clear photos of the damages to your home, vehicle or personal property
- List of items lost or damaged
- Other documentation (estimates, hotel receipts, etc.)
- Branch president or designee verification of damage

Other matters that need to be considered: If members rent, they must provide statements from a landlord establishing property uninhabitability, a copy of their new home application or a copy of the deposit receipt. If the member incurs expenses due to the displacement, he or she should provide hotel receipts or other documents to show these costs.

Members must document with photos the damage sustained by their primary residence, vehicle or personal property. If the member receives estimates or begins to repair the property or vehicle, he or she should provide those receipts.

Finally, the branch president or designee will need to verify the member's address/property; this involves a prepared statement documenting the member's damage from the disaster.

Remember, the application for DRF assistance is not an application for Federal Emergency Management Agency aid, or any other federal disaster assistance. Again, please make sure that the grant application and all pictures of the damage are clear, complete and legible. You can find the DRF grant application form at nalc.org/disaster.

If you have any questions, you can contact me at disasterrelieffoundation@nalc.org. Brothers and sisters, thank you; please stay safe, and God bless each of you and your families.



COVID-19 and workers' compensation, two years later



Assistant to the President
for Workers' Compensation
Kevin Card

Just what you don't want to read: another column about the pandemic! I get it—after two years of mask-wearing and pandemic restrictions, most of us are ready to move on and get back to the pre-pandemic lives we were living. If only the virus would cooperate.

Two years ago, when the news of a new highly communicable virus first appeared in the media, I took notice. The medical community had been predicting such an

event for decades. The historical record of pandemics is long and well-documented. Be it polio, smallpox, yellow fever or bubonic plague, humanity has a long history of confronting deadly pathogens.

Medical innovations in the 20th century beat back many deadly diseases, perhaps giving us a false sense of invincibility. Due to the nature of letter carrier work, I worried that letter carriers were prime targets for a communicable pathogen. As the first cases of COVID-19 infections hit letter carriers in a handful of large cities, NALC began reaching out to our afflicted colleagues to help them file claims for work-related infections.

As I write this, more than 111,000 postal employees have tested positive for COVID-19, including 33,000 letter carriers. During the holiday rush in 2020, there were more than 18,000 postal employees out of work, either quarantined or testing positive for the virus. One year later, due to the highly communicable Omicron variant, there were more than 20,000 postal employees out.

Given the size and scope of work by postal employees, it is remarkable that these numbers were not higher. The precautions taken by letter carriers and the success of vaccine technology helped keep infections in check. If a new dangerous variant does not arise, the scientific community thinks we may see the disease go from a pandemic to an endemic virus. But now that's just speculation. Most pandemics are judged years after they are over.

The likely future of COVID-19 should be viewed in context with other endemic diseases, such as malaria, which continues to kill many people. "It just means [the death rate] won't go up and down," former Occupational Safety and Health Administration Director David Michaels said. "Once we get to that endemic stage, we need to have protections in place."

The simple measures we have taken—wearing

masks, social distancing when possible and practicing good hygiene—will help keep us healthy and safe at work and at home. With travel and mask mandates disappearing, we should continue to be mindful that the virus is still in our communities and workplaces.

If you had COVID-19 and have not filed a claim

If you had COVID-19 and have not filed a claim, it is not too late to do so. Fewer than one-third of letter carriers who tested positive for COVID-19 have filed claims with the Office of Workers' Compensation Programs (OWCP). The majority of claims were filed within the last six months after COVID-19 Emergency Federal Employee Leave (EFEL) leave ended.

The benefits afforded by the American Rescue Plan Act (ARPA) have made it easy for letter carriers to file a claim for COVID-19. ARPA gave letter carriers presumed exposure to the virus in the workplace, so you do not need the kind of detailed medical narratives required in other traumatic injury claims.

To get a claim accepted, you need to have been working within 21 days prior to your positive COVID-19 PCR or antigen test. OWCP has made it easy to file a claim specifically for COVID-19 via the ECOMP web portal. OWCP created a special CA-1 for COVID-19 claims that makes the claim filing process seamless.

All you need to do is register in ECOMP, follow the directions for filing a CA-1 claim for COVID-19, and upload your positive PCR or antigen test results. A positive COVID-19 antibody test, coupled with a doctor's medical report documenting your symptoms, can also get a claim accepted. Home test results are insufficient.

Most COVID-19 claims are being accepted and then placed in a short-form closure status. Short-form closures cover up to \$1,500 in medical expenses and assume the injured worker will return to work within the 45 days covered by Continuation of Pay (COP). If the claim exceeds those parameters, OWCP will open the claim for formal adjudication.

Many postal managers have been refusing to pay COP. You are entitled to COP if you filed your claim within 30 days of the date of your positive test and you have provided the Postal Service with evidence of your disability. If you have not been paid COP, you should notify your shop steward so that a grievance investigation can be initiated.

I hope this is the last column I need to write about this pandemic. Keep doing your best to keep the virus at bay so that we can all get back to our pre-pandemic lives.

State Summaries

Arizona

The power of the pen, power of the phone, and most of all, the power of the people. Everyone will be talking about the Postal Reform Act, and the details of the bill, from what I witnessed, was a win! I have been in this union since April 14, 1984, and witnessed some wins in my lifetime, but none bigger than I witnessed in February and on March 8. It was more than the bill itself; it was a movement.

NALC Director of Retirees Dan Toth came to Arizona to swear in Branch 576 President Cynthia Staley and the executive board on Jan. 20, and on Jan. 22, at the Branch 576 retiree luncheon, what he brought was an attitude of activism! H.R. 3076 NALC fact sheets were handed out to every brother and sister with the phone numbers attached, and as you know, it was passed in the House of Representatives on Feb. 8. Then on Feb. 15, Director Toth landed in Arizona for the Branch 1902 retiree luncheon, with Branch 1902 President Carlos Villalobos, LPO John Beaumont, and myself, ASALC President Jeff Clark, handing out the NALC H.R. 3076 fact sheets with the phone numbers of Arizona Sens. Sinema and Kelly, and the special phone number of Sen. Rick Scott of Florida. The crowd of 130 brothers and sisters in the room were ecstatic to call when they found out about the monkey wrench holding back H.R. 3076!

This union aura was in the air again on Feb. 16 at the Arizona Merged Branch 1902 union hall, with President Villalobos in attendance, along with Director of Retirees Toth, me, Arizona AFL-CIO Legislative & Political Director Joe Murphy and Arizona AFL-CIO Communications & Operations Director Drake Ridge.

This column is continued in the Branch 1902 Branch Item.

In unity,

Jeff Clark

California

Now that postal reform has passed and is ready to be signed into law by President Biden as of this writing, please make sure to thank your congressional representatives and senators who voted in favor of H.R. 3076.

Remember that what Congress passes can be overturned by another Congress not-so-friendly to our issues. Postal reform just passed the Senate, and we already have people like Sen. Rick Scott (R-FL) threatening to slash federal payroll and benefits if Republicans take control of one or both chambers in the midterms.

Don't take such threats lightly. Remember in 2010, when the GOP took control of the House, Paul Ryan said he would raise the amount employees under the Federal Employees Retirement System (FERS) pay toward their retirement (and get nothing in return), and what did they do? Well, employees hired in 2014 and thereafter pay five and a half times more toward their FERS pensions than I do and get nothing in return besides the \$2,400 yearly pay cut.

For those of you who don't contribute to

the Letter Carrier Political Fund, now is a good time to step up. You don't have to break the bank. Five dollars a pay period will do just fine. And if you're a retiree, all you have to do is let us know your name, branch number and how much you want to contribute per month. That's it.

Many of the 120 House Republicans who voted for H.R. 3076 receive contributions from the LCPF, and rightfully so. Party doesn't matter when it comes to our issues. Does the politician in question support our issues, or not?

Article 43 of the National Agreement says that Congress or the courts can do away with any part of our contract. So please consider giving what you can to the LCPF.

Eric Ellis

Kentucky

This is info as promised, as Branch 374 members were premium hosts again! Our KYSALC replacement state convention delegates and guests were treated in Northern Kentucky Feb. 26-27, as we were addressed (virtually) by President Rolando. He explicitly explained H.R. 3076 (the postal reform bill), installed the officers and president, and fielded questions. Then we were joined by U.S. Rep. James Comer (KY-1), the ranking member on the Congressional Oversight Committee. He had a large role helping to pass our NALC legislative bill recently. He also fielded questions, was addressed by President Rolando and was praised by our members. He is a friend of letter carriers in a true bipartisan manner. Five-sixths of our Kentucky congressional delegation voted for our bill—all but CD-4.

Those of us who had worked for the first postal reform for 12 years did not mind joining our newer members for these second dozen years to get the 2022 postal reform bill passed. This bill should have generational benefits for U.S. customers, USPS and NALC members. Also, half of our Senate delegation, Minority Leader McConnell, voted "yea." Thanks to Brother Eddie Davidson and NALC Headquarters for setting up the NALC "Take Action" app to contact our Kentucky delegation quickly and often by email. More beneficial legislation lies ahead to be addressed. Please contact this scribe, your LCCL or LPO Anna Mudd to continue our legislative journey with NALC.

Bob McNulty

Michigan

Greetings, brothers and sisters! Hopefully by the time you read this, spring will have arrived and the days will be getting warmer. I hope everybody had a safe winter. I'm happy to report that as I write this, the long fight to get postal reform has been successful. This is a huge victory for letter carriers. It also shows how solidarity can get things done. Carriers across the state of Michigan and the whole country called their representatives and senators to encourage them to vote "yes" on this. Soon our focus will turn to the gubernatorial

race in our state. The state board will be doing its research on all of the candidates and then giving you that information so you can make an informed decision when it comes time to vote. However you decide to vote, it is important that you do vote. Elections are your opportunity to make your voice heard. I hope everyone has a wonderful spring. Until next time, be safe!

Tom Minshall

New Jersey

With the long overdue passage of H. R. 3076 in both the House and Senate, and its imminent signing by President Biden, we have reason to celebrate and bask in victory. This was no small accomplishment. Contributions to the Letter Carrier Political Fund and the countless carriers who lobbied their representatives and paved the way for the passage into law of the Postal Reform Act.

Thanks and congratulations are in order for our NALC officers and legislative team. NALC President Rolando, Executive Vice President Renfroe and Chief of Staff Sauber must be credited for constructing our Department of Legislative and Political Affairs, designed to educate and mobilize active and retired letter carriers in support of H.R. 3076. This department was relentless and deserves much of the credit for the passing of H.R. 3076. I have attended many meetings with Executive Vice President Renfroe, Deputy Chief of Staff Kori Blalock Keller, as well as LPOs Ed Morgan, Ed Davison and Marc Ashmon. I thank all of them for their knowledge, persistence and availability to represent letter carriers on Capitol Hill.

At home, there were many letter carriers, active and retired, who pushed the message in the New Jersey congressional districts. The 12 LCCLs would contact their congressional representatives and explain the importance of letter carriers' issues. The LCCLs, by congressional district, are as follows: Doug Dash, Nelson Gaskill, Kathleen Dahlman, Jeff Fox, Bob Peterson, Ed Tietchen, Nicholas Brighina, Scotty Williams, Don Hill, Alishia Bailey, John Simpson and Richard Folmer.

There are many more LCCLs who have served over the last 15 years, and I thank them all for their efforts. I know that without the contributions to LCPF from everyone and the enlightened and determined leadership, our celebration would not be possible.

Christine A. Strasser

Tennessee

Each year, the Tennessee State Association of Letter Carriers awards two \$500 scholarships to the son/daughter of a retired, active or deceased letter carrier who is/was a member of TSALC. For information, write to: Scholarship Committee c/o Ray Maki, 2405 Old Russellville Pike, Clarksville, TN 37040.

Laurie McLemore

Wisconsin

Seventy-year celebrations are also known as platinum jubilees. Platinum is one of the world's most celebrated medals—its rarity and preciousness beautifully symbolizes the enormity of the 70th year.

On Feb. 6, Her Majesty Queen Elizabeth became the first British monarch to celebrate the platinum jubilee, marking 70 years of service to the people of the United Kingdom and the realms of the Commonwealth. To celebrate the unprecedented anniversary, a four-day celebration took place.

When it comes to 70-year wedding anniversaries, only 0.1 percent of married couples make it to the 70-year benchmark. It's tradition-

ally known as a platinum anniversary, honoring the gemstone for its true love, purity, rarity and strength.

Managing to successfully reach a 70-year celebration measures the remarkable years of solidarity, strength, steadfast dedication and determination of its members. The Wisconsin State Association of Letter Carriers will celebrate its 70th biennial convention May 20-21 at the Ingleside Hotel in Pewaukee, hosted by Branch 397.

Kicking off the convention on Thursday, May 19, Branch 397 will host a golf outing to benefit the Muscular Dystrophy Association. Players must be registered by May 1. WSALC convention business will be conducted May 20-21. Friday night's icebreaker theme is rock 'n' roll,

with the membership wearing their concert or favorite band T-shirt. The Saturday morning session begins with a memorial service tribute to our brothers and sisters who have passed since our last convention. Saturday night events start with a cocktail hour, banquet and the installation of officers. The band Dirty Boogie will play after the installation, so dancing shoes are recommended.

Congratulations to the WSALC membership and to the delegates on this monumental milestone and the celebration of WSALC's 70th biennial convention!

"It is not in numbers, but in unity that our great strength lies."—Thomas Paine

Dawn Ahnen

Election Notices

Connecticut

This is to serve as official notice to the members of Branch 147 that nominations for delegates to the 2023 convention of the Connecticut State Association of Letter Carriers will be held at the regular branch meeting on May 18. All members in good standing with NALC and Branch 147 may accept nomination. Election will be by secret ballot at the June 15 meeting. Meetings are held at the Ferris Hill Club on Ferris Avenue, Norwalk, and begin promptly at 6:30 p.m.

Mike Dorrico, Rec. Sec., CSALC

Elkhart, Indiana

This is official notice to members of Merged Branch 547 of a special election on May 3. Members will be voting for secretary to complete the remainder of the current term. Election will be held at 7 p.m. at the Willowdale Park Pavilion. To request a mail-in ballot, contact a union officer or reach out by mail to P.O. Box 772, Elkhart, IN 46515 by March 25. Mail ballots are due by May 3 at 4 p.m.

Leith Tweedale Wenzel, Sec., Br. 547

Garden Grove, California

This is official notice that, pursuant to Article 5 of Branch 1100 bylaws, nominations for officers for the 2022-2025 term will be held at the regular branch meeting on Tuesday, June 14, at 7:30 p.m. at Branch 1100's Charlie Miller Meeting Hall, located at 13252 Garden Grove Blvd., Garden Grove.

All members in good standing must be present and/or signify, in writing, their willingness to accept the nomination, and may accept nomination for only one position.

At the time of nomination, candidates must certify that they have not applied for or served as a supervisor, either temporary or permanent, during the 24 months preceding nomination.

All elected officers are open for nomination and are for a term of three years. In addition, those elected for a position shall, by virtue of their position, be a compensated delegate to all

state and national conventions during the term of office.

The election shall be conducted by secret mail ballot. Ballots must be returned by Monday, July 11, at 11:30 a.m. PDT to be counted. All others will be void.

Bonnie Doherty, Exec. Sec., Br. 1100

Lawrence, Massachusetts

This is an official notice, in accordance with Branch 212 bylaws, that nominations for all branch officers and stewards will take place at the May union meeting on Thursday, May 12, at 7:30 p.m., located at the Reliefs Inn, 1 Market St., Lawrence. All terms are for three years. Any member seeking office must either be present at the May nomination meeting or, if unable to attend, must notify the secretary/treasurer in writing of their intent for nomination before the May nomination meeting takes place. Elections, if needed, will be sent out by mail and counted at the June union meeting.

John McColley, Pres., Br. 212

Los Angeles, California

This is official notice to all Branch 24 members of nominations and elections for the following positions: president, executive vice president, vice president, recording secretary, financial secretary, treasurer, board of trustees (three positions), service relations (three positions), board of audit (three positions), sergeant-at-arms, "Ill and Injured" steward, health benefits representative and MBA-NSBA representative.

The term of office will be three years, from June 2022 to June 2025. Nominations will be held at 774 South Valencia, Los Angeles, during the regular branch meeting on May 7. Nominations will be a separate order of business. All regular members shall be eligible to hold any office or position in the branch except as provided under Article 5, Section 2 of the NALC Constitution (this section disqualifies any member who holds, accepts or applies for a 204B/supervisor in the past two years). Every

regular member shall have the right to nominate a candidate(s). Those persons nominated must submit their written acceptance to the branch recording secretary.

The elections will be by secret ballot. Ballots will be mailed to the last-known address of every Branch 24 member (as of April 1, 2022). Ballots will be mailed on Friday, May 14. If there are two or more candidates for any office, the plurality of votes cast for such office shall be necessary to elect. There shall be no write-in votes for candidates not officially on the ballot. Any such write-in shall not be counted, but will not invalidate the rest of the ballot. The ballots must be received no later than 9 a.m. on June 4. Adequate safeguards to ensure a fair election shall be provided, including:

1. Observers: Candidates may act as observers. All candidates have the right to have an observer throughout each phase of the election, as outlined in the official NALC Regulations Governing Branch Election Procedures, Parts 11.8, 11.81, 11.82, 11.83, 11.84, 14.1 and 17.1.
2. Campaign ads: All person(s) intending to place campaign ads in the May and June 2022 issues of the branch publication *Angel City Carrier (ACC)* must pay in full and submit their campaign ad to the ACC publisher, ready for print, no later than April 10. The cost of a one-page ad will be \$150. If candidates want ads placed in additional ACC issues, the deadline is the 10th of the prior month.
3. Address labels: For those candidates who wish to mail campaign literature to Branch 24 members, address labels must be ordered in advance at the cost of \$100 per each full set. Labels must be paid in full to the financial secretary prior to literature being mailed.
4. Mailing of campaign literature: Prepared campaign literature must be brought to the union hall and presented to the election committee (the envelopes must be sealed with correct postage affixed) at 9 a.m.

on May 9, May 10, May 12 and/or May 13, unless the candidate has made other advance arrangements with the election committee. Labels will be affixed by the candidates under the observation of the election committee, or by the election committee at no additional cost. After address labels are affixed, the election committee will be responsible for the mailing of all campaign literature.

Anita Guzik, Rec. Sec., Br. 24

Nashua, New Hampshire

The office of sergeant-at-arms has become vacant. There will be a special election at the monthly meeting in May. Nominations will be held at the April meeting.

Henry Gorman, Sec., Br. 230

New Hampshire

In accordance with Article 4 of the *New Hampshire State Association Constitution* and bylaws, this is official notice that nominations and elections of state officers will be held during the New Hampshire 122nd state convention, to be held at the Red Jacket Resort in North Conway June 3-5. The offices that shall be open for election are: five-year trustee, one-year trustee, and an additional one-year trustee.

Paul Nee, Sec., NHSALC

Norman, Oklahoma

Branch 1491 will begin the process of electing officers and delegates in May. We appreciate your continued support and participation!

Barbara Semke, Sec., Br. 1491

Plainfield, New Jersey

This is notice that all elected positions for Branch 396 will be up for nomination at the regular branch meeting on Tuesday, June 28.

Elections will follow by mail-in ballot.

Michael Breslin, Pres., Br. 396

Honor Roll

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

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



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year pins

Frank B. O'Donnell San Francisco, CA Br. 214

75-year pins

Cecil G. Davis Garden Grove, CA Br. 1100
 Bob L. Edmonson Garden Grove, CA Br. 1100
 Ettore J. Trunzo Garden Grove, CA Br. 1100
 Hollis H. Stone Greeley, CO Br. 324
 John E. Martin Northeastern NY Br. 358
 Royden H. Hall Eugene, OR Br. 916
 Aaron D. Hamilton San Angelo, TX Br. 1203

70-year pins

Stanley Porterfield Garden Grove, CA Br. 1100
 Dan G. Alvarado Pasadena, CA Br. 2200
 John C. Ryan San Francisco, CA Br. 214
 Francis Stackpole San Francisco, CA Br. 214
 George M. Yano San Francisco, CA Br. 214
 John V. Hill Fort Dodge, IA Br. 645
 Kenneth J. Baier Detroit, MI Br. 1
 William H. Everson Detroit, MI Br. 1
 George S. Filimon Detroit, MI Br. 1
 Frank W. Gaca Detroit, MI Br. 1
 Jack E. Garr Detroit, MI Br. 1
 Edward S. Habratowski Detroit, MI Br. 1
 Gerald L. Knoff Detroit, MI Br. 1
 Edward J. Pietras Detroit, MI Br. 1
 Steven C. Rabatin Detroit, MI Br. 1
 Edward R. Sieradzki Detroit, MI Br. 1
 Edward J. Swiontek Detroit, MI Br. 1

65-year pins

Francis B. Cochran Montgomery, AL Br. 106
 Robert E. Webb Montgomery, AL Br. 106
 Earl T. Henderson Garden Grove, CA Br. 1100
 Dale L. Jones Garden Grove, CA Br. 1100
 Maurice H. McMillen Garden Grove, CA Br. 1100
 Julian Rodriguez Garden Grove, CA Br. 1100
 Daniel C. Villagomez Garden Grove, CA Br. 1100
 J. T. Dias Jr. Modesto, CA Br. 1291
 Frank J. Byrne Jr. San Francisco, CA Br. 214
 Andrew U. Gosse San Francisco, CA Br. 214
 Eugene W. Robb Greeley, CO Br. 324
 Richard E. Clancey Springfield, IL Br. 80
 James J. Clifford Springfield, IL Br. 80
 George W. Doerfler Springfield, IL Br. 80
 Donald C. Miller Springfield, IL Br. 80
 Scott W. Kamphues Fort Wayne, IN Br. 116
 James P. McNamara Fort Wayne, IN Br. 116
 Robert E. Bush Ashland, KY Br. 745
 Russell E. Becker Detroit, MI Br. 1
 Manuel Carreon Detroit, MI Br. 1
 Leonard R. Dew Detroit, MI Br. 1
 Ernest J. Dinatale Detroit, MI Br. 1
 John L. Dobracki Detroit, MI Br. 1

Patrick L. Dyer Detroit, MI Br. 1
 William H. Everson Detroit, MI Br. 1
 Charles P. McCormick Jr. Detroit, MI Br. 1
 Fredrick Scott Jr. Detroit, MI Br. 1
 Leonard J. Wiczorek Detroit, MI Br. 1
 Jesse M. Hernandez Mt. Clemens, MI Br. 654
 Russell M. Krentz Mt. Clemens, MI Br. 654
 Warren L. Ruprecht Mt. Clemens, MI Br. 654
 Frank E. Kolc Omaha, NE Br. 5
 Cordell R. Aarons New Jersey Mgd. Br. 38
 James Assell New Jersey Mgd. Br. 38
 Robert D. Aussenheimer New Jersey Mgd. Br. 38
 Joseph V. Deliberto Jr. New Jersey Mgd. Br. 38
 R. Denicola New Jersey Mgd. Br. 38
 Michael Duffalo New Jersey Mgd. Br. 38
 James J. Eagen New Jersey Mgd. Br. 38
 Walter Hudzik Jr. New Jersey Mgd. Br. 38
 Edmund G. Keller New Jersey Mgd. Br. 38
 Joseph Lynch New Jersey Mgd. Br. 38
 Herman M. Schipper New Jersey Mgd. Br. 38
 Thomas J. Barnett South Jersey, NJ Br. 908
 Richard D. Beers South Jersey, NJ Br. 908
 Cecil B. Laverne South Jersey, NJ Br. 908
 G. J. Tyson South Jersey, NJ Br. 908
 John D. Arros Northeastern NY Br. 358
 Jerry Legorius Northeastern NY Br. 358
 John E. Neary Northeastern NY Br. 358
 Frank D. Casalinova Akron, OH Br. 148
 Marvin A. Deward Portland, OR Br. 82
 Clyde G. Wilson Jr. Portland, OR Br. 82
 William E. Brown Eugene, OR Br. 916
 Jim Edgemon Eugene, OR Br. 916
 Samuel Jordan Nashville, TN Br. 4
 Paul N. Vargas San Antonio, TX Br. 421
 Francis G. Brashear San Angelo, TX Br. 1203
 Harold A. Schulz Milwaukee, WI Br. 2

60-year pins

William J. Leonard Jr. Montgomery, AL Br. 106
 Clarence H. Stringer Montgomery, AL Br. 106
 Gerald C. Wackerfuss Sun City, AZ Br. 6156
 Robert Gonzales Garden Grove, CA Br. 1100
 Kenneth M. Marcy Garden Grove, CA Br. 1100
 John F. Simms Garden Grove, CA Br. 1100
 Joe L. Villa Garden Grove, CA Br. 1100
 Robert B. Clayton San Francisco, CA Br. 214
 Reuben Fielder San Francisco, CA Br. 214
 Dale Foss San Francisco, CA Br. 214
 Earl T. Joseph San Francisco, CA Br. 214
 Leon Linscomb San Francisco, CA Br. 214
 Peter M. McGee San Francisco, CA Br. 214
 Paul A. Mitchell San Francisco, CA Br. 214
 Jack P. Woon San Francisco, CA Br. 214
 Floyd A. McWilliams Greeley, CO Br. 324
 Lonnie E. Jordan Northeast Florida Br. 53
 Don C. McDonald Northeast Florida Br. 53
 Joseph F. Vogel Northeast Florida Br. 53

Merald R. Woods Northeast Florida Br. 53
 Robert E. Gibson East St. Louis, IL Br. 319
 Bernard P. Christman Fort Wayne, IN Br. 116
 R. R. Kistler Kansas City, KS Br. 499
 Francis L. Moore Kansas City, KS Br. 499
 Herbert L. Roberts Ashland, KY Br. 745
 Julius E. Ray Monroe, LA Br. 136
 Joseph R. Walker Monroe, LA Br. 136
 George R. Seward Maine Mgd. Br. 92
 Philip R. Viola Maine Mgd. Br. 92
 Robert E. Bennane Detroit, MI Br. 1
 Julius H. Cook Detroit, MI Br. 1
 John J. Green Detroit, MI Br. 1
 Charles H. Hall Detroit, MI Br. 1
 William J. Hartill Detroit, MI Br. 1
 Lew C. Jackson Detroit, MI Br. 1
 Raymond E. Johnson Detroit, MI Br. 1
 James N. Johnston Detroit, MI Br. 1
 Ronald P. Kustra Detroit, MI Br. 1
 Kenneth D. Kwolek Detroit, MI Br. 1
 Marvin O. Lewis Detroit, MI Br. 1
 Kenneth R. McDaniel Detroit, MI Br. 1
 Willie L. Milhouse Detroit, MI Br. 1
 Joseph Overall Detroit, MI Br. 1
 Walter Powell Jr. Detroit, MI Br. 1
 Nando M. Sanricca Detroit, MI Br. 1
 William J. Szumanski Sr. Detroit, MI Br. 1
 Dale C. Troupe Detroit, MI Br. 1
 Thomas N. Tucker Detroit, MI Br. 1
 Paul G. Yantus Detroit, MI Br. 1
 Joseph J. Zacharias Detroit, MI Br. 1
 Elden C. Milting Mt. Clemens, MI Br. 654
 Rene L. Nuyts Mt. Clemens, MI Br. 654
 Donald F. Sieg Mt. Clemens, MI Br. 654
 Wallace L. Billy St. Paul, MN Br. 28
 Curtis L. Berry Greenwood, MS Br. 1080
 James E. Smith Greenwood, MS Br. 1080
 Larry B. Fulghum Raleigh, NC Br. 459
 Richard A. Prucha Omaha, NE Br. 5
 Michael Duffalo New Jersey Mgd. Br. 38
 J. E. Herbert New Jersey Mgd. Br. 38
 Donald K. Kochvara New Jersey Mgd. Br. 38
 John J. O'Herron Jr. New Jersey Mgd. Br. 38
 George H. Robinson Sr. Bergen Co. Mgd., NJ Br. 425
 Wayne L. Kline South Jersey, NJ Br. 908
 John W. Cosilmon Syracuse, NY Br. 134
 Norman E. Landers Syracuse, NY Br. 134
 Frederick G. Pfeifer Syracuse, NY Br. 134
 W. E. Leonard Northeastern NY Br. 358
 Leonard F. Porcaro Northeastern NY Br. 358
 Brayton J. Bigelow Utica, NY Br. 375
 Peter P. Roskowski Utica, NY Br. 375
 Richard C. France Columbus, OH Br. 78
 Clyde R. Mauger Jr. Columbus, OH Br. 78
 William C. Rogers Columbus, OH Br. 78
 John E. Ryan Columbus, OH Br. 78
 Marcellus A. Alsop Dayton, OH Br. 182
 Gordon D. Carmean Dayton, OH Br. 182

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

Josephine Simler	Detroit, MI	Br. 1	Robert J. Welch	New Jersey Mgd.	Br. 38	Hallie S. Mishoe	Myrtle Beach, SC	Br. 4645
James Sitek	Detroit, MI	Br. 1	John H. Will	New Jersey Mgd.	Br. 38	Joe F. Sellers	Myrtle Beach, SC	Br. 4645
Raymond M. Slesinski	Detroit, MI	Br. 1	Richard P. Bacon	South Jersey, NJ	Br. 908	John V. Sessions	Myrtle Beach, SC	Br. 4645
Elmo J. Smith	Detroit, MI	Br. 1	George V. Jackson III	South Jersey, NJ	Br. 908	William Calahan	Nashville, TN	Br. 4
Eugene Stafford	Detroit, MI	Br. 1	James F. Serock	South Jersey, NJ	Br. 908	Eric D. Fielder	Nashville, TN	Br. 4
Cynthia M. Straughn	Detroit, MI	Br. 1	Ronald Roth	New York, NY	Br. 36	O. E. Frensky	Nashville, TN	Br. 4
Peter P. Suhy	Detroit, MI	Br. 1	Stanley Kaufman	Brooklyn, NY	Br. 41	William D. Hutchings	Nashville, TN	Br. 4
Joyce J. Taylor-Murray	Detroit, MI	Br. 1	James M. Butler	Long Island Mgd., NY	Br. 6000	Charles D. Miller	Nashville, TN	Br. 4
Marilyn J. Terry	Detroit, MI	Br. 1	Thomas P. Sofio	Long Island Mgd., NY	Br. 6000	Roger D. Richardson	Nashville, TN	Br. 4
Sumpter Thomas	Detroit, MI	Br. 1	Leonard C. Strife Jr.	Utica, NY	Br. 375	Wayne A. Watson	Nashville, TN	Br. 4
Terence C. Thompson	Detroit, MI	Br. 1	Thomas C. Murray	Burlington, NC	Br. 2262	James E. Woodard	Nashville, TN	Br. 4
David W. Thomson	Detroit, MI	Br. 1	Frederick M. Carnes	Fayetteville, NC	Br. 1128	Alex J. Alcorta	San Antonio, TX	Br. 421
Richard W. Tierney	Detroit, MI	Br. 1	Geo F. Clark	Fayetteville, NC	Br. 1128	Alejandro R. Aleman	San Antonio, TX	Br. 421
Terry Tolbert	Detroit, MI	Br. 1	Theodore A. Debose	Fayetteville, NC	Br. 1128	Leonard M. Arellano	San Antonio, TX	Br. 421
Mark J. Tondreau	Detroit, MI	Br. 1	Michael J. Dellay	Fayetteville, NC	Br. 1128	Andrew E. Belko	San Antonio, TX	Br. 421
Alvetter Turner	Detroit, MI	Br. 1	John A. Gaine	Fayetteville, NC	Br. 1128	Benjamin G. Bernal	San Antonio, TX	Br. 421
Joseph F. Van Hagen	Detroit, MI	Br. 1	Jerry N. Millen	Fayetteville, NC	Br. 1128	Casey J. Burnett	San Antonio, TX	Br. 421
Walter J. Vonallmen	Detroit, MI	Br. 1	Richard T. Boseman Jr.	Raleigh, NC	Br. 459	Manuel S. Carrasco	San Antonio, TX	Br. 421
Gerald J. Walega	Detroit, MI	Br. 1	Robert J. Caputo	Raleigh, NC	Br. 459	Darrell C. Carroll	San Antonio, TX	Br. 421
Lillian E. Wilson	Detroit, MI	Br. 1	Glenn N. Johnson	Raleigh, NC	Br. 459	Hector Castaneda	San Antonio, TX	Br. 421
Foster L. Yancy	Detroit, MI	Br. 1	David S. Peterson	Raleigh, NC	Br. 459	Jose A. Castillo	San Antonio, TX	Br. 421
Eugene Dams	Holland, MI	Br. 601	Larry B. Williams	Raleigh, NC	Br. 459	Arnold F. Dena	San Antonio, TX	Br. 421
Harvard P. Huysier	Holland, MI	Br. 601	Glenn R. Gindlesperger	Columbus, OH	Br. 78	George Esquivel Jr.	San Antonio, TX	Br. 421
Edward L. Koops	Holland, MI	Br. 601	David E. Hanby	Columbus, OH	Br. 78	Raul Flores Jr.	San Antonio, TX	Br. 421
Kenneth L. Lemmen	Holland, MI	Br. 601	Thomas M. Hoying	Columbus, OH	Br. 78	Domingo B. Garza	San Antonio, TX	Br. 421
Francis G. Poppema	Holland, MI	Br. 601	Howard H. Jarvis	Columbus, OH	Br. 78	Elmer Garza Jr.	San Antonio, TX	Br. 421
James A. Poppema	Holland, MI	Br. 601	Daniel J. Murnane	Columbus, OH	Br. 78	Arturo Gomez Jr.	San Antonio, TX	Br. 421
John Tencate	Holland, MI	Br. 601	Richard K. Nash	Columbus, OH	Br. 78	Luis Gonzalez	San Antonio, TX	Br. 421
Robert A. Vanderkamp	Holland, MI	Br. 601	Howard L. Watters	Columbus, OH	Br. 78	Ricardo S. Gonzalez	San Antonio, TX	Br. 421
Raymond L. Vanorder	Holland, MI	Br. 601	Patricia K. Armstrong	Dayton, OH	Br. 182	Andrew Gutierrez	San Antonio, TX	Br. 421
Raymond J. Dull	Jackson, MI	Br. 232	Sara L. Bell	Dayton, OH	Br. 182	Armando T. Gutierrez	San Antonio, TX	Br. 421
William R. Huhn	Jackson, MI	Br. 232	Richard L. Brady	Dayton, OH	Br. 182	Oscar J. Guzman	San Antonio, TX	Br. 421
James M. Magowan	Jackson, MI	Br. 232	Charles A. Castle	Dayton, OH	Br. 182	Jimmy S. Hernandez	San Antonio, TX	Br. 421
Dennis L. Shuster	Jackson, MI	Br. 232	John W. Cyphers	Dayton, OH	Br. 182	Pedro U. Hernandez	San Antonio, TX	Br. 421
Michael P. Braidwood	Mt. Clemens, MI	Br. 654	Ronald E. Doak	Dayton, OH	Br. 182	Fred M. Hildebrand Jr.	San Antonio, TX	Br. 421
Debra A. Carter	Mt. Clemens, MI	Br. 654	Floyd C. Douglass	Dayton, OH	Br. 182	Horace Johnson	San Antonio, TX	Br. 421
Patricia A. Vickers	Mt. Clemens, MI	Br. 654	Nancy L. Frank	Dayton, OH	Br. 182	Thomas W. Lowrie	San Antonio, TX	Br. 421
Timothy J. Kumar	Saginaw, MI	Br. 74	Phyllis R. Fulcher	Dayton, OH	Br. 182	Leonard Magallanes	San Antonio, TX	Br. 421
Kenneth C. Williams	Saginaw, MI	Br. 74	Roger L. Gilliam	Dayton, OH	Br. 182	Rudolfo Martinez	San Antonio, TX	Br. 421
Robert E. Bagley	Greenwood, MS	Br. 1080	Jacqueline A. Goubeaux	Dayton, OH	Br. 182	Marcos Martinez Jr.	San Antonio, TX	Br. 421
William M. Ford Jr.	Greenwood, MS	Br. 1080	Gary L. Gudgell	Dayton, OH	Br. 182	Earl A. Marvin	San Antonio, TX	Br. 421
Curtis E. Jolly	Greenwood, MS	Br. 1080	William C. Hale	Dayton, OH	Br. 182	Raymond E. McDaniel	San Antonio, TX	Br. 421
R. S. Payne Jr.	Greenwood, MS	Br. 1080	David L. Gogul	Ashtabula, OH	Br. 482	James H. McDonald	San Antonio, TX	Br. 421
Raymond K. Sanders	Greenwood, MS	Br. 1080	Tilzer W. Hargreaves Jr.	Portland, OR	Br. 82	Edward Menchaca	San Antonio, TX	Br. 421
William I. Smithhart	Greenwood, MS	Br. 1080	Roy F. Kirk Jr.	Portland, OR	Br. 82	Jesse A. Mendoza	San Antonio, TX	Br. 421
Dennis A. Sutherland	Greenwood, MS	Br. 1080	James G. Kutcher	Portland, OR	Br. 82	Julio Nogueira	San Antonio, TX	Br. 421
Francis C. Womack	Greenwood, MS	Br. 1080	Roger A. Vidlund	Portland, OR	Br. 82	Macario Ortiz	San Antonio, TX	Br. 421
Bernard J. Durkan	Omaha, NE	Br. 5	Lester M. Yoder	Portland, OR	Br. 82	Jesse E. Pequeno	San Antonio, TX	Br. 421
Frank E. Kolc	Omaha, NE	Br. 5	William C. Paslay	Eugene, OR	Br. 916	David L. Perez	San Antonio, TX	Br. 421
Clarence H. Johnson	Bellevue, NE	Br. 4128	Larry J. Bainbridge	Norristown, PA	Br. 542	Juan L. Rivas	San Antonio, TX	Br. 421
Patrick P. Acconzo	New Jersey Mgd.	Br. 38	Stephen W. Bono	Norristown, PA	Br. 542	Jose L. Rodriguez	San Antonio, TX	Br. 421
J. J. Bann Jr.	New Jersey Mgd.	Br. 38	Vincent J. DeCarlo	Norristown, PA	Br. 542	Marion I. Runnels	San Antonio, TX	Br. 421
John C. Bukowczyk	New Jersey Mgd.	Br. 38	William H. Grinstead	Norristown, PA	Br. 542	Raul Santoyo	San Antonio, TX	Br. 421
John V. Cammarata	New Jersey Mgd.	Br. 38	Richard A. Hartsock	Norristown, PA	Br. 542	Alvin A. Schulz	San Antonio, TX	Br. 421
Ralph J. Cassese	New Jersey Mgd.	Br. 38	Michael F. Higgins	Norristown, PA	Br. 542	James L. Sims	San Antonio, TX	Br. 421
Michael A. Cassilli	New Jersey Mgd.	Br. 38	Michael A. Kriebel	Norristown, PA	Br. 542	James J. Smisek	San Antonio, TX	Br. 421
Anthony Castronovo	New Jersey Mgd.	Br. 38	Francis A. Lupo	Norristown, PA	Br. 542	Thomas G. Tate	San Antonio, TX	Br. 421
P. C. Chiaravallo Jr.	New Jersey Mgd.	Br. 38	Glenn D. McCabe	Norristown, PA	Br. 542	James J. Taylor	San Antonio, TX	Br. 421
Jefferson Chisolm Jr.	New Jersey Mgd.	Br. 38	Alan McManus	Norristown, PA	Br. 542	Raymond R. Tomlinson	San Antonio, TX	Br. 421
Joseph P. Cicero Jr.	New Jersey Mgd.	Br. 38	Theodore R. Potts Jr.	Norristown, PA	Br. 542	Porfirio H. Torres	San Antonio, TX	Br. 421
Anthony Cillo Jr.	New Jersey Mgd.	Br. 38	Donald J. Reilly	Norristown, PA	Br. 542	Jesse J. Valenzuela	San Antonio, TX	Br. 421
Thomas V. Clarke	New Jersey Mgd.	Br. 38	Joseph W. Smerecki	Norristown, PA	Br. 542	Oscar L. Vicks	San Antonio, TX	Br. 421
Robert D. Conners	New Jersey Mgd.	Br. 38	Leroy C. Stillings Jr.	Norristown, PA	Br. 542	Elpidio A. Villarreal	San Antonio, TX	Br. 421
James C. Cziak	New Jersey Mgd.	Br. 38	Dennis R. Templeton	Norristown, PA	Br. 542	Ramiro L. Villarreal	San Antonio, TX	Br. 421
Bruce H. Didriksen	New Jersey Mgd.	Br. 38	Alan R. Townsend	Norristown, PA	Br. 542	Thomas L. Woolley	San Antonio, TX	Br. 421
William E. Dingman	New Jersey Mgd.	Br. 38	Joseph C. Wall	Norristown, PA	Br. 542	Matthew E. Wueste	San Antonio, TX	Br. 421
Carmine Foligno	New Jersey Mgd.	Br. 38	Jerry W. Wyatt	Gaffney, SC	Br. 2190	Robert L. Holtz	San Angelo, TX	Br. 1203
R. Francisco Jr.	New Jersey Mgd.	Br. 38	Taylor Alston Jr.	Myrtle Beach, SC	Br. 4645	Roger M. Winston	Newport News, VA	Br. 609
Bernard R. Keating	New Jersey Mgd.	Br. 38	Edwin E. Bellamy	Myrtle Beach, SC	Br. 4645	Michael J. Markee	La Crosse, WI	Br. 59
Richard Mitchell	New Jersey Mgd.	Br. 38	Herbert F. Brown	Myrtle Beach, SC	Br. 4645	Richard A. Graham	Milwaukee, WI	Br. 2
Clarence E. Morris	New Jersey Mgd.	Br. 38	James L. Carroll	Myrtle Beach, SC	Br. 4645	James A. Parks	Milwaukee, WI	Br. 2
Lawrence M. Morris	New Jersey Mgd.	Br. 38	Sims L. Cooper	Myrtle Beach, SC	Br. 4645	Michael P. Weber	Milwaukee, WI	Br. 2
Robert W. Novak	New Jersey Mgd.	Br. 38	William F. Fassbender	Myrtle Beach, SC	Br. 4645	Glen L. Jones	Elkins, WV	Br. 1183
John F. Smith	New Jersey Mgd.	Br. 38						

Retiree Reports

Centennial, Colorado

At a recent branch meeting, longtime member Mike Gardunio was awarded a 50-year pin and gold card. Visibly touched by the enormity of this accomplishment, Mike heard from various members who were able to honor him as a longtime activist. He served as a steward and branch secretary for 30-plus years. President Robles called him a former activist whom our branch can thank for paving the way for the current stewards, who are fighting for the rights of every active carrier. I started my career with Mike as my own steward, and his compassion and knowledge was unmatched. Congratulations, Mike!

Also at the meeting, Director of Retirees Jackie Skene reminded the membership of an upcoming retirement seminar being hosted by Branch 47. She said that there is a lot of interest in this event and encouraged anyone

five years or closer to retiring to consider attending. Speaking from experience, I couldn't agree more. I attended three events over the course of my last three years, as well as a home consultation with a private company that had infiltrated the Post Office. It was at that point when I realized our TSP funds can be a large chunk of change and was amazed at the amount of organizations that tried to contact me over the final year of my career. My advice is to be careful. I am not a financial adviser, and I would say that is true of most letter carriers. Do your research regarding how you want to sustain your retirement years, and remember that the pension offered to FERS employees is only a third of your income, and if you saved enough in the TSP, you may be able to put off collecting Social Security to let it grow. Stay informed.

Barb Larson, Branch 5996

Paterson, New Jersey

In order to keep Branch 120 updated, we announce your current branch officers for the years 2022-2024: President Salvatore Rodriguez; Vice President Christy Ball; Secretary-Treasurer Robert H. Blanos; Trustees Tasha Barr, Asanah Wegman and Shakira Hooker; Health Benefits Representative Wanda Rosario; and Director of Retirees Joseph Murone (me).

We would like to take this time to congratulate all of our elected officers and thank all of our members for their participation in our democratic election process. We wish everyone a happy new year full of great health, happiness and good fortune.

Joseph Murone, Branch 120

Scholarships available for Florida colleges

The Costas G. Lemonopoulos Scholarship Trust, established by the late West Coast Florida Branch 1477 member Costas G. Lemonopoulos, will award scholarships to children of NALC members attending public, four-year colleges or universities supported by the state of Florida, including St. Petersburg College (no private colleges, universities, or junior colleges).

For an explanation of the rules governing the awards and instructions on how your son or daughter can compete, fill out and send the form at right by **June 1** to the Costas G. Lemonopoulos Scholarship Trust, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Lemonopoulos Scholarship Application

(Please print clearly)

Date _____ Check if renewal

Please send details on how I can compete for a scholarship award.

son retired _____

I am the _____ of active letter carrier _____

daughter deceased _____ (Name)

of Branch No. _____ City _____ State _____

My name is _____

My home address is _____

City _____ State _____ Zip _____

Signature of NALC parent member _____ Signature of branch officer _____
(or spouse if deceased)

NALC parent's Social Security No. _____ Title _____ Date _____

Nalcrest Update



From the Trustees

Spring has sprung at Nalcrest, and the blooms and the wildlife feel it in the air. The residents are taking advantage of the fishing, walking paths, boating, paddle boarding, kayaking, bicycling and swimming. Many more activities are available for residents at Nalcrest and surrounding areas.

Nalcrest has reinstated its world-famous trivia on Friday nights and Bingo on Monday nights.

The pool and spa, horseshoes, shuffleboard, softball and the lakeside beach area are open. Come see the sunsets. Many more activities and events are planned for the upcoming summer.

As the popularity of Nalcrest continues, remember that all applicants must be members of the NALC. We pride ourselves on being a retirement community created for letter carriers, with the operations overseen by the Nalcrest trustees and daily activities managed by the property manager and staff. Article 1, Section 5 of the NALC Constitution provides for the Nalcrest Foundation Inc., a nonprofit organization.

Retired members waiting to live at Nalcrest number more than 200. Applications progress up the line based on the date they are received. So don't hesitate to get on board and find out what is in store for you at Nalcrest.

Recently, a contribution to the NALC Disaster

Relief Fund in the amount of \$500 was made from Nalcrest. Another NALC benefit, NALC DRF, is available to NALC members. Branches and state associations are encouraged to contribute.

Matty Rose

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern



Cynthia Martinez
Vice President

National Auxiliary Board

News and updates from the officers



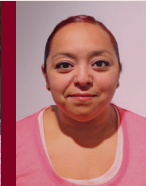
Cythensis Lang
President



Crystal Bragg
Secretary



Pam Fore
Treasurer



Linda Davis
Asst. Secretary

From the Vice President

Happy spring to everyone. It's my favorite time of the year. The colorful blooms of cactus flowers always bring a smile to my face. As everything begins to sprout up, I want to plant a seed in each of you to grow your local auxiliaries. Our membership at Auxiliary 377 has expanded with the inclusion of active and retired letter carriers and their friends. There is strength in numbers.

The Postal Service is hanging in a delicate balance and it is our job to protect it. We need the help of congressional leaders who support the Postal Service and its employees. H.R. 3076 is critical legislation that has passed the House of Representatives, so our next step is to make sure it is also passed by the Senate. The Postal Service is completely a self-sustaining, non-taxpayer-funded, vital public institution that needs our voices. It is imperative that all pre-funding is abolished for the continued success of the Postal Service and its employees. H.R. 3076 and S. 1720 are protecting six-day delivery for the Postal Service and our carriers' jobs. So I urge all of you to write to your local representatives in support of these postal reform bills.

Auxiliary 377 was able to benefit from the knowledge and assistance of Dan Toth, national director of retired members, who came to our January meeting to install officers of Branch 576 and Auxiliary 377. Our national business agent, Dan Versluis of Tucson, AZ, also attended, making it a double treat.

Two of our Arizona branches, Branches 576 and 1902, both had lovely retirees' luncheons this year. I was fortunate enough to attend both and to be asked to speak at Branch 1902's. As always, I mostly encouraged growth of membership and attention to the issues vital to protecting our Postal Service.

In December, we were able to return to our in-person meetings with a Christmas party at Auxiliary 377. Good food and great company are ever the best way to ring in a new year. Our meeting in February, however, was strictly business, as we reviewed our bylaws and gave them a much needed update. We were also able to elect a new treasurer at that time, Jana Maron. She was up to the task and dove right into the mountain of work we had piled up for her. The enthusiasm and hard work she brings, as well as her financial knowledge, has been a blessing.

The NALC national convention, set for Aug. 8-12 in Chicago, is approaching more quickly than we realize. Please send me the member information for those we have lost since the last national convention. Include their full name,

auxiliary number and state, birthdate and date departed (indicate any 50-year members). I can't wait to see you all there!

Cynthia A. Martinez



Top: (from l) Barbara Lewis, NALC Director of Retired Members Dan Toth, Rosemary White, Jana Maron and NALCA V.P. Cynthia Martinez

Middle: (from l) Marianne Ward, Tina Leonard, Jana Maron, Cynthia Martinez, Evelyn Orrs and Sharon Larkin

Bottom: (from l) Gabrielle Valdivia, Sharon Segal, Jana Maron, Evelyn Orrs, Martinez and Rebecca Cox

The NALCA Fourth Quarter Financial Report, published in the March issue, was misdated. The starting balance date should have been 10/1/21 and the closing balance date should have been 12/31/21.

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The Auxiliary will have a Country Store at the national convention in Chicago. Send all items to:

Crystal Bragg
834 Westland Drive
Mt. Zion, IL 62549

These items should arrive by Aug. 1 or you can bring them to the convention.

Election notice

This is an election year for the Auxiliary. All positions are up for reelection. The president and the treasurer position will be vacant.

According to Article VI, Section 3: Eligibility:

(a) In order to be considered as a qualified candidate for election to a national office, the following criteria must be met. Candidates must be a delegate at the current convention, must be endorsed by a local or state auxiliaries. A state may have more than one (1) candidate to run for national office, but not more than two (2).

Branch Items

Albany, New York

Headline: “U.S. Inflation Hit 7% in December 2021, Fastest Pace since 1982.” For context, the typical rate of inflation is usually closer to 3 percent a year. Now take into consideration that cost-of-living raises or cost-of-living adjustments (COLAs) are relatively uncommon in the large majority of employers in the U.S. The COLA that NALC has bargained for year after year has often been overlooked. Most carriers paid no attention to the COLA over the past five years or so. But all of a sudden, it’s on the forefront of everyone’s mind.

And what a great benefit it has proved to be. Over just the past two COLAs, letter carriers at Step O received a \$3,265 raise. As long as inflation keeps rising, the COLA will rise right along with it and help protect letter carriers’ buying power. Compare that with Google, which just posted its fifth quarter of record profits (\$18.9 billion) in October of 2021, yet Google’s VP of compensation told employees in December of 2021 that Google doesn’t “have any plans to do any type of across-the-board type adjustment” when asked about the inflation rate in the U.S.

So the next time you hear someone union-bashing, saying something like your dues are just a waste of money or that they don’t need a union at their employer because things are OK there, ask them how much of a cost-of-living adjustment they received during this record inflation. And then mention that you raised your contribution to your Thrift Savings Plan because of the COLA!

Norris Beswick, Branch 29

Arizona Merged

Just like the letter carriers of 1889 voted for a union because of unfair working conditions, Starbucks baristas voted for a union and came to Branch 1902 to hear the results from the National Labor Relations Board. Joining “The Young Lions” was every news media outlet across America, from the Associated Press, local *Arizona Republic* newspaper reporters to CNN, NBC news cameras and affiliates. As more and more workers, reporters and well-wishers came into the NALC union hall, everyone present knew that it was going to be a win. To break the momentum and suppress the celebration, the company filed a request to review, delaying the count until Feb. 25.

It seemed NALC’s fight for H.R. 3076 and the Starbucks union vote count paralleled each other these weeks, but on Feb. 25 in Branch 1902, the workers and media once again jammed those hallowed halls. The ballots were mailed to an off-site location in Las Vegas, then and opened, counted virtually, with a result of 25 in favor of the union and only three opposed! Screams and shouts of joy erupted from the young Starbucks workers and seasoned NALC and AFL-CIO supporters as well as the media. Employees from Starbucks thanked Branch President Carlos Villalobos for the use of the union hall after the vote and celebrated the outcome. “This is enormous for the entire country, all across the U.S. I’m so proud,” said Tyler Ralston, one of the “partners” (Starbucks’ language for workers). “The numbers reflect how

we all feel. It’s a win for labor rights and workers’ rights. And I’m so excited!”

On March 7, our very own Arizona Sen. Mark Kelly read the results of 74 yes, 17 no on the H.R. 3076 cloture vote. Then, on March 8, history!

In unity—

Jeff Clark, Branch 1902



Arizona Merged Br. 1902 members showed their support for Starbucks employees who voted to unionize. Pictured (l to r): **Tex Enghauser, Ilse Malagon, Erin Speckman, Arizona State Association President Jeff Clark, Michelle Eisen, Zechariah Schwartz, Miranda Romero, Tyler Ralston, Liz Alana, Michelle Hejduk and Branch President Carlos Villalobos.**

Atlanta, Georgia

This is to announce to all active and retired members of Branch 73 that our membership meeting has changed in June and will be held on June 2, due to the state convention June 10-11.

Membership meeting has changed in August and will be held on Aug. 4, due to the national convention Aug. 8-12.

Velma Worthy-Lindley, Branch 73

Boston, Massachusetts

Coronavirus cases are on the decline, and in the last two weeks there were days that had no reported cases. Hopefully this trend will continue and no new variant will raise its ugly head. It would really be nice to enter into “the new normal” and get on with our lives.

Congratulations to the 25 CCA conversions on Feb. 26. Welcome to becoming career employees. Management had also requested an additional 25 conversions for March. Additional congratulations to our nine recent retirees: Paul Morrison of Mattapan, Shawn Brickman of Malden, Frank Santagate of Brookline, Justin Barton of Back Bay, Michael Ware of South Boston, Reginald “Reggie” Kam of Lexington, Mary Ciampa of Mooney St., Martin Glynn of Chestnut Hill and John Saville of Braintree. Enjoy your well-deserved retirements.

Jerry McCarthy, Branch 34

Camden, New Jersey Merged

I’ve just returned from a trip that took me to the other end of the world. I visited family in Buenos Aires, Argentina. It was a once-in-a-lifetime trip with beautiful scenery, friendly people, and a culture that’s just as little bit different than ours here in the U.S. The old saying holds

true for Argentina, “It’s a nice place to visit, but I wouldn’t want to live there.” Yes, the American dollar goes a long way down there, but I prefer the stability and security of the good ol’ USA. With a 50 percent inflation rate, and a poverty level hovering around 45 percent, Argentines have a difficult time saving money and getting ahead.

I’m grateful to have a good job with union pay and benefits. I’m thankful my union is able to secure pay raises and cost-of-living adjustments, which keep me and my family financially comfortable. I can rest easy knowing that I have a steady paycheck coming in. But I also know I can’t rest on my laurels. I know my good pay and benefits can be lost with a stroke of a pen on Capitol Hill. I know I have to help keep pressure on Congress and educate my representatives, and it costs money to do this.

The postal reform bill has just been passed by the House and Senate, and we await the president’s signature to turn this bill into law. This bill helps our employer with its financial losses and maintains six-day delivery. Contributing to the Letter Carrier Political Fund is how I help protect my future. This money is what was used to push the postal reform bill through Congress. Don’t let this victory stop you from contributing. We still need to protect what we have.

Chuck Goushian, Branch 540

Charlotte, North Carolina

First and foremost, the members of Branch 545 would like to thank all of its members and every member of NALC who spent countless hours working together with lawmakers to help pass the Postal Reform Act (H.R. 3076) in the House and Senate. The branch would also like to thank all of our delegates who were able to attend the North Carolina state spring training in Wilmington. We hope everyone learned a lot from the classes and is able to share that knowledge with all of our members to make us a stronger and more educated branch.

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. We look forward to seeing all of our members who are able to make it out or able to log on to participate. If you are interested in participating in the virtual meetings, please see your local shop steward or contact the local branch office for the information you will need to log on.

Justin Fraley, Branch 545

Cumberland, Maryland

Congratulations to all of the brothers and sisters for your ongoing support, hard work and determination to finally get the Postal Reform Act passed. Thanks to our national president, Fredric Rolando, for his leadership and tireless commitment for all of his work to get this legislation passed through the House and the Senate. Again, *congratulations.*

On behalf of the Cumberland branch, I want to thank our NBA office for all of your help and support in these trying times as our branch moves forward.

As a word of advice for any and all, one of the best ways to help protect your rights and to help make our union stronger is to take time and start reading our National Agreement. Also, ask your steward for a copy of your local agreement. The more knowledgeable you become, you'll be better served knowing when and if your contractual rights have been compromised. Carriers with such knowledge will make the job of the steward a lot easier as well. Don't assume that your steward can see everything that happens in your station. This will portray solidarity on the workroom floor and will resonate in a strong union environment. The more you read, the more you will understand all of the benefits that our union provides and fights for every day. Best wishes to all, stay strong and get informed.

Respectfully—

Paul Kirby, Branch 638

East Lansing, Michigan

I forgive you, President Biden, for not getting rid of PMG DeJoy yet. I realize you have to change the Board of Governors first. And you've been kind of busy lately, what with COVID-19 and the economy, jobs, and Putin and the war. All problems you inherited from the previous guy, and DeJoy must seem not as bad or as urgent a problem in comparison. I should not be impatient and you deserve more credit than you get. You did a great job putting Europe and NATO back together and were masterful out-maneuvering Putin on Ukraine. Also, what is one more bit of corruption in the face of all that was created by the previous guy?

Seeing all you have accomplished so far, I have confidence you'll get around to us, hopefully sooner rather than very much later. Postal reform was great, too—glad you could work that in. Anyway, even though I didn't vote for you in the primaries last time (I thought you weren't progressive enough), I fully intend to do so next time.

Thanks—

Mark Woodbury, Branch 2555

Emerald Coast, Florida

Communication is something that we use every single day in all walks of life. It is a way for us to express ourselves, formulate ideas and share with others. When we talk to one another, we are communicating with one another. To say all of this, I often wonder why it is so hard for management to communicate with the union. We as the union are not the bullies on the block who are about to take your lunch money. If they tried to work with us, we would probably have a better atmosphere and working relationship and a much better working relationship with its employees. I know that there are those who don't care about the employees, but only to meet the mission goals—that is where they go wrong. Without the employees, their goals will never be met.

We don't need management, they need us. Without the craft, they are done. Many times, I have asked management to teach their people to achieve their goals; we are willing to help them achieve them, but asked that they recognize us for helping them get there. Now, mind you, communication also pertains to the employees. Too often, members within the crafts feel privilege and feel that things should go their way. You must follow the instruction of the supervisor and then file, but never refuse to perform your job. Again, you can't make this up.

Percy Smith Jr., Branch 4559

Fresno, California

The passage into law of H.R. 3076, the Postal Service Reform Act, has taken years for the NALC to get. The pre-funding of future retirees has been a huge drain to our Postal Service. Now that will not be done away with. Also, six-day mail delivery will be a permanent service we provide our patrons. No more having to lobby Congress every year to keep it. Republicans threatening to reduce mail delivery to three or four days a week is no longer a threat. That would have made us all part-time employees.

H.R. 3076 was voted for by the House of Representatives and the Senate by large margins. Postmaster General DeJoy also supported the bill. Many Republicans seemed to vote our way because he did support it. This was in no way a "Democrat bill." Of course, UPS was not in favor of it. No surprise there.

The bill is about 25 pages long. I suggest everybody look it up and read it. I also feel that having Joe Biden as our president was a factor. It took years of planning, lobbying and commitment of members of ours and other postal unions to get this done. The bill affects the future of our Postal Service, our jobs, our patron's mail service, our retirements and our ability to vote by mail.

There are some questions about H.R. 3076 from our membership. More information and explaining is sure to come, as I wrote above. Be sure to read up on it. Many, many meetings had been held in person and by Zoom regarding H.R. 3076.

I, for one, am proud to have traveled to Washington, DC, to lobby Congress the very week the House voted 342-92 in passing this bill. This is the outcome of being supportive and united with the NALC, our union.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

On March 8, the U.S. Senate passed the Postal Service Reform Act of 2022 with an overwhelming bipartisan vote of 79-19. Comparable to the strong bipartisan vote of 342-92 in the U.S. House a month earlier, this triumph crowned the 15-year struggle to fend off the postal privatization vultures, Wall Street bankers and private package delivery corporations.

A few keys to this success:

1. After more than two years of the still-lethal COVID-19 pandemic, with no real public health service, failures of the private U.S. health care system are tragically clear. By contrast, through

the dedication of its essential union workers, the Postal Service proved once again through the pandemic and in the 2020 election the invaluable role of this public service to the well-being of U.S. society.

2. This ensured the continuing loyalty to the USPS of 91 percent of the U.S. public, regardless of party affiliation.

3. Under the leadership of NALC President Rolando and APWU President Dimondstein, the two largest postal unions became less reflexively pro-Democratic Party, making more bipartisan demands upon and approaches to Republican as well as Democratic members of Congress in the interests of our membership and the postal public.

4. There was skillful unifying among all four postal unions, other AFL-CIO unionists, affiliates of the Grand Alliance to Save the Public Post Office, including Social Security Works, Public Citizen, NAACP, and other progressive organizations. Many made phone calls to congresspeople and joined our petition campaigns.

5. One final key to the coordinated efforts of the NALC with APWU, was APWU President Dimondstein's unconditional support for six-day delivery ("an NALC issue") and NALC President Rolando's outspoken defense of air transportation to ensure decent mail-processing standards ("an APWU issue")—each a principled defense of our cherished public postal service.

Solidarity forever!

Richard A. Koritz, Branch 630

Hagerstown, Maryland

After years of working toward repealing the Postal Accountability and Enhancement Act of 2006, Congress has finally passed the Postal Service Reform Act. With the passage of this bill, the pre-funding mandate has been permanently repealed. Another feature of the reform is the creation of a new tracking system allowing for the public to see how timely mail delivery is in local communities. With this new transparency, it is my hope that we will return to our standards of mail delivery that the American public depends on.

While the Postal Service Reform Act passing is an amazing accomplishment, we should take a moment to reflect on our most recent union contract. Since the contract was ratified, career carriers who are at Step O have seen their wages grow by more than \$7,000. While that growth alone is astounding, there are still two more COLAs, another contractual increase, and the creation of a new step in Step P. With contract negotiations opening next year, I am hopeful that we will be able to see even more growth in our next contract, especially given the new legislative actions that put us on more stable ground.

As a union, we recognize the importance of showing respect for one another. We also understand that there is an expectation that everybody is to be treated with dignity and respect. This requirement includes management, and if you are not being treated in that way, please tell your steward. It would also be hugely beneficial to write a statement summarizing the event in which you were not treated with dignity and respect. Our office has always held a high stan-

Branch Items

dard of courtesy shown to one another and a lack of that will not be tolerated.

In solidarity—

Jeremy Kessel, Branch 443

Hartford, Connecticut

Notable Branch 86 passings this past month included two residents of Nalcrest.

On the morning of Feb. 1, Steven Green passed away as he was preparing to fly down to Nalcrest. Steve spent many years as the steward in our Barry Square office before retiring in November 2013. He was a great steward and cared deeply about his fellow NALC members, many of whom still work in the same office. Steve took no prisoners—he would argue with me as quickly as he would a postal manager, and the members in his office always received his unfiltered advice. At 68, he left too quickly, and many are humbled by his loss.

The following day, Bishop Corner retiree Michael Demers passed away from COVID-19. After being a snowbird for several years, Mike and his wife Laurie became year-round residents and quickly settled into the lifestyle. Mike was a Marine veteran and was always cool, calm and collected. An unemotional straight-shooter, you always knew where you stood with Mike. Our sons played high-school lacrosse against each other, and we would always meet at their games and talk throughout. Mike retired in April 2017, and was only 67 years old.

We are hopeful that our yearly retirement dinners will be able to occur in April. It has been almost three years since we have hosted this event, and there are so many to honor that we had to arrange for dinners on April 2 (for the Hartford area) and April 9 (for the Danbury area) to accommodate everyone. If the COVID-19 numbers continue to slowly decline and the venues can have adequate staff, we should be able to move forward.

Michael L. Willadsen, Branch 86

Jackson, Michigan

I have had a great life, and that includes all of the ups and downs life throws you. I have taken a new look at life the last few years and especially during my time at the post office. I have chosen to fly like an eagle rather than to quack like a duck! As we all know, we can't always be an eagle, but we can make it that way the majority of the time.

Let me explain. I was reading a note from one of my classmates who went to Parkside Eagles High School. She wanted to remind us all to soar like an eagle during our short time on Earth. So this stuck in my mind and then, one night, my son-in-law was talking about a hunting device that would help video one hunting deer and those ducks who always quack and drive you crazy.

So I decided to start spreading the word and program around the Jackson Office about "Being an Eagle, not a Duck." I'm buying eagle pins for good deeds or carriers that go above and beyond the call of duty, they soar high like an eagle! They barely ever quack like a duck. Eagles are our brand, and of course our national sym-

bol. We all should stride to soar like eagles—be proud and positive about our jobs. We need to stop our quacking (complaining) like ducks; this job is hard enough to have a duck of an attitude.

So let's all soar like eagles!

Be safe. Blessings to all.

Mark Raczkowski, Branch 232

Kansas City, Missouri

Congratulations are in order for a few stalwarts in Branch 30.

Following years of effort in attempting to rescind the disastrous pre-funding mandate established in 2006, the Senate passed the Postal Reform Act of 2022 (H.R. 3076) with a 79-19 vote and it is awaiting President Biden's signature. Applause to the Branch 30 legislation team—Gary Franklin, Anita Franklin, Warren Moulton and Anthony Mitchell—who have tirelessly worked to keep branch members encouraged and informed on legislative matters. While it often seemed they were just banging the drum, their selfless dedication highlights what can be accomplished through hard work and perseverance. I can't begin to imagine the frustrations they felt on congressional liaison visits, as disinterested staffers and members of congress heard NALC concerns. As the legislation team kept the goals of reform on Congress and members of Branch 30 fresh by having branch members contact their legislative representative (constantly), it appears we simply wore Congress down.

Dave Teegarden also put the time and work in, and it shows in his success at being named the Region 5 national business agent (NBA) by NALC President Rolando. Dave initially served as a steward in the James Crews megastation, and held other union positions before becoming the branch president. His vast knowledge of OWCP led him to being selected as a regional workers' compensation assistant (RWCA), again by President Rolando for Region 5. NBA Teegarden is the second member of Branch 30 to perform in the NBA position, the first being that fiery orator Dan Pittman.

Continue to support the Letter Carrier Political Fund; every contribution helps our cause.

Lastly, with Oscar season around, I'm giving PMG No-Joy Golden Globes as he continues to stick his thumb in the eyes of everyone who tells him what to do.

Calvin Davis, Branch 30

Knoxville, Tennessee

Hello, carriers of the satchel.

Congratulations, CCA. You survived your first year and are reappointed to another 360-day term, which means that you're eligible for the Federal Employees Health Benefits (FEHB) Program. Where do I find out more information? The *JCAM* (Article 21, Page 7-10, Paragraph F) states that, effective 2022, USPS will make a bi-weekly contribution to the total premium for any CCA employee who wishes to participate in the USPS Noncareer Health Care Plan (USPS Plan) self-only option equal to the greater of a) \$125, or b) the minimum required by the Patient Protection and Affordable Care Act.

Be advised that during your second year, there is no USPS contribution unless you take its Blue Care insurance. Your other choice would be a flexible spending account, which allows one to make deposits up to \$2,700. The option is available to all CCAs, regardless of length of service. You may elect coverage either within 60 days of the date you were hired, within 60 days after returning from a five-day break in service, or during any open season period.

USPS will make a biweekly contribution equal to 65 percent of the total premium for any CCA employee who wishes to participate in the USPS Noncareer Plan for either self-plus-one or family coverage during a CCA's initial year of CCA employment. After the first year of employment, USPS will make a biweekly contribution equal to 75 percent of the total premium for either self-plus-one or family coverage, regardless of year of employment. Not a bad deal for initial entry employment in today's world.

Remember that insurance is a means of protection for your family. Our health benefits adviser is Brother Jody Cardwell, who is stationed at Northwest Carrier Annex. If you need his number, please contact your steward.

Tony Rodriguez, Branch 419

Milford, Massachusetts

This is a message for all of you NALC health plan members on Medicare. This concerns what is called the "Wellness Incentive" program. Under this program, you can get funds added to a sort of debit card, called TASC, for such things as completing a health assessment form or getting certain vaccinations. These funds can then be used like a debit card to pay medical expenses, prescriptions, and some over-the-counter items. This benefit is available in all three NALC plans. I highly recommend enrolling in the program; spouses can enroll too. Sounds good so far, but there is a little catch that some members may not be aware of.

The way this is supposed to work is that when the insured completes a covered activity the information and the charge, if any, is sent to the NALC plan, to be forwarded to the custodians of TASC. Some vaccines, however, specifically flu and pneumonia shots, are covered in full by Medicare. This means that the charge is never received by the NALC plan. The member, therefore, needs to notify the NALC plan to get the ball rolling.

The best way to do this is to make a copy of the Medicare Summary Notice (MSN) and send it to the NALC health plan. As always, it is a good idea to include your name and ID number. If you are sending multiple pages, put this information on *each* page. Make a note of the date of mailing in case there is a delay in processing. A cumbersome procedure, to be sure, but in my mind well worth it. You can get \$100 (or more) per year on your TASC, not an amount to sneeze at considering what costs are nowadays. As that fellow on television says, "dyn-o-mite."

Jim Zozzaro, Branch 308

Minneapolis, Minnesota

Allow me to introduce myself. My name is Scott Bultena, and this is my 17th year be-

ing a letter carrier and my first time writing an article for *The Postal Record*. So, brothers and sisters, it is true—you can teach an old dog new tricks. I am very honored to have been asked to be the Branch 9 scribe and write for *The Postal Record*—a little surprised, but honored. A wise woman recently told me, “Don’t turn down opportunities that come your way,” so here I am not turning down this wonderful opportunity to connect with fellow letter carriers.

First, I want to say thank you to JoAnn Gilbaugh. She is a mentor of mine and has faithfully written articles for *The Postal Record* for years. She is a professional writer and often helps me dot my i’s and cross my t’s. Her shoes will be hard to fill, so here is an idea: Don’t expect too much from me and you won’t be disappointed.

Second, we are excited to soon be moving into our new building. We closed on March 1 and by the time this article hits the presses, we should be in our new building. Much thanks and gratitude to all the officers, staff, and active and retired members of Branch 9 who have made this move possible.

Last but not least, with all joking aside, and at the risk of sounding cheesy or clichéd, I have a passion for letter carriers, and I plan on using these articles to encourage, challenge, show gratitude and share stories. CCAs, full-time regulars, retirees...we are all at different stages in life, but together we are NALC Strong. Branch 9 members, please contact me at scottb@branch9nalc.com if you have stories to share, words of encouragement for the membership, etc....

Scott Bultena, Branch 9

New Jersey Merged

Finally, some good news. It’s been a long time. Let’s enjoy it. We have a new National Agreement with decent salary increases, inroads into improving the lot of the CCAs, and hopefully moving toward a fully career workforce, promising movement toward a better workplace environment, and (thank goodness) an uncapped cost-of-living provision.

The 12-year battle for postal reform was won as the Postal Reform Act became the law of the land. No more pre-funding of retiree health benefits. No more annual fight to preserve six-day delivery. A Postal Service with the promise of financial stability and the obligation to continue reliable and cost-efficient service to the American public. Congratulations to our NALC leadership, our legislative team, and all NALC members who fought so hard with their activism and financial support.

We certainly welcome the apparent waning of the COVID-19 pandemic. Although the unknown nature of this terrible virus demands that we remain vigilant, it is a joyful relief to return to the normal life we once knew. During the past two years, we have all endured an unprecedented challenge, and letter carriers accepted the challenge and prevailed. You must all be counted amongst the many heroes that the pandemic has brought into the light. You should be proud of how you continued to serve your patrons and how you literally saved lives by allowing those at risk to stay home.

So now we can relax? Not so fast. There remains a long list of legislative goals in support of our active and retired carriers that demand



Garden Grove, CA Branch 1100 recognized David Hamilton with a 40-year pin.

our support and attention. There is also USPS management, which seems unable to accept or realize that the letter carriers are the Service’s most valuable asset—an asset that must be treated with dignity and respect.

Michael J. O’Neill, Branch 38

Norristown, Pennsylvania

As much as things change, they stay the same.... I’ve been writing about OT in our office, and management keeps breaking the contract, then tells us we are breaking the rules. Don’t do as I do, just do as I say! It’s sad that we can’t have competent managers in the P.O. Making a daily schedule, let alone a Sunday schedule (posting on Wednesday, changing Friday then again on Saturday) is so difficult for them. Why is it so hard to use the ODL first (as it says in the contract you signed) then going from the bottom to the top? We do have lives outside of the P.O. and have the right to have our day off. Then you take carriers in the office and threaten them with their job for calling out on their day off.

We haven’t seen a safety team out in our office all winter (when it’s a challenge to deliver from ice, snow, darkness, etc.). But the first beautiful day we have...well, you know the answer. We have a safety talk in the morning that is read from a sheet of paper that is sent from someone in an office on a cushy chair with the comfort of 72 degrees and nice fluorescent lights so they can see their computer keyboard. Telling the heart and soul of the P.O. to be aware of your surroundings (hard to do in the dark)—turn off the light in their office and watch them get burned by the coffee pot while they are pouring in the dark! You would think (here I go again, “thinking”) after making so many mistakes that managers would learn from them, but I digress.

What have we learned? As much as things change, they stay the same. Till next time...stay sane.

Joel Stimmler, Branch 542

Northeast Florida

What great news coming from Washington about H.R. 3076, the Postal Reform Act. This passed the Senate with a vote of 79-19. Of course, both Florida senators voted against it.

Then again, this is the state that has a governor that will tell high school students at a press conference to remove their ridiculous COVID-19 masks and that “we gotta stop with this COVID theater.” No one in the state of Florida, with the most COVID-19 deaths in the country, has ever seen his medical license that would support him making such a statement. This same governor agreed to penalize a dozen school Florida school districts \$200 million in education money because they defied him and issued mask restrictions to their students and employees in order to keep them safe.

Now the state legislature is trying to bust public unions by presenting legislation that would eliminate allowing union dues to be deducted from payroll and to require unions to recertify yearly under very restrictive rules. Union members would be required to make monthly payments to their union. I am pretty sure that wouldn’t work. This is just the start of things to come until we realize that it is past time to vote these legislators out of office.

Thank you to everyone who took the time to contact their legislators on the Postal Reform Act. Let’s be ready for the next challenge. Branch 53 is gearing up for the food drive; let us all hope for a successful return to this annual event.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

At long last, we have a postal reform bill that does away with the onerous pre-funding and now gives the Postal Service a chance to upgrade its fleet and get back on track to become once again solvent and do the business that it was created for—delivering the mail to every business and household efficiently and in a timely fashion. Now that the pre-funding issue has been given the axe, postal employees can go about the jobs they were hired to do—delivering on time and efficient service to America. It’s about time.

Letter carriers have been doing a great job despite the trying times we are living through, and now they have a way forward that will make their work matter and have meaning. Letter carriers have always been dedicated to the task they were assigned, which is delivering the mail. They have always been among the most productive workforce in America, and now that the burdensome pre-funding issue is off their backs, they and all postal employees can get back to doing what they do best.

We have the most dedicated and efficient workforce in the world. The Postal Service delivers more mail in one year than all of the other postal services in the world combined. It is about time that Congress has acknowledged that fact!

Bob Bearden, Branch 458

Philadelphia, Pennsylvania

The 15-year struggle to protect and maintain six-day delivery, to repeal the mandate that the Postal Service pre-fund decades’ worth of health benefits, and reform of the Federal Em-

Branch Items

ployees Health Benefit program (FEHPB) is now the law of the land.

I would like to thank the members of Branch 157 and their families for doing all they could to help H.R. 3076 become a reality. Every employee of the U.S. Postal Service had a role to play, and it was a group effort that made this legislation a certainty. I want to thank the leadership from our national officers for all their hard work in guiding us along the way. Additionally, my sentiments go out to Pennsylvania State Chair Paul Rozzi, Mark Ashman and our colleagues from our fellow unions.

To our friend, Sen. Bob Casey, and the entire Philadelphia congressional delegation, Reps. Madeline Dean, Mary Scanlon, Dwight Evans, and Brendan Boyle, you never let your devotion to a viable U.S. Postal Service and to organized labor wane. We thank you for your extensive support for the Postal Service and its employees.

I don't know about you, but I am so happy that I will not have to answer questions anymore from family and friends about why the Postal Service is losing so much money every year, and then having to have to explain about the pre-funding mandate. You see, things can get better with perseverance and good legislation.

On a final note, I want to thank all of the members of Branch 157 who contribute to the Letter Carrier Political Fund (LCPF). Your voluntary contribution helped pass H.R. 3076. For those who don't contribute, I hope you will reconsider and recognize just how important your participation would be in securing the financial viability of the USPS.

God bless.

Joe Rodgers, Branch 157

Pittsburgh, Pennsylvania

Moments ago, H.R. 3076 was overwhelmingly passed in the Senate by a vote of 79-19 and will be making its way to the president's desk. Postal reform will be signed into law by the time you read this.

As if he hadn't caused enough trouble already, recalcitrant Sen. Rick Scott had the nerve to continue opposition to the bill, claiming that Medicare enrollment would unfairly burden the system. Unfairly. Unfairly? Log into your Lite-Blue. From there, go to ePayroll. Look at deductions. Yup, there it is. *Medicare*. Think about your years of service. That's the same number of years you've been paying into something that Scott and his goons believe you don't deserve full benefit from...and that's not even considering other jobs you've worked. I must've chipped in \$20K-plus in my lifetime to date. If that isn't unfair, I don't know what is.

It remains to be seen to what degree 3076 will be a boon to the USPS (if at all), but it excites me that top brass is losing a few gargantuan excuses as to a lack of solvency. So, which ones are next? Cost of NGDV? Cost of labor? Fuel? Perhaps we should start a pool and choose squares!

John Conger II, Branch 84

Plainfield, New Jersey

There is a letter carrier retired member of this branch who works every day for postal workers in this branch and others around the Central New Jersey area. He is not a union official, shop steward, state officer or working for the NBA or National Headquarters. He performs a valuable service. Though he could have an office in the post office, he visits it frequently from his office at home. He works with a small group of mem-



Al Micieli Jr. of Naples, FL Br. 4716 presented a 50-year gold card to Al Micieli Sr.

bers from this branch and other branches—for example, Jerry Cocola of Westfield and Hank McMurrin of Scotch Plains. His name? Mike DiPalo from the Plainfield Credit Union.

Where other local post office credit unions have been taken over and lost their identity, they have kept ours functioning smoothly. I play a small role as an auditor and am thankful the credit union is there when my family, along with other postal employee families, need excellent service. If not a member, \$5 gets you in to save money or borrow. Thanks, Mike DiPalo and your group. Your efforts and successes are appreciated.

Michael Breslin, Branch 396

Providence, Rhode Island

It seems like every day, management is adding something to our daily duties as letter carriers. Additional scans in and out of the office, informational videos on our scanners, but still have an eight-hour day! For what should be a simple job, management sure likes to complicate things more than need be. It's funny how in my time in the post office there always seems a need for more carriers or clerks on a daily basis. Meanwhile, there are more than enough supervisors just walking and sitting around.

On another note, my floater spotted and had a coyote charge at him while delivering mail on a park-and-loop last week, causing him to run and hop a nearby fence. Thankfully he was able to get back to his vehicle safely and only a small cut on his hand from the fence. It was a fresh reminder to be more intentional of being aware when delivering. With the job we have, it's easy to just get in a routine, get in a groove, and relax our guard a little. Just a friendly reminder to always be aware and alert of your surroundings when out delivering.

Anthony Turcotte, Branch 15

Racine, Wisconsin

As a young PTF at the turn of the '90s, getting an hour bump then was different than today. The quality of the mail was different and it was cased up. No DPS then. The older carriers would strap the bumps together using blue straps much like school kids used to hold their books together back in the day. Those straps were always hung on the hook under the ledges of our cases. Those same hooks now might hold your satchel or long rubber bands. As time marched on, those straps went the way of the Velcro wallet or the "Baby on Board" sign, which has oddly enough been replaced with a "Student Driver" sticker. You can't tell me grandma is still a student driver or the dude that blew the red light meant what his sticker suggests. We evolve.

I try keeping my articles light and airy. Buuuuuuuuu. Our station manager got on this kick of efficiency and time-wasting practices for one day. We came in one morning with a sheet listing about 50 or more time-wasting practices, one of which was "waiting for mail." For one day, our station manager conducted a one-woman opus and micromanaged, and I mean micromanaged, everyone from the supervisor on down. As she conducted this symphony, parcels weren't getting done and DPS wasn't touched. All the while, carriers waited. When the dust cleared, leave and return times flew out the window much like the Mike 'n' Ikes at a concession stand. It is in a carrier's DNA to find ways to make our jobs easier and more efficient. If district people, assuming there is a "district," want to find efficiency, come down on the workroom floor. Bring a notebook.

Chris Paige, Branch 436

Rockville, Maryland

Steve Klein and Chuck Clark have won thousands due to our CCAs who were improperly moved to other cities to carry mail. Management is not to send our CCAs to another city, to the extent possible. Recently, we won an escalating remedy for violations of M-01915 at Step B. A CCA won a lump sum of \$500. Then we won another Step B for a violation of M-01915, paying this CCA a lump sum of \$2,000. Incredible work, Steve and Chuck! I would like to point out that we are not just trying to win money from management. We are trying to find a remedy that will force management to comply with the spirit and intent of M-01915 and stop forcing our CCAs to travel to other cities to carry mail.

We recently won many cases at Step B, from many different Step B teams, ordering management to cease and desist using codes 733 and 737 when delivering parcels. When management orders carriers to use these codes, it cheats the carriers out of time designated for their routes. We have so many settlements on this issue that it is now time for us to escalate the remedy. Management was laughing at us, stating that we will never get anything other than a cease-and-desist on this issue. *They won't be laughing for long!*

I want to thank Karla Carter, Grace White and Yesid Tovar for recently coming forward as shop stewards. Karla, who is a CCA, recently had a Customer Connect sale for more than \$1 million! The Maryland and DC district manager presented Karla with a plaque during a nice ceremony at the Rockville Main Office.

I want to express my sincere gratitude for the outstanding work being done by our regional workers' compensation assistant (RWCA), Kristin Williams.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

It's been a long time coming, but the Senate finally passed the Postal Service Reform Act of 2022 by a vote of 79-19 and it now awaits the signature of President Biden. The bill puts an end to the onerous 2006 mandate for Congress to pre-fund future retiree benefits 75 years into the future. That diabolical piece of legislation extinguished the profitability of the U. S. Postal Service for the last 16 years.

Senate Majority Leader Chuck Schumer (D-NY) said the legislation would give USPS a "much-needed reset" and relief from an unsustainable business model. "Because of today's bill, the Postal Service will be stronger, more efficient, and better able to serve more people, and we did it on a bipartisan basis," Schumer said.

This piece of legislation, which was introduced numerous times over the last 16 years, finally found support from both sides of the aisle, no doubt due to the dire financial straits the Postal Service finds itself in.

The bill will save USPS \$50 billion over the next 10 years by eliminating a provision from the 2006 Postal Accountability and Enhancement Act that required the pre-funding of retiree health benefits. The USPS will return to an annual pay-as-you-go system, just as other companies do. This legislation also forgives our obligation to pay \$57 billion in back payments.

The hope is that the infusion of much-needed operating funds will result in better staffing, better equipment, and a new fleet of delivery vehicles to serve the public and restore public confidence in the Postal Service.

The Senate, in taking the vote, passed a "clean" version of the bill without any amendments, avoiding the necessity to send the bill back to the House of Representatives before heading to the president's desk.

Tom Schulte, Branch 343

St. Paul, Minnesota

I'm sure many of you have heard the old urban myth about how to cook a lobster—that you have to put it in a pot of cool water and slowly turn up the temperature until it's brought to a boil without the lobster even knowing it. Well, it certainly seems like all management's poor planning and money-saving tactics have finally brought this post office to a boil. Years of cuts and terrible policies have left us with nowhere near enough carriers, and we can't seem to hire enough CCAs to keep up with all those who are leaving. The ancient and agonizingly slow hiring process means most potential new carriers give up in frustration and many of those who do get through it aren't getting offers anyways because of bugs in the system. Management's now scrambling to put policies in place to turn things around, many of which are things that the union suggested years ago to prevent the problems in the first place.

Much like our brothers and sisters across the country, we're still overworked, more and more carriers are being forced in each day, and our ODLs are being mandated to work Sundays

in some stations. Still, our carriers are accomplishing the impossible every day, in spite of all of management's obstacles. Each day, one foot in front of the other, our brothers and sisters are getting it done.

There has been some good news, though. Our COVID-19 numbers continue to drop, which means we're able to go back to our hybrid Zoom/in-person general membership meetings. Continuing to offer our general membership meetings via Zoom has increased attendance immensely, which has been wonderful to see. When more people get involved, it can only help make us an even stronger branch. Solidarity forever!

Thanks—

Kaylee Valerius, Branch 28

Salt Lake City, Utah

Greetings from the land of the rapidly diminishing Great Salt Lake. Yes, the Great Salt Lake is shrinking, and yes, they are worried about it. The lake is currently about 10 feet lower than it should be, depleting the lake area by more than half. The brine shrimp (also known as sea monkeys to all you oldsters) are battling the rising salinity, the brine flies are struggling to find food, and thus the 338 species of birds that visit each year are having a hard time. Is it any surprise to learn that the letter carriers in Salt Lake City have been struggling as well?

We survived another COVID-19 peak season with a herculean effort from our letter carriers and some help from imported Nevada carriers. As always, staffing continues to be our main problem. If we were properly staffed, it would solve most of the issues we are dealing with. I'm sure that nearly all branches would say the same thing.

Now we have a war in Ukraine, an inflation rate that just hit a 40-year high (thank goodness NALC always negotiates those cost-of-living adjustments into our contract), and the unemployment rate continues to decline (so it seems we will not get to proper staffing out here anytime soon). But the Postal Reform Act passed, so a huge win and many thanks to our national officers, the state associations and everyone who worked to get this done!

We are excited to get back to some semblance of normalcy this year, with our national food drive coming up, summer parties and

events, a national convention, and a regional assembly out here in Utah. So stay safe, everyone; the future looks brighter.

Michael Wahlquist, Branch 111

Seattle, Washington

Management, they are our fellow workers. (OK, that was good for a laugh...so while you're busy catching your breath, what I mean to say is that they are fellow employees.) We have different jobs. Their job is to manage the mail, ours is to deliver it.

Unfortunately, managing and harassing seem to be synonymous at the Postal Service. These people can't plan properly. They can't schedule properly. The height of their contractual stupidity is beyond measure; let's just say there isn't a manager out there that wouldn't make Manute Bol look like a Lilliputian—"contractually," that is. In order to compensate for their incompetence, they regularly violate the contract, intimidate who they can, and fudge the numbers so much and so often you'd think they were schooled by Keebler elves. Then they spend their spin time on the workroom floor yodeling about people who aren't working up to snuff. All this tripe being disseminated from "our fellow workers," whose extent of lift and heft is probably doing a clean and jerk on their coffee mug.

You have to wonder what the takeaway is, or is bitching and moaning a Human Resource quality-control issue? Maybe they're just being typecast? If that's the case, we need to make some changes down at Central Casting. When I used my one free Employee Assistance Program (EAP) meet-and-greet with a trained therapist, I raged about management's seeming soullessness. And she replied, no lie, something eerie: "Management looks to hire people without souls." Weigh that one. These people, once they cross over into management, they kiss their conscience goodbye. It's akin to becoming a talking head on Fox News.

Don Nokes, Branch 79

Silver Spring, Maryland

Hopefully we are seeing the light at the end of the COVID-19 pandemic tunnel. The non-stop corporate pharma and media misinformation campaign is slowly changing narratives,

COLA: Cost-of-living adjustment

- ▶ Following the release of the February consumer price index (CPI), the sixth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$395 annually**. This COLA is based on the change in the CPI from the base index month to July 2022, with the previous COLAs subtracted.
- ▶ The 2023 projected COLAs for the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), which are based on

the CPI's increase between the third quarter of 2021 and third quarter of 2022, is **3.9 percent** and will be finalized with the publication of the September 2022 CPI in October 2022.

- ▶ The 2023 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.8 percent** following the release of the February CPI. This COLA is based on the change in the CPI between December 2021 and December 2022.

Visit nalc.org for the latest updates.

Branch Items

while the agencies and organizations that are supposed to be protecting us are also exposed as corrupt to the discerning eye.

Let's pivot to some different pandemics. How is it that so many have little, if any, regard for their rights? People are so caught up in their daily routines that no time is taken to critically contemplate the situation they are in. Mass apathy affects everyone, especially workers, who have lots of written laws and rules, but also basic intangible rights, like the right to have letter carrier work be fulfilling, instead of nonsensically chaotic.

Carriers ignored that something was wrong back in the days of intelligent managers, who tried to keep issues "in house." They would complain about the numbers expectations, but we dismissed it as their problem. The successful managers learned to dishonestly "massage" data entry to avoid the hot seat. Eventually, they were replaced by at least three insulation layers of "management" who are not allowed to make decisions, and now the problem is ours. The supposed epitome of success is Amazon, and artificial intelligence (A.I., i.e.: computer) is infallible...except, that it does not take human beings into account. A.I. management has a dangerous disregard for a worker's spirit and health.

NALC representatives do a great job of reactively limiting carrier career damage. However, proactive "out of the box" approaches are most likely necessary to thwart the current threat described above. Carriers capably handle some aspects of supervisor work already, such as the leave calendar and work injuries. Maybe we can propose a form of self-management and/or fairly evaluating the work in an effort to face the issue head-on. Proactive proposals deserve careful consideration.

Lee Taylor, Branch 2611

South Jersey, New Jersey

Hallelujah! It took like it seemed forever, but postal reform is a done deal. After fighting for more than 12 years to get this needed bill passed, it is now in the hands of President Biden to make it official.

I am hopeful this bill will be the infusion we all are hoping for. My only concern with this bill is the Medicare integration portion of it. They have stated that it will reduce our premiums when it is enacted, and I am still a little skeptical this actually will happen. I will stay positive that our premiums will go down until I am given a reason to believe they won't.

Now that this needed legislation has been dealt with, I hope the next bill, the Social Security Fairness Act, will also get its proper hearing once and for all. This bill has the support of more than 251 co-sponsors, and really needs to be addressed for all of us who fall into this category. I am sure there isn't a huge number of us who fall into this category, so it should be a no-brainer to get this fixed. For those who aren't familiar with this issue, back in the early '80s, the government created a government pension offset and a windfall elimination provision that reduces Social Security benefits for those who receive a pension from the government. In part,

if a government worker had another job outside of the Postal Service and paid Social Security taxes, their Social Security benefits would be seriously reduced. Those workers would have basically 33 percent of their Social Security earnings withheld, which is definitely not fair. I know this bill may not be retroactive to those who are already collecting benefits, but this bill



Toms River, NJ Br. 2128 members received Million Mile Awards. Pictured (l to r): Mike Lysaght, Tim Schneider, Tom Roszel, Sheryl Hayberg, Donna Vadino, Postmaster Tom Wagner, Dave Cabey, Kelly Burns, Chang Park, Branch President Ray Gianotti, Chris Dublanyk, Vicky Stone, Branch 2128 First Vice President Bob Ernst, POOM Larry Spera, POOM Tonya Scott and Region 12 NBA Brian Thompson.

needs to be enacted to correct this ridiculous penalty for those affected.

Gary DiGiacomo, Branch 908

Southeast Pennsylvania Merged

Sometimes management must be called out on their bullsh*t! When a national contract is ratified, it only takes a few weeks before USPS reneges on parts of the agreement. NALC files grievances. When a PDI is given, the steward is there to protect the member from being railroaded into unwarranted discipline. During the PDI under Article 17, the steward is obligated to call management.

#Don'tBeAnAprilFool

Eric Jackson, Branch 725

Springfield, Ohio

When you read this, I will be retired. In retirement, I will continue as branch secretary until the end of the year and I will continue to write these articles until President DeWell fires me. So, I want to say thanks.

Thanks to President DeWell for having the faith in me to let me write. The only guidance he ever gave me was to not get him in trouble. He never told me what to write, and 99 percent of the time he did not know what I wrote until it appeared in *The Postal Record*.

Thanks to the editors and lawyers at Headquarters for keeping me (and President DeWell) out of trouble on two occasions by refusing to print my articles and on several other occasions helping me reword parts of an article to avoid trouble.

Thanks to management for giving me so much low-hanging fruit to work with. Many, many times it was not figuring out what to write about, but what not to write about. After all, I am limited to 300 words and I could write tomes about the incompetence of most postal management.

Thanks, most of all, to the Springfield letter carriers who gave me positive and negative reviews over the years. A supervisor told me my articles didn't help morale. I disagree. I think my articles gave voice to what the carriers were thinking and feeling.

I started writing for the sole purpose of supporting Springfield letter carriers and getting them to read *The Postal Record*. I hope I succeeded. At least I tried.

Thanks, to one and all.

Branch meetings are the second Thursday of each month in Room 221. Pizza at 6:15 p.m. Meeting at 6:30. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

Toledo, Ohio

We are finalizing arrangements for our delegation to travel to Washington, DC, for the Ohio legislative conference during the last week of April. The weekend prior to the conference, the Committee of Presidents is to meet in Atlantic City. The weekend after is a rap/training session in Cincinnati. That last week of April will definitely be planes, trains and automobiles.

The Toledo Post Office appears to be in disarray, with daily changes to agreements previously established. Postmasters and POOMs were brought in for a week of intense concentration on the backlog of more than 1,000 grievances. On a Monday, the parties agreed to resolve a group of similar grievances. By Tuesday morning, everything changed. It was as if Monday never happened. The rest of the week, progress stopped.

The following week, our "acting" postmaster, Richard Clark, halted the release of all of our Formal A representatives. He told the union we could have as many Formal A people as we wanted, but the union would have to pay their wages. Richard might want to read the contract! Not to our surprise, our Formal A reps are back working on grievances and meeting with their counterparts. We had more than 400 grievances in the first two months of this year. The hits just keep on coming.

That revolving door for the postmaster position may be starting to rotate again. With the realignment, Ohio is now in the Central Area out of Chicago. Seems fitting, since many of our past postmasters have come from Chicago. Who will be next?

Ray Bricker, Branch 100

Notice

Article 9, Section 1(b) of the NALC Constitution provides that: "All articles submitted by authorized scribes pertaining to Branch, District, State Association, or Retiree items of interest will be published as written, unless such article is defamatory or unlawful." The statements and opinions contained in any branch, state association or retiree item do not necessarily reflect the views of NALC or NALC policy.

Mutual Exchanges

CA: Orange Glen Escondido (7/20) to AZ (Flagstaff only) or GA, ID, MT, OK, TN or TX. Southern California. Two bidding stations. OT always available. Strong union presence and working relations with management. Diverse selection of 65-plus routes. 30 minutes from San Diego. Sean, 760-637-0079 or faithparade@gmail.com.

CO: Littleton (8/14) to Columbia, SC or surrounding areas. Seeking mutual exchange. Nice area of Colorado; short distance from Denver or mountains. Five bidding offices available. Patrick, 720-327-5029 (text) or freefam2007@gmail.com.

FL: Miami Beach (11/84) to Tampa, FL or surrounding areas. A lot of OT. Nice routes, all beaches. Hal, 754-423-1582 or smartmailman@yahoo.com.

FL: Pompano (6/15) to Dallas or Fort Worth area, TX. Large office with lots of OT. Minutes to beaches and attractions of South Florida. S. Lewis, 954-398-2290 or simlewis93@gmail.com.

FL: Sanford (6/18) to Buford, Decatur, Duluth, Conyers, Snellville, Lawrenceville, Suwanee, GA area. Sanford is a historic city on Lake Monroe. Near Orlando attractions and East Coast beaches. Moving for family reasons. Angela, 407-655-9025 (text) or danjhor3@yahoo.com.

IL: Chicago (9/93) to Las Vegas, NV or surrounding areas, or any of the following states: TX, FL, GA. Regular carriers only. Large office with lots of overtime, if wanted. North Side of Chicago. 15 minutes from downtown. Great routes. Tanny, 773-

742-1197 (text or call) or reena2@hotmail.com.

IL: Chicago (9/94) to Brentwood, Murfreesboro, Columbia, TN or nearby areas. 90/10 percent single-family/business route. Nineteen-route station. Strong local union; laid-back, friendly atmosphere. Anthony, 312-316-7846 or anthonyquinn53@yahoo.com.

NV: Las Vegas (7/98) to Murfreesboro, Smyrna, Nashville, Franklin or Manchester, TN. Regular city letter carrier. Lots of overtime. Snow on Mt. Charleston. Close to wetlands. Scott, 702-427-2498 (text) to scottblondin@yahoo.com.

NJ: New Jersey Mgd. (3/14) to Orlando, FL or surrounding areas (St. Cloud, Kissamee, etc.). Great work environment, small office. Walking routes in a small town. Pablo, 862-

290-6519 or extrastakicacindy@aol.com.

NY: Bronx (3/14) to Chapel Hill, Durham, Raleigh, Burlington, NC or surrounding area. Regular carriers only. Medium office, OT always available. Compacted route, mainly big buildings. Transferring for family reasons. Interested in doing a mutual swap. Susie, 917-855-0905 (text or call).

TX: Austin (5/18) to Boca Raton, FL or surrounding areas. Medium office, good management, great work environment, good routes at north. City in growth. Diana, durregom@gmail.com.

WA: Seattle (10/12) to FL, TX, NM, AZ or NV; will consider other locations. Scott, 206-659-2900 or bluenextgreen@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., April's deadline is for the May 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. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: 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.



MISSING

HELP BRING ME HOME

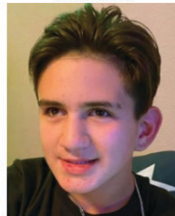
NCMEC: 1443206

Richard Palmer



Missing Since: Feb 10, 2022
Missing From: Houston, TX
DOB: Feb 9, 2009
Age Now: 13
Sex: Male
Race: Biracial
Hair Color: Brown
Eye Color: Brown
Height: 4'9"
Weight: 110 lbs

Extra Photo



Both photos shown are of Richard. He was last seen February 10, 2022. Richard is Biracial. He is Hispanic and White.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Houston ISD Police Department (Texas) 1-713-892-7777

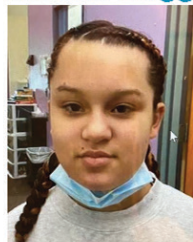


MISSING

HELP BRING ME HOME

NCMEC: 1444468

Nevaeh Biaggi



Missing Since: Feb 23, 2022
Missing From: Chicopee, MA
DOB: Mar 26, 2009
Age Now: 12
Sex: Female
Race: Biracial
Hair Color: Brown
Eye Color: Brown
Height: 5'0"
Weight: 120 lbs

Nevaeh was last seen February 23, 2022. Nevaeh is biracial. She is Black and White.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-843-5678 (1-800-THE-LOST®)
Chicopee Police Department (Massachusetts) 1-413-592-6341

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**